



# 2024 Human Rights Statement & appendix

Published 14 February 2025

## Purpose

The purpose of this document is to outline the principles and policies that support AMP to respect human rights. This document forms part of AMP's Sustainability Framework and Sustainability disclosures for the 2024 reporting period.

## Commitment

AMP recognises that organisations have a responsibility to respect human rights, promoting their consideration and advancement throughout core business activities. AMP is committed to conducting our business in an ethical and professional manner. We consider the broader impacts to society of our own business operations, purchasing and investment decisions.

AMP is committed to avoiding or contributing to adverse human rights through our own activities and preventing adverse human rights impacts that are directly linked to our business activities. The development of this approach to addressing the material human rights considerations in our business activities is made with reference to the United Nations Guiding Principles on Business and Human Rights.

AMP is committed to respect at a minimum, the human rights as set out in the International Bill of Human Rights and the principles regarding fundamental rights as outlined in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

## Material human rights concerns

Through AMP's annual sustainability materiality process, we have identified the following human rights priorities:

- Oversight, management and disclosure of human rights risks and impacts
- Supporting customers experiencing vulnerability
- Data privacy and protection
- Experience of employees and our contingent workforce
- Fostering an inclusive and diverse business
- Procurement and supply chain activity
- Responsible investment and asset stewardship
- Meaningful engagement with First Nations and Indigenous communities
- Community support and investment for financially vulnerable individuals and communities

## Scope

The commitments outlined in this position statement apply to all:

- AMP majority-controlled entities;
- employees;
- contractors;
- suppliers; and
- AMP controlled or managed funds and investments.

This position statement does not include minority-stake entities.

## Principles

- **Materiality and due diligence:** AMP considers the material human rights risks and issues associated with its business activities. These material human rights concerns are reviewed annually as part of the Sustainability Framework, through stakeholder consultation to understand risks and impacts arising from business activities.
- **Stakeholder engagement:** AMP engages with stakeholders to understand their views and understand impacts to customers, people and partners, and the community and environment. This includes unions and our requirements to consult with relevant unions under our industrial agreements.
- **Accountability:** Activities to monitor, evaluate and manage human rights risks have been implemented at the business unit level across the organisation. It is the responsibility of these teams to identify and intervene where human rights may be at risk and communicate their concerns to management for escalation where required. In addition, group wide working groups monitor implementation across different functions and businesses.
- **Policies and governance:** Human rights considerations are incorporated into policies across the organisation. The relevant policies and their purpose in addressing material human rights concerns are outlined in the appendix. Progress is monitored through working groups and committees and reported to the Executive team and Board periodically.
- **Training and awareness:** AMP trains employees and raises awareness to material human rights concerns through mandatory training requirements and specialised training and sessions for specific roles in the organisation.
- **Industry collaboration:** AMP partners with industry and other organisations to systemically address human rights issues. This includes industry working groups, investor working groups.
- **Grievance mechanisms:** impacted individuals and communities can raise their issues through the AMP Whistleblowing program to have grievances addressed. Employees also have a range of informal channels to raise concerns through our People and Culture team.
- **Remediation:** In the event that we identify AMP has caused or contributed to adverse human rights impacts, AMP engages in remediation as appropriate. AMP considers judicial and legal limitations, the degree of the harm caused and association with other actors.
- **Reporting and disclosure:** We are committed to disclosures on progress regarding key human rights risks in line with the core areas of our Sustainability Framework and publicly communicating any targets we set. Material changes to these targets will be shared internally and at a minimum, annual updates on progress will be made available externally. In some cases, reporting may be restricted by legal requirements.

## Appendix: Relevant human rights considerations and policies

Business activities and relevant human rights	Policies or programs
<b>Governance</b> – oversight and management of material human rights issues.	<ul style="list-style-type: none"> <li>• Code of Conduct</li> <li>• Enterprise Risk Management Policy and related risk frameworks</li> <li>• Whistleblowing Policy</li> </ul>
<b>Employment</b> – our role as an employer. Includes inclusion and diversity, ethical conduct, antidiscrimination, providing a safe workplace.	<ul style="list-style-type: none"> <li>• Code of Conduct</li> <li>• Inclusion and Diversity Policy</li> <li>• Anti-Bribery and Corruption Policy</li> <li>• Consequence Management Policy</li> <li>• Workplace Health, Safety and Wellbeing Policy</li> <li>• Workplace Respect Policy</li> <li>• Complaints Handling Policy for team members</li> <li>• Short-Term Work Needs Policy</li> <li>• Industrial agreements with unions, such as Enterprise Bargaining Agreements in Australia</li> </ul>
<b>Supply chain</b> – our role as purchaser of goods and services. Includes labour standards, ethical sourcing and understanding the impacts of our purchasing decisions.	<ul style="list-style-type: none"> <li>• Supplier Code of Practice outlines expectations of suppliers, including labour standards and human rights</li> <li>• Outsourcing Policy</li> </ul>
<b>Investment management</b> – our role as an investor. Includes Environmental, Social, Governance (ESG) and asset stewardship.	<ul style="list-style-type: none"> <li>• AMP Investments Responsible Investment approach</li> <li>• AMP New Zealand Wealth Management Sustainable Investment Philosophy</li> </ul>
<b>Customer and capital flows</b> – our role as financial service provider. Includes supporting clients experiencing vulnerability, privacy, data and managing financial crimes within our transactions.	<ul style="list-style-type: none"> <li>• Customer Vulnerability and Accessibility Policy supporting accessibility for clients</li> <li>• Privacy Policy</li> <li>• Anti Money Laundering and Counter Terrorist Financing Policy</li> <li>• Sanctions Policy</li> <li>• Customer Remediation Policy</li> </ul>

	<ul style="list-style-type: none"> <li>• Customer Complaints Policy</li> </ul>
<b>Community</b> – our role in the community. Includes strengthening relationships with community groups.	<ul style="list-style-type: none"> <li>• AMP Foundation supports charities and individuals who are building a better tomorrow for everyone</li> <li>• AMP Stretch Reconciliation Action Plan strengthening relationships with Aboriginal and Torres Strait Islander Peoples</li> </ul>
<b>Performance and disclosure</b>	<ul style="list-style-type: none"> <li>• Annual reporting suite, including Sustainability Report and Modern Slavery Statements.</li> <li>• Other ESG benchmarks including: S&amp;P Corporate Sustainability Assessment (CSA) and Principles for Responsible Investment (PRI)</li> </ul>

### The AMP Foundation

The AMP Foundation, the philanthropic arm of AMP, is one of Australia's largest independently funded corporate foundations. Since 1992, the Foundation has distributed to charities and individuals who are building a better tomorrow for everyone. Through its Amplifiers program, AMP employees and financial advisers are encouraged to engage in charitable activities that are meaningful to them and their communities, through volunteering and fundraising, which the AMP Foundation then matches.

