

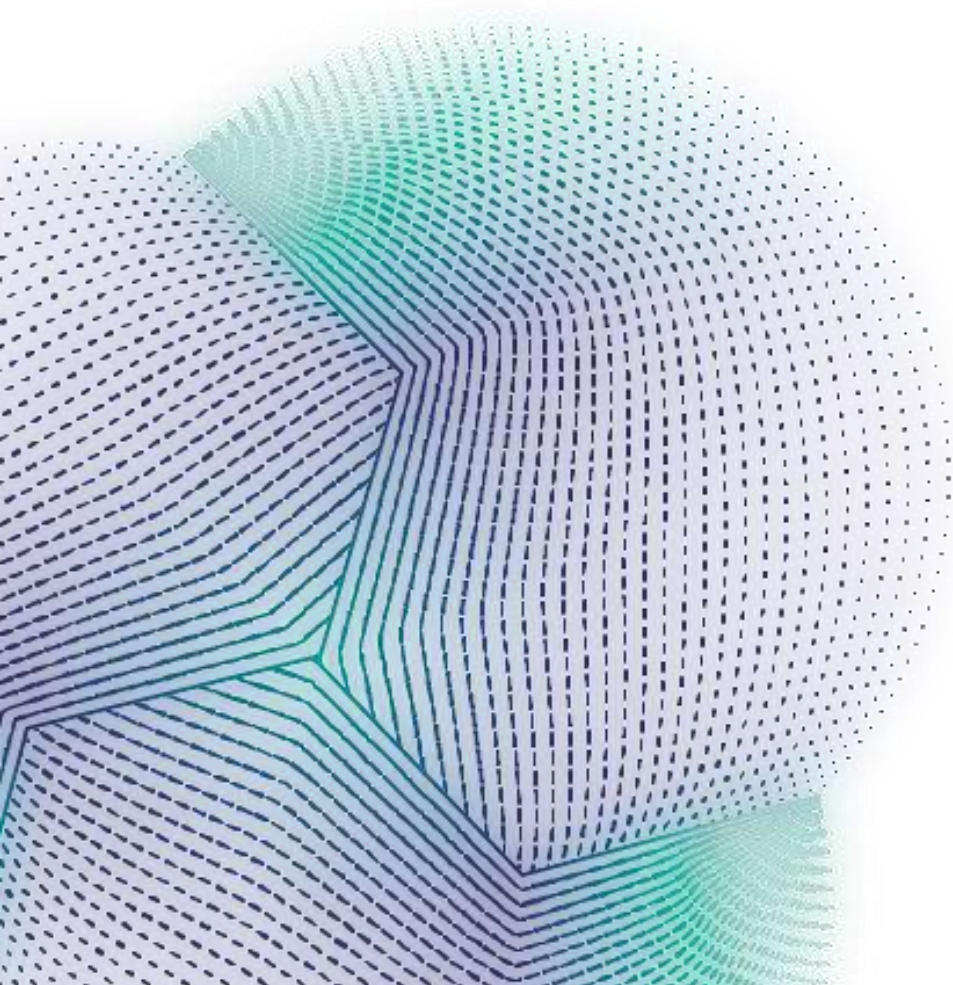


**tesseract**  
Cyber Solutions by Thales

People & Culture

# Corporate Social Responsibility Policy

**May 2021**



## Scope & Aim

This policy applies to all staff within Tesseract Group (“the Company”), including its subsidiaries.

### Policy

The Company 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 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

The Company 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. We 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. The Company 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 Diversity.

## Document History

Date	Author	Description
21 May 2021	Emmeline McIlree	Policy update
27 December 2023	Katrina Marques	Template update