



Gryphon Capital Investments Pty Ltd

ACN: 167 850 535

Community Investment Policy

www.gcapinvest.com

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Version	Revision Date	Description of Changes
1	9 Sept 2022	Final version approved by the GCI Board

1. Mission

Gryphon recognises that all companies have an impact on the environment and communities that they operate within. We are committed to making our impact a positive one. In addition to our responsible investment practices, we seek to extend our positive impact by investing in community wellbeing.

We take an employee-led approach to community investment. Our charitable giving is directed by our employees and the causes that matter to them, with a team-based approach used to select which charities and causes to aid. We support our employees to contribute their time and expertise by volunteering with local community organisations.

2. Commitment – Pledge 1%

Gryphon is a signatory to Pledge 1%, a global corporate philanthropy movement that commits to donating 1% of product, equity, profit, or employee time to improve communities around the world. Gryphon is committed to donating a percentage of profits and employee time each year.

3. Volunteering

Gryphon actively encourages employees to volunteer with local community organisations, offering each employee two days of paid volunteer leave each year.

4. Giving

We make donations rather than grants to reduce the administrative burden on charities and provide flexibility. This allows organisations to direct funds to the areas that they determine are a priority and respond dynamically to changing situations.

It is important to Gryphon that employees are actively involved in our community investment and that our giving is closely aligned with employee values. Each financial year, the Gryphon Board sets an annual charity pool. Throughout the year, employees are encouraged to submit

proposals for charities and causes to support using the funds in this pool. Submissions must include:

- Charity details (name, a brief description, website links)
- Recommended donation amount
- Whether the donation is to be earmarked for a specific purpose and, if so, details of the project
- Why the employee believes it is a worthy cause that Gryphon should support
- Any affiliations that the employee has with the charity

Following any submissions, a team discussion on the merits of the proposal is facilitated. The Board will then assess the proposal with serious consideration to the outcomes of the team discussion to make final donation decisions.

To appropriately channel our support, all donations are made to registered charities and we do not provide funding for the following:

- Individuals
- Political parties, campaigns, or activities
- Religious organisations with a primary aim to propagate a particular faith or belief

5. Disaster Relief

We provide additional immediate support when disasters occur in the communities in which we work. This may include providing funding to organisations involved in disaster relief and measures to support impacted employees.

6. Sponsorships

From time to time, Gryphon sponsors events and organisations where there is a strategic relevance to our business operations or local community.