

**FINDEX**



# OUR STORY, OUR FUTURE

**Sustainability Policy**



# Our Story, Our Future: Sustainability Policy

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## Purpose

**At the core of our business is a mission to help our clients and the people we work with to thrive.** In doing so we are also committed to deepening our understanding of our impact and to evolve our business to meet the needs of our people, and the clients and the communities we serve without compromising the ability of future generations thrive.

This policy provides the foundations for our business, Findex Group Limited (Findex), which all our staff (also referred to as our people) are responsible for in all our locations.

## Scope

Our 'Sustainability Strategy: Our Story, Our Future' sets out a range of innovative initiatives that contribute to the United Nations Sustainable Development Goals, outline our participation in global efforts on climate action, deliver on our clients trust and security expectations, inspire and empower our diverse workforce and ensure the communities we serve are better for having known us.

Our large metropolitan and regional footprint plays a vital role in not only helping the communities we serve to thrive, but to also plays a role in inspiring and educating our stakeholders and people to make the future a sustainable one.

This policy highlights our key commitments within the four pillars of our sustainability strategy that ensures our people, clients and communities thrive for a secure future.



## Eligibility: How

Our commitment to sustainability is represented in our mission to, “**act with integrity and purpose to empower innovative and inclusive communities, and to support a thriving environment for generations to come**”. Our mission is driven and supported across the visions of our four strategic pillars:

### Trusted by clients to be honest and efficient



We earn the trust of the clients we serve through doing honest business with integrity and efficiency. We grow through innovation and leading-edge technology, and we have strong roots in our community.

### Grounded in communities



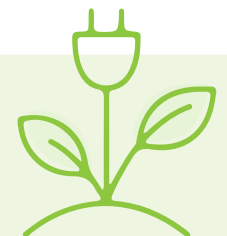
We are proud to be part of the communities we serve. We invest in regional communities, support local entrepreneurs, and respect the wisdom and cultures of Aboriginal and Torres Strait Islander and Māori peoples. Communities are better for having known us.

### Driven by passionate people



We ensure every member of the Findex team is included and supported as we grow in diversity, flexibility and unrivaled expertise. We welcome new voices and ideas to create a meaningful and lasting impact together.

### Impactful, ambitious, and responsible



We act responsibly and create a positive impact on the environment. We are ambitious and impactful in our climate action, supporting current and future generations to thrive.



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## Eligibility: Who

To uphold our dedicated visions, our sustainability action plan is represented across the wider Findex business including:

- Property and Procurement
- Events
- Marketing
- Risk and Compliance
- Digital and Technology

Our people are entrusted to follow policies that impact our sustainability efforts including:

- Travel Policy
- Modern Slavery Policy
- Volunteering Policy





## Purpose

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## Our commitments



### Trusted by clients to be honest and efficient

**We will earn the trust of the clients we serve through doing honest business with integrity and efficiency by committing to:**

- Participate in a certification program that demonstrates our best practice policies and processes across environmental, social and governance by the end of FY27.
- Deliver additional training for our people on ethics outside of existing compliance training.
- Participate and promote our best practice approach for 'Information Security Management' by achieving recognition against leading international standards for keeping information secure.
- Deliver quality and excellent services that retain and attract clients.
- Create an accessible and inclusive organisation and service offering for our clients and staff.



### Driven by passionate people

**We will ensure every member of the Findex team is included and supported as we grow in diversity, flexibility and unrivalled expertise by committing to:**

- Provide equal, diverse and inclusive initiatives, networks and principles for our people so they feel supported, welcomed and included supported by our Diversity & Inclusion Strategy.
- Our people are engaged and provided opportunities to learn about key social, environmental and climate issues.
- Support the wellbeing of our staff through implementing leading world standards that demonstrate best practice in managing psychological health in the workplace.



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Purpose

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## Our commitments



### Grounded in communities

**We invest in regional communities, support local entrepreneurs and respect the Indigenous and Māori cultures – leaving the communities better for having known us by committing to:**

- Provide financial campaigns that support growing populations and communities.
- Respect Indigenous cultures and seeking engagement on reconciliation.
- Respect Māori cultures and seek engagement with Māori iwi.
- Advance social and environmental objectives within our procurement policies and processes.
- Support our communities through peer-to-peer networks.



### Impactful, ambitious and responsible

**We act responsibly and create a positive impact on the environment and our ambitions on climate action is impactful, by committing to:**

- Transparently report on our climate risk aligned to the Taskforce on Climate-Related Financial Disclosures (TCFD) by the end of FY27.
- Reduce our FY20 emissions aligned to global efforts in reducing global warming by 1.5-degrees by 2030.
- Become carbon neutral from FY24 onwards.
- Address our environmental impacts by reducing our consumption of natural resources.
- Become a UN Global Compact Signatory from FY25 onwards.
- Publish our Social Responsible Investment Policy from FY24 onwards
- Achieve 50% of our investment managers approved for advisor use are a member of Responsible Investment Association Australasia (RIAA) and or United Nations Principles for Responsible Investment by the end FY27.



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