

Corporate social responsibility policy statement

This Statement is about how IFRS SYSTEM Pty Limited (referred to as IFRS SYSTEM, we, us, our) takes account of its economic, social and environmental impact in the way it operates as a business. By demonstrating our commitment to Corporate Social Responsibility (CSR) we aim to align our business values, purpose and strategy with the needs of our employees, clients, suppliers and others with whom we interact.

IFRS SYSTEM has developed an excellent reputation for the way in which it conducts its business in accordance with the highest principles of business ethics. We are proud of this reputation and are committed to conducting our business activities with honesty, integrity and in full compliance with all relevant laws and regulations.

As an innovative business, IFRS SYSTEM is continually seeking better, safer, more efficient and sustainable methods of working and our CSR objectives may be summarised as; We aspire to make a positive contribution to all those people and communities with whom we interact.

Employees

Our employees are a highly valued part of the business. We do not treat them as resources, we treat them as people who are the very fabric of IFRS SYSTEM and IFRS SYSTEM products. We don't have many employees, therefore it is important that those we do have are the best at what they do. We work hard to recruit and retain the best we can find and second best is never good enough.

We encourage all of our employees to seek out and undertake personal and professional development, we encourage each of them to learn new skills and enhance old ones. We encourage frequent two-way communication that is honest, open and forthright.

We provide home-based (home-office) work opportunities for all and we ensure that everyone is furnished with best equipment (hardware, software and office furniture) available.

Environment

Even though we are a small company with a small environmental footprint we recognise that IFRS SYSTEM still has an impact on the environment we share. Accordingly, we are committed to ensuring that we minimise, as much as possible, the negative impacts of our operations. We encourage our employees and suppliers to consider, among other things, the:

- impact of work related travel
- disposal of packaging and other waste materials including potentially harmful products (e.g inks/toners, batteries)
- saving of energy by ensuring lights and equipment are switched off when not in use
- sourcing and using products that use recycled materials

Health and safety

As all of our employees work from home-based offices, many of the more common health and safety requirements associated with large work places are not applicable. We do however encourage our employees to make sure the work spaces are well lit (preferably with natural light), temperature controlled, that furniture and equipment is ergonomic, proper posture is adopted and that routine breaks are observed.

We are also very interested in the well being of our employees and we monitor for signs of undue stress or other warnings signs. We work with our staff to manage stressful or challenging situations should (or when) they occur.

Communities

We are a part of many communities and in each we hope and encourage all of our employees to be a force for good. We are providers and consumers. We belong to industry groups, professional associations and alumni bodies. Some of us are parents and grandparents, brothers, sisters, wives, husbands, partners and children and in each role we are unique members of many communities. We encourage each other to make a positive impact in those communities, and it doesn't matter if it is achieved by providing excellent client support, helping a colleague, volunteering at the local school, supporting a charity or pursuing a hobby that brings others pleasure. As long as each of us makes a positive impact in our communities, we are fulfilling a piece of our corporate social obligation.