

Communication on Progress: SSX Group Pty Ltd

Period: January 2020 to January 2021

12th January 2021

Statement of Continued Support

To our stakeholders:

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

- **Authenticity:** Being authentic in everything we do, acting with integrity and honesty.
- **Excellence:** We focus on excellence in everything we do. We believe the pursuit of excellence is a perpetual cycle not a destination.
- **Innovative Thinking:** Testing boundaries to continually improve ourselves and service offerings.
- **Inspired:** Being passionate about what we do and how we do it. We're inspired by our customers, each other and the value we offer.
- **Team Orientated:** Being collaborative and understanding the true power of team work, diverse thinking and perspectives.
- **Responsibility:** Being responsible, ethical and accountable for our individual and collective actions. We believe in treating all 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,



Dallas Varney
Managing Director | SSX Group Pty Ltd

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:

- Implementation of our Gender Equality Policy, including paid Domestic Violence leave.
- Organisational commitment:
 - Revision of our Human Rights Policy.
 - Revision of our Occupational Health and Safety Policy.
 - Revision of our Ethical Employment Policy.
 - Revision of our Anti-Bribery Policy.
- Revision of our system to communicate requirements to all suppliers.
- Maintaining ISO 9001 Quality Management compliance through 2 x external audits.
- Achieving ISO 45001 OHS Management compliance.
- Maintaining flexible working conditions for our people.

Labour

Our actions:

- Implementation of Social Commitment Policy.
- Organisational commitment:
 - Revision of our Human Rights Policy.
 - Revision of our Ethical Employment Policy.
- Continual maintenance of our obligations to meet or exceed compliance requirements with the national employment and minimum wage standards.
- Maintain flexible working arrangements for our people.
- 100% compliance with wage payments, entitlements and on-time payment.
- Maintain a clear dispute resolution process and finalise queries as efficiently as possible.
- Updated employee handbooks and codes of conduct, including training sessions.

Environment

Our actions:

- Implemented an Environmental Management Plan.
- Revision of our Environmental Policy.
- Implementation of Climate Change Policy Objectives.

Anti-Corruption

Our actions:

- Organisational commitment:
 - Revision of our Corporate Governance Policy.
 - Revision of our Anti-Bribery Policy.
 - Revision of our Conflict of Interest Policy.
 - Revision of our Employee Handbook.
- Continue to ensure our business practices are underpinned by the principles of fair trade and all governing laws in Australia.

Measurement of Outcomes

- SSX Group has 50% female staff within the management team.
- Recycling of 100% of plastics.
- SSX has implemented new objectives and targets which will be measured in line with the 2022 COP:
 - Employment opportunities for female, disadvantaged, disable and Aboriginal people.
 - Environmental outputs.
 - Environmentally sustainable business practices.