

Inclusion and Diversity Policy

Approver	AMP Limited Board
Owner	Chief People, Sustainability and Community Officer
Manager	Director, Strategy, Performance and Reporting
Target Audience	All Team Members directly employed by AMP and any personnel who perform services for the benefit of AMP (including directors, officers, temporary agency staff, external contractors and consultants), and anyone interacting in our work environment.
Effective Date	1/04/2025
Next Review Date	1/04/2027
Contact	culture@amp.com.au

1. Purpose and scope

1.1 Purpose

AMP is committed to creating an environment which empowers people to be their authentic selves and is reflective of AMPs customers and community. An enabler of performance, innovation and sustainable growth, we continue to take intentional steps to progress our inclusion and diversity priorities and deliver on our purpose – ultimately achieving better outcomes for our people, customers, shareholders and communities.

The Policy sets out AMPs commitment to inclusion and diversity, anchored to our Purpose and Values. It creates a shared understanding of what inclusion and diversity means, why it's good for people and business and what's expected at AMP.

1.2 Scope

This policy applies to all Team Members directly employed or engaged by AMP and any individuals who perform services for the benefit of AMP (including directors, officers, temporary agency staff, external contracts and consultants), and anyone interacting in our work environment.

2. Policy requirements

Inclusion, diversity and belonging is critical to performance: we live, work and do business with people and communities from diverse backgrounds and need all kinds of ideas, perspectives and approaches to deliver on our purpose, for the benefit of all stakeholders including our employees, customers, shareholders, and the communities we serve.

Focusing on inclusion and diversity helps us drive individual, team and business performance because it means we:

- better reflect, understand, and connect with customers
- improve engagement, morale, and overall wellbeing of our people
- leverage diversity of thought to solve complex problems more effectively
- expand on our creativity and innovation capabilities

- improve the quality of business decisions over the long term; and
- positively contribute to our communities.

When we talk about **'inclusion'**, we mean actively inviting, listening and valuing different perspectives and the unique characteristics and contributions of each person, so that people feel they belong and can do their best work

When we talk about **'diversity'**, we mean diversity of people - bringing together a collective mix of differences in gender, background, experience, and so on, so that our workforce represents the people and communities where we work, live and do business.

By embracing inclusion and diversity we foster respect for people who are different to ourselves and acknowledge the value these differences bring to our workplace and communities. Employers play an important role in continuing to ask the question "what more can we do" to address inequalities and transparently tracking and reporting on progress.

2.1. Inclusion, Diversity and Belonging principles & commitments

2.1.1. Principles

We all play a role in creating an environment where we can bring our whole selves to work and feel we can give and be our best every day. This means everyone demonstrates these principles:

1. Inclusion, diversity and belonging is good for people; our customers, our business, our shareholders, and communities
2. inclusion, diversity and belonging is good for performance; both individual and business
3. we treat each other fairly and with respect
4. we help others to give - and be - their best
5. we are all responsible for creating an inclusive and diverse working environment where everyone feels they are accepted, valued and encouraged to speak up
6. we value, are open to, and encourage, the thoughts, ideas, and opinions of others
7. we are accountable for our actions, behaviours, and responsibilities and monitor our performance; and
8. we demonstrate inclusive behaviours.

2.1.2. Commitment

Our commitment to inclusion and diversity extends to all areas of our business:

- our customers
- our strategic partners
- our leadership expectations
- the way we work and organise our teams
- how we attract, recruit, retain, develop, manage, and promote our employees
- the steps we take to identify, develop, and manage our talent; and
- the way we evaluate and reward performance.

A range of policies, procedures, programs, and benefits support our commitment to inclusion and diversity, e.g. our Purpose and Values, Code of Conduct, We-Flex Policy, Recruitment Policy, Parental Leave Policy, Sexual Harassment Policy, and Leave Policy.

Our AMP Inclusion and Diversity Council is a representative group of employees and leaders from a diverse range of backgrounds and experience that work together to drive and advocate our commitment to inclusion and diversity and to foster a culture where everyone feels they belong. The Council is empowered to align inclusion and diversity efforts at AMP, identify areas of focus, take action and deliver initiatives, and make recommendations in support of meaningful progress.

Employee action groups exist to support the implementation of interventions that assist in creating a more inclusive and safe workplace, as well as raise awareness for inclusion, diversity and belonging more broadly. These include AMProud, Reconciliation Action Plan (RAP) Committee and New Zealand Cultural Working groups.

Our commitment to inclusion and diversity also specifically includes reconciliation with Australia's First Nations Peoples. We acknowledge the Traditional Custodians of the land of which AMP's influence extends to and seek to observe and respect cultural protocols where appropriate to build an inclusive, culturally safe and sustainable workplace.

2.2 Governance

The AMP Limited Board endorse inclusion, diversity and belonging as important to long term business performance, and play a key role in setting and monitoring key objectives. These objectives, and progress towards them, are monitored on a regular basis. They are assessed annually and communicated in the AMP Sustainability Report and Corporate Governance Statement, both accessible via the AMP website.

3. Monitoring and oversight

The Owner of this Policy monitors and oversees compliance with the Policy.

This Policy applies to all our entities in all countries where we operate. This Policy sets out the minimum standards required and expected. Additional requirements may apply in some circumstances, for example people working in overseas or in other legal jurisdictions where in addition to meeting the minimum requirements of this Policy these requirements or obligations will also apply.

Where there are specific jurisdictional requirements, and these differ to the Policy requirements, you are required to adopt the following approach:

- Where specific jurisdictional requirements exceed the Policy, the jurisdictional requirements are to be adhered to in addition to the Inclusion and Diversity Policy requirements;
- Where specific jurisdictional requirements are less onerous than outlined in the Inclusion and Diversity Policy, the requirements of the Policy must be adhered to;
- Where specific jurisdictional requirements are inconsistent with the Inclusion and Diversity Policy, this is to be escalated and reported to the Policy Owner; and
- Generally, the more conservative of the two – Policy or requirement – is adopted.

Failure to comply with the Policy poses regulatory risk to us in both Australia and abroad and can result in both civil and criminal penalties as well as reputational and other damage.

Any instances of non-compliance with this Policy should be treated in accordance with the [Issue and Incident Management Policy](#), [Consequence Management Policy](#) and [Code of Conduct](#).

Where you have a concern that a serious breach of this Policy has occurred or will occur, and that pursuing your concern through the normal channels will be personally damaging, you should report your concern in accordance with the [Whistleblowing Policy](#). We care about our people - you can also

access wellbeing support through our Employee Assistance Program [CHAMP Hub page](#), or by speaking with your leader or a Mental Health First Aid Officer (Australia only).

Any breach of this Policy may be considered as misconduct and may result in re-assessment or revocation of bonus or incentive allocation and/or disciplinary action up to and including termination of employment or services.

This policy does not form part of any contract of employment or contract of engagement and may be amended, replaced, or revoked at any time by AMP at its discretion.

4. Exemptions

Requests for exemptions to this Policy must be made in writing to the Owner of this Policy for their approval. Where approved the exemption will be granted for a maximum period of 12 months and an issue is to be raised in the risk system by the exemption requestor with a remediation plan to address.

5. Roles and responsibilities

We are all accountable for inclusion and diversity at AMP. Specific roles and responsibilities are set out in the table below.

Role	Responsibility
Everyone	<ul style="list-style-type: none"> • Understand what inclusion, diversity and belonging means for us • Be inclusive and respect the diversity of your colleagues: <ul style="list-style-type: none"> ○ play as one team ○ get to know one another ○ be fair and respectful ○ invite and value each person's unique contribution; and ○ make the most of differences, similarities, and shared goals. • Proactively seek out different perspectives when making decisions • Be brave and do the right thing; speak up and challenge bias and inappropriate behaviour • Create an environment of belonging where people feel accepted, valued, and connected, empowering people to give - and be - their best • Role model inclusive behaviour
People Leaders	<p>In addition to the responsibilities for everyone above; AMP's Leadership Expectations outline the role of leaders to lead inclusively by:</p> <ul style="list-style-type: none"> • Being self-aware of own biases • Encouraging curiosity and a learning mindset • Seeking out and valuing different perspectives • Creating a safe environment for people to be themselves and speak up • Encouraging people to share and learn from mistakes • Understanding the benefits of, and assembling, diverse teams • Proactively supporting diversity and inclusion initiatives

Role	Responsibility
People, Sustainability & Community (AU) Employee Experience (NZ)	<ul style="list-style-type: none"> • Provide leaders with inclusion and diversity support and guidance • Support uplift of inclusive leader practices and capability • Embed inclusion principles in all people processes, policies and systems • Maintain the inclusion and diversity strategy that defines strategic priorities, objectives and action plan • Monitor and transparently report progress of key people and inclusion metrics
Inclusion & Diversity Council	<p>In addition to the responsibilities of everyone above;</p> <ul style="list-style-type: none"> • Contribute to the design, development and activation of our inclusion and diversity strategy, action plan and priorities • Support inclusion and diversity initiatives across the business, providing advocacy and building awareness • Discussing, addressing and aligning on inclusion & diversity efforts and areas of opportunity
AMP Limited Board	<ul style="list-style-type: none"> • Approve and monitor defined inclusion and diversity metrics on an annual basis • Approve the Inclusion and Diversity policy on a biennial basis

6. Definitions

Term	Definition
Inclusion	<p>Inclusion is the active process of inviting, listening and valuing different perspectives, and the unique characteristics and contributions of each person so that people feel they belong and can do their best work. Inclusion requires fairness and respect. It creates a workplace where people feel safe to bring their whole selves and speak up.</p>
Diversity	<p>Diversity means diversity of people – bringing together a collective mix of differences in gender, background, experience, and so on, so that our workforce represents the people and communities where we work, live and do business.</p> <p>Diversity can be individual or particular to a broader group. This can include, but is not limited to:</p> <ul style="list-style-type: none"> • ability / disability • age / generation • caring responsibilities • education • ethnicity / cultural background • gender • life experiences • nationality • political beliefs • race • sexual expression • sexual orientation • social class and caste

Term	Definition
	<ul style="list-style-type: none"> • gender expression • gender identity including transgender • gender affirmation • indigeneity including Aboriginal, Torres Strait Islander and Māori • industry / work experience • intersex status • location • personality types • relationship status including opposite or same sex martial / relationship status • religious beliefs and / or practices • work and learning styles • work practices including flexible work
Belonging	Belonging is when people feel they belong through being seen, heard, connected, supported, and valued.

7. Related documents

Document	Relationship
Code of Conduct	Outlines the minimum standards of behaviour, decision making, and how we treat each other, our customers, shareholders, business partners, and stakeholders.
Complaints Handling Policy for Workers	Sets out our approach to the management of complaints and grievances raised by our workers.
Recruitment Policy	Sets out guidelines and guardrails for hiring managers. To support our ambition to have an inclusive and diverse workforce that represents our customers and community, we work within seven recruitment principles.
Sexual Harassment Policy	Outlines the standards of behaviour expected from AMP employees and their responsibilities in relation to Unlawful Behaviours under the Sexual Discrimination Act.
We-Flex Policy (Australia)	Outlines our commitment to flexible working and information on the flexible work options available to our people.
We Flex Principles (New Zealand)	Sets out the ways in which we will support each other to flex and how we will be accountable for our actions and delivering business outcomes
Whistleblowing Policy	Sets out how to raise a concern about disclosable matters, what protections apply in those circumstances, and the processes for responding to reports about disclosable matters.
Workplace Health, Safety and Wellbeing Policy	Outlines our commitment to providing a physical and psychologically safe working environment.
Workplace Respect Policy	Sets out the responsibility of behaving appropriately at work, where everyone is treated with dignity and respect. This policy prohibits discrimination, harassment, vilification, and victimisation based on protected characteristics or attributes.

8. Superseded version

Document Name	Effective Date of superseded document
Inclusion and Diversity Policy	01/04/2023
