FY22 Measurable Objectives - Proposed

Ten Measurable Objectives are proposed for FY22, predominantly aligned to four of the six policy principles; protecting the environment, supporting our people, community contributions and governance.

FY22 marks the last year of our 5 year roadmap for CI and our pragmatic integration of this into our business strategy. A new roadmap will be considered for FY23.

Governance

Overall, our global team has enthusiastically embraced our Sustainable Futures program. Given the strong internal and external interest in our CR activities a decision has been made to strengthen our governance of the program by firstly formalising our Group Corporate Responsibility Committee as well as increasing resourcing in the team to support the interface with our investors and our global workforce and improve our disclosure on ESG matters.

In line with this strengthening of our governance a more detailed assessment of modern slavery risks will be undertaken with our top 20 suppliers and a new Supplier Code of Conduct will be developed and shared through the organisation's corporate website clearly setting out the Company's expectations of suppliers.

Social

Women comprise 63% of our global workforce. It is appropriate to consider the diverse needs of this cohort across their differing career and life stages and one stream of work is designed to do this and positively impact retention of our talent as we rely on these skills to accelerate out of the pandemic. This is aligned to the policy principle of supporting our employees.

The second looks to support employees experiencing domestic violence and educating our employees around this. In FY21 IDP was one of the first 100 companies to pledge to the Diversity Council of Australia's campaign against gender based harassment and violence in all its forms. The campaign

challenges Australian CEOs to 'stand up for respect' using the hashtag #IStandForRespect.

The issues of safety and respect are critical to the working environments we provide for both our women and men not only in Australia but in every market we operate in. The World Health Organisation estimates one in three women have experienced a form of domestic or sexual violence. It is well acknowledged that the pandemic has deepened threats to women's health and safety and the World Bank annual report "Women, Business and the Law" notes women still have just three-quarters of the legal rights of men.

Policies and practices of global organisations such as IDP can make women and other minorities less vulnerable in the face of a crisis. They also play an important role in educating our global workforce thus positively impacting social norms across the communities we operate in.

This also underpins our community investment program objectives. Strategically our community investment (CI) vision is to identify critical social problems that our business can contribute to solving through our core expertise, creating value for both the business and society.

In line with this a business case will be developed for a variation to our existing student placement product offer which uses IDP's technology to improve the safety and empower women as they commence their path as an international student. This is aligned to the United Nations Sustainable Development Goal of Gender Equality (5.2 and 5.B https://www.un.org/sustainabledevelopment/gender-equality)

Environment

In FY22 work will continue to increase our global team's awareness of our ability to positively impact the environments we live and work in and to make pragmatic changes to our daily activities. The significant step will be to gain a full understanding of our Scope 1, 2 and 3 Greenhouse gas emissions, initiate reporting and set an initial target for carbon reduction in FY23 on our path to achieving net zero emissions.

FY22 Measurable Objectives

CR Policy Principle	Goal	Measurable Objective
Protecting the environment	Consume less power to reduce the toxic fumes released by power plants, conserve natural resources and protect ecosystems	1. Extend the global 'Turn it Off' campaign as part of establishing post pandemic new ways of working to incorporate home and work power use and deliver an education campaign on choosing renewable sources of energy where possible
	Reduce paper use to reduce the loss of biodiversity from forest clearing, release of production toxins into our air, water and soil, and transport emissions	2. Extend print monitoring program to two regions and pilot print monitoring and default programming for double sided black and white printing to reduce paper consumption & printer emissions where available technologies support
	Reduce human caused emissions of Greenhouse gases to delay or avoid the worst impacts of climate change, targeting net zero	3. Continue establishing processes to reduce human caused greenhouse gas emissions by; a. determining a methodology to incorporate Scope 3 emissions in the Company's footprint analysis; b. initiate scope 1,2 & 3 emissions reporting in FY23; and c. set an initial target for carbon reduction for FY23
Supporting our people	Provide working environments that where possible accommodate and support people during their different career and life stages	4. With women comprising 63% of our global workforce and our goal to provide work environments that support people during their different career and life stages, examine: a. industry best practices for relevant organisations with a similar gender structure; b. exit survey data as 15% of participants cite 'family/personal/medical' as a reason for departure, determining actions required to increase understanding of this and identify addressable items c. FY21 global compensation review and incentive data to confirm equitable practices are in place. Report findings and any action plans to the Global Leadership Team
		5. Establish the #Istandforrespect program globally by: a. developing a global domestic violence strategy and policy framework; b. educating our team across our platforms to recognise all forms of domestic violence and available support for victims; c. position EAP services as appropriate to provide suitable referrals and support; d. determine appropriate leave and flexible working arrangements for employees experiencing domestic violence; and e. business leaders visibly promoting and supporting the #Istandforrespect program

Community Contribution	Evaluate whether there is a variation to our normal product offering aligned to the principles of gender equality that would contribute to solving a social need as well as create value for the Company	6. Prepare and present a business case for the GLT proposing a variation to the normal SP product focussed on improving the safety of women as they travel internationally for the first time including:
		    a. validate customer research on identified concept;
		    b. build financial and operational model needed to support product;
		    c. create a detailed a project plan that includes documenting business and technical requirements; and
		    d. gain approval for resources to build MVP

	Develop women in the communities we operate within	7. Establish the approved CI initiative in Chennai, India to support gender equality and a quality education for young women to develop their tech skills and gain employment
Governance	Compliant and responsible business leadership	8. Undertake modern slavery risk assessments on our top 20 suppliers to better understand modern slavery risks within our supply chain
		9. Prepare and publish on the company's website a Supplier Code of Conduct to document IDPs requirements of suppliers

	Improve internal and external communication and disclosure on sustainability / ESG matters	10. Improve internal and external communication and disclosure on sustainability / ESG matters by:
		    a. formalising the IDP Group Corporate Responsibility Committee; and
		    b. establishing dedicated resourcing to support the Company's Sustainable Futures program