

Positive Duty Leadership Statement

AMP Limited Board

The AMP Limited Board is committed to creating a safe, respectful, and inclusive workplace environment, consistent with AMP's purpose and values.

In recent years, AMP has made significant progress in the management of workplace culture and conduct having invested heavily in its cultural renewal, new purpose and values, leadership, training and uplifting of its internal processes. While we have been on our own journey since 2020, recent changes have also occurred to Federal legislation enshrining new obligations for all companies.

The Sex Discrimination Act 1984 has been updated to introduce a 'Positive Duty' for employers. This duty requires employers to take reasonable and proportionate measures to eliminate sexual harassment, sex-based harassment, sex discrimination and/or conduct that creates a hostile workplace environment on the grounds of sex – which the legislation categorises as 'Unlawful Behaviours'.

These Unlawful Behaviours can disproportionately affect particular groups of employees, have harmful impacts on the person experiencing the unlawful conduct and their friends, family and witnesses to the conduct. They can also have a significant impact on workplace culture. They are prevented by identifying and managing their 'Key Drivers', which include power imbalances, gender inequality, discrimination and exclusion, and lack of accountability. At AMP we manage these Key Drivers through a strong emphasis on gender equality and diversity and inclusion. We recognise that fostering a diverse and inclusive workplace is both the right thing to do and also essential for the business' continued growth and innovation.

Since AMP's Workplace Conduct Review in 2020, the business has addressed many of the Key Drivers mentioned above. We have invested in leadership training and embedding our new Purpose and Values as enablers of cultural change. We have introduced new internal channels for employees to raise issues, as well as uplifting our capability to respond to such issues in a people-centred and trauma-informed way. We have also enhanced our safety and wellbeing support.

We want to express our unwavering commitment to take further reasonable and proportionate measures to continue to identify and eliminate any Unlawful Behaviours from AMP's workplace so that every member of our team feels safe, valued, and respected. We also want to be clear that we do not tolerate these behaviours.

While progress has been made, there is still work to be done. We are committed to continuous improvement and have developed a Prevention and Response Plan to ensure we continue to build a workplace where everyone feels safe, respected, and empowered to succeed.

You will soon hear about the key actions from this plan, including the creation of a standalone sexual harassment policy and mandatory education programs on the Unlawful Behaviours, for leaders and employees. We ask all of you to stand with us against these Unlawful Behaviours. That means not just behaving respectfully yourself, but being prepared to call out unlawful behaviour if you witness it at work.

We acknowledge there are sensitivities around these issues for many people and support is available from your immediate leader, or any other trusted leader at AMP, as well as the People Team, and CHAMP by Sonder - our Employee Assistance Program.

Thank you for your commitment to our purpose and shared values. Each one of us has a critical role to play as we strive to create a workplace that reflects the diversity of our community and embodies the principles of equality and respect.