



SOCIAL COMMITMENTS

SYSTRA ANZ's social commitments reflect our unwavering dedication to fostering a safe, inclusive, and thriving community within and beyond our organisation. We recognise the profound impact of our actions on society, and our commitments extend to address a wide spectrum of social challenges.

As we pursue these commitments, we aim to contribute to a more equitable and inclusive world.

SOCIAL								
ESG Commitment	ESG Area	ESG Outcome	How we will get there	Annual Target	2030 Target	KPI to Track	UN SDG	
Ensure a safe working environment that fosters wellbeing	Health and Safety	Safe working environment for all	<ul style="list-style-type: none"> Establishment of lead and lag indicators. 	HSSEQ tracking is in place and monitored monthly for Systra ANZ.	Zero incidents yet we capture and learn from near misses.	TRIFR (total recordable injury frequency rate, LTIFR (lost time injury frequency rate), severity rate and # near misses	Goal 3 - Good health and wellbeing	
	Health and Safety	Well-being and psychological safety	<ul style="list-style-type: none"> Complete the People @ Work survey Establish a clear Action Plan with Accountability for the outcomes of the People @ Work survey Psychosocial, well-being training for all staff. 	Psychological safety in the workplace compliance and monitoring Developing lead and lag indicators to measure wellbeing in the workplace	Business wellbeing (i.e. employee performance, enhanced retention, innovation and reduced absenteeism) outputs & Individual wellbeing (i.e. job satisfaction, low stress, happiness and purpose) outputs are measured and tracked year on year against set targets transparently to the workforce.	Lead & Lag Indicators Developed: Employee Engagement Retention Reduced Absenteeism Increased Job Satisfaction Low Stress Sense of Purpose TRIFR (total recordable injury frequency rate), LTIFR (lost time injury frequency rate), severity rate and # near misses	Goal 3 - Good health and wellbeing	
Diversity, equity and inclusion (DEI)	Human rights	Diversity, Equity and Inclusivity in the workforce	<ul style="list-style-type: none"> DEI Training (including unconscious bias training) implemented as mandatory training for whole workforce Diversity targets established and integrated into KPIs for ELT Pay equity target across professional roles "same job same pay" 	All levels of the workforce is trained in DEI Diversity targets form part of all ELT KPIs	Pay Equity target is achieved Equal representation in key management levels (Board, ELT, Director Level)	Diversity targets set for gender in all levels of the workforce (ELT, Management etc) >90% of staff/management completed mandatory DEI training Pay Equity at all levels - WGEA alignment and employee of choice.	Goal 5 - Gender Equity	
	Human Capital	Talent attraction and retention, alignment between employee competencies and company needs	<ul style="list-style-type: none"> Engagement survey to measure employee purpose and satisfaction Employees IDP plans in place Market remuneration gathered for all roles where available with remuneration reviewed annually for all employees Exit survey information of terminating staff 	Employee purpose and satisfaction with their roles is measured. Employees paid market rate salaries <15% attrition	Employees provided with tailored L&D programs and career plans that are tracked, supported and reviewed regularly. Improved Employee purpose and satisfaction with their roles	IDP plans for all staff Engagement survey metrics Attrition and retention metrics Years of service Internal promotion and career progression	Goal 8 - Decent work and Economic Growth	
ESG Leadership within our Industry and with Partners	Societal commitment	Commitments with external stakeholders to improve wellbeing in local communities via partnerships with associations, NGOs & sponsoring activities	<ul style="list-style-type: none"> Sponsor or Partner with an NGO for each focus area of our DEI strategy. Establish recognition program for employees who undertake mentoring or other community give back to encourage staff to participate. A 10% of graduate roles are set aside for candidates from marginalised backgrounds. All employees get 1 annual leave day each year for volunteering. We promote positive societal programs both abroad and locally (i.e. bridges to prosperity). 	Increased % of workforce from marginalised backgrounds. Work with an NGO to provide provide work experience to marginalised members of the community and assist them with work readiness skills.	Our workplace is representative of the communities we serve. We can demonstrably see a difference we are making to other people's lives.	Track DEI Budget Spend Track the number of staff/managers participating in the societal programs (i.e. mentors) Metric of number of hires from marginalised communities	Goal 10 - Reduced Inequality	
	Societal commitment	Company continues on RAP journey, supporting reconciliation and increasing support for Aboriginal and Torres Strait Islander people.	<ul style="list-style-type: none"> Through partnerships 	Fulfill the Commitments of the Innovate RAP Provide an opportunity for a small group of employees to visit an Aboriginal and Torres Strait Islander community 'on land' to appreciate the culture and challenges faced by the Aboriginal and Torres Strait Islander community	Implement a Stretch RAP Have 2.5% of the workforce as Aboriginal and Torres Strait Islander people.	RAP Progress & Achievement of Commitments Workforce statistics of Aboriginal and Torres Strait Islander staff	Goal 10 - Reduced Inequality	
	Societal commitment	Diversity, Equity and Inclusivity in the workforce		DEI Targets and Metrics established and included in the KPIs of the ELT Managers trained on DEI and supported on how to make adjustments in the workplace (i.e. implicit instruction, flexibility).	Workplace profile that is more representative of community Representation of minority groups within our leadership team (i.e. CALD, age, women, Aboriginal & Torres Strait Islander)	Workplace Profile is tracked Policies and Practices put in place to encourage and support a broad workforce (i.e. checklists for new office leases to ensure inclusive workplace with quiet space for sensory, wheelchair access etc)	Goal 10 - Reduced Inequality	