

Global IT Factory PTY. LTD.

ACN 154 644 041



Global IT Factory

Transforming Curriculum Management

Global IT Factory

Sustainability Report for FY2025

July 2024 to June 2025

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1 Executive Summary

Global IT Factory Pty. Ltd. (GITF) is an ISO27001 Information Security Management accredited IT services company specialising in the provision of leading-edge, cost-effective Curriculum Solutions for the education sector. Our ISO9001 Quality Management certified IT Factory implementation approach combines agility and innovation with efficient and repeatable IT delivery processes.

Global IT Factory considers the environment in everything that we do. We work with our customers and with society to enable new and better ways of doing things and this innovation has Sustainability built into it. At Global IT Factory, we see that our role is to work with others to enable the society of the future which will be enabled, prosperous and sustainable society. We want our customers to choose us as their technology partner because of a shared vision of a prosperous, sustainable future.

2 Report Scope

This Report summarises the work that GITF has done in FY2025 (July 2024 to June 2025 period) to address Sustainability,

The Sustainability report follows the Global Reporting Initiative (GRI) Standards reporting guideline which clearly defines:

- Reporting Period: This report is for FY2025 i.e. July 2024 to June 2025 period.
- Scope and Boundaries: This report covers business activities of Global IT Factory Pty. Ltd. covering environment impact and social impact (community, stakeholders and staff).
- Stakeholders Engagement: this report takes into account the most recent engagement feedback from our customers and our staff based on surveys in May & June 2025.
- The Report takes into account GRI's key principles of reporting: materiality, stakeholder inclusiveness, sustainability context, completeness, balance, comparability, accuracy, timeliness, reliability and clarity.

3 Material Assessment

The Sustainability work that GITF performed in FY2025 is based on the following GITF Policy requirements and controls.

Environmental Impact Assessment

- Global IT Factory is committed to reducing any harmful effect that we may have on the environment by managing our use of resources, such as water, energy, fuel and paper, by working with our suppliers and service providers to ensure efficiencies in all our offices.
- Internally, we minimise energy consumption and paper wastage by promoting the maximum use of electronic communication and data management, paper and photocopy toner cartridge recycling and regular servicing of office equipment. For example, we limit our internal communications to email and our intranet.
- Global IT Factory promotes and applies working from home practice, this ensures we minimise our business environmental impact.

Social Impact Assessment

- We support our staff at Global IT Factory, with strong people practices, leadership and culture, with competitive advantages for us and also benefits to all our employees.
- We apply fair labour practices while respecting the national, state and local government laws of the regions and communities where we live and operate. We are committed to providing equal opportunity in all aspects of employment. We do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, bullying or harassment.
- We ensure fundamental human rights which are fair and equitable by actively promoting equal opportunity, equality and diversity irrespective of race, ethnic or national origins, gender, sexuality, disability, marital status and religious belief through our policies, employee training, recruitment and management practices.
- Global IT Factory invests in our employees by offering on-the-job learning, training, individual mentoring, manager and leadership coaching, regular performance reviews, external training and networking opportunities.
- Global IT Factory is ensuring that our solutions and services are state of the art and employees have the skills and training necessary to work effectively.
- Global IT Factory strives to understand and respect the cultural values and laws where 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 organisations.
- We have established coherent Policies, Registers, Statements and Handbook such as Applicable Regulations and Laws Register, Employee Handbook, Workplace Health & Safety Policy, Modern Slavery Statement, etc. to further support our commitment to social responsibility.

4 Sustainability Governance

GITF work on Sustainability is governed by the following company Policies and Statement:

- GITF Environment Management Policy
- GITF Social Responsibility Policy
- Applicable Regulations and Laws
- GITF Workplace Health & Safety Policy
- GITF Privacy Policy
- GITF Quality Policy
- GITF Modern Slavery Statement
- GITF Employee Handbook

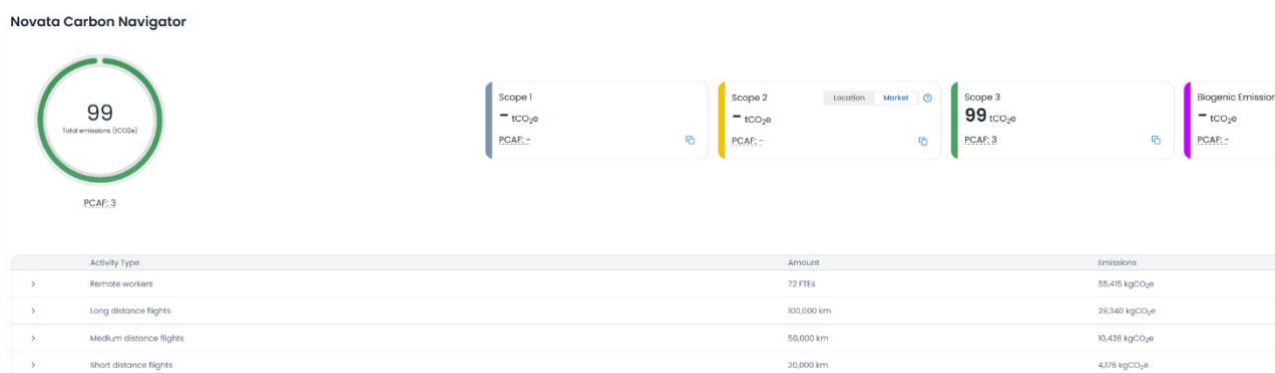
GITF work on Sustainability is a cross-functional responsibility of the GITF Management team and is governed by GITF Chief Executive Officer.

5 Environment Impact

For FY2025 i.e. July 2024 to June 2025 period, GITF has completed the following Environmental impact initiatives:

5.1 GITF Carbon Footprint Assessment and Improvement Plan

For FY2025 i.e. July 2024 to June 2025 period, GITF has completed the following Carbon Footprint estimate:



Our research indicates for digital-sector organisations, business typically produces around 3–4 tCO₂e per employee annually when relying on using clean electricity and having minimum travel. GITF’s Carbon Footprint estimate above of 99 tCO₂e demonstrates that GITF has been controlling and managing the CO₂ indirect emissions effectively.

5.2 GITF Working from Home Policy

For FY2025 i.e. July 2024 to June 2025 period, GITF continues to apply Working from Home policy which has a direct contribution to reducing greenhouse gas emissions.

5.3 Environmental Impact Assessment from Key Suppliers

For FY2025 i.e. July 2024 to June 2025 period, GITF has assessed the following Environmental impact from key Suppliers:

5.3.1 Data Centres carbon footprint from Oracle

Oracle is a Cloud provider for GITF SaaS Curriculum Solutions. For FY2025, Oracle has produced the following Sustainability report to demonstrate its commitment to Sustainability.

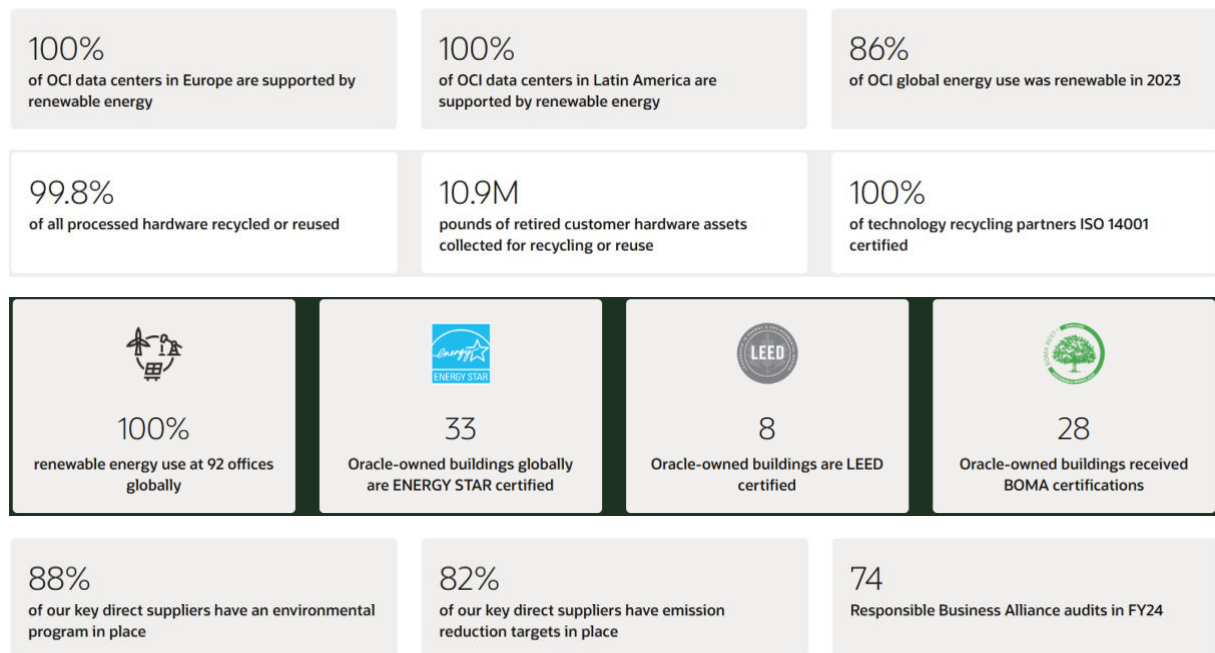
“Oracle is committed to embedding sustainability across our enterprise and delivering innovative cloud technology to accelerate meaningful change.”

— Safra Catz, CEO, Oracle

Oracle Sustainability Goals:



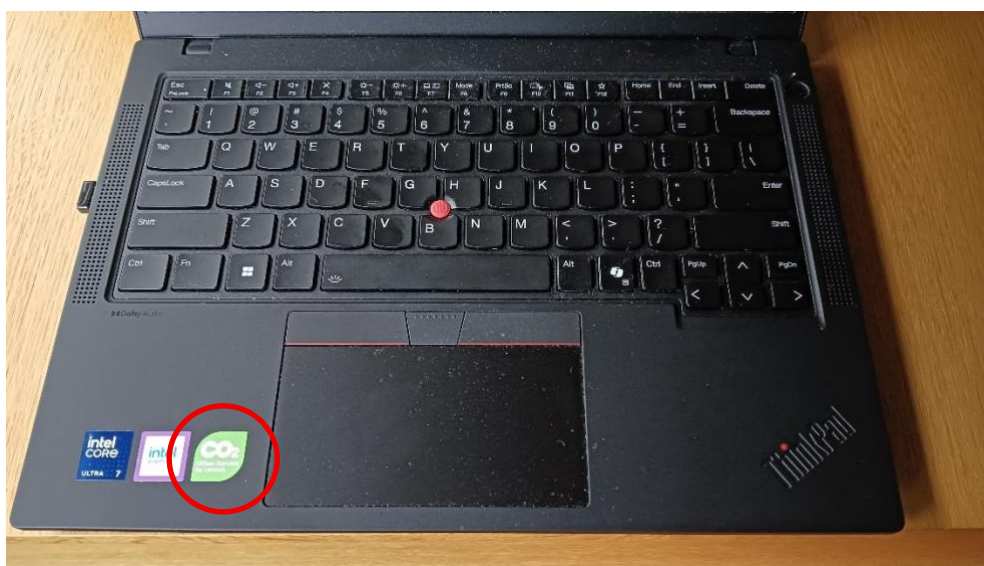
Oracle Sustainability current status:



5.3.2 IT Equipment carbon footprint from IT Strategic

IT Strategic is an IT Support Provider for GITF business. For FY2025, IT Strategic continues to supply and maintain laptop equipment for GITF and has implemented CO2 Carbon Offset & Service into GITF IT fleet of laptops. This covers whole hardware life cycle from initial purchasing CO2 Carbon Offset Service laptop to using certified hard disk erase / destruction method and proper recycle disposal methods at hardware end of life,

Refer to an example of CO2 Offset Service laptop hardware below.



6 Social Impact

For FY2025 i.e. July 2024 to June 2025 period, GIFT has completed the following Social Impact initiatives:

6.1 Review and Update Applicable Regulations and Laws

For FY2025 i.e. July 2024 to June 2025 period, GIFT has completed the review and update of Applicable Regulations and Laws Register, ensuring that the business operation stays compliant with societal legal requirements.

No	Regulative Organisation	Regulation/Law Name & Link	Compliance Requirement	Compliance Status	Date of Last Review
1	Federal Government/ASIC	Corporations Act 2001	Mandatory	Full Compliance	1/7/2025
2	Federal Government	Privacy Act 1988	Mandatory	Full Compliance	1/7/2025
3	ATO	Doing business overseas – what you need to know	Mandatory	Full Compliance	1/7/2025
4	ATO	Payments to foreign residents	Mandatory	Full Compliance	1/7/2025
5	ATO	Statement by a supplier not quoting an ABN	Mandatory	Full Compliance	1/7/2025
6	DFAT	Sanctions	Mandatory	Full Compliance	1/7/2025
7	DFAT	Consolidated Sanction List	Mandatory	Full Compliance	1/7/2025
8	WorkSafe Victoria and SafeWork Australia	WHS/OH&S acts, regulations and codes of practice	Mandatory	Full Compliance	1/7/2025
9	State and Federal Gov.	Legal obligations of Marketing	Mandatory	Full Compliance	1/7/2025
10	State and Federal Gov.	Environmental legislation licences and permits	Mandatory	Full Compliance	1/7/2025
11	IP Australia	Intellectual Property Laws and Copyright Act	Mandatory	Full Compliance	1/7/2025
12	State and Federal Gov.	Competition and Consumer Act 2010	Mandatory	Full Compliance	1/7/2025
13	EU and UK Data Privacy Protection Offices	https://www.legislation.gov.uk/eur/2016/679/contents	Mandatory	Partial Compliance	1/7/2025

Last Review Date: 1-Jul-25
Next Review : 1-Jul-26

6.2 GITF Customer Engagement Survey

For FY2025 i.e. July 2024 to June 2025 period, GITF has completed the following stakeholder consultation to measure the level of engagement from our customers. This survey is based on Net Promoter Score (NPS) methodology.



6.3 GITF Staff Training

For FY2025 i.e. July 2024 to June 2025 period, GITF has provided the following staff training:

- Company Induction training
- Quality Management System (QMS) training
- Occupational Health & Safety (OH&S) training
- Risk Management System (RMS) training
- Various Cybersecurity training
- Various Products training
- Various Technologies training

6.4 GITF Graduates and Flexi Workhours

GITF is committed to supporting the development of local talent by recruiting and mentoring graduates. By providing career pathways for young professionals, we not only strengthen our own workforce but also contribute to the broader community by fostering skills, innovation, and long-term employment opportunities. This approach reflects our commitment to building sustainable careers and supporting the future of the local IT industry. For FY2025 i.e. July 2024 to June 2025 period, GITF has provided graduate employment to 5 graduates.

At GITF, we recognise that a sustainable workplace goes beyond business outcomes and extends to supporting the wellbeing of our staff. We offer flexible working hours to help our staff balance professional responsibilities with family and personal commitments. This approach fosters a healthier work–life balance, promotes inclusion, and reflects our commitment to being a supportive and responsible business for sustainability.

6.5 GITF Business & Staff Participation in Community

For FY2025 i.e. July 2024 to June 2025 period, GITF business & staff has participated in various Community projects and Societal Volunteering work:

- GITF Business sponsor donation to The Variety Bash. The Variety Bash is Australia's longest running and most iconic charity motoring event, offering a unique blend of adventure and philanthropy. Participants in this event traverse remote and regional areas, raising essential funds to support children who are sick, disadvantaged, or living with disability.
- Various GITF Staff donated and participated in pro-bono Societal Volunteering work to help build society benefits, such as:
 - GITF CEO is a volunteer Board member at **The Asylum Seeker Resource Centre (ASRC)**. ASRC is Australia’s largest human rights organisation providing support to people seeking asylum. ASRC is an independent not-for-profit organisation whose programs support and empower people seeking asylum to maximise their own physical, mental and social wellbeing.
 - One of GITF’s Directors actively volunteers with the Australian Community Visitors Scheme (ACVVS) through MS Plus. As part of this commitment, they regularly visit residents in aged care homes to provide companionship, conversation, and social connection. This volunteering effort supports the wellbeing of older Australians by helping to reduce loneliness and social isolation and reflects GITF’s broader commitment to community care and social responsibility.
 - One of our GITF Business Analysts recently participated in the Lap It Up challenge, completing 1000 laps to raise funds in support of cancer research and care “Lap It Up”. This initiative demonstrated not only personal endurance and dedication, but also GITF’s values of giving back to society and supporting meaningful causes.



7 Performance Indicators and Targets

For the next period FY2026, i.e. July 2025 to June 2026, GITF will continue the Sustainability work and plan to achieve the following targets:

- Continue monitoring the business Carbon Footprint and set plan to reduce the CO2 emissions from business
- Continue the Working from Home policy practice
- Continue the assessment of Environmental impact from key Suppliers and have meaningful dialogs to contribute to create improvement opportunities
- Continue the compliance with Regulations and Laws of all regions where GITF has and expands business to.
- Continue the stakeholder consultation to measure the level of engagement from our customers and address feedback where appropriate.
- Continue the stakeholder consultation to measure the level of engagement from our staff and address feedback where appropriate.
- Continue to provide GITF staff with relevant training.
- Continue to promote and support GITF business & staff participation in various Community projects and Societal Volunteering work.
- Improve the governance and effectiveness of GITF work on Sustainability by creating Sustainability Working group to work with management to have more staff engagement and contribution in Sustainability.