



## **LINK GROUP** **SUSTAINABILITY POLICY**

### **1. Link Group Sustainability Policy**

Link Group seeks to identify, understand and manage the sustainability risks arising from globalisation, technological advances, changing business environments and increasing societal and stakeholder expectations. Focusing on and seeking to mitigate these risks will help us to evolve and grow, respond to the changing business world, maintain our social licence to operate and identify areas in which we can make a difference.

We are committed to behaving sustainably and acting responsibly by building partnerships with our employees, clients and their shareholders and fund members, suppliers, investors and communities based on mutual respect, trust, openness and fairness.

Link Group aims to increase the positive, sustainable effects of our business and reduce the negative impacts whilst continuing to improve our financial performance.

### **2. Sustainability Strategy**

Link Group's Sustainability Strategy is to support processes and initiatives to drive continuous improvement in our sustainability performance and achieve the goals of the Sustainability Policy. This Sustainability Strategy will define what we aim to achieve and how we will achieve it.

### **3. Sustainability Framework**

Our Sustainability Policy is achievable through our management and oversight framework involving:

- the Sustainability Committee comprising Executive membership, reporting to the Managing Director and thereby to the Board;
- an overarching set of core values and the Link Group Code of Conduct and Ethics that defines broad behaviours for our people towards each other and our stakeholders;
- a clear understanding of the governance, ethical, social, environmental, economic and reputational risks, current and emerging, that we face;
- a suite of policies, in addition to this one, that defines our need to adhere to legal and Link Group's requirements and specific expected behaviours. Our policies are backed up by supporting processes, controls, training, communications and monitoring, and regular update of core documents and procedures;
- the review of sustainability practices across clients and suppliers by undertaking due diligence on material relationships (buy-side and sell-side) and encouraging these parties to commit to high standards of business behaviour;
- periodic reporting to both internal and external stakeholders on our sustainability performance and the effectiveness of our sustainability initiatives; and
- a drive to innovate and take advantage of opportunities that allow us to contribute to our industry and continuously build our reputation as a good corporate citizen.

#### 4. Sustainability Program

To foster continuous improvement in our performance across all our major sustainability pillars, we undertake a broad range of initiatives, as follows:

**Our People** – Initiatives designed to improve employee well-being, build employee engagement and increase the desirability of Link Group as an “employer of choice”.

**Our Environment** – Limiting our use of resources, carefully managing environmental impacts and minimising our footprint by implementing suitable initiatives, setting targets and monitoring progress.

**Our Community** – Introducing community-focused initiatives, encouraging our people to contribute to projects that resonate and supporting causes that allow us to leverage our expertise in financial services technology.

**Our Supply Chain** – Reviewing key suppliers who contribute to our performance and sustainability for adherence to high standards of sustainability performance and seeking to understand the aspects of their business that drive their own sustainability.

**Our Governance and Management** – Maintaining high standards of corporate governance and a transparent and accountable approach across the business, backed by a detailed and comprehensive Risk Management Framework of policies, procedures, compliance, escalation processes, monitoring and reporting.

#### 5. Scope

This document is mandatory for all users and business units, in Australia and overseas, and applies to everyone with responsibility for any aspect of Link Group’s sustainability efforts.

#### 6. Communication support

Link Group recognises the importance of effective communication in achieving the goals of this Policy. Periodic communications will be sent to Link Group employees across all Link Group offices to explain:

- the importance of sustainability to our business;
- Link Group's sustainability program and how it is progressing; and
- how Link Group employees can contribute.

**December 2017**