

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP) from: 1 July 2021 to 30 June 2022

1. STATEMENT OF CONTINUED SUPPORT BY THE Managing Director

2 September 2022

To our stakeholders:

I am pleased to confirm that Inventis Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

We are also committed to compliance with Modern Slavery Policies of the Australian Government.

We have committed to strong sustainability targets, and this is integrated into our new product design and is measured as part of our ISO 14001 Environmental Certification

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. As an Australian stock exchange listed company, we also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Anthony Mankarios
Managing Director

Inventis Limited

2. DESCRIPTION OF ACTIONS

Human Rights

- All workers are provided safe, suitable and sanitary work facilities
- We have workers from across our business on our health and safety committee and a strong management commitment support their recommendations
- We have strong and published staff handbook and policies to protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- As part of our sustainability commitments and ISO 14001 Environmental Certification, we take measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products

Labour

- All workers have freedom of association and the ability to join unions
- We are committed to the Australian Government's Modern Slavery legislation and we have practices to ensure that the company does not support any form of forced or bonded labour either internally or within our supply chain.
- That said we have an active corporate social responsibility program where we work with Correction facilities and training to provide work-skills training for prisoners, so that upon their release they have employment training. We also work with the Government on internal placement programs for prisoners upon their release, to provide training and employment so that they better integrate into society
- We comply with minimum wage standards
- We have a robust workplace agreement process and handbook for employees that ensure that employment-related decisions are based on relevant and objective criteria
- We also have demonstrated strong support for Indigenous employment and work closely with a number of Indigenous owned businesses to support their growth

Environment

- Inventis and its group companies operates under a third party Certified ISO14001 Environmental Management system
- We also have strong commitments to sustainability with many of our new designs having deliberately maximized recycled materials content and post life recycling options.
- We have targets in place to reduce our burden on the environment. In the year just finished we have reduced electricity consumption by 9%. We have committed to a zero carbon footprint by 2030. We have released multiple new products with recycled material content. We are using our customers old desk in our new products to reduce global landfill.
- We avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste processes).
- Ensure emergency procedures to prevent and address accidents affecting the environment and human health
- We seek to eliminate the use and ensure safe handling and storage of chemical and other dangerous substances

Anti-Corruption

- We assess the risk of corruption when doing business particularly in relation to supply contracts and in dealing internationally
- We have employee training and documentation in the handbook in relation to "anti-corruption" and/or "ethical behavior"

3. MEASUREMENT OF OUTCOMES

- Inventis has a diverse workforce with people from across many cultural backgrounds and we celebrate this regularly with our multi-cultural days where employees bring food and we lunch together and celebrate our diversity. We have a growing percentage of female employees across the group including in senior management roles such as Director of Marketing and head of Human Resources. We have no age discrimination in our employment practices.
- We take our employee safety seriously as evident by our approach to employee safety during COVID and in relation to the prevention of workplace injury and absenteeism. We measure safety, injuries and absenteeism
- We increasingly measure our impact on the environment and are taking active steps to reduce this each year. Last year we reduced energy consumption by 9%