



# Link Group Sustainability Statement

**Link Group is committed to sustainability and acting in a responsible manner to promote employee well-being, minimise our impact on the environment and give back to the wider community. Our ethos is to build partnerships with our employees, clients, investors, suppliers and communities based on mutual respect, trust and fairness.**

We apply the same values internally as we do with our clients and suppliers. We believe on this foundation we can make meaningful and lasting contributions to our industry, society and environment, as well as generating value for our shareholders.

Our approach to sustainability is focused on the following key pillars:

## Our Clients

We are committed to helping our clients succeed by acting in a trusted partner capacity for over 2,300 clients globally, which come from two key groups: Australian superannuation funds and listed companies in Australia, New Zealand, Europe, the Middle East, Asia and South Africa.

Our services are founded on our ability to handle sensitive data in a secure and confidential manner, and to provide thoughtful and intelligent insight and analysis of that data. We do this through a committed focus of investment in both our people and technology solutions that together deliver superior outcomes for our clients, create enduring client partnerships and a successful and sustainable business.

## Our People

A critical factor in our success is our commitment to our people and what we do to attract, retain and develop our people given that their knowledge, skills and customer dedication is vital to Link Group's success.

Link Group actively encourages an inclusive and a diverse workforce, with a mix of gender, race, nationality and sexual orientation and a culture of hiring and promotion that is founded on merit-based criteria such as experience, ability and the contribution a person can make to Link Group.

## Our Environment

Environmental impacts are managed carefully at Link Group with the aim of reducing our environmental impact. While we acknowledge that our products and services require limited natural resources other than paper, we are committed to minimising our overall environmental footprint. Our major known environmental impacts are energy use in our offices, emissions from transport and paper use.

We have taken steps to improve and measure our environmental impact including through the introduction of targets so we can measure our performance.

## Our Community

Link Group conducts a range of initiatives to assist the community – from the cash support of specific charities to giving employees paid leave to volunteer at the charity of their choice.

As a company, Link Group strongly encourages employee participation in charitable giving as it allows our people to participate in projects that resonate with them and make a difference. The benefits are twofold in that the community benefits and Link Group benefits from the engagement and commitment of invigorated employees.

## Our Governance and Management

We are committed to maintaining a high standard of corporate governance and to a transparent and accountable approach to business. All of our people are expected to comply with the Code of Conduct and Ethics and to conduct operations with high legal, moral and ethical standards and uphold Link Group's reputation as a trusted third party financial administrator.

The Board is responsible for the overall corporate governance of Link Group and has created a corporate governance framework, including adopting appropriate policies and practices (further details are available on Link Group's website).