

COMMUNICATION ON PROGRESS (COP)

BASIC TEMPLATE

Period covered by your Communication on Progress (COP)

From: 4/6/2022 To: 4/6/2023

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

Please use the box below to include the statement of continued support signed by your company's chief executive

3/06/2022

To our stakeholders:

I am pleased to confirm that SixPivot 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 this annual Communication on Progress, we describe 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 our primary channels of communication.

Sincerely yours,

[Faith Rees]
[CEO]

2. DESCRIPTION OF ACTIONS

Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights. Examples include:

- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- Policies that support Domestic Violence leave and support
- Increased leave entitlements for maternity and paternity leave

Labour

Please use the box below to describe **actions** your company has taken in the area of labour. Examples include:

- Ensure that the company does not participate in any form of forced or bonded labour
- Comply with minimum wage standards and are an ambassador to the WEGA (workplace gender equality act Australia)
- Ensure that employment-related decisions are based on relevant and objective criteria
- Achieve gender equality

Environment

Please use the box below to describe **actions** your company has taken in the area of environment. Examples include:

- Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.)
- Ensure emergency procedures to prevent and address accidents affecting the environment and human health

Anti-Corruption

Please use the box below to describe **actions** your company has taken to fight corruption. Examples include:

- Assess the risk of corruption when doing business
- Mention “anti-corruption” and/or “ethical behavior” in contracts with business partners
- Ensure that internal procedures support the company’s anti-corruption commitment
- Refuse to work with industries such as gambling, betting and wagering

MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to **measure outcomes**. Examples include:

- Demographics of management and employees broken down by diversity factors (e.g., gender, ethnicity, age, etc.)

100% female executive and management team

5% aged 21-30

45% aged 31-40

40% aged 41-50

10% aged 50+






25% CALD (culturally and linguistically diverse) background

41% backgrounds where Australia is not their country of origin

4% from LGBTQI+ community

- External survey/ evaluation of staff on areas of diversity and inclusion and general well being.

Key insights for SixPivot

| | SixPivot | Average score across Technology |
|--|----------|---------------------------------|
|  Percentage of staff who believe they are free to do their job the way they think it can best be done | 100% | 83% |
|  Percentage of staff who believe they have the resources and support to help them rise to challenges that they face | 93% | 78% |
|  Percentage of staff who believe they fit in at your organisation | 93% | 86% |
|  Percentage of staff who believe the mental health of employees is a priority for your organisation | 100% | 89% |
|  Percentage of staff who believe they are expected to respond to emails outside of working hours | 0% | 5% |

