

## AIM People Policy

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Our core values are transparency, integrity, fairness and intellectual rigour. These core values drive our culture and investment approach.

Our mission is:

- To manage fixed income portfolios that generate positive environmental and social impacts without compromising financial returns.
- To attract and retain a high performing team.
- To build long term client partnerships with the foundation of excellent client engagement, performance and differentiated insights.

People are central to us achieving our mission. We value diverse perspectives and recognise our employees have a wealth of knowledge, skills and ideas to contribute.

We promote collaboration and teamwork and expect all employees to be respectful in their interactions and communications with each other, our clients, suppliers and the community.

We expect our leaders to role model and reinforce inclusive behaviours. We value fairness and transparency across all of our people management which includes recruitment, training, career development, promotion, recognition and remuneration.

We recognise the need to support employees through all stages of their career. Our flexible work practices, parental leave, insurance and other leave provisions accommodate the needs of our employees at all career and life stages.

We promote a high level of engagement and performance, ensuring all employees have equitable access to opportunities to learn, develop and grow.

We want a safe, respectful and inclusive environment and we expect everyone to demonstrate appropriate behaviours. We do not tolerate unlawful discrimination, bullying, harassment of any kind (including sexual harassment), vilification or victimisation.