

# 1. - At a glance

<b>Who</b>	This policy applies to all Australasia employees.
<b>What</b>	<p>Resolution Life NOHC and Subsidiaries, Resolution Life Australasia (RLA), part of the Resolution Life Group, understands it has a responsibility to manage material environmental and social issues in its investments, operations, and supply chains for long term sustainability for all stakeholders and aligns with our company purpose to 'Protect Human Spirit'.</p> <p>There are benefits for all stakeholders if Environmental, Social and Governance (“ESG”) matters are constantly reviewed and improved, however if not managed, they can escalate into material reputational and financial risks.</p> <p>This policy sets out our commitments and obligations to environmental and social responsibility and good corporate governance, to our customers, investors, employees, regulators, and the communities in which we operate.</p> <p>This policy details Resolution Life Australasia’s ESG principles (“the principles”), describes how we will implement them and outlines the ESG standards which we aim to adhere to, and which have helped guided this policy.</p> <p>Within 12 months of launching our locally relevant, yet globally aligned ESG Policy, we plan on setting tangible targets that lead to carbon neutrality, reduced waste, encourage active employee participation and industry leading governance and reporting. Our results will be measured quarterly via the Group ESG Scorecard.</p>
<b>Why</b>	We seek to deliver value to the community beyond our own profitability – this is in the interests of our business because it leads to more positive customer relationships, stronger communities, a better ability to attract and retain the best talent, attract investors, and do the right thing by regulators, and the communities in which we operate.

# 2. Policy

## 2.1 Scope and Purpose of ESG Policy

Resolution Life NOHC and Subsidiaries, Resolution Life Australasia (RLA), part of the Resolution Life Group, understands it has a responsibility to manage material environmental and social issues in its investments, operations, and supply chains for long term sustainability for all stakeholders and aligns with our company purpose to 'Protect Human Spirit'.

There are benefits for all stakeholders if Environmental, Social and Governance ("ESG") matters are constantly reviewed and improved, however if not managed, they can escalate into material reputational and financial risks.

This policy sets out our commitments and obligations to environmental and social responsibility and good corporate governance, to our customers, investors, employees, regulators, and the communities in which we operate. This document complements other RLA policies including: ESG Investment Policy, Code of Conduct, Workplace Health & Safety Policy, Equal Opportunities and Dignity at Work Policy, Modern Slavery Statement, Outsourcing Policy and Procurement Policy/Supplier Code of Practice.

The purpose of this policy is to demonstrate Resolution Life Australasia's ESG principles ("the principles"), describe how we will implement our principles and outline the ESG standards which we aim to adhere to, and which have helped guided this policy.

With ESG continually evolving, we currently define ESG as:

Environmental - Preservation of our natural world

- Climate change
- Carbon emission reduction
- Water pollution and water scarcity
- Air pollution
- Deforestation
- Resource preservation/utilisation
- Cultural preservation

Social - Consideration of humans and our interdependencies

- Customer success
- Gender and diversity inclusion
- Community relations
- Indigenous affairs and engagement
- Mental health
- Modern slavery
- Supply chains
- Employee wellbeing

Governance - Logistics and defined process for running our business

- Board of directors and its makeup
- Executive compensation guidelines
- Political contributions and lobbying
- Data hygiene and security
- Anti-bribery and corruption
- Partnering with investment managers
- Hiring and onboarding best practices
- Transparency of tax obligations

This policy applies to Resolution Life Australasia and all persons working for Resolution Life Australasia, including permanent employees, temporary employees, secondees, interns, directors or otherwise

(“Employees”). The ESG policy is based on the following principles and there is a commitment to local best practice for corporate governance, as defined by Australian Security Investment Commission (ASIC).

## 2.2 Principles

- Resolution Life Australasia is committed to taking meaningful action on matters within its direct control and supply chain.
- Resolution Life Australasia is committed to addressing material environmental and social risks and opportunities across our business.
- Resolution Life Australasia recognises climate change as a significant issue for society, the economy, and our business.
- Resolution Life Australasia is committed to community engagement, and supporting community social initiatives (for example, charitable donations, employee volunteer programs).
- Resolution Life Australasia sets its policies to comply with legislation in the local areas in which we operate, including legislation regarding health and safety, labour, human rights, and environmental management.
- Resolution Life Australasia is committed to minimising the material environmental and social impacts of our operations.

## 2.3 Global and Local Standards

In developing our ESG policy, we have considered a range of international, Australian and New Zealand standards to guide and influence our approach, including the United Nations Principles for Responsible Investment (“UNPRI”) and the United Nations Global Compact.

### UNPRI

The Principles for Responsible Investment is a United Nations-supported initiative which promotes ESG being incorporated into investment decisions, ownership, and asset management. Through its network of signatories, the UNPRI encourages investors to use responsible investment to enhance returns and better manage risks.

### UN Global Compact

The UN Global Compact is a non-binding United Nations pact to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. The Global Compact provides a universal language for corporate responsibility and provides a framework to guide all businesses regardless of size, complexity, or location.

### Australian/New Zealand ESG Standards

- Governance principles of Corporations Act
- Anti-bribery and corruption laws
- Fair Work Act
- ASIC’s regulatory guidance
- Modern Slavery Act 2018
- APRA (Australian Prudential Regulation Authority) requirements on Climate Change Disclosures
- The New Zealand Financial Sector (Climate-related Disclosures and Other Matters)

## 2.4 Framework

Resolution Life Australasia implements ESG in three key areas:

- Business and portfolio acquisitions.
- Policyholder and shareholder investment portfolios; and
- Business operations and culture.

### **Business and Portfolio Acquisitions**

When evaluating new life insurance business or portfolio acquisitions, ESG considerations form part of our evaluation process. Resolution Life will include diligence information on the proposed acquisition, and this information, including MSCI ESG data (or an equivalent), will be included in decision making processes and Resolution Life Australasia's business plans. Pursuant to Resolution Life's governing documents, we are restricted to investing in the life insurance industry.

### **Policyholder and Shareholder Investment Portfolios**

We aim to invest our customer's premiums consistently with the ESG Investment Policy. We prefer investment managers who have processes and policies in place to meet our ESG requirements. Investment managers are required to provide quarterly reports on ESG metrics. This information is also available for our customers.

### **Business Operations and Culture**

As a leading Australasian life insurer, we:

- raise ESG awareness in the context of our business with employees, investors, investment managers, service providers and other stakeholders through internal training and discussions on ESG issues.
- provide good employment conditions, a safe and healthy workplace, and promote a healthy work-life balance to employees.
- support our customers through return-to-work initiatives, rehabilitation services and programs such as CancerAid.
- strive for diversity within our workforce and at management and Board level.
- provide equal opportunities, protection against any discrimination and consult with employees on changes that impact their work.
- strive for diversity within the investment managers and suppliers we work with. When selecting and engaging suppliers, we also consider their ESG credentials.
- aim to reduce carbon footprint for business travel, across office footprint and energy usage.
- to identify opportunities to reduce energy and water usage.
- promote good governance, including via conflict-of-interest policies and restrictions on gifts and entertainment as well as adhering to policies preventing corruption and bribery.
- guard against risk of modern slavery and human trafficking issues and have a modern slavery policy.
- view child and forced labour as unacceptable; and
- support local charities through donations and partnerships.

# 3. More Information

## 3.1 Responsibilities and Governance

Chief of Staff, Resolution Life Australasia is the “owner” of this policy and is supported by the Resolution Life Australasia ESG Committee (the ESG Committee) which comprises of a diverse mix of employees from across Resolution Life Australasia and several external partners.

The Owner and ESG Australasia Committee meets quarterly and more regularly when needed to review Resolution Life’s performance in complying with this policy and in particular will:

- review quarterly reports from across RLA on ESG matters
- review the use of ESG information on acquisition opportunities
- if applicable and appropriate, review the outcome of Australian and New Zealand regulations and prepare documentation
- make recommendations to RLA Leadership and Board, Employees, Group, and broader stakeholders on improvements which can be made and monitor implementation.
- The Board approves ESG policy and strategic focus areas. The Board is updated on progress and scorecard twice a year, as defined in the Board workplan.

## 3.2 Reporting

Resolution Life Australasia actively contributes to the global reporting of ESG matters prepared by Resolution Life Group Holdings Ltd.

As a signatory to the United Nations Principles of Responsible Investment (UNPRI), Resolution Life Group Holdings Ltd will file an annual report available to the public on the UNPRI website and Resolution Life Group Holdings website. Additionally, as a signatory/member of the United Nations Global Compact, Resolution Life Group Holdings Ltd will publish an annual ‘Communication on Progress’ publicly on Resolution Life Group Holdings website and on the UN Global Compact website.

The Owner will report to the Board and Resolution Life Group on a quarterly basis. Within 12 months of implementing this Policy, the Owner will set and communicate tangible targets across all ESG areas and detail a roadmap towards Accreditation.

## 3.3 Compliance and consequence management

All employees are required to comply with this policy document. Any non-compliance may result in disciplinary action up to and including termination of employment in accordance with our Management of Conduct Policy.

Any instance of non-compliance should be treated in accordance with the Incident, Issues and Breach Management Policy and an incident logged in the relevant incident management system.

## 3.4 Resources and related policy documents

- [Group Environmental Social & Governance Policy](#)
- [UNPRI](#)
- [UN Global Compact](#)

- [Governance principles of Corporations Act](#)
- [Anti-bribery and corruption laws](#)
- [Fair Work Act](#)
- [ASIC's regulatory guidance](#)
- [Modern Slavery Act 2018](#)
- [APRA \(Australian Prudential Regulation Authority\) prudential practice guide on climate change financial risks](#)
- [The New Zealand Financial Sector \(Climate-related Disclosures and Other Matters\)](#)

### 3.5 Document controls

Approved by	Resolution Life NOHC Board
Policy owner	Chief of Staff
Last approved	16 <sup>th</sup> March 2022
Next Review	March 2023
Distribution	Resolution Life Australasia Central Knowledge Base

This policy will be reviewed every year in March or as required.