

atturra
We'll lead you there.

Sustainability Report 2023



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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

Atturra's 2023 Sustainability Report covers the period from 1 July 2022 to 30 June 2023. It provides a framework for how we meet the needs of our clients and employees today without compromising future generations.

A brighter and more sustainable future can be achieved through the power of technology. As industry leaders, we must acknowledge the complex challenges business, communities, and our planet face today. We carefully consider, monitor and manage our impact on the economy, broader society and the environment.

This report provides an overview of Atturra's annual sustainability initiatives, including our environmental, social and governance (ESG) impact. It has been prepared with reference to the following standards:

- **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 according to industry.

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

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

- [2023 Annual Report](#)
- [2023 Corporate Governance Statement](#)



About Atturra

Atturra is an ASX-listed, Australian advisory and IT solutions company. We now have over 800 people working in offices across Australia, New Zealand, Singapore and Hong Kong.

We offer end-to-end digital transformation services for our clients. Partnering with leading global technology providers, we offer scalable, expert solutions. Atturra helps clients see exciting possibilities through technology that work today and into the future.



CEO message

Welcome to Atturra's 2023 Sustainability Report.

We've had another big year. Alongside two significant business acquisitions and a capital raise, we have continued to focus on the impact and longevity of how we do business through our Environmental, Social and Governance (ESG) framework.

With Atturra's acquisition growth over the past 12 months, we have continued to build out our team of change makers and problem solvers. We have welcomed new team members into the Atturra fold and are integrating these talented people into areas of the business where their skills are best suited, so they can have a long and fulfilling career with us and deliver the most value to our clients.

We are committed to developing a 'One Atturra' environment where people are supported to grow personally and professionally, so they can do their best work.

We believe in looking after the future of Australia in all facets, not just through technology. One of our strengths is investing in well-regarded Australian businesses that expand our capabilities and align with our strategy. We recognise the long-held business and community relationships they bring, and ensure we honour these, so Atturra maintains its integrity after each acquisition.

As a leader in the technology space, cyber security continues to be critical for us and fundamental to our strategy. Everything we offer is aligned with enabling and empowering Australians, which means community and safety must go hand in hand. Exceptional security controls give confidence to our employees, technology partners, and to our clients.

Technology exists to enable industry and turn ideas into reality. It has extraordinary potential for positive impact in all areas.

Improving environmental, social and governance outcomes is a constant journey, but we've already seen progress since reporting on this last year, with greater cross-collaboration, improved risk management, increased community engagement and other ongoing sustainability initiatives.

We're incredibly proud of all we have achieved in the last year. We look forward to continuing to build a unified business that puts people first, has a positive and dynamic culture and drives value for all stakeholders.

Stephen Kowal
CEO

Sustainability approach

In the last 12 months, Atturra has continued its growth trajectory through acquisitions of Australian businesses. An important part of this process includes incorporating newly acquired businesses into our ESG planning.

This has enabled us to remain sustainably competitive, which is essential if we want to remain at the forefront of Australia's technology industry.

Over the last year, we have:

- **Redefined how we operate** to authentically position the brand as an integrated business, known internally as One Atturra.
- **Streamlined our service offering** so we're known for our end-to-end client support.
- **Simplified** how we show up through client experience and messaging.

A collaborative attitude

We take a collaborative approach to understanding what's important for our clients, employees, partners, community and the environment. We do this through surveys, forums and interviews with our stakeholders to identify opportunities for improvement.

We've made significant progress in the 18 months since our business became public. We continually assess our performance, and our people value Atturra's culture. They remain for the learning and growth opportunities, enabling us to be a technology industry leader and a sustainable, future-ready Australian business.

Where we are today

Our sustainability behaviours are aligned to the following five pillars. We explore our goals, initiatives and progress for each pillar over the following pages.



Ethics and governance

Our values



These values, which form part of the Employee Value Proposition, are embedded into the culture of Atturra and are actively used to clarify and drive expected behaviours.

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.

View Atturra's Corporate Governance policies.

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

The ISO certifications are an essential part of Atturra's Corporate Governance, as they provide a set of standards and objectives that must be met, and continually delivered to. These undergo annual external verification.

Being accountable

Employees can report issues around quality management, the environment, health and safety, and IT security as well as provide suggestions via Atturra's reporting and suggestions register.

Anti-slavery policy

Atturra recognises that modern slavery is a complex problem that can occur in every industry sector. We are committed to detecting and preventing modern slavery risks within our operations and supply chain. 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

People are at the heart of who we are. As an employer focused on attracting and retaining the best talent, we foster an environment of possibility and growth. Our people collaborate on complex real-world challenges using the industry's most modern technology stacks and best practices. As we continue to grow our business through acquisition, our focus is on developing One Atturra, where cross-collaboration for our common cause is prioritised.

Employee engagement and feedback

We have several ways to measure how our people feel, so we can better support their careers and grow our business with a strong team ethos.

Teamgage

An anonymous monthly survey checks the mood in the organisation and aims to build a culture of continuous improvement. Over the last 12 months, while undertaking numerous acquisitions and integrations, we have maintained a consistent score in the upper middle range.

Anniversary interviews

In the last year, these annual feedback meetings for permanent employees have been rolled out across all business units. Data and trend analysis from these are included in Board reports, and the qualitative nature of the data provides valuable insights for leaders. The aim is to be transparent, open the lines of communication and generate action where needed.

Reward and recognition

Our Elevate platform is an internal hub for reward and recognition. In December 2022, we also launched the Atturra Star Awards, which is another way we recognise and reward our people. Aligned with our five values, awards are presented quarterly with monetary prizes for Gold, Silver and Bronze winners, both individual and team.

Employee referral scheme

We recognise that referred candidates are a valuable source of talent acquisition, so we offer a generous employee referral scheme that encourages existing employees to refer people in their network for employment opportunities.

Internal communications

In February 2023, we rolled out a new Intranet platform with revamped content, called Atturra Central. This has made company-related policies, information and news easier to find and engage with, resulting in clicks to our weekly business update increasing by over 500%.

We run twice-yearly Town Hall meetings for all staff, which include both formal presentations and rotating round tables, allowing employees exposure to senior executives and a cascade of key business information. To develop a greater sense of belonging and community, our CEO travels to each of our Australian city locations to bring everyone together and communicate his vision.

Employee wellbeing

We have several programs and initiatives to help employees manage their overall health and wellbeing, a critical component of our business.

Wellbeing centre and savings

Our online wellbeing hub contains hundreds of resources for employees to help manage their wellbeing. They can also access savings on everyday groceries and deals with reputable retailers.

Mental health

Atturra offers all staff access to free, confidential counselling support and advice for work or personal reasons, including a management support line. This is called our Employee Assistance Program (EAP)

People and culture continued



In September 2022, Atturra took part in RUOK Day – an annual recognition day encouraging meaningful conversations and connection with those who may be struggling with life. We expanded on this concept by running a session on psychological safety in the workplace for managers. We plan to make this training available for all employees and include psychosocial hazards.

Gender equality, diversity and inclusion

Atturra recognises the importance of fostering an inclusive environment, rich in its diversity of employees and different perspectives. We continue on our journey towards enhancing our reputation as an inclusive business. We have numerous initiatives for gender equality, diversity and inclusion within our business units.

Workplace gender reporting

This is our fourth consecutive year of reporting on gender in the organisation, and improvements have been seen each year.



Gender-neutral hiring policies

Our job ads do not contain unconscious gender-skewed language, and many roles at Atturra are offered as flexible to help encourage people who have other life commitments.

Sponsorships and awards

As Bronze sponsors of Women in IT (WIC), we attend events, connect with the committee, share industry information and participate in the WIC High School Work Experience program.

This year, Atturra also had three finalists nominated in ARN's Women in ICT (WIICT) Industry awards, focusing on excellence and celebrating gender diversity.

Women Rising program

This six-month course, delivered in partnership with one of our major technology partners Microsoft, aims to develop leadership and confidence in women within the industry. This year we had 15 employees complete the program, with additional support through our internal mentorship program.



Girls in Tech Australia

This year, we became sponsors of Girls in Tech (GIT), a global non-profit organisation focused on engaging, educating, and empowering girls and women passionate about technology. It aims to accelerate the growth of innovative women entering the tech industry and building successful startups.

Diversity and inclusion

We embrace the diversity of our people, coming from different walks of life and cultural backgrounds. Over the past 12 months, we participated in Harmony Day, Ramadan, Diwali, International Women's Day, and Wear It Purple Day to name a few.

Pride Month

This year we had a dedicated month for Pride. Pride Month was full of initiatives and events that raised awareness about the LGBTQIA+ community and with the aim of making Atturra a better, safer workplace.



Atturra's executive team took a deep dive into championing diversity from the top with Dr Robin C Ladwig (PhD), followed by a company-wide Lunch & Learn panel around meaningful change and allyship. We also hosted morning teas across Australia and ran a Pride Trivia.

Retraining Defence Veterans

We work with MEGT, an organisation supporting job seekers and apprentices, to hire veterans from the Australian Defence Force (ADF). We support them to be retrained with a view to becoming permanent employees. We also acknowledge and support our ADF reservists who continue to offer their service to our country.

Learn more in our [Diversity and Inclusion Policy](#).

Protecting our workplace and clients

Data security

As a leader in the technology industry, we take data security very seriously. It is critical to our operations, for both our clients and our organisation. Atturra is run in a secure environment. We aim to balance running an effective workplace with seamless access to the right tools, while ensuring elevated security levels.

We primarily operate from a cloud environment with limited on-premises infrastructure using leading edge Software as a Service (SaaS) providers. The security and management of our Identity, Cloud, Device and Application environments, including all end-point device services, are through the best-of-breed Microsoft D365 platform.

Microsoft Secure Score well above industry standard	The Microsoft Secure Score is an independent measure of an organisation's security. Our Secure Score has increased during the last year and continues to be significantly (15%+) above organisations of a similar size.
Exceeds the majority of ACSC's Essential Eight security controls	The ACSC (Australian Cyber Security Commission) Essential Eight are controls to combat cyber-attack. The Atturra environment continues to improve its maturity towards Level 2.
Multiple Defence Industry Security Program (DISP) Memberships	DISP memberships are a prerequisite for working with key Government and Defence clients. Atturra holds multiple memberships at various levels and has one of the largest pools of security-cleared consultants in the industry. Memberships are a premium asset with new applications currently closed.
Regular independent security audits	To maintain our security and management profile, drive inputs to our continuous service improvement program, and validate our Microsoft Secure Score, we undertake independent six-monthly Security and Health assessments.
Zero Trust	In the last 12 months, we have implemented Zero Trust, a combination of technical solutions that authenticate and authorise every user, device, and network component attempting to access resources. We are committed to user education regarding verification and risk-based decision-making to strengthen our cyber posture further.
Fully compliant devices	All devices fully comply with our security policies, including implementing encryption, antivirus/malware, local administration rights, multi-factor authentication, advanced threat protection, and conditional access. We also have extensive backup regimes and regular recovery tests.

Managing technological disruptions

Since we operate primarily via the cloud and in our clients' space, service disruptions remain extremely rare for Atturra. Partnering with large, multi-tenanted services and ensuring sufficient multi-backups of all platforms enables us to maintain seamless service.

While technological disruptions can provide a risk to performance, security and client services, our policies and mitigation approaches address these risks and keep any potential impact to a minimum.

Breaches

Atturra has had no data breaches to date. We have comprehensive response plans and decision flows in place if unauthorised access, disclosure or loss of information occurs in the future. We also comply with the requirements under the Office of the Australian Commissioner (OAC) Notifiable Data Breaches scheme in accordance with the Privacy Act 1988.

Report register

Any incidents or issues relating to IT security, follow the protocol outlined in the internal ISO manual. Issues are raised to Management, a report is filed and appropriate action is taken.

Internal risk management

Atturra's robust insider threat program is reviewed annually to ensure its practices stay relevant to ever-evolving risk. It addresses the risk of information breaches through employee screening, vetting and performance monitoring. We currently have a significant number of security-cleared staff (250+) further supporting our overall risk management strategy.

Risk management with third-party suppliers

To ensure our key suppliers are aligned with Atturra's policies, codes and values, we undertake ongoing due diligence and have implemented enhanced risk management approaches. For example, we have proactively engaged several suppliers to assess their complicity with the Modern Slavery Act.

Data privacy

In the last 12 months, we have upgraded our employee lifecycle systems to global SaaS solutions and consolidated and migrated key employee data. As a result, we have minimised risk along the employee journey from application to exit. To improve awareness and reduce risk further, we have published a privacy impact assessment guide that helps staff identify privacy or data impacts for any project they are working on.

Atturra typically works within our clients' environments only when delivering an outcome. This means we don't hold client data in our systems (apart from billing details), so privacy and security remain intact and uncompromised on their systems.

Working in a Microsoft Cloud environment stops information sharing with the Government, and there are no mechanisms for data to be shared outside the organisation. We also have robust policies on laptops and mobiles to prevent corporate data from leaving the environment.

Community support

Community engagement and support is one of Atturra's passions and our efforts grow as we integrate more businesses into the Atturra family. We currently provide community support in the following ways.

Fundraising

This year, Atturra has completed several significant fundraising efforts for charities close to our hearts. Our annual company-wide Cancer Council Biggest Morning Tea raised \$3,500, and participants of Movember raised \$6,000. Our Advisory & Consulting office in Canberra raised \$21,000 for Soldier On, Australia's March On Challenge.

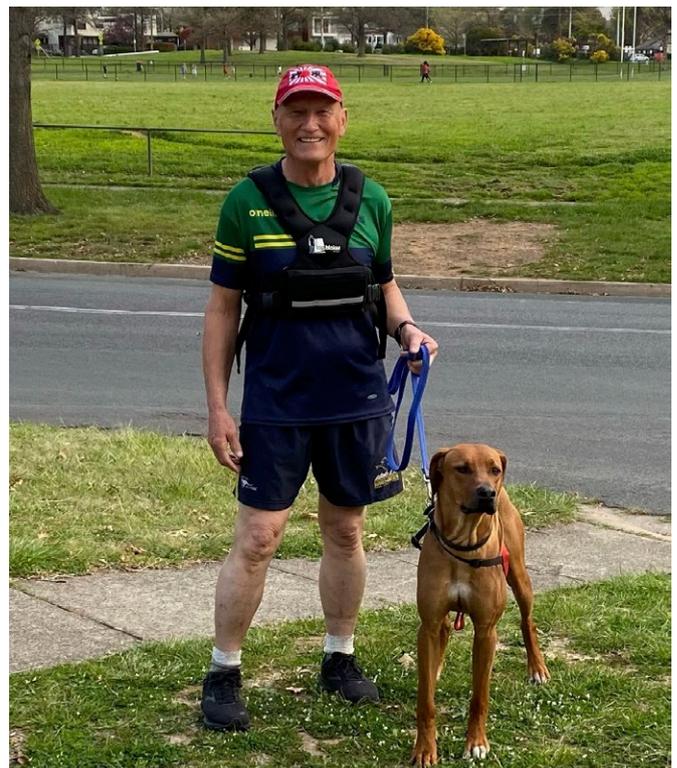
Our biggest fundraiser for the year was taking part in Lift the Load, raising \$26,300 for the Top Blokes Foundation who help young men improve their mental health.

Volunteering

We recognise the valuable contribution and difference volunteers make to their communities. Many of our people are highly community minded, so we support individual volunteering efforts wherever possible. We are working toward providing team volunteering opportunities.

Blood Bank

This year, Atturra employees continued toward our goal of saving 200 lives by donating blood to the Life Blood Bank.





Environmental accountability

Atturra is committed to protecting the environment from pollution or damage caused by our business activities. We continue to use our influence to promote sustainable environmental practices to our partners and clients.

Atturra has an environmental management policy compliant with ISO 14001:2015 Environmental Management.

The main ways we achieve this are:

- Mitigating or reducing, where possible, identified potential environmental impacts associated with our business activities.
- Implementing processes to reduce the use of resources, waste, and greenhouse emissions.
- Determining environmental compliance and implementing corrective action where required through internal and external audits.
- Regularly monitoring and reviewing our environmental policies and practices.
- Engaging subcontractors and suppliers based on their ability to meet environmental requirements.
- Where possible, using environmentally friendly products that are recycled, reused or have low energy consumption.

Meeting our environmental policy is the responsibility of all staff, and training is regularly provided.

Environmental activities

Our goal is to be carbon neutral

Atturra partners with Carbon Positive Australia, which offsets a company's carbon footprint through native tree planting projects. In the last year, our significant offset donations have contributed to several initiatives, including the planting of 390k native seedlings and the restoration of 400 hectares of cleared Australian land.

To keep our emissions and environmental impact as low as possible, we have maintained tight policies around interstate travel, and we seek to deploy people to client jobs in their state, reducing non-essential travel.

NABERS ratings and recycling

NABERS is a government-standardised building rating system that looks at the sustainability performance of commercial buildings around Australia. Atturra has increased its number of offices through acquisition, and most of our offices have NABERS ratings between 4.5 and 5.5. In our offices, we aim to limit our carbon footprint. For example, our Sydney office recycled 62% of all waste last year and is working towards 100% by 2030 in partnership with Mirvac.

Laptop repurposing

Laptops or other hardware that cannot be repurposed inside the company are securely cleaned and if the asset has reached the end of its useful life, we ensure it is recycled correctly. Otherwise, it is donated to organisations across Canberra and Brisbane that work to improve access to technology for remote communities. In the last 12 months, we have donated over 40 laptops and accessories.



**Carbon Positive
Australia**
2023 PARTNER

“Forward-thinking and progressive organisations like Atturra who participate in our offset programs are critical to climate health. They join our vision of ecosystem restoration, and improved biodiversity in addition to carbon capture. Their continued investment and support of our projects allows us to keep working on restoring highly degraded sites around Australia, which are often not profitable enough for other project developers.”

*Catherine Patterson
Head of Partnership, Carbon Positive
Australia*

Key takeaways

1. Ethics and governance

We have further embedded our values across all business areas, and these define and clarify expected behaviours. The way we conduct business is supported by a robust Corporate Governance structure overseen by the Board of Directors. Staff can access tools to raise any concerns, and we hold regular internal audits to ensure adherence.

2. People and culture

As we continue to grow our business through acquisition, our focus is on One Atturra, where cross-collaboration for our common cause is prioritised. Our Employee Value Proposition has been designed to foster an environment of possibility and growth for our people. It is helping us to retain key talent and create an inclusive and diverse culture.

3. Protecting our workplace and clients

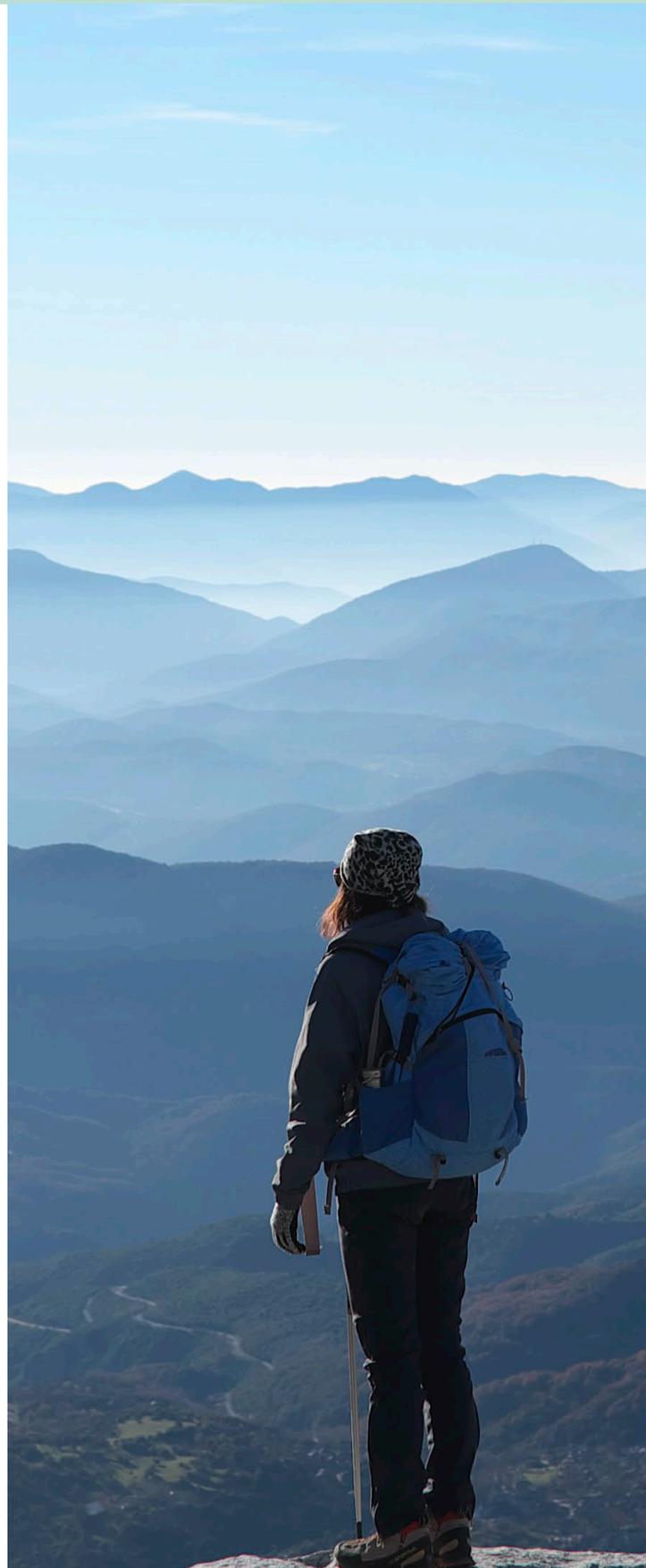
Data security is critical to our operations for both our clients and our organisation. We've focused on minimising risk by implementing Zero Trust and upgrading our employee lifecycle systems, consolidating and migrating key employee data. We are ISO 27001:2013 Cyber Security Framework Information Security Management Systems certified.

4. Community support

Community engagement and support have grown as we integrate more businesses into the Atturra family. In the last year, our staff have raised over \$50,000 for local and national charities close to our hearts, including those that focus on cancer research and mental health.

5. Environmental accountability

We continue working towards being a carbon neutral company and have introduced new processes and policies that help us maintain low emissions across the business and protect the environment during our daily operations. These include carbon offsetting, repurposing assets and having recycling targets for our offices.



What's next?



What's next?

We have focused sustainability initiatives at local and national levels, and our goal is to continue building on these and report our progress in the yearly sustainability report.

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



atturra