



2024 SDG and Material Issue Index

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SDG Appendix and Material Issue Alignment

AMP recognises the impactful role that financial services companies can play in supporting ambitions of the Sustainable Development Goals (SDGs).

The purpose of this document is to outline how AMP aligns its actions and strategic direction to relevant SDGs, through the identified material sustainability issues. It also highlights the existing practices, policies, and initiatives that AMP conducts and integrates that contribute positively to the fulfilment of the SDGs.

AMP recognises that not every activity or initiative conducted by our organisation is directly linked to a specific target or indicator for each of the goals outlined. However, we utilise international reporting frameworks and standards, such as Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB), or self-defined indicators, to inform the metrics we set and publicly disclose. Further information is available in the [Sustainability Report](#), [ESG Data Pack](#) and [GRI and SASB indices](#) on the AMP website.

SDGs	Aligned material issues	Description
 <p>No Poverty</p>	Financial wellness Community investment	Financial wellness is a key enabler to reducing poverty. AMP plays an important role in fostering the financial wellness of the communities it operates in, and we are committed to improving outcomes for our customers. We continue to identify and implement ways to support vulnerable customers through our Customer Advocate function and explore ways to make financial services more accessible and appropriate given the different and changing needs of our customers. Investments and funding by the AMP Foundation, AMP's philanthropic arm, also target social enterprises and not for profits that support vulnerable communities and those experiencing poverty.
 <p>Quality education</p>	People and wellbeing	As a financial services company, our people are our most important asset to create value and deliver for our customers and the broader community. It is crucial that we continue to invest in the development of our people and equip them with the relevant knowledge and skills to thrive in a complex industry. We see many opportunities to engage our workforce on issues of sustainable development to support new ways of thinking and identify opportunities to create greater impact on our customers, communities and environment. We will continue to invest in leadership programs and providing study leave to employees.
 <p>Gender equality</p>	Culture and conduct People and wellbeing Financial Wellness	We are committed to supporting a workforce that reflects the customers and communities we serve and fostering a culture where there is equal opportunity regardless of gender. We recognise the importance of gender equality in the success of the business and will continue to take steps to ensure these considerations extend to our customers and partners. We have implemented a range of policies and processes to support gender equality including through recruitment processes, development and talent pipelines, flexible working and parental leave. AMP currently has a 40:40:20 gender diversity target (40% female and 40% male representation across the organisation – including

board, executive management, head of, middle management, and the workforce generally – with the remaining 20% open to male, female or those identifying as non-binary). AMP has undertaken research that identifies pre-retirees, women, and single parents, are even more exposed to the financial stresses that are currently being compounded.



Decent work and economic growth

- Financial wellness
- Customer experience
- People and wellbeing
- Partners and supply chains
- Responsible Investment

The ambition highlighted by this goal lays the foundation for a sustainable and inclusive global economy underpinned by decent work. We are focused on fairness and mindful of how we can continue to create a safe and secure working environment as ways of working change. We are committed to managing human rights risks, including modern slavery, through a dedicated cross-functional working group, and taking action to better protect our people and partners, customers and the broader community. We also recognise the importance of encouraging and expanding access to a range of financial services that can strengthen financial wellness in the community and promote economic growth in Australia and New Zealand. AMP recognises that Australians are enduring financial stress in the current environment, and the cost of living, political uncertainty are creating significant uncertainty and instability. AMP regularly undertakes research to better understand how Australians are feeling about their finances. The research is designed to help employers, financial professionals, and even policy makers, to improve the financial wellness of the Australian population. It also assists us to develop targeted financial products, advice, guidance, and services to assist Australians with their financial wellness and security.



Reduced inequalities

- Financial wellness
- People and wellbeing
- Community Investment

We recognise the importance of inclusion to empower our customers, people and partners, and communities to help them create their tomorrow. We're committed to supporting equal opportunity for our people through our inclusion and diversity program and our Reconciliation Action Plan. We also continue to conduct thematic reviews through the Customer Advocate team with recent work focused on scams. Grants through the AMP Foundation target social enterprises that support a range of inclusion activities that can improve employment and financial outcomes for vulnerable members of the community, with a particular focus on women and first nations groups.



Climate action

- Responsible investment
- Climate and nature

Climate change is one of the most significant long-term global challenges to our environment, economies, and societies. It poses a range of physical, financial and legal risks to our business, the investments we manage on behalf of our customers and the wider community. We are focused on managing the investment risks and opportunities for our members and reducing our own operational and supply chain impacts. AMP is carbon neutral across its corporate operations and supports a global transition to Net Zero emissions by 2050. We also recognise the importance of educating our workforce on climate change to more effectively manage climate-related risks and opportunities.

	<p>AMP has had a long-standing commitment to reduce and offset its own operational scope 1, 2 and upstream operational scope 3 emissions. Acknowledging the complexity and challenges in measuring and monitoring scope 3 emissions from lending and investment activities, AMP measures and discloses the scope 3 emissions of the residential mortgage portfolio and the equity portions of flagship AMP Investment funds and financed emissions in AMP Bank.</p>
 <p>15 LIFE ON LAND</p> <p>Life on land</p>	<p>Responsible investment</p> <p>Climate and nature</p> <p>Effective land management and mitigation of environmental degradation is critical to the overall sustainability and health of natural systems. We appreciate the growing importance of nature and biodiversity-related information in assessing the environmental impacts of our business and consider an appropriate approach based on our exposure as guidance on this topic continues to evolve. For our Australian carbon offsets, we prefer to select abatement projects focused on bush regeneration or traditional land management activities with biodiversity benefits.</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>Peace, justice and strong institutions</p>	<p>Culture and Conduct</p> <p>We are committed to providing transparent and meaningful disclosure on issues of importance to our stakeholders and conducting an annual review of the material issues framework that guides key reporting and disclosures. AMP regularly engages across leadership levels to collect feedback that informs key decision making to improve the employee experience and deliver for customers. AMP's Code of Conduct outlines the expectations of behaviours of employees. It is framework to help exercise good judgement and make decisions that are not only legally compliant but also ethical, fair, and balanced. AMP has also a range of policies including Anti-bribery and Corruption Policy, Anti-money laundering and Counter Terrorism Financing (AML/CTF) programs in place to address relevant financial crimes, bribery, and corruption.</p>
 <p>17 PARTNERSHIPS FOR THE GOALS</p> <p>Partnership for goals</p>	<p>Digital Innovation, AI & Cyber Security</p> <p>Partners and supply chains</p> <p>Responsible Investment</p> <p>Climate and nature</p> <p>Community investment</p> <p>Partnering is essential to how AMP operates, supporting more innovative product design, stronger distribution networks and quality service delivery. We work collaboratively with our partners and service providers to evolve our approach to address material Environmental, Social and Governance risks and deliver value for our stakeholders. Collaboration is also essential to key programs including responsible investment, where engagement is conducted through investor collaborations including CA100+, and community investment where initiatives targeting financial wellness are managed by the AMP Foundation in partnership with charities or not for profit organisations. Collaboration is also part of the acceleration of the AMP Bank strategy. AMP Bank is working with Engine, the subsidiary of Starling Bank, a leading UK digital bank. We are leveraging Starling's 'Engine' technology platform in building the new AMP digital bank offer to serve small and medium businesses with transactional banking services.</p>