

Corporate Social Responsibility Policy

Purpose

invisive is a Queensland based, Infrastructure & Security Services business focused on the design and implementation of solutions for the Hybrid Cloud. We pride ourselves on delivering market leading consulting and implementation services that focus on the needs of our clients, ensuring the right outcomes are achieved. *invisive* also recognises that we have a wider community obligation through Corporate Social Responsibility. This Corporate Social Responsibility, involves:

- Understanding our responsibility toward Social Responsibility, and
- Having programs in place that demonstrate this understanding and encouraging those within our business, as well as our Clients and Technology Partners, to make a personal commitment to minimise the impact of our operations on the environment.

This policy statement covers all activities, products and services *invisive* operations. The policy is provided with the consideration given to international standards, national and state legislation, and our own corporate values. The Corporate Social Responsibility Policy drives a focus of responsible, Fair and equitable development in all our business activities and establishes and promotes socially responsible practices.

Operating in a responsible and sustainable manner is important to *invisive*. While we run our business in line with the expectations of our clients, we also see corporate responsibility as a discipline that helps us manage risks and maximize on the opportunities available to us in a changing world.

Our Corporate Governance Policies are intended to provide a framework for the governance of *invisive* and adherence to our policies and related operating procedures is the responsibility of every *invisive* Partner/Director, Officer and Employee. We are committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development. This commitment is deeply ingrained in our core values and we aim to demonstrate these responsibilities through our actions and within our corporate policies At *invisive*, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;

- Supporting human rights; and
- • Engaging, learning from, respecting and supporting the communities and cultures within which we work.

In alignment with our Statement on Business Conduct and Ethics, we will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with our stakeholders' best interests. **invisive** is committed to being recognized in the field of Corporate Social Responsibility and recognizes that in doing so, we will add significant value for our community. This Policy applies to activities undertaken by or on behalf of **invisive**.

All **invisive** employees, suppliers and contractors are to adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. Our leaders are to act as role models by incorporating these considerations into decision-making in all business activities. Our leaders are to ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our business.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

invisive is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in its governance systems. **invisive** will conduct its business in an open, honest, and ethical manner. **invisive** recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

invisive will advise its partners, contractors, and suppliers of its Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy. **invisive** is committed to measuring, auditing and tracking the performance of its Corporate Social Responsibility programs.

Environment Health & Safety

invisive is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors, and the public. **invisive** will provide a safe and healthy working environment and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers, and others to promote responsible environmental practices and continuous improvement. **invisive** is committed to environmental protection and stewardship. **invisive** recognizes that pollution prevention, biodiversity and resource

conservation are key to a sustainable environment, and will effectively integrate these concepts into its business decision-making. All employees and contractors are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner. Being a socially and environmentally conscious company, operating in full compliance with the local laws and regulations regarding the ethical, corporate governance, labor, health and safety, and environmental compliance of the countries/states/ locations within which we conduct business.

Stakeholder Relations

We are proud of our commitment to apply fair labor practices, while respecting the national and local laws of the countries/states/locations and communities where we operate and are committed to providing equal opportunity in all aspects of employment. We do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment. *invisive* works with our suppliers to help them treat their workers and employees fairly and with dignity and respect, maintain safe working conditions. We do not tolerate human rights abuses, human trafficking and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Community Involvement

invisive strives to understand and respect the cultural values and laws wherever we operate. We actively support initiatives in those communities where our employees live and work. This commitment is visible in our contributions of financial, equipment and volunteer support. We encourage our employees to contribute time and energy in leadership and other roles in community organizations.