

Communication on Progress: SSX Group Pty Ltd

Period: January 2018 to January 2019

2nd January 2019

Statement of Continued Support

To our stakeholders:

SSX Group is a service orientated business operating nationally in Australia. The business was founded on our core values being:

Authenticity	Being authentic in everything we do, acting with integrity and honesty
Excellence	Pursuing excellence as a perpetual cycle, not a destination
Innovation	Testing boundaries to continually improve ourselves and our services
Inspiration	Being passionate about what we do and how we do it
Collaboration	Understanding the true power of team work and diverse perspectives
Responsibility	Treating people and the environment with respect and compassion

As such, the manner in which we operate and conduct business is just as important to us as the services we offer.

I am pleased to confirm that SSX Group Pty Ltd, ACN 167 681 610, reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption, in addition to the 17 Global Sustainability Development Goals.

In this annual Communication of Progress, we outline our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using primary communication methods.

Kind Regards,



Timothy John Wood
Director | SSX Group

Description of Actions

The method by which we demonstrate and enact our commitment ranges from formal policies, process, staff engagement, training and by our actions on a day to day basis. SSX Group is committed to the support of the following areas.

Human Rights

Our actions:

- Organisational commitment
 - Implementation of a Human Rights Policy
 - Implementation of an Occupational Health and Safety Policy
 - Implementation of an Ethical Employment Policy
 - Implementation of an Anti-Bribery Policy
- Implementation of a National Occupational Health and Safety Management System
- Holding monthly Occupational Health and Safety Meetings
- Fostering a cultural of shared accountability and open discussion
- Maintaining flexible working conditions for our people
- SSX Group supported The Rotary Club of Camberwell as a Silver Sponsor at the 2018 Camberwell Rotary Art Show. The Art Show is an annual event that raises proceeds to fund other local and global welfare initiatives, such as the Clean Drinking Water for Vietnam, Clean Drinking Water for remote Timor Leste, and Assisting Education Developing Nations Projects

Labour

Our actions:

- Organisational commitment
 - Implementation of a Human Rights Policy
 - Implementation of an Ethical Employment Policy
- Ensure we comply with the national employment and minimum wage standards
- Maintain flexible working arrangements for our people
- Consult with our labour relations experts where required
- Ensure all wages and entitlements are paid on time
- Maintain a clear dispute resolution process and finalise queries as efficiently as possible

Environment

Our actions:

- Organisational commitment
 - Implementation of an Environmental Policy
- Recycle office consumables and waste
- Use recycled paper for printers
- Avoid printing where possible and primarily rely on electronic documents



Anti-Corruption

Our actions:

- Organisational commitment
 - Implementation of a Corporate Governance Policy
 - Implementation of an Anti-Bribery Policy
 - Implementation of Conflict of Interest Policy
 - Implementation of an Employee Handbook
- Ensure our business practices are underpinned by the principles of fair trade and all governing laws in Australia

Measurement of Outcomes

- SSX Group has 40% female staff within the management team, which is continually growing
- SSX Group supported The Rotary Club of Camberwell as a Silver Sponsor at the 2018 Camberwell Rotary Art Show with a \$8,500 AU donation
- Recycling of 100% of plastics