

2020 was a challenging year for all and activities were restricted due to international borders closures and, at times, local and state border closures. The impact of these measures severely impacted on business activity and confidence. Finding Other Solutions continued commitment to the UN Global Compact and the Sustainable Principles and demonstrated has experienced real corporate benefits in their integration into our operations.

Throughout 2020, FOS (Consortium) Pty Ltd continued to utilise the Sustainable Principles embedded into the company operating procedures, as it was considered an asset. The previously completed integration allowed FOS to review and consider all aspects of sustainability to ensure delivery of projects that continued to compliment the SDG Goals. Our senior staff have also during 2020 undertaken, privately, the writing of a series of books on the impact of sustainability as part of our overall commitment to fostering knowledge and support of sustainability as defined by United Nations. Throughout 2020, the previously integration of sustainable principles assisted in the realisation of corporate benefits even with at times reduced resources. In September 2020, FOS reviewed its strategic plan and moved to update its strategic plan and confirmed as a central policy its continued commitment to Sustainability in all its operations. All policies, procedures and processes were also reviewed and updated as necessary. At the end of March 2021, a further update of the Strategic Plan will be undertaken to reflect the current status of Covid19 impact across the company activities.

Human Resources:

adoption of basic human rights, equality and equity continue to be mandated in all of the company's activities and supported by our updated work practices and management standards.

The right to health, equal opportunity employment, gender equity education and fair work conditions is monitored thru our work practices and involvement with stakeholders and communities that we work in. Feedback is regularly undertaken with staff and relevant stakeholders.

Labour:

HR engagement processes include recognition of equity and equality standards as well as recognising the basic requirements for a focus on local area participation and fairness and safe work practices. All relevant

regulations, policies and procedures are enforced across all activities. Skills development opportunities are also encouraged thru work practices. Continuing skills training is also undertaken thru the recent engagement of recent certified trades staff. Skills development program is in place to ensure continuous development. Workplace Health & Safety systems are mandated for all activities undertaken.

Environment:

All procurement systems used on projects mandate the need for compliance with all environmental guidelines and practices and are supported by comprehensive Environmental Management Plan for all activities. All environmental systems were reviewed and updated during the 2020 review and will again be reviewed during the upcoming update process. Environmental Management Plans are mandated for all activities and regularly monitored.

Anti-corruption:

All procurement systems mandate clauses relating to use of fair equitable practices. Compliance with all anti-corruption legislation and practices is enforced. A statement of FOS requirement for full compliance with United Nations Sustainability Principles is contained within all procurement documents.

Measurement of Compliance:

FOS strategic plan requires that staff surveys / supplier and subcontractor satisfaction feedback and client feedback is undertaken regularly (every 3months – or - at the completion of an engagement with the business – whichever is the sooner). Outcomes of the reviews are compiled and presented to the board as part of the 6 monthly strategic review process. Interim quarterly summary reports are also compiled for senior management review. Interim reports for 2020 and 2021 indicate compliance is being achieved – any identified areas of improvement will be ratified in the March 2021 reviews.

Finding Other Solutions Pty Ltd continues to be committed to the UN Global Compact and the Sustainable Principles and has experienced real corporate benefits in their integration into our operations. Continues its support and commitment for the Global Compact and renews our company's ongoing commitment to the initiative and its principles.



Alex McLeod CEO – Finding Other Solutions Pty Ltd 8 March 2021