

25 August 2021

ASX Market Announcements Office  
ASX Limited  
20 Bridge Street  
Sydney NSW 2000

**Platinum Asset Management Limited (PTM)**  
**Full Year Profit Announcement for the 12 months ended 30 June 2021**

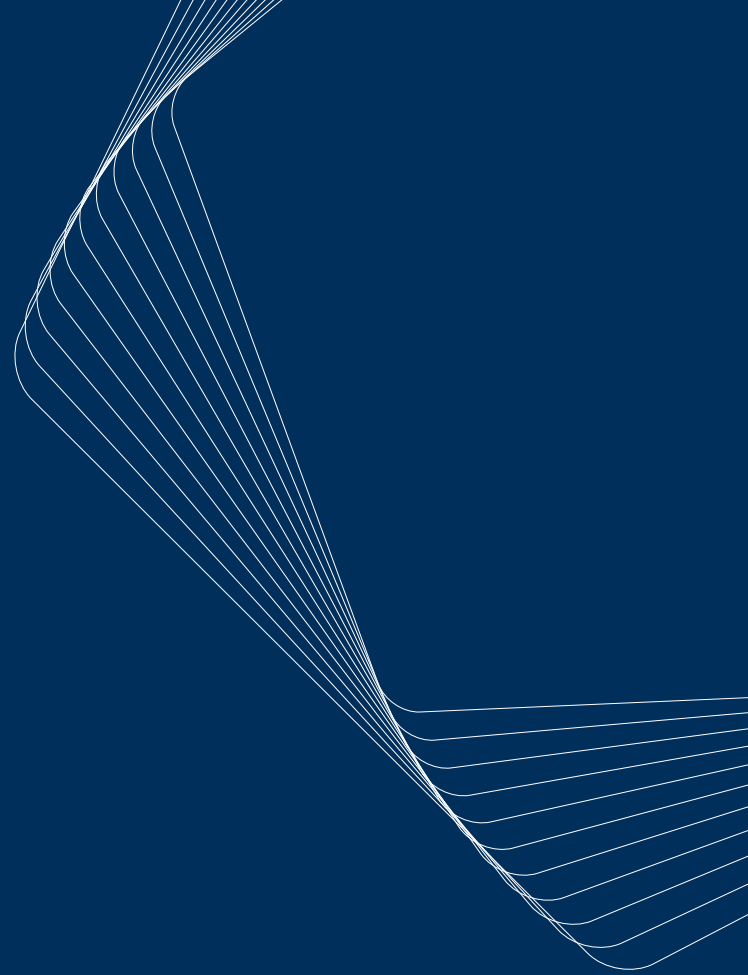
The following documents are attached for lodgement:

- ☐ Appendix 4E
- ☐ Annual Financial Report
- ☐ Analyst Presentation
- ☐ Appendix 4G
- ☐ Corporate Governance Statement
- ☒ Corporate Sustainability Report Statement

Authorised by  
Joanne Jefferies | Company Secretary

Investor contact  
Elizabeth Norman | Director of Investor Services and Communications  
Platinum Asset Management Limited  
Tel: 61 2 9255 7500  
Fax: 61 2 9254 5555

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Platinum Asset Management Limited (ASX: PTM)

# Corporate Responsibility and Sustainability Report

FINANCIAL YEAR 2020-2021

# Building a Sustainable Business

Founded in 1994, Platinum Asset Management is a Sydney-based funds manager specialising in international equities. From small beginnings with four investment professionals and a handful of support staff working from a makeshift office, Platinum has grown into one of Australia's most trusted global equities managers with more than \$23 billion under management (as at 30 June 2021).

Platinum's business is managing clients' money. We charge clients a fee for doing so and these fees are our chief source of revenue. We, at Platinum, have a simple core belief: if we responsibly and successfully look after our clients' money, our business should prosper. A failure to understand and commit to this priority will not result in an enduring asset management business; marketing, commissions and other selling practices notwithstanding.

This belief has led Platinum to maintain a deep and consistent commitment to sustainable business practices and responsible investment management. In particular, we consider that the following themes are key to the long-term sustainability of our business:

- 01 Being a responsible money manager
- 02 ESG considerations in investing
- 03 Putting clients' interests first – valuing independence and transparency
- 04 Advocating for change and engaging with policymakers
- 05 Engaging with our employees
- 06 Contributing to the community
- 07 Being environmentally responsible

This report will discuss our strategy and performance in addressing the opportunities and challenges associated with each of these themes. It will also consider our goals and initiatives against the framework of the United Nations (UN) 2030 Sustainable Development Goals (SDG) as we seek to align Platinum's future prosperity with that of the broader community.

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Before publishing the CRSR (Report), a comprehensive review and sign-off process was conducted with relevant internal stakeholders to verify and validate the accuracy of the information, statements and data contained in the Report. Where data has been obtained from third party sources, this has been clearly stated in the Report. The Report has also been ratified by the Board of Platinum Asset Management Limited.

## 01

## Being a responsible money manager.

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



The asset management industry in Australia has undergone significant changes over the past quarter century, driven by a combination of factors ranging from government policy to technological innovation. Superannuation – our national compulsory retirement savings scheme – has underpinned the sector's steady and robust growth by providing a vast pool of institutional money, along with increasingly sophisticated self-managed super funds and individual investors. This has attracted numerous multinational fund management firms to enter the Australian market while a growing number of domestic boutique managers have also sprung up in the global equities space. More recently, the popularity of passive index funds (exchange-traded funds or ETFs) and a proliferation of intermediary products and platforms have also played a part in shaping and reshaping the funds management landscape.

Throughout this time, we have maintained a strong reputation and, indeed, strengthened our relationship of trust with our clients, particularly direct investors and financial advisers, by staying true to *our central endeavour – to preserve and grow our clients' capital over the long-term*. We seek to do so throughout market cycles by diligently and responsibly applying our expertise, scouring around the world for overlooked, misunderstood and undervalued companies, and through in-depth research (complemented by quant analysis), contrarian thinking and an almost draconian emphasis on averting the psychological pitfalls that beleaguer most investors.

This clear focus has served us and our clients well. This is evidenced by the solid absolute long-term returns delivered by our funds, notwithstanding the recurrent market challenges that have punctuated Platinum's history – the Asian monetary crisis of 1997-98, the tech bubble of 2000-01, and the global financial crisis of 2008-09. It was, indeed, during these periods of great market stress that our disciplined and index-agnostic approach set us apart from the crowd and afforded our investors much-needed protection and superior risk-adjusted returns.

To us, that is what “being a responsible money manager” means and this is the single most crucial factor to Platinum's long-term sustainability, as our success as an asset management business is wholly dependent upon achieving good absolute returns for our clients over the long-term, on a risk-adjusted basis.

Periods of turbulent performance can be both challenging and distracting for asset managers. The rise of ETFs and similar passive strategies over the last decade, coinciding with exceptionally high valuation dispersions across different parts of the stock market, has posed particular challenges for active managers. Net fund outflows, often driven by investors focused on relative performance (particularly over the short-term), can put pressure on an asset management business. However, it is imperative that we do not allow ourselves to be distracted by the blind pursuit of business growth or lose sight of our core objective.

We do our best to avoid chasing the crowd or straying from our investment philosophy or process. We view risk primarily as the prospect of losing our clients' capital, rather than any short-term volatility or tracking error (i.e. underperformance relative to a benchmark). Central to our approach to risk management is our index-agnostic, bottom-up stock selection process and, in particular, our focus on identifying out-of-favour companies whose prices are already discounted relative to their intrinsic value. Read more about Platinum's [investment philosophy](#) and approach to [risk management](#).

## 02

ESG considerations  
in investing.UNITED NATIONS SUSTAINABLE  
DEVELOPMENT GOALS

Platinum is a fundamentals-focused equity manager. We believe that private enterprise plays a central role in wealth creation and socio-economic advancement. It is also our belief that value creation for shareholders ought to be aligned with value creation for society at large. Platinum invests with a long-term outlook (typically around five years) and, as part-owners of the enterprises in which we invest our clients' money, it is paramount to us that these companies maintain their social licence to operate. As such, we view social and environmental sustainability as well as sound corporate governance as vital to a company's long-term viability, growth and profitability.

Platinum's approach is focused on identifying companies whose intrinsic value is under-appreciated by the market due to temporary drawbacks or irrational market sentiments. Material ESG trends and factors can directly and indirectly impact on a company's financial performance and prospects, and when such externalities are not fully reflected in the company's share price, it may create opportunities for the discerning, but may also pose investment risks for the unwary.

To assess a company's true worth – the core of our mission – a nuanced consideration of the company's operations and operating environment is essential, and the evaluation of material ESG issues and risks, like traditional financial and operational factors, is an integral part of this exercise. We believe, based on both our own experience and studies by third party researchers, that incorporating ESG considerations into the investment process can lead to more informed and holistic investment decision-making and, ultimately, better investment outcomes for our clients.

To this end, we have adopted a [Responsible Investment Policy](#) which affirms our commitment to responsible investing and outlines our approach to:

1. incorporating ESG considerations into our investment process. This is implemented through three key integration techniques:
  - applying exclusionary screens to restrict investment in specific sectors or companies (e.g. tobacco and military weapon makers);
  - generating investment ideas through the analysis of ESG trends and themes; and
  - integrating the analysis of ESG issues and factors into our fundamental stock research;
2. engagement with portfolio companies; and
3. proxy voting.

The ESG factors that we may examine in our integrated analysis are wide-ranging and depend on the industry concerned as well as the geographic location of the particular business. Some examples include, but are not limited to:

- **Environmental** – carbon footprint, resource depletion and waste management.
- **Social** – working conditions and industrial relations, community resettlement (e.g. by mining companies or real estate developers), product safety and cybersecurity.
- **Governance** – executive compensation, board independence and diversity, as well as having processes in place to prevent fraud and other malpractice.

These issues can have an impact on the environment and/or communities (including employees and consumers), but they also present regulatory, operational and economic risks to a company which may potentially have a material impact on its financial performance and hence investor returns.

For a more detailed description of our approach to ESG, please refer to the [Responsible Investment Policy](#).

Given the above, in 2021, Platinum introduced a carbon emissions calculator that provides estimates of each of its Fund's exposure to carbon emissions via their respective investment portfolios, per \$10,000 invested. Investors may wish to utilise this information to consider ways in which they can offset the estimated carbon emissions generated by their investment in a particular Fund.

Please refer to the [Carbon Emissions Disclosure and Offset](#) for further detail.

## 03

## Putting clients' interests first.

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



Losing the trust of clients, be it due to unethical business practices, prioritising a manager's own interests over that of its clients' in situations of conflict, or simply providing poor service, are in our view some of the greatest risks to the sustainability of an asset management business.

As outlined above, Platinum's business has been built with a sole focus on responsibly preserving and growing our clients' capital over the long-term, rather than the pursuit of sales targets or the indiscriminate accumulation of funds under management. From the outset, our founders-led team has been guided by a paramount sense of responsibility towards the clients who have entrusted Platinum with their savings. This ethos means that we put our clients' interests first in everything we do.

### Valuing integrity, independence and transparency

Independence and transparency are the core principles underpinning our approach to investing, product distribution, investor communications and all other aspects of our operations. After growing our business over 27 years, we have remained independent and unaffiliated with any other financial product manufacturer, financial adviser, dealer group or platform operator, other than through arm's length commercial arrangements. In this way we minimise the potential for conflicts of interest to arise. These principles are strongly embedded in our business practices and policies. For example:

- we are not part of any vertically integrated financial services group;
- we transparently disclose our investment management fees;
- we do not charge investors entry or exit fees;
- we have never paid trail commissions to financial intermediaries or advisers; and
- we do not enter into fee sharing deals with platform operators or their related parties.

Platinum has always held high standards of integrity in all aspects of its operations and has in place robust policies and procedures aimed at preventing unlawful, unethical or improper conduct. Given the nature of our business, we are particularly mindful of the risks of insider trading and "front running" and have implemented our [Business Rules of Conduct & Personal Investing Rules](#), [Securities Trading Policy](#) and [Whistleblower Protections Policy](#), which all staff must comply with.

### Focus on superior client service and communication

We continuously seek to improve the quality of our client service, including investing in technological infrastructure to better serve investor and adviser needs. Our public website has enriched features, design and content (such as product comparison tools, portfolio snapshots and a regular stream of articles and videos on various investment topics), as well as a secure site delivering enhanced functionality and improved security to clients.

Regular, meaningful communication with clients, generally via direct channels, has always been an essential feature of our business model. We view it as part of every asset manager's core duties to keep its clients abreast of performance and portfolio positioning.

In addition to periodic performance reporting and portfolio updates, we endeavour to share with investors and advisers our perspectives on the companies we invest in and on investment themes more broadly, by:

- supporting financial advisers with quality presentations from dedicated investment specialists and members of the investment team;
- holding annual presentations for our direct investors and advisers;
- providing informative quarterly reports written by our portfolio managers;
- keeping investors updated on market trends and macroeconomic conditions and sharing our insights on key investment themes, through online publications across a range of mediums, including articles, videos and podcasts. See [The Journal](#); and
- publishing education-oriented materials covering the things such as the fundamental principles of investing, how to think about valuation and behavioural finance. See [Investment Fundamentals](#).

Over the last few years we have incrementally built a team of six investment specialists to strengthen our link with the adviser community (the retail arm of the team) and better service our institutional clients (the institutional arm). Some of our investment specialists are former investment analysts and have an intimate knowledge of our investment methodology, how the investment team operates, and what the portfolio managers are thinking. They spend a lot of time visiting advisers, to help them stay informed about our investment approach, performance and outlook.

In addition:

- our Co-CIOs and other members of the investment team present to direct investors in six cities around Australia each year;
- our investment specialists regularly present to advisers (and their clients) throughout Australia and New Zealand; and
- our investor services team responds daily to telephone and online enquiries from our direct investors.

Given our large retail investor base, the investor roadshow is a particularly important tradition for both Platinum and our clients. It gives our direct investors an opportunity to personally meet (pending Covid of course where we have moved to virtual presentations) with the portfolio managers who manage their money and to hear what they have to say about investing. Our clients have always embraced the occasion, and the event is equally meaningful for Platinum as these face-to-face meetings are a powerful reminder of the trust that our clients have placed with us and the weight of the undertaking that we have assumed.

## 04

Advocating for  
change and  
engaging with  
policymakers.UNITED NATIONS SUSTAINABLE  
DEVELOPMENT GOALS

Platinum views corporate advocacy as part of our social licence to operate and we selectively engage with industry and regulators on issues relevant to our business and clients.

During 2019, 2020 and 2021, we made the following submissions:

#### **Submission on reforming the regulatory framework applicable to exchange traded managed funds that use internal market makers**

On 30 July 2019 ASIC issued a media release requesting licensed market operators not to admit any new active ETFs performing internal market making functions, unless portfolio holdings were being disclosed daily. The media release was issued as a result of concerns regarding the potential for insider trading for these types of products. In response to the media release, Platinum together with a number of other active ETF issuers participated in an industry submission to ASIC setting forth technical legal arguments as to why internal market making (if done properly) does not give rise to insider trading issues. Platinum and a number of other active ETF issuers subsequently met individually with ASIC to help ASIC understand how their own internal market making functions were being performed.

On 11 December 2019, ASIC lifted its pause on the admission of new active ETFs with internal market making functions, following the completion of their internal review, and subsequently updated their Information Sheet (INFO 230) in April 2020 to set forth their expectations for licensed exchanges admitting exchange traded products.

#### **Submission on introduction of design and distribution obligations**

Following the release of ASIC's Consultation Paper 325 Product design and distribution obligations (CP 325) in December 2019, Platinum made a submission in March 2020, expressing concern that the draft regulatory guide could give rise to unintended consequences for issuers of actively managed exchange traded funds in respect of their on-market trading activities. In finalising guidance, ASIC undertook further targeted consultation with the industry on the application of the obligations to certain exchange traded products more generally, due to the unique circumstances of these products. This resulted in ASIC making a legislative (*ASIC Corporations (Design and Distribution Obligations—Exchange Traded Products) Instrument 2020/1090*) to modify the obligations in relation to these products.

#### **Improving reporting standards for Listed Investment Companies**

Over the course of the 2021 financial year, Platinum has been an active member of an industry working group that is seeking to establish uniform standards for the reporting of investment performance by Australian listed investment companies. A draft proposal has been developed and is in the consultation phase as at the date of this report.

## 05

Engaging with  
our employees.UNITED NATIONS SUSTAINABLE  
DEVELOPMENT GOALS

Platinum is a service-oriented business and our sustained success depends first and foremost on the skills, expertise and dedication of our staff. Our people are our most important asset and the loss of human capital is a material risk to our ongoing sustainability, particularly in an environment where competition for talent is fierce. We are therefore always looking for ways in which we can provide a diverse and inclusive work environment, develop our people to fulfil their career potential and support our people in achieving greater personal well-being.

**Workplace diversity, flexibility and inclusion**

Platinum actively promotes a culture of meritocracy, fairness and equality at all levels within our organisation. We value the blend of skills, perspectives and personality traits that come with a diverse workforce and recognise that such diversity has contributed to our business success and sustainability. For example, our investment team includes not only economists and finance graduates, but also former scientists, engineers and programmers, bringing with them industry insights and specialist expertise.

At Platinum, we take a number of different factors into account when considering workplace diversity including but not limited to gender, age, ethnicity and cultural background. To promote workplace diversity, we have adopted a [Diversity Policy](#) in addition to a Workplace Behavior Policy. We also have a policy on Flexible Working Arrangements to assist our employees in achieving the optimum balance between work, family and personal responsibilities. Since late 2020 we have been trialling a hybrid model of working leveraging the benefits of greater flexibility for all employees.

Platinum has set clear diversity objectives as part of our corporate governance practices, which include:

- building an awareness across the organisation of the value of diversity and inclusion in the workplace;
- building awareness and providing training and mentoring opportunities to employees across the organisation;
- ensuring that remuneration outcomes are equitable;
- exploring flexible working arrangements for staff; and
- ensuring diversity and inclusion are taken into account as part of Platinum's recruitment and selection practices.

The following statistics (current as of 5 July 2021) reflect Platinum's workplace diversity performance relative to Australia's national average.

	Platinum <sup>1</sup>	Australia national average
Women on the Board	33% (3 of 9)	33.6% <sup>2</sup>
Women in senior executive positions	29% (2 of 7)	18.3% <sup>3</sup>
Women in the workforce	38% (41 of 107)	47.2% <sup>4</sup>
Women in line roles	25% (5 of 20)	32.5% <sup>5</sup>
Women employed on a part-time basis	31% (13 of 41)	21.4% <sup>6</sup>
Workforce over 55 years of age	11% (12 of 107)	14.7% <sup>7</sup>
Workforce made up of people born outside Australia	42% (45 of 107)	56.0% <sup>8</sup>
Workforce made up of people with tertiary qualifications	81% (87 of 107)	35.0% <sup>9</sup>
Workforce made up of people identified as Aboriginal or Torres Strait Islander people	0% (0 of 107)	0.19% <sup>10</sup>

<sup>1</sup> This data is current as at 5 July 2021.

<sup>2</sup> Australian Institute of Company Directors, Board Diversity Statistics, July 2021.

<sup>3</sup> Workplace Gender Equality Agency (WGEA), Gender workplace statistics at a glance, July 2021.

<sup>4</sup> WGEA, Gender workplace statistics at a glance, July 2021.

<sup>5</sup> WGEA, Gender workplace statistics at a glance, July 2021.

<sup>6</sup> WGEA, Gender workplace statistics at a glance, July 2021.

<sup>7</sup> Australian Bureau of Statistics (ABS), Cat. 6291.0.55.001, Labour Force, Australia, Detailed, July 2021.

<sup>8</sup> ABS, Cat. 2071.0, Census of Population and Housing: Reflecting Australia - Stories from the Census, 2016.

<sup>9</sup> ABS, Cat. 6227.0, Education and Work, Australia, May 2018.

<sup>10</sup> ABS, Cat. 2076.0, Census of Population and Housing: Characteristics of Aboriginal and Torres Strait Islander Australians, 2021.

While Platinum has equalled and exceeded Australia's national average in regards to female representation on the board and in senior executive positions respectively, we recognise that there is still much room for improvement with respect to our overall female participation rate. Even before the changes brought in by Covid-19, Platinum recognised the challenges that staff often face in balancing family life with professional responsibilities, and has been proactive in its efforts to facilitate flexible working arrangements where possible, including through part-time work, work-from-home arrangements, and adjustments to roles and responsibilities. It is worth mentioning that we equally encourage our male employees, including portfolio managers and investment analysts, to utilise parental leave with reasonable flexibility.

Platinum's endeavours to promote diversity and inclusion within the workplace are ongoing, as demonstrated below:

Platinum	As at 13 Aug 2019	As at 5 Jul 2021	Target for Jul 2022
Women on the Board	33% (3 of 9)	33% (3 of 9)	33%
Women in senior executive positions	25% (2 of 8)	29% (2 of 7)	25% (2 of 7)
Women in the workforce	32% (36 of 113)	38% (41 of 107)	30%
Women in line roles	19% (4 of 21)	25% (5 of 20)	25%
Women employed on a part-time basis	33% (12 of 36)	31% (13 of 41)	N/A
Workforce over 55 years of age	7% (8 of 113)	11% (12 of 107)	N/A
Workforce made up of people born outside Australia	43% (49 of 113)	42% (45 of 107)	N/A
Workforce made up of people with tertiary qualifications	82% (93 of 113)	81% (87 of 107)	N/A
Workforce made up of people identified as Aboriginal or Torres Strait Islander people	0% (0 of 113)	0% (0 of 107)	N/A

It is pleasing to see that Platinum's efforts to create an inclusive work culture have led to excellent retention rates. Platinum finalised its internal values exercise which involved all employees across the business. It was pleasing to see strong alignment across personal, current and desired future state values.

Our portfolio managers have an average of 17 years of investment management industry experience (as at 30 June 2021), with 15 years at Platinum. Other members of the investment team on average have been with Platinum for more than seven years, while non-investment team employees have on average been with the organisation for more than six years.

### Learning and development

In today's knowledge economy, ongoing training and upskilling is crucial to each employee's personal and professional growth. It is also extremely important for Platinum as an employer at a collective level in order for the company to stay competitive against industry peers. Platinum therefore has a number of programs in place to support staff development.

We routinely pay for employees to undertake training programs that are directly relevant to their role, be they technology boot camps for some of our IT staff, publishing and graphic design courses for members of the communications team, or analytics software workshops for those needing to enhance their data analytics skills. During the past few years, we have also partnered with external coaches to conduct a series of leadership development programs for our line managers to help them become more effective leaders and build stronger teams.

Platinum also has in place a separate scheme to support employees who undertake further education programs in their own time by reimbursing their course fees up to a pre-approved annual limit upon completion of the course. These courses may only be indirectly related to the employee's day-to-day responsibilities at Platinum, but we believe that contributing to our employees' overall professional development will be beneficial to Platinum's long-term sustainable growth.

## Health, wellbeing and engagement

Healthy and happy employees are key to the sustained success of every business. We have a number of initiatives to help our staff stay healthy and reduce absenteeism, such as providing a free annual flu vaccination service onsite at our office to all employees who wish to participate. Our Workplace Health and Safety (WHS) Committee includes representatives from different operational teams who not only track workplace injuries and illnesses but have also been proactively working to improve the safety and well-being of our employees. These include initiatives such as providing professional ergonomic assessments and training, arranging flexible workstation design and set-up to accommodate individual needs and preferences, as well as ensuring that safety precautions are taken during various renovation projects on office premises.

Given the nature of Platinum's business, our employees' mental health is particularly important. Investment markets can be volatile and being entrusted to manage large sums of money can be highly stressful. Not only do our portfolio managers and investment analysts face the relentless pressure to deliver good returns for our clients and protect capital during market downturns, our back-office staff also have enormous responsibilities such as ensuring the accuracy and timeliness of portfolio accounting and investor reporting. Platinum partnered with an experienced third-party professional organisation and launched an Employee Assistance Program (EAP) to provide all of our staff and their immediate family members with free, confidential counselling and coaching services, including access to:

- in-personal or over-the-phone counselling to deal with a wide range of work-related and personal issues, whether it is stress management, bullying and harassment, or coping with domestic issues and mental health challenges;
- an online portal hosting hundreds of articles on health and wellbeing, self-assessment tools, online counselling, and digital learning programs;
- nutrition advice from qualified dietitians;
- financial counselling and resources in relation to money problems; and
- special confidential support to all managers and team leaders with advice and training to approach challenges in people management.

Platinum takes the opportunity to acknowledge a number of awareness days throughout the year such as World Mental Health, RUOK? Day etc to normalise the conversation and build awareness on such vital topics. In addition, the company has a staff-initiated Social Committee which organises regular social events and participation in sporting events, such as inter-corporate basketball competitions, which we believe contribute positively to our employees' fitness and well-being.

Our goal for the next financial year is to continue to provide our employees with the above support programs, services and benefits. We do not set targets for utilisation rates of these programs as participation is completely optional.

## Team cohesion and performance

In high performing teams, the whole is greater than the sum of its parts, and hence its about more than just hiring capable individuals. The connections between individual members of the team, how they work together and relate to each other also play a crucial role in the team achieving its potential, or not.

Since 2017 Platinum has partnered with [Gain Line Analytics](#) to critically assess our own investment team on a regular basis, most recently in 2021. Gain Line Analytics was co-founded by Ben Darwin, a former Wallaby (Australian international rugby union player) who, after retiring from his professional sporting career, developed a statistical method to assess team performance based on a core concept, he calls [cohesion](#). When studying the drivers of success or failure, conventional analysis tends to focus on talent and leadership. This tendency is particularly familiar in the asset management industry where there is an unhelpful obsession with individual star fund managers. We were drawn to Darwin's research insight emphasising the importance of cohesion and particularly that derived from shared experiences, as a key determinant of team performance. We concluded that Gain Line's analytics tools, developed using data from sporting franchises across a range of competitive sports over several decades, had a much broader application and that there were lessons for investment managers too. (Through our work with Gain Line Analytics, since 2018 we recognise excellence in Australasian Sport and donate annually to a charity on behalf of Australasia's Best Sporting team).

Led by Andrew Clifford, Platinum's Co-Chief Investment Officer, we optimised the structure of the investment team during 2011-2013. The exercise improved the flow of ideas and the cut-through of investment analysis, but it was not an easy message to convey objectively to external stakeholders. We invited Gain Line in to look at our investment team in the same manner in which they had analysed hundreds of sporting teams, and the results gave us an objective confirmation that Platinum's investment team had strong cohesion.

The [conclusions](#) from Gain Line's analysis were pleasing, confirming our intuition that we had a deep, experienced team, populated by analysts who typically joined without extensive prior professional investing experience and learned Platinum's method and philosophy from the ground up. Two of the four founding members of the investment team from 1994 continue to serve our clients today by contributing investment ideas. Senior members of the team play an active role in mentoring newer members of the team and passing down Platinum's values alongside the craft and know-how. Over the years we have seen analysts come and go – not everyone is suited to our investment style, nor destined to stay forever. But we have had plenty of talent coming through the ranks – all of our portfolio managers have been promoted organically from within. Members of our broad investment team have on average been with the firm for around seven years while the eight portfolio managers' average tenure with the firm is 15 years (as at 30 June 2021). Our recruitment process is focused on adding curious people that love business in order to replenish and grow the talent pool over time.

The longevity, continuity and cohesion of [our team](#) give us confidence in the sustainability of Platinum's business. These characteristics are not easy to replicate and are a core competitive strength against many peers. As Gain Line's research has shown, putting together a group of intelligent and capable individuals is only the first step, but success as a team cannot be achieved overnight – it requires shared experience gained from, and working together over, lengthy periods of time.

## 06

## Contributing to the community.

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



As a corporate citizen, Platinum aims to make a contribution to the broader community above and beyond achieving our core mission of providing our clients with responsible investment management services to improve their financial well-being.

### Scholarships

One of the areas that we are passionate about focuses on both education and professionalism in the Australian financial advisory industry. Financial planners play an important role in helping Australians to achieve financial security. Yet, as the recent Royal Commission has revealed, it is an industry that is still finding its way to become a well-regulated profession with appropriate standards of qualification and conduct, rules on independence, disclosure and conflict management, and other relevant ethical norms and principles.

To play a small part in raising the professional standards of future planners from 2014-2018, Platinum and The Neilson Foundation funded scholarships to students majoring in Financial Planning across a number of Australian universities. Since beginning the scholarships in 2014, \$1.5 million was awarded to financial planning students jointly by Platinum and The Neilson Foundation. In addition to the financial contribution, Platinum also offered a four-week work experience program to two of each year's scholarship recipients.

We will continue to work closely with the industry as to how best we can support the needs of financial planners.

### Sponsorship to other education programs

Platinum has been both a financial sponsor and a content contributor to the Portfolio Construction Forum (PCF) over the past four years. PCF is a specialist, independent provider of investment continuing education and certification for wealth management professionals, but in particular portfolio construction practitioners – those who design, build and/or manage multi-asset, multi-manager portfolios. We share the organisation's core belief that "Better quality portfolio construction knowledge and skills result in better quality decisions – and, therefore, better quality investor portfolios and financial wellbeing", and therefore have enjoyed taking part in the annual Markets Summit and Finology Summit held by PCF. Several members of our investment team, including Platinum's founder and former CEO/CIO, Kerr Neilson, our current CEO and Co-CIO, Andrew Clifford, and Investment Specialists, Douglas Isles and Julian McCormack, have presented at these Summits on a range of investment topics, such as avoiding the abstraction and distraction of indices, cohesion is critical to investment management success, managing the psychological heuristics in investing, as well as the challenges of communication between asset managers and financial advisers. Some of the materials from past presentations have been made available to the broader audience on the [Investment Fundamentals](#) sections of our website.

### Corporate and employee fundraising

As a firm, Platinum has been a regular sponsor in a number of fund-raising events, including, among others:

- For the last seven consecutive years, Platinum has been the official partner sponsor of the Bobbin Head Cycle Classic, an annual event organised by The Rotary Clubs on Sydney's North Shore to help raise funds for Lifeline, Women's Shelter and other local charities. Several of our employees as well as their families and friends are ardent riders who have taken part in the event.
- Platinum and those keen runners among our staff are regular participants in the annual JPMorgan Corporate Challenge.
- Platinum sponsors a team of employees to participate in the annual City2Surf running event to raise money for various charities.
- Platinum has recently agreed to a three-year sponsorship of New Zealand's Brook Waimārama Sanctuary. Platinum has a long-standing association with investors and advisers in New Zealand.

## 07

## Being environmentally responsible.

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



## Climate action

Climate change is one of the greatest challenges facing our generation. Extreme weather events and changing weather patterns are impacting on economies and communities around the world. While we believe that coordinated and effective government policy is the most impactful form of climate action, though it is currently lacking at both an international and national level, we recognise that corporate and private citizens should all do our part to collectively respond to the challenges of climate change.

Platinum considers the implications of climate change in both our investment and operational decisions. When selecting investments for our portfolios, environmental factors, including climate change risks and clean energy developments, are taken into consideration in our assessment of the competitiveness of the companies in question and their ability to generate sustainable returns for shareholders over the medium and long-term. Platinum is committed to transparent reporting and to aligning our climate change disclosure with The Task Force on Climate-related Financial Disclosure (TCFD). Please refer to our [Responsible Investment Policy](#) for further detail on how environmental factors are integrated into our investment process.

More directly, in our day-to-day operations, Platinum is committed to running our business in an environmentally responsible and sustainable manner. We actively monitor and measure our carbon footprint and have been purchasing carbon credits to offset our emissions since PTM listed on the ASX in 2007. As part of our commitment to being transparent about the environmental impact of our operating activities, Platinum has been voluntarily participating in the Carbon Disclosure Project (CDP) since 2013 (which is an annual study of the greenhouse emissions and climate change strategies of the world's largest companies). In 2020, we achieved a CDP climate change score of D). Our physical office premise is located at 7 Macquarie Place, Sydney. The building has a 5-star NABERS energy rating and a 4-star NABERS water rating.

Over the past four years, we have partnered with South Pole Carbon Asset Management Ltd ("South Pole"), an independent third party consultancy specialising in carbon reduction projects, to calculate and manage our greenhouse gas (GHG) emissions. South Pole applies a rigorous calculation methodology to comprehensively account for the GHG emissions from our operating activities, which extend from direct emissions from stationary and mobile combustion of fuels (Scope 1) to indirect emissions from purchased electricity, heat and cooling (Scope 2) as well as other indirect emissions from fuel and energy related activities, business travel, consumption of paper, and waste management (Scope 3).<sup>11</sup>

PTM's total GHG emissions (Scope 2 and 3) over the past five financial years are as follows:

Scope	FY2015-16 (tCO <sub>2</sub> e)	FY2016-17 (tCO <sub>2</sub> e)	FY2017-18 (tCO <sub>2</sub> e)	FY2018-19 (tCO <sub>2</sub> e)	FY2019-20 (tCO <sub>2</sub> e)
Scope 2	432.2	318.9	303.9	284.5	231.0
Scope 3	494.8	640.4	1,292.3	1698.7	1041.6
Total tonnes of carbon dioxide equivalent (tCO <sub>2</sub> e)	927.0	959.3	1,596.2	1983.2	1,272.61
GHG emissions offset tCO <sub>2</sub> e – South Pole projects	(927.0)	(959.3)	(2,304.0)	(1,984.0)	(1,273.0) <sup>12</sup>
Net emissions	-	-	(707.8)	-	-

<sup>11</sup> The GHG accounting and reporting procedure applied by South Pole is based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised edition, which was developed in partnership between the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) in 2004, and is the most widely used international accounting tool for governments and businesses.

<sup>12</sup> For 2020 GHG emissions from operating activities, in June 2021 Platinum purchased from South Pole 1,273 GHG emission offsets from Siam Waste to Energy project <https://www.southpole.com/projects/siam-cement-biomass-to-energy>

Business travels undertaken by our staff continue to be the largest source of GHG emissions from Platinum's operations, accounting for 58% in the past year. (To note, this refers to the period prior to Covid given there has been no overseas and limited domestic travel.) These trips are undertaken by our staff for the purposes of investment research, engagement with portfolio companies, and meetings with clients and prospective clients. A significant portion of the GHG emissions from business trips comes from air travel, which is a particularly carbon-intensive mode of transport. However, these trips form a necessary and important part of Platinum's business as a global investment manager. Therefore, rather than reducing our carbon footprint generated by business travels, we seek to offset these emissions through the purchase of carbon credits (as outlined below).

Electricity consumption is the second biggest source of our overall GHG emissions, accounting for 18% in the past year. We have sought to reduce our electricity usage by replacing old lighting equipment with more energy-efficient LED lighting, and replacing old equipment and appliances (such as PCs, printers, scanners, fridges and dishwashers) with new equipment and appliances that have higher energy-efficiency ratings. Platinum also continues to pay a premium to our energy supplier to purpose power generated from renewable sources (Green Energy accredited under the national Green Power program).

Waste and paper usage form a very small part of Platinum's overall carbon footprint and we have already implemented initiatives to further reduce the GHG emissions from these sources, including:

- Providing recycling bins throughout our office premises and raising employee awareness about the need to recycle;
- Encouraging employees to reduce printing and encouraging investors and shareholders to opt for electronic communications; and
- Using reusable cups and glasses throughout the office, for both clients and staff – (Platinum has always had a "no bottled water" policy).

As part of Platinum's ongoing efforts to improve our environmental performance through operational efficiency and responsible consumption, we have set a target of reducing our average per-employee GHG emission by 5% in the next financial year. We will work towards the following environmental targets by seeking to reduce energy consumption through measures such as raising employee awareness, equipment upgrades to achieve higher energy-efficiency, as well as better travel planning.

Platinum is growing its business and expanding into overseas markets, which together with the opening of our London distribution office necessitates local and overseas travel by our employees. These business initiatives will likely increase our overall carbon emissions in the future. Our target reduction of GHG emissions per employee will use a science-based approach and take into consideration Platinum's historical carbon footprint as well as future operational needs. We believe this target is both realistic and sustainable, and is in line with the generally accepted industry practice. Platinum will work towards the following environmental targets by seeking to reduce energy consumption through measures such as raising employee awareness, equipment upgrades to achieve higher energy-efficiency, as well as better travel planning. We will monitor and reassess our progress each financial year and ensure our business operations are conducted in an environmentally sustainable way. In addition, as part of emission management, Platinum will continue to offset GHG emissions, thus making our business carbon neutral.

Activity	2019-20 Actual Consumption (per employee)	2020-21 Target Consumption (per employee)
Scope 2	2.16	2.05
Scope 3	9.73	9.25
<b>Total (tCO<sub>2</sub>e)</b>	<b>11.89</b>	<b>11.30</b>

## Partnerships for carbon credits

Even though the nature of Platinum's business means that our operations are not carbon intensive, Platinum believes in the importance of climate action for the sustainability of global economic growth and the long-term viability of businesses throughout the world and across industries, including that of our own. We therefore have been voluntarily participating in carbon credit purchase programs to offset our GHG emissions and achieve carbon neutrality since PTM listed on the ASX in 2007.

When purchasing GHG emission offsets, we seek to partner with projects that not only provide verified and certified emission reductions, but also provide additional social and/or environmental benefits to local communities in areas such as infrastructure, employment, health and education. Working with South Pole, Platinum purchased 100% of our total emission offsets in 2019-20 from the following project:

- **Siam Cement Group Biomass to Energy** project provides renewable biomass fuel to power five Thai cement manufacturing plants. This decreases their reliance on fossil fuels and enables them to substantially reduce their carbon emissions – leading to environmental and socio-economic benefits for surrounding communities.

Thailand heavily relies on the burning of fossil fuels for its cement industries, even though cement production is an emission-intensive activity – making up an estimated 5% of all global man-made CO<sub>2</sub> emissions. New infrastructure now enables the five cement manufacturing plants involved in this project to use alternative fuels and biomass residue, including rice husks, wood-processing residues and other agricultural waste. As a result, they have been able to reduce their dependence on fossil fuels such as the toxic mix of coal and lignite they previously used in their kilns.

This project funds a range of social and environmental programs including health clinics to service the neighbouring communities, over 65,000 check dams for upstream forest conservation, school scholarships, mobile health clinics and the development of small-scale local industries. Farmers also now profit from a supplementary income and additional jobs have been created thanks to the project's efficient supply chains and manufacturing processes for biomass fuels.

### SUSTAINABLE DEVELOPMENT GOALS



**100 people**

treated per day in mobile health clinics, providing valuable access to healthcare for communities



**68,445 check dams**

built to sustainably improve water sources



**610,000 tCO<sub>2</sub>e**

reduced on average annually, by a decreased reliance on fossil fuels



**9,000 ha**

of eucalyptus forest planted, improving soil quality and biodiversity in nearby forests

For more information on the UN Sustainable Development Goals, please visit: <http://www.un.org/sustainabledevelopment/sustainable-development-goals/>

Official name: Siam Cement Biomass Project | Registry link: <https://registry.terra.org/app/projectDetail/VCS/403> | Registry ID: 403