

2020 / 2021 have been challenging years for all and activities were restricted due to international borders closures and, at times, local and state border closures. The extent and effect of these restrictions has been difficult for all to address and deal with. The impact on human resources and the supply chain have been especially challenging. 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 has allowed the company activities to be further tailored to demonstrate the real corporate benefits in their integration into our operations.

Throughout 2021, FOS Pty Ltd continued to utilise the Sustainable Principles embedded into the company operating procedures, as it continues to be seen as 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 2021 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. In September 2021, 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. A further update of the Strategic Plan will be undertaken to reflect the current status of Covid19 impact across the company activities in 2022, as global activities continue to demonstrate a post-Pandemic period.

#### **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, suppliers, consultants 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. Quality Control, Environmental Management and 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 2021 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. A minimum compliance outcome of 6 out of 10 is required on all items surveyed. Interim quarterly summary reports are also compiled for senior management review. Interim reports for 2021 and 2022 indicate compliance is being achieved – any identified areas of improvement are automatically identified and corrective actions undertaken.

As part of FOS commitment to advancing the SDG integration and advancement, senior staff have participated in summits and conferences to advance the knowledge and benefits of SDG compliance.

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      3 March 2022