



Tesseract  
Corporate Social Responsibility Policy  
February 2019

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## Policy

Tesseract strives to conduct business in ways that produce social, environmental, and economic benefits for communities in Australia. We understand that long-term future success depends upon improving our reputation, enhancing employee morale, finding new revenue streams and cutting costs. So, we pay particular attention to the demands and concerns of our various stakeholders, while respecting and working to improve the communities and environment in which we operate.

Our approach to Corporate Social Responsibility (CSR) is structured around three key areas. The responsibilities of the Tesseract Board include consideration of the impact of the Company's activities and operations and oversight of the programs adopted to address the following CSR areas.

### **The Environment**

Tesseract has a relatively low environmental impact and as such, our biggest environmental impacts come from travel, energy, and consumables (including paper, water consumption and waste management). We take steps to improve and measure our environmental impact through office-based environmental impacts of our core products and services. Tesseract will seek to implement practices that reflect environmental concerns and will participate in ongoing activities to preserve the environment.

### **The Workplace**

Our employees are instrumental to our ongoing success and profitability. We are committed to providing a positive and engaging work environment. This will allow us to improve our knowledge base and encourage employee retention and is supported through relevant policies. Tesseract is also committed to the recognition and promotion of diversity in the workplace, as outlined in our Equity & Diversity Policy.

### **Corporate Governance**

We are committed to a transparent, accountable approach to business across all areas. Our Corporate Governance Charter establishes an overall framework for the corporate governance and control of the Company. This includes specific policies on Nomination and Remuneration, Continuous disclosure and external communication and Diversity.