



PACIFIC LIFE RE

How we're making a difference

INTRODUCING OUR **ENVIRONMENTAL,
SOCIAL, AND GOVERNANCE (ESG)
APPROACH**

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***WE'RE COMMITTED TO
TOMORROW BY ACTING TODAY***

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We're committed to tomorrow by acting today

Corporate responsibility is something we take very seriously here at Pacific Life Re. And we're continuously taking steps to achieve positive change. Not just for our team and our business, but for our clients and the environment too.

We've implemented a number of policies and initiatives that create lasting impact. Some are even award-winning. This document aims to give you an overview of our commitment, as well as introduce some of the actions we've taken.

We're committed to tomorrow by acting today



1. SOCIAL ENGAGEMENT



We are committed to making a positive impact on wider society and the communities around us.

*Diversity, Equality & Inclusion
Health & Wellbeing •
Community Engagement*



2. RESPONSIBLE INVESTING



We seek to achieve a positive environmental and social impact through the responsible management of our investment portfolios.

Responsible Investment Policy • Decision-Making & Reporting • Industry Membership & Engagement



3. ENVIRONMENT & SUSTAINABILITY



We seek to conduct our business in a sustainable way and minimise our environmental impact.

Environment Policy • Annual Reporting • Environment Partners



4. ETHICALLY GOVERNED FUTURE



We hold ourselves to account with a robust governance framework.

Decision-Making • Good Governance • Ethics & Compliance

We're committed to tomorrow by acting today

Our parent company, Pacific Life, has long made a positive impact through the Pacific Life Foundation and its broader Corporate Social Responsibility programmes.

These initiatives have helped to strengthen our business and the communities we serve, and have led to us being recognised as one of the World's Most Ethical Companies for each of the last five years.



The topic of ESG has never been more urgent than it is now, and the financial services sector has a key strategic role to play in the entire ecosystem. For Pacific Life Re, acting responsibly runs throughout our DNA, covering each element of ESG.

This ensures good governance and social responsibility are given as much prominence as environmental factors.

Vincent Lepez

Managing Director Europe



1. SOCIAL ENGAGEMENT

Our strength lies in our ability to embrace and celebrate our differences. Which is why diversity, equality and inclusion is part of our identity. After all, it's through different approaches that we'll achieve better outcomes.

To help foster collaboration and inclusivity, we have a very active D&I Committee, which leads several initiatives, including Pacific Pride, which celebrates the LGBT+ community, promotes allyship and hosts a diverse range of cultural events.

In the UK we're also a proud member of the Employers Network for Equality & Inclusion, and we recently launched our Women and Allies Network, which helps to further enrich Pacific Life Re's culture. Our reverse mentoring scheme brings our staff from diverse backgrounds closer together.

We have many fantastic initiatives being introduced around the world too. Whether it's ocean clean-up events in Australia and Singapore, our Green Committee in Canada, or mentoring students in Bermuda and the UK, our international teams are engaged and committed to a wide range of events and fund-raising activities.



SUPPORTING OUR PEOPLE

We've made significant strides in promoting wellness and mental health, especially through our dedicated Wellness Committee. The actions taken by our team have been recognised across the industry, resulting in a number of awards. These include Best Pandemic Response at the 2020 Legal & General Not a Red Card Awards, as well as Best Mental Health Initiative in Lockdown at the 2021 InsideOut Awards.

SUPPORTING COMMUNITIES

We're also committed to making a positive impact by partnering with charitable and community programmes and initiatives. We support non-profit organisations and charities in the communities we operate in through volunteering and fundraising, as well as by utilising our time, talent and resources. Pacific Life Re engages with a range of initiatives in each of our office locations, and we support our staff in their own efforts, by providing time off to volunteer and matched funding.

We have rolled out our Community Portal across the globe to make it easier for our people to support charities that matter to them. The new portal offers donation

matching, volunteer matching, employee impact grants, volunteer action teams and more.

OUR COMMITMENTS

- We will continue to grow a culture that embraces and celebrates the individuality of our employees, our partners and our communities.
- We will promote policies and initiatives that protect and enhance physical and mental health.
- We will support partners, volunteering and giving, particularly in the areas of education, the environment and health.





2. RESPONSIBLE INVESTING

As an enterprise, we believe that responsible investing is not only good for the environment and society, but also key to our long-term financial strength and our mission to help our clients and their families attain peace of mind and financial security. We continually evolve our investment processes and incorporate factors to better align our decision-making with our duty to invest responsibly.

OUR COMMITMENTS

- We will pursue a clearly communicated and effective strategy for responsible investment across all our portfolios. Our Responsible Investment Policy is published [here](#).





3. ENVIRONMENT & SUSTAINABILITY

Pacific Life Re understands the importance of measuring and reducing the environmental impact of our business operations and facilities, as well as the indirect impacts we have through our third-party suppliers and investment portfolios.

Our approach is summarised in our Environmental Policy, published [here](#).

OUR COMMITMENTS

- We will monitor and report on our performance annually in line with the TCFD framework, starting with our Scope 1 and 2 greenhouse gas emissions for 2022.
- We have formed long-lasting partnerships with environmental organisations focused on ocean health, and will encourage our employees across the globe to get involved in their locations.





4. ETHICALLY GOVERNED FUTURE

We're committed to doing our part as a responsible business, which starts with embedding our values and ethics into our core strategy, decision-making and business objectives. Underpinned by our principles, this will ensure ESG and ethical considerations are at the heart of our future actions.

OUR COMMITMENTS

- We will maintain a robust governance framework that not only meets legal and regulatory requirements, but also supports our ethical approach to business.
- We will conduct our business in an ethical manner and in accordance with our principles.



CONTACT US

If you'd like to talk further about our ESG policies and initiatives, please get in touch.

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