

# SUSTAINABILITY GOVERNANCE

**Sustainability and environmental, social and governance (ESG) issues are managed through AMP's governance structures and risk management frameworks.**

The AMP Limited Board and Board Risk Committee oversee management of sustainability-related issues for AMP shareholders and delegates responsibility for management of impacts to the CEO. The CEO and Executive Committee manages and monitors AMP's material sustainability framework through the Group Risk and Compliance Committee, constituting all members of the Executive Committee. These committees and the Board review the outcomes of the sustainability materiality review (outlined in [Stakeholder Engagement section](#)) and associated performance disclosures annually.

In 2021, the Executive Committee and Board Risk Committee was engaged on several ESG-related issues including:

- Workplace conduct and operational risk matters;
- Purpose, values and culture;
- Diversity and inclusion;
- Human rights considerations, including modern slavery;
- Climate change;
- 2021 sustainability material issues framework and basis for this report.

Within the AMP Group, there are several other boards that oversee governance of AMP activities in the best interests of other stakeholders, including superannuation members, clients and investors. These boards consider relevant ESG and sustainability-related issues as required.

To support delivery of sustainability and ESG-related programs, there are several cross-functional groups with representatives across the organisation, for example:

- 1 Environment and Climate Change working group
- 2 Modern Slavery working group
- 3 Reconciliation Action Plan Committee
- 4 Diversity and inclusion employee groups

- ▶ For further details about AMP's governance structures and risk management frameworks, please see the [Corporate Governance Statement](#) and [Enterprise Risk Management Policy](#).

## AMP Youth Advisory Committee

The Youth Advisory Committee (YAC) is a group of high performing students who are passionate about sustainability and ESG issues, represented by 14 members from 12 different universities across Australia and New Zealand. Each student has been nominated by their university to represent their peers, engage in robust discussions and ultimately offer new perspectives on how AMP might better consider and respond to issues of significance for young Australians.

In 2021, members of the YAC provided insights and recommendations on the ethical screens across a range of specific ESG funds and ways to improve disclosure on climate change, diversity and inclusion, and biodiversity. Several of these recommendations have been incorporated into the 2021 Sustainability Report and others will be considered as work progresses on different ESG and Sustainability issues throughout 2022 and beyond.

