



## Corporate Social Responsibility Policy

ENM Solutions Pty Ltd

ABN 98 601 664 582

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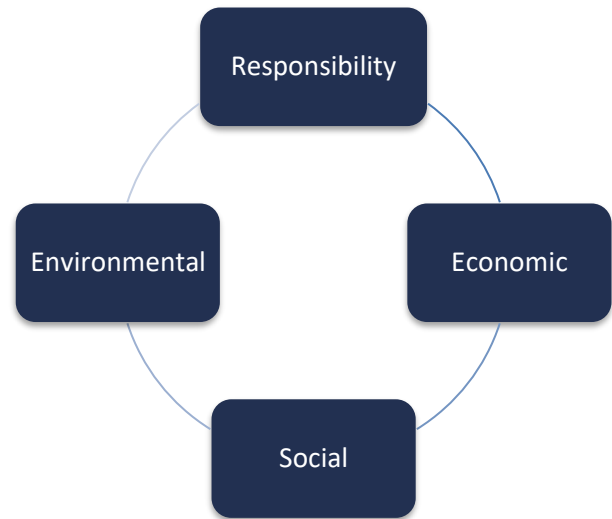
## Introduction

ENM Solutions recognises that we have a direct and indirect impact on the communities in which we operate. As such, we have an economic, social, and environmental responsibility to those communities. We manage these responsibilities through our Corporate Social Responsibility (CSR) Policy.

## Our Mission

This responsibility is reflected in our mission statement:

*"ENM Solutions' mission is to be the recognised expert for Embedded Networks across the NEM; through our established culture that supports team members and provides exceptional service and value to our customers, while leading the industry for corporate social responsibility."*



*CSR at ENM Solutions*

## Our Values

ENM Solutions places a priority on ensuring our values are maintained in every aspect, through our policies, procedures and our interactions with clients, stakeholders and colleagues. Our Corporate Social Responsibility Policy is another avenue to further reflect ENM Solutions commitment to our values.

**Ethical | Generous | Reliable | Innovative**

## Economic Responsibility

### Philanthropy

The team at ENM Solutions are like-minded, who all give back to the community by supporting Australian youth. ENM Solutions encourages our employees and contractors to undertake volunteer positions and offer the flexibility to do so in business hours. We also support and donate to a number of Australian based charities and organisations which offer education, leadership, support and physical wellbeing to Australian youth.

## Sound Business Practices

ENM Solutions is committed to doing the right thing. We pride ourselves in conducting business legally, ethically, and in a trustworthy manner, upholding our regulatory obligations, and complying with both the letter and spirit of our business policies. We offer quality services to our clients and actively seek to do business with other responsible organisations.

## Modern Slavery Statement

ENM Solutions is committed to the prohibition of trading with suppliers that engage in Modern Slavery, which include the following practices:

- Deducting from employee wages the amount of “debts” to their employers, such as the cost of transport, accommodation, or meals;
- Misleading workers as to work conditions, their minimum wage, and workplace rights; or
- Trading with other suppliers that may engage in the above practices.

## Social Responsibility

### Human Resources

ENM Solutions recognises that our employees and contractors are our biggest asset. We place a great importance on treating all employees and contractors fairly and ethically. We pride ourselves on being an equal opportunity employer and having a culture that attracts and retains reliable, respectful and ethical employees. ENM Solutions is registered with ‘Racism. It Stops With Me.’ We provide our team with training and resources on anti-racism material. We have a commitment to ensuring that our employees and contractors are working in safe environments free from physical hazards. Our employee’s mental wellbeing is just as important as their physical and ENM Solutions has a zero tolerance for any workplace harassment of, or by, its employees. All employees and contractors are encouraged to immediately report any hazardous conditions or workplace harassment to Management. As a business, we recognise that our staff are central in our operation and we strive for a diverse, safe, happy and healthy working environment at all times.

### Diversity

ENM Solutions is a diversity-friendly and inclusive workplace, we value and respect the unique contributions of people with diverse backgrounds, experiences and perspectives. ENM Solutions fosters a culture that allows team members to feel included and encouraged to bring their whole selves to work. We believe this enables diversity to flourish, creating better experiences for our team, clients, customers, and improved business performance. Our Recruitment Policy aims to promote diversity in our workplace though ensuring that all candidates are encouraged to apply.

## Anti-Harassment, Anti-Discrimination and Anti-Bullying

ENM Solutions is committed to maintaining a work environment that is free from harassment, bullying, unlawful discrimination and where employees and others in the workplace are treated fairly and with respect. As such, ENM Solutions will not tolerate harassment of, or by, its employees. For more information on our Anti Bullying Policy and related procedures please refer to the Human Resources Policy.

## Human Rights Policy

As an Australian owned and operated company we support the Commitment to Human Rights and Australia's steps to advancing human rights globally. ENM Solutions' code prohibits discrimination or harassment on the basis of the following grounds, and any combination of an individual's race, colour, sex, age, creed/religion, national origin, genetics, sexual orientation, gender identity/expression, disability, family status (i.e. parent-child relationship), marital status and/or other protected categories under applicable laws.

## Equal Employment Opportunity

ENM Solutions protects the employment rights of qualified applicants and employees regardless of differences and protected categories listed above. We are also committed to taking affirmative action to employ and advance women, minorities and disabled individuals. We actively support workplace gender equality by offering flexible work environments to all employees, ensuring that gender pay equity is reviewed in line with business planning and reviews, creating a workplace that is safe and respectful of all, advising all employees of their leave entitlements including Family and Domestic Violence Leave detailed within our HR and Recruitment Policy. ENM Solutions leads by example and aligns with organisations with diversity, Equal Employment Opportunity values.

## Reasonable Adjustments Policy

It is the policy of ENM Solutions to comply with all applicable laws concerning the employment of persons with disabilities. Consistent with that commitment, it is ENM Solutions policy not to discriminate against qualified individuals with disabilities regarding application procedures, hiring, advancement, compensation, training, or other terms, conditions, and privileges of employment.

## Environmental Responsibility

Businesses regardless of size and industry have a carbon footprint. Any steps that can be taken to reduce those footprints are good for both the company and society. ENM Solutions operates as a paperless workplace, we also encourage recycling where appropriate (technological devices included). We reduce carbon emissions by planning our schedules to ensure that minimal driving is required, including site visits and meter reading services. ENM Solutions also prioritises the use of carbon neutral products and services. Providing services in the energy industry we also recognise that energy production has an impact on our environment. We support the use of renewable green energy and are actively involved in microgrid projects facilitating the use of green energy in Australian embedded networks. For more information, please refer to our Environmental Policy.

## Sustainable Procurement Policy

ENM Solutions supports sustainable procurement by looking beyond the up-front cost to make purchasing decisions based on the entire life cycle of the goods and services, taking into account associated costs, environmental and social risks and benefits, and broader social and environmental implications. We aim to utilise our resources for their maximum lifecycle to prevent unnecessary waste. In doing so, ENM Solutions engages in procurement processes that have positive environmental, social and economic impacts possible across the entire life cycle of goods and services.