atturra

Sustainability
Report 2025

Contents

Acknowledgement of Country

Atturra acknowledges the Traditional Custodians of Country throughout Australia and their connections to Land, Sea and Community. We pay our respects to Elders past and present and extend that respect to all First Nations Peoples across Australia and the Torres Strait Islands.

About this report

This Sustainability Report outlines Atturra's activities from 1 July 2024 to 30 June 2025. It describes how we serve our clients, employees, and partners while aiming to minimise the impact on our communities and the natural environment through sustainability initiatives.

Now in its fourth year, this report highlights what we've done to make a difference, covering our environmental, social and governance (ESG) impact. We've written this report using these recognised guidelines:

- Global Reporting Initiative (GRI) Standards. The world's most widely used standards for sustainability reporting.

- Sustainability Accounting Standards Board (SASB), Technology and Communication Sector, Software and IT Services. A voluntary set of standards used to regulate sustainability in this industry.

Atturra's Board of Directors oversees the management of sustainability-related issues for our shareholders.

We see technology as a mechanism for positive change that can help build a better, more sustainable world. As leaders in our industry, we have a responsibility to understand and tackle the serious challenges that businesses and communities face in Australia and around the world.

This sustainability report forms part of Atturra's annual reporting suite, including:

- Financials – 2025 Financial Results – Full Year

- Corporate Governance – Governance documents

CEO message

Welcome to Atturra's 2025 Sustainability Report.

This year marked another period of notable growth for Atturra, highlighted predominantly by six acquisitions: Exent, Chrome Consulting, Plan B, ComActivity, Kitepipe, and DalRae Solutions. As we go on this growth journey, we remain committed to understanding and minimising the impact of our operations through our Environmental, Social, and Governance (**ESG**) framework.

With each acquisition, Atturra welcomes new talent and perspectives, and we broaden as well as deepen our capabilities. Our workforce continues to become more diverse, and we are proud to help foster strong relationships between our people so that they can have fulfilling careers with Atturra. A great example of this is the recently launched Atturra Base Camp—a full-day, monthly session that brings together new team members and senior leaders to encourage connection, collaboration, and a shared understanding.

Another important way we're expanding the breadth and diversity of our workforce is through our veteran employment program. Earlier in the year, Atturra became a certified veteran-friendly employer—an accreditation that recognises our commitment to providing inclusive, flexible employment opportunities for veterans.

To achieve this, we demonstrated to the Department of Veterans' Affairs that we are dedicated to creating a supportive environment and to continually improving the veteran employee experience.

> With each acquisition, Atturra welcomes new talent and perspectives, and we broaden as well as deepen our capabilities.

As an Australian-born company, we have a responsibility to promote better relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. This year, we began the development of our first Reconciliation Action Plan (**RAP**). This foundation phase, or Reflect RAP, focuses on meaningful internal engagement.

Technology plays a vital role in every aspect of our community, and with that comes a duty to deliver secure, stable, and sustainable solutions. This year, we invested in a modern Software-Defined Wide Area Network (**SD-WAN**), upgrading our network infrastructure to support innovation, cloud adoption, and the evolving needs of our clients and partners.

To minimise Atturra's environmental impact and 'do good' for the community, we cemented our partnership with social enterprise PonyUp for Good. We've helped divert decommissioned IT equipment from landfill and, in doing so, supported food charity SecondBite in providing fresh meals to vulnerable Australians.

This year's ESG progress reflects an ongoing commitment to relationships within our workforce, with our broader communities, and with our planet. We remain committed to advancing our ESG agenda and aligning our ESG pillars with actions that make a meaningful impact.

Stephen Kowal
CEO

About Atturra

Atturra is an Australian-born, ASX-listed advisory and IT solutions company. We have over 1,200 people working in offices across Australia, New Zealand, Singapore, Hong Kong, and the United States.

We help clients drive successful change at any stage of their transformation lifecycle. Partnering with leading global technology providers, we offer scalable, expert end-to-end solutions.

Atturra has a track record of serving clients across the public and private sectors, solving critical challenges that position their organisation for the future.

Sustainability approach

Atturra has continued to grow both organically and through the acquisition of established businesses. A key part of the acquisition process is to include these new teams in our sustainability planning and learn from their best practices.

This approach helps us stay ahead in Australia's IT sector while sustainably maintaining our competitive edge.

Over the last 12 months, we have:

- Expanded our business into the United States by acquiring a Boomi specialist company, giving us access to a new market for our data integration solutions.

- Continued to embed the 'One Atturra' ethos into our operations for a stronger, more cohesive business.

- Streamlined our service offerings to provide better end-to-end support for our clients.

Understanding what's important

We regularly engage with our clients, employees, partners and the wider community through surveys, forums and interviews to determine what sustainability efforts matter most to them. This helps us uncover areas for improvement.

Our people value Atturra's culture of continuous learning. Applying this approach across our workforce and business helps us lead in the IT industry and build a sustainable, forward-thinking company.

Sustainability behaviours

Our sustainability efforts are centred on five key pillars.
We explain our goals, actions and progress for each pillar
in the following pages.

Protecting our workplace & clients

Ethics & governance

People & culture

atturra

**One business
One brand**

Environmental accountability

Community support

Ethics and governance

Our values

Our values form part of Atturra's Employee Value Proposition. They are embedded in our culture and intentionally used to clarify and encourage expected behaviours.

Camaraderie
Working collaboratively, with openness, optimism and inclusiveness, so that our workplace is enjoyable for all.

Innovation
Looking for new ways to deliver solutions for clients, showing creativity, curiosity and entrepreneurial spirit.

Dedication
Taking ownership for expected outcomes, being fully committed to the work and responsible for professional growth.

Excellence
Ensuring everything we do is of high quality, having a growth mindset and striving to be better than competitors.

Respect
Being open and honest in communication, doing the right thing even when it may be hard, and encouraging diversity.

How we operate

The Board of Directors is primarily responsible for ensuring Atturra has an appropriate Corporate Governance structure in place and oversees the execution of these policies and procedures.

ISO certificates

Atturra is certified in four ISO standards.

- ISO 9001:2015 Quality Management Systems
- ISO 45001:2018 Occupational Health and Safety Management Systems
- ISO 14001:2015 Environmental Management Systems
- ISO 27001:2013 Information Security Management Systems

As a critical part of Atturra's Corporate Governance, these ISO certifications provide a set of standards and objectives that must be met and continually delivered to. These undergo annual external verification.

View Atturra's Corporate Governance policies.

Being accountable

Atturra's reporting register allows employees to report issues or share ideas related to the environment, health and safety, quality management, and IT security. The register is reviewed and actioned by management.

Anti-slavery policy

At Atturra, we understand that modern slavery is a complex issue and acknowledge that the nature of our business means we are exposed to potential modern slavery risks across our operations and supply chain.

We are committed to developing our understanding of the modern slavery risks in our business and taking action in responding to this problem by working with our business units, subsidiaries, stakeholders, partners, and suppliers to limit modern slavery risk.

Alongside our modern slavery statement, training, and reporting procedures, we use supply chain mapping, a modern slavery risk questionnaire, and a modern slavery clause in contractual agreements.

View Atturra's Anti-slavery Policy.

People and culture

Our people are one of Atturra's core differentiators. We're committed to finding and keeping the best talent by creating a workplace where everyone can grow and reach their potential through our Employee Value Proposition. As we bring new teams into the business, we focus on working together across all departments with our One Atturra approach to achieve our shared goals.

Organisational learning and development

With access to the latest technology, our people have opportunities to grow and expand their skills. We're committed to supporting their careers and personal growth through a range of learning options.

Atturra Base Camp

In January 2025, we launched Base Camp, a dedicated in-person onboarding program designed to welcome and connect new employees to Atturra. Held monthly in Sydney, Canberra or Melbourne, Base Camp offers an immersive introduction to our business, culture and people.

The program features presentations from our CEO, Stephen Kowal, and other senior leaders, alongside interactive discussions with current employees. Facilitated by an Atturra People & Culture Manager, it ensures a supportive and engaging experience that begins with a welcome dinner, followed by a full day of presentations, storytelling and connection.

Base Camp plays a crucial role in building early engagement, helping new employees understand our purpose and values, while fostering a strong sense of belonging through the formation of a cohort.

"Base Camp was a great introduction to Atturra—it gave me a strong sense of the company's values, culture and the different business units. I especially appreciated the chance to connect with other new starters and hear candid insights from employees during the panel session."

Kat Reis

"I was impressed to see first-hand the commitment and investment of the Leadership Team and other key staff in welcoming new employees. Base Camp was a balance of informative induction sessions, relaxed meet-and-greet opportunities, ad hoc catch ups, and a fun social evening. I arrived at Base Camp as an enthusiastic new starter and left as part of the One Atturra team."

Heather Leach

"The best thing about Base Camp is the people that you get to interact with. The Executive Leadership, including the CEO, take time out of their busy schedules to present and talk with you, which really makes you feel part of the Atturra family."

Alex Pettolino

Performance & Goals

Our people are supported to manage their development and career progression through Performance & Goals in Success Factors, which streamlines goal setting and feedback. Within this system, we have launched an updated probation review process that empowers new employees to provide feedback on their experience within the first four months. This helps ensure we are living up to our Employee Value Proposition and are alerted to areas that need attention.

Online learning

Our platform enables employees to track the completion of internal and external courses and certifications they obtain. We regularly update Atturra's internal online courses with content that supports our business culture. This year, our releases included a course on how to have meaningful conversations with people close to you, which coincided with R U OK? Day. To mark Reconciliation Week and the commencement of our RAP, we released an Aboriginal and Torres Strait Islander Cultural Appreciation course, which provides a comprehensive exploration of First Nations cultures, histories and contemporary issues.

Leadership development

This year, we have taken a consistent approach to leadership development through the launch of a new program. It equips leaders with the tools and techniques to address leadership challenges and understand how to connect with people to maximise their potential. Our aim is for all senior leaders and general managers to complete the program.

Lunch & Learn Program

A regular schedule of well-attended monthly Lunch & Learn sessions with internal and external SMEs encourages cross-collaboration, knowledge sharing and personal development. The one-hour sessions cover a range of topics designed to support our employees in both their professional and personal lives.

Employee engagement and feedback

Growing our business with a united team is critical to Atturra's success. Knowing how our people feel means we can better support their career journeys. We do this in several ways.

Teamgage

We use this tool to build a culture of continuous improvement. This anonymous monthly survey gives us an organisational view of employee sentiment across a range of areas. Over the last 12 months, we have achieved an average positive score of 71. Feedback and suggestions drive management action for improvement within each business area.

Town Hall meetings

We've continued our company-wide Town Hall meetings twice a year for all staff. These meetings enable us to share important business updates through formal presentations and provide employees with opportunities to ask questions or engage in small group discussions with senior leaders. Our CEO visits all of our offices regularly for these meetings to build a stronger sense of community and help everyone understand his plans for the company's future.

Reward and recognition

The Atturra Star Awards are presented twice a year, aligning with our five company values. Gold, silver, and bronze recipients receive individual monetary prizes. There is also an award at the team level.

We encourage regular peer-to-peer engagement via our internal reward and recognition platform, Elevate. Employees sent over 500 eCards acknowledging colleagues' values and milestones this year. Almost 300 monetary Elevate awards, valued at over $26,000, were issued to employees to purchase gift cards, goods or services from our internal retail discount portal.

Employee referral scheme

Candidates recommended by our current employees remain one of our best ways to find new talent. They often turn out to be our most successful and longest-tenured employees. We ask our team members to suggest people they know for job openings, and we reward them with cash payments based on different job levels.

Employee wellbeing

Atturra supports employees in managing their overall health and wellbeing through several initiatives and programs.

Wellbeing Centre and retail savings

Staff can get active, eat better, improve their financial wellness and manage stress through our Wellbeing Centre, which provides access to hundreds of workout videos, healthy recipes, expert guides and audio content.

Atturra's Elevate platform also features a popular retail discount portal, which helps employees with the cost of living. Over the last year, they have collectively saved $57,000 on everyday groceries and deals with reputable retailers, representing an 8% increase from the previous year.

Mental health matters

Supporting our team's mental health is a top priority at Atturra. Every employee can access our Employee Assistance Program, which offers free and confidential counselling for both work-related and personal issues, as well as a dedicated support line for managers. We ensure that people are aware of this service through our monthly newsletter, company intranet, and the People & Culture team.

Mental health awareness is something we take seriously. In September 2024, we again joined R U OK? Day - a national initiative that encourages meaningful conversations to help people through tough times. We supported this with targeted communications and online training to help our people recognise and respond to mental health challenges. We also regularly share articles on our intranet about mental health, wellbeing, preventing burnout and managing workplace stress.

Creating connection matters too. All our offices stock fresh fruit and healthy snacks in the kitchen, making it a place to spend time together. We've also introduced regular networking opportunities, such as monthly morning teas and after-work gatherings, to help build stronger relationships across our teams.

Gender equality, diversity and inclusion

Atturra knows that when everyone feels welcome at work, we benefit from a rich mix of backgrounds, ideas and viewpoints that strengthen our business. We're taking action in this area with various programs that support equal opportunities and help all our people feel valued and included.

Reconciliation Action Plan (RAP)

We have a responsibility and a role to play in building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples. This year, Atturra commenced the development of a Reconciliation Action Plan (RAP). This is a first for Atturra, and it is the right time for us to start this process.

Designing and delivering on a RAP is a journey that we are taking one step at a time. We have commenced a Reflect RAP to lay the foundations through meaningful engagement with our staff and leaders to understand the importance of reconciliation.

Reconciliation is everyone's business. It is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.

Certified veteran-friendly employer

This year, Atturra became a certified veteran-friendly employer, a recognition we earned by showing the Department of Veterans' Affairs how we create an inclusive and flexible workplace for veterans. This certification encompasses our entire approach – from utilising veteran-friendly interview practices during recruitment to supporting veteran activities and important commemorations throughout their employment with us.

The Atturra leadership team is committed to continually improving our support for veterans, and our People & Culture and Talent teams regularly participate in education sessions facilitated by the Department of Veterans' Affairs. This helps ensure sustained engagement and informs the strategic implementation of the Veteran Employment Commitment across Atturra.

Looking ahead, we plan to establish focus groups and regular check-ins for our veteran employees to help maintain their strong sense of community and belonging.

Veteran Friendly Employer

Retraining Defence veterans

We have an ongoing partnership with MEGT Australia, an organisation that assists Australian Defence Force veterans in transitioning to civilian careers through job placement and apprenticeship programs. We work with them to retrain veterans, with the goal of offering them permanent positions at Atturra. It's been rewarding to see previous program participants advance in their careers with us over the past year.

We also value and support our employees who serve as ADF reservists. Through the Employer Support Payment Scheme, we receive government funding when we release staff for military service. We pass this payment directly to our reservist employees to provide them with additional financial support during their service periods.

Workplace gender reporting

This is our sixth consecutive year of reporting on gender representation in the organisation, during which we maintained a similar ratio of female, male and nonbinary representation to last year. We continue to work on increasing female representation and are proud to have an existing strong cohort of women in a male-dominated industry.

RISE Women's Business Resource Group

This year, Atturra relaunched the RISE Women's Business Resource Group, which aims to foster inclusivity and drive change by empowering women at various levels to advance their capabilities and reach their full potential. It's a safe space where women can exchange information and receive support that prepares them to be leaders of their workplace and community. RISE is committed to enhancing the level of awareness, acceptance and visibility of women and the talents and resources they have to offer. Recently, two podcasts featuring prominent women in leadership were created and published as part of RISE.

Sponsorships and Awards

We remain proud Bronze sponsors of Women in IT (**WIC**), where we actively participate in events, collaborate with their committee and share industry insights. We also take part in their High School Work Experience program to inspire the next generation of women in technology.

Through our industry partnership with Code Like a Girl (**CLG**), we've supported an intern while she completed her honours degree at ANU. She gained valuable hands-on experience working with our established tech team and contributed to meaningful projects that accelerated her professional growth and helped build important industry connections. Her talent and hard work paid off when she was awarded a PhD scholarship from ANU focusing on AI research, and she's now pursuing her doctoral studies full-time.

Finalists in ICT Awards Nominations

Atturra was thrilled to have a finalist in both the Innovation and Shining Star categories at the 2024 ARN Women in ICT Awards. This prestigious Australian industry event celebrates female excellence in the ICT sector.

Gender-neutral hiring policies

Our job ads do not contain unconscious gender-skewed language, and we de-identify internal mobility applications to reduce bias. Most roles at Atturra are offered as flexible to encourage people who have other life commitments.

Workplace adjustments

Atturra is intentional about workplace adjustments that reduce or eliminate barriers and better support our people's equal participation in the workplace. For example, over the last 12 months, we have had several people return to work from parental leave. To make that transition easier, we have facilitated staggered returns. Adjustments like these help employees feel seen and able to perform at their best.

Diversity & inclusion events

Our people come from all walks of life and cultural backgrounds, and Atturra recognises the importance of sharing in and embracing the diversity of cultures this brings to our business. Over the past 12 months, we have celebrated Ramadan, Diwali, and International Women's Day, among other events and observances.

In May 2025, our New Zealand office participated in Pink Shirt Day as part of Atturra's commitment to a safe and inclusive workplace. Started by the Mental Health Foundation of New Zealand, it aims to end bullying and spread kindness. We also acknowledged Pride Month in June 2025, and continue to support our Pride Chapter.

Learn more about our diversity policy.

Protecting our workplace and clients

Data security

Security is the foundation of our technology leadership and is imperative to our operations, clients and broader organisation. Atturra operates within a protected environment designed to deliver workplace efficiency and uninterrupted access to critical business tools, while maintaining the highest security benchmarks.

Our infrastructure strategy focuses on minimal physical footprint with an extensive cloud-based environment that leverages best-of-breed Software as a Service (**SaaS**) providers. We entrust the comprehensive security oversight and administration of our Identity, Cloud, Device and Application ecosystems, encompassing all endpoint device management, to the industry-leading Microsoft M365 platform.

Network upgrade	Our digital transformation strategy included upgrading to a modern Software-Defined Wide Area Network (**SD-WAN**) infrastructure this year. This enhancement delivers agile inter-office connectivity, improved performance, enhanced cybersecurity, and scalable foundations that enable us to better support innovation, cloud adoption, and evolving client needs.
Microsoft Secure Score above industry standard	The Microsoft Secure Score is an independent measure of an organisation's security taken annually. Our Secure Score remains significantly higher than that of organisations of a similar size.
Business continuity	Expanding upon established disaster recovery frameworks and comprehensive backup validation processes, Atturra continues to enhance Business Continuity preparedness through executive-level desktop cybersecurity exercises. These ongoing activities further refine our protocols and resilience capabilities.
Security awareness training for staff	We're committed to developing cyber-aware staff through mandatory security-focused education, complemented by quarterly phishing simulation exercises. These ongoing programs illustrate the dynamic nature of threat actor methodologies while reinforcing staff vigilance.
Regular independent security audits	Atturra maintains a rigorous approach through bi-annual independent Security and Health evaluations that sustain our security management standards, inform continuous improvement initiatives, and verify our Microsoft Secure Score performance. Our ISO 27001 compliance is validated through annual external auditing.
Exceeds the majority of ACSC's Essential Eight security controls	Atturra continues to exceed most Australian Cyber Security Centre Essential Eight controls designed to counter cyber threats. While maintaining Level 1 certification, our environment continues to mature as we progress toward achieving Level 2 standards.

Breaches

Atturra maintains a perfect security record with no data breaches to date. Comprehensive response plans and clear decision-making processes are in place, ready to address any unauthorised access, information disclosure or data loss that may occur in the future. We fully comply with the requirements of the Office of the Australian Information Commissioner (**OAIC**) Notifiable Data Breaches scheme, as outlined in the Privacy Act 1988.

Cybersecurity awards

Our excellence in cybersecurity was recognised at the 2025 Australian Cyber Awards, where Atturra received dual honours as Cloud Service Provider of the Year and Data/Server Security Business of the Year.

Cybersecurity strategy

Atturra maintains a comprehensive cybersecurity strategy that includes a Defence-in-Depth strategy integrating people, technology and operational capabilities through multi-layered protective measures. This approach safeguards our workforce and confidential organisational information, while meeting stringent security requirements.

The strategy aligns with established information security frameworks, including ISO 27001 Information Security Management Systems and Essential Eight. Our investment in a modern SD-WAN network infrastructure has delivered streamlined inter-office connectivity and fortified our defensive capabilities.

Data privacy

Atturra typically works within our clients' environments when delivering project outcomes and does not hold clients' data in our systems (apart from billing details). This approach ensures that client information remains secure and protected. We also have strong rules that require approval before any company information can be shared outside our organisation. Our policies outline how staff members use laptops and mobile devices, helping prevent company data from leaving our secure environment.

Incident management

When IT security incidents or issues happen, we follow our internal ISO manual procedures. Management receives immediate notification of issues, and we file reports with proper follow-up actions taken.

Internal risk management

Our insider threat program undergoes annual reviews to ensure our practices remain current with evolving risks. We manage information breach risks through staff screening, background checks and performance monitoring. Many of our team members hold security clearances, which strengthens our overall risk approach. We also regularly update our risk register to ensure our protection strategies remain effective and current.

Managing technological disruptions

Our policies and protective measures help minimise any potential impact on performance, security and client services from technological disruptions. Atturra rarely experiences service interruptions because we work mainly through cloud systems and within client environments. We maintain a seamless service by partnering with large, multi-tenanted services and ensuring sufficient multi-backups of all platforms.

Third-party supplier risk management

We conduct continuous due diligence and have risk management methods in place to ensure that key suppliers align with Atturra's policies, standards and values. All new vendors complete our Cybersecurity Assessment Questionnaire, and we conduct yearly security reviews of all external suppliers.

Community support

Community engagement and support are important to the Atturra family, and we strive to provide opportunities for our people to support causes that are meaningful to them.

Dress for Success

Atturra's RISE Women's Business Resource Group proudly partnered with Dress for Success NSW & ACT for their 5,000 Steps Fundraiser Challenge. The funds raised support women who need professional clothing and job-readiness training to unlock their full potential.

We successfully exceeded our goal of $10,000, raising a total of $11,656. Forty-nine participants collectively achieved 8,641,398 steps. Our efforts will help unemployed and underemployed women gain the confidence, skills and opportunities they need to build a brighter future.

Cancer Council

For the eighth consecutive year, Atturra participated in the Cancer Council's Biggest Morning Tea, raising $2,320 across our national offices.

Telethon

Atturra supported Telethon in Perth, Western Australia, for their most significant fundraising event of the year, with our people volunteering to take donation calls and provide IT support. Telethon supports 136 charitable organisations by funding grants to purchase medical equipment, aids and devices and undertakes medical research into childhood diseases.

Microsoft and Legacy Australia

Atturra has close ties to supporting Defence Force members and their families. Our participation in a golf day contributed to Microsoft generously matching all contributions to Legacy Australia. This organisation provides essential social, financial and developmental support to veterans and their families. The day highlighted the power of community and collaboration, with Microsoft raising $10,000 for Legacy Australia.

Supporting local families

Our team actively supports Roundabout, a Canberra charity that redistributes donated baby and children's items to families in need through over 500 social workers across more than 100 community organisations. Atturra collected numerous boxes of high-quality children's clothing, toys and adult toiletries, helping this vital service to reach vulnerable families throughout Canberra and its surrounding regions.

Blood Bank

Atturra continues its connection to Life Blood Bank through blood and plasma donations. Across five states, our collective donations saved 246 lives.

Fresh food charity

In our second year of partnering with PonyUp for Good, we launched a company-wide food drive initiative across our state offices, donating much-needed pantry staples to SecondBite for their annual end-of-year hamper deliveries. PonyUp for Good transforms decommissioned tech from Atturra and our clients into fresh meal donations through SecondBite, making a real difference in the lives of Australians with limited financial resources.
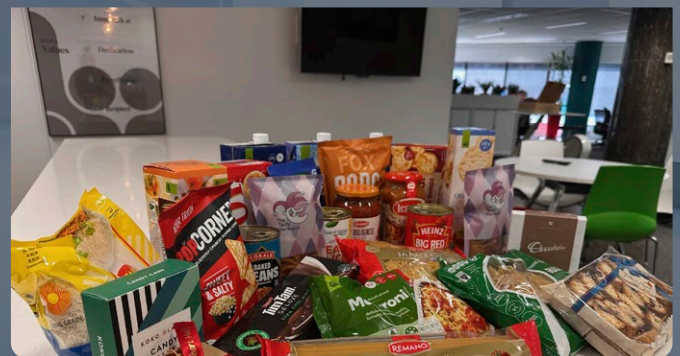
Environmental accountability

Atturra remains committed to reducing the environmental footprint of our operations while actively promoting sustainable practices among our partners and clients.

Our environmental management policy aligns with ISO 14001:2015 Environmental Management standards.

We accomplish this through:

- Regularly reviewing and enhancing our environmental policies and procedures.
- Maintaining environmental compliance via internal and external assessments, with remedial actions taken as needed.
- Implementing systems to reduce resource consumption, waste and greenhouse gas emissions.
- Prioritising eco-friendly products that are recycled, repurposed or feature low energy usage (where feasible).
- Choosing suppliers and subcontractors based on their ability to meet environmental standards.

Environmental stewardship is a shared responsibility across all team members, supported by regular training.
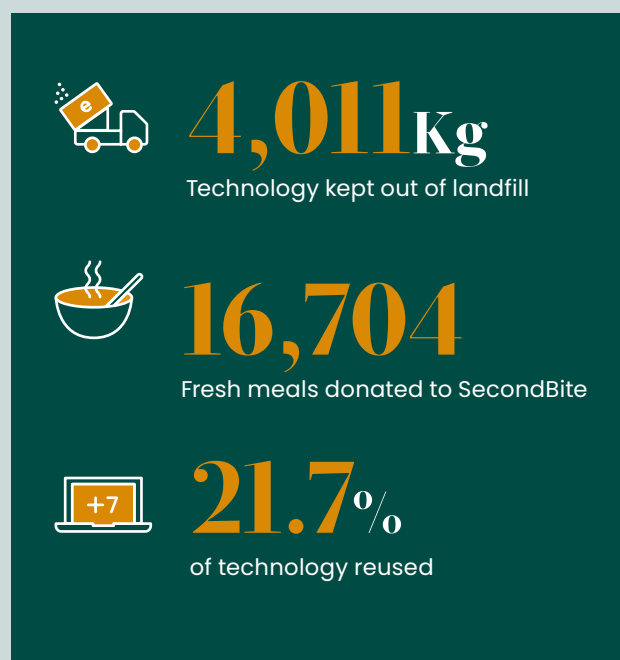
Merchandise through BCorp supplier

We partner with Position Promotions, an Australian BCorp Certified company, for our corporate merchandise. Position delivers high-quality, responsibly sourced branded products while supporting marginalised communities through their Social Impact Fund. Our partnership this year generated meaningful outcomes, including homelessness prevention funding for two individuals, in-kind merchandise for The Westerman Jilya Institute for Indigenous Mental Health Aboriginal Corporation, and backpack supplies for people experiencing homelessness through Adelaide's Hutt St Centre.

Technology recycling

All Atturra offices and several of our clients collaborate with PonyUp for Good, an e-waste sustainability partner that cleans and reuses decommissioned technology. Our progress for the year can be seen in the diagram below.

Atturra ESG Impact to date - June 2025

4,011Kg
Technology kept out of landfill

16,704
Fresh meals donated to SecondBite

21.7%
of technology reused

Progressing towards our carbon-neutral goal

Atturra offsets our carbon footprint for flights and office use through tree planting and ecosystem restoration in partnership with Carbon Positive Australia. Our offset donations over the last 12 months have contributed to several projects, including the restoration of 275 hectares of Australian land and the planting of 284,000 native seedlings.

"Organisations like Atturra play a vital role in supporting climate health by taking a proactive and future-focused approach and engaging in our offset programs. Their commitment extends beyond carbon capture to restoring ecosystems and enhancing biodiversity. Thanks to their ongoing support and investment, we're able to continue rehabilitating severely degraded areas across Australia—sites that other project developers often overlook due to limited commercial viability."

Catherine Patterson
Head of Partnerships, Carbon Positive Australia

To help lessen our emissions and environmental impact, we continue to have strict interstate travel policies and deploy people to client jobs in their home state, further reducing non-essential travel.

Office NABERS ratings

NABERS is Australia's government-endorsed sustainability rating framework for assessing the performance of commercial buildings. The majority of Atturra's premises maintain NABERS ratings ranging from 4.5 to 5.5.

Recycling

We further minimise our environmental impact through recycling programs across all our locations, which feature dedicated waste streams for paper/cardboard, plastic, general waste, and FOGO collection, where available.

Key takeaways

1.

Ethics and governance

Our organisational values remain central to operations across all business areas, and these embedded principles define and clarify expected behaviours. A robust Corporate Governance structure, overseen by the Board of Directors, provides the foundation for how we conduct business. Staff can access established channels to raise any concerns, and we hold regular internal audits to ensure compliance.

2.

People and culture

As we continue to grow organically and through acquisition, we welcome new talent, perspectives, and capabilities. Our people remain one of Atturra's differentiators, and our Employee Value Proposition is focused on creating an environment of possibility and growth at organisational and personal levels. It begins by establishing early connections between new talent and business leaders across the organisation through our onboarding program, Atturra Base Camp.

3.

Protecting our workplace and clients

As part of our digital transformation, we invested in the upgrade of our network infrastructure to a modern Software-Defined Wide Area Network (SD-WAN). This enhances connectivity across our offices, reduces operational overhead, and improves scalability—all while supporting a more efficient, secure, and resilient network. These improvements enable us to better serve clients, support innovation, and meet growing demands responsibly and sustainably.

4.

Community support

Community engagement and support continue to diversify as we integrate more businesses into the Atturra family. In the last year, our staff have raised thousands of dollars for local and national charities close to their hearts, including those that focus on cancer research and empowering women to re-enter the workforce. We've also joined forces with some of our partners to sponsor fundraising events that support Veterans and families in need.

5.

Environmental accountability

We continue to make progress towards our carbon offsetting and recycling targets. Atturra's partnership with PonyUp for Good resulted in 4,011 kg of e-waste being saved from landfill, with 21% of the technology being reused. We've also partnered with a BCorp supplier that provides responsibly sourced branded products while supporting marginalised communities. This relationship has generated meaningful outcomes, including homelessness prevention and merchandise donations.

What's next?

We are committed to maintaining, improving, and evolving our sustainability initiatives. We publish our progress in the annual sustainability report.

For any questions, please get in touch with us at info@atturra.com

We'll lead you there.

atturra