



# Sustainability Policy



MMI HOLDINGS



# SUSTAINABILITY POLICY

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## 1 ABBREVIATIONS

The following abbreviations shall have the corresponding meaning for purposes of this document:

ABBREVIATIONS	DEFINITIONS / MEANING
MMI Holdings	MMI Holdings Limited, a company incorporated in South Africa
MMI	MMI Holdings Limited and all its subsidiaries
SETC	Social, Ethics, and Transformation Committee of the Board

## 2 INTRODUCTION

MMI subscribes to a Code of Ethics and Standards for Conduct. In accordance with the principles set out in the Code and our commitment to good sustainability principles, this Sustainability Policy sets minimum standards that must be adhered to.

MMI recognises that sustainability is an approach to business that places shared value creation in a long-term context. This implies that economic value is created for the business whilst simultaneously creating value for the society that it operates within. MMI's core fundamental purpose is to enhance the lifetime Financial Wellness of people, their communities and their businesses and is committed to inclusive value creation by ensuring we are financially sound, socially responsible as well as environmentally friendly with good corporate governance as the over arching principle.

## 3 POLICY PURPOSE

The objective of this policy is to provide a framework to express MMI's commitment to manage sustainability practices and for the social, governance and environmental aspects that affect all its stakeholders.

## 4 POLICY SCOPE

The policy applies to all employees of MMI.

## 5 RELATED POLICIES

This policy must be read in conjunction with the MMI Code of Ethics and Standards for Conduct.

## 6 GENERAL PRINCIPLES FOR THE PROMOTION AND FOSTERING OF SUSTAINABILITY

### 6.1 GOVERNANCE

MMI commits to the application of sound governance principles and the highest standards of corporate practice and conduct as defined in King IV™.

- Through our strategy of Financial Wellness, MMI is a partner in assisting in attaining the SDGs (and thereby, also the aspirations of the NDP) in various ways.
- MMI will follow a stakeholder inclusive approach, taking into account all of its stakeholder needs in the conduct of all its business and will ensure that it is a responsible corporate citizen.
- MMI will purchase goods and supply services in a way that minimises the impact on the environment where it is practical and economically viable. We will initiate savings in materials, energy, reduce waste, and promote a sustainable approach to the way we conduct our business. MMI will incorporate sustainability into our procurement activity to benefit society, the economy and the environment.
- MMI commits to the principles of responsible investing.

## 6.2 SOCIAL

MMI commits to delivering programmes that create lasting benefits for the communities in which we operate through our strategy and commitment to Financial Wellness.

- MMI will operate in a socially and ethically responsible manner.
- MMI respects human rights.
- MMI supports communities through community involvement and contribution to educational and sponsorship programmes.
- MMI commits to a values-driven culture for its people and guides the way we all interact.
- MMI endeavours to create an environment wherein our employees feel valued and appreciated.
- MMI will support its employees through its various development opportunities and look at ways to enable the Financial Wellness of its employees.
- MMI will encourage its employees to contribute to sustainability and innovation initiatives.

## 6.3 ENVIRONMENTAL

MMI acknowledges that responsible management of the environment and all natural resources is important for the sustainability and wellness of our business, our clients, our employees and our communities and will demonstrate environmentally responsible behaviour through:

- Minimising the consumption of energy and water resources and reducing waste production.
- Managing waste reduction by means of recycling.
- Endeavouring to reduce its carbon emissions in line with national targets.
- Complying with all applicable environmental regulations.
- Endeavouring to apply all relevant environmental standards that are applicable to our business.
- Endeavouring to incrementally improve its environmental performance.
- Ensuring that awareness around the environmental implications to the business are communicated to employees, and raise the general awareness of the environmental impact of individuals and business with its employees.
- Endeavouring where practically possible, to influence the environmental behaviour of its suppliers and contractors.
- Monitoring and reporting on all set environmental targets and commitments.

## 6.4 REPORTING

MMI prepares an annual integrated report that provides information to its stakeholders on how we have impacted the social, environment and governance aspects of value creation of the company.

The Social, Ethics and Transformation Committee has oversight responsibility for all sustainability initiatives at MMI.

## **7 GOVERNANCE OF THIS POLICY**

### **7.1 OWNERSHIP OF POLICY**

Ownership of this policy vests with the MMI Holdings Board SETC.

### **7.2 DRAFTING AND AMENDMENTS**

The MMI Sustainability Function is responsible for the co-ordination, the drafting of and the amendments to this policy. Any proposed changes to the policy will be submitted to MMI Executive Committee for review.

### **7.3 APPROVAL**

This policy must be approved by the Board SETC.

## **8 NON COMPLIANCE**

Non-compliance with any of MMI policies, standards, procedures, or the like, could result in disciplinary action and possible dismissal.

## **9 IMPLEMENTATION**

The Board SETC is responsible to monitor the implementation of this Policy.

## **10 REVIEW**

This policy will be reviewed on a regular basis, or as deemed necessary, by the MMI Sustainability Function.