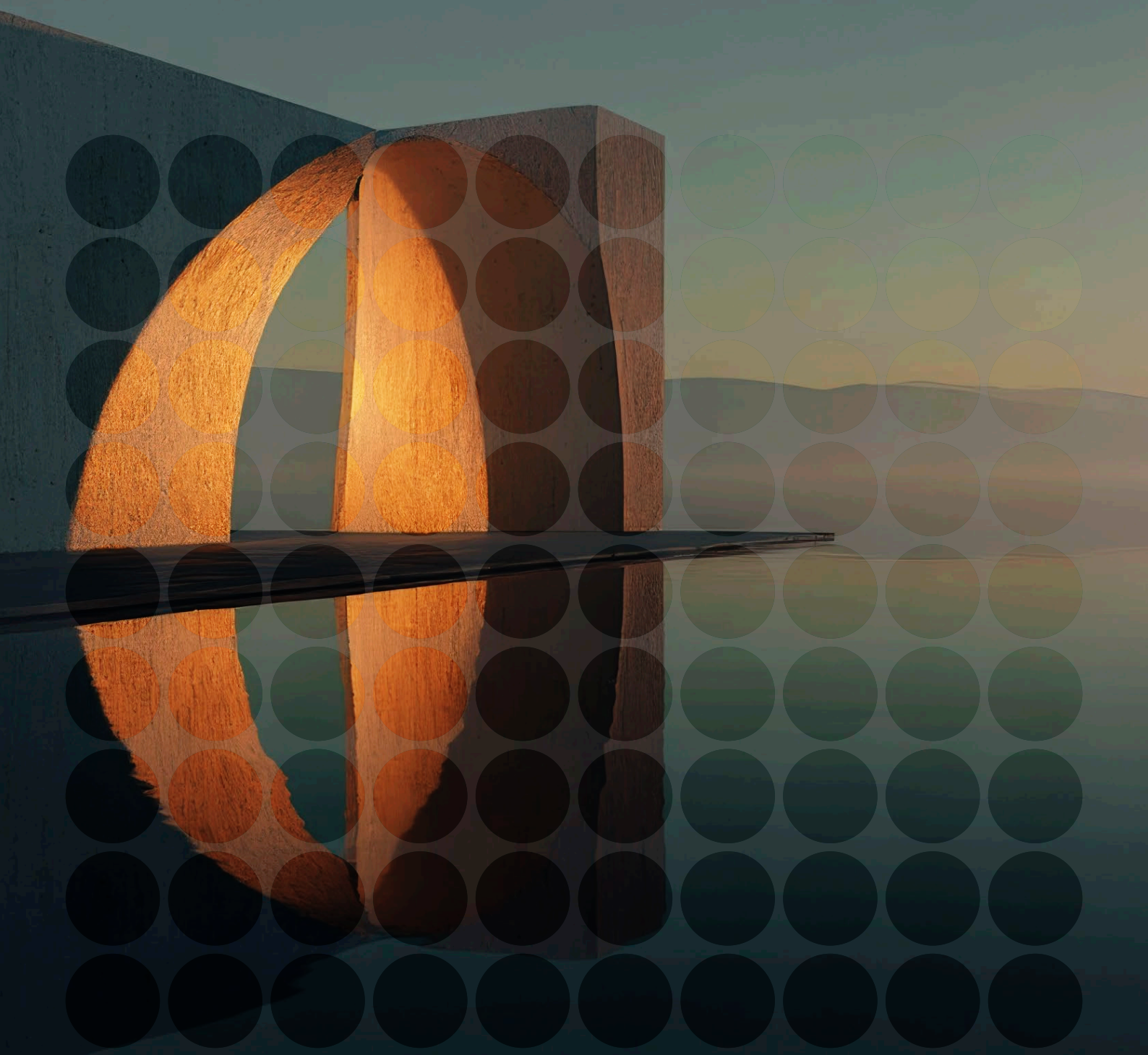
Sustainability Report 2026



atturra

Acknowledgement of Country

At Atturra, we acknowledge the Traditional Custodians of the land on which we work and live. We are at the beginning of our reconciliation journey, and we recognise the importance of listening, learning and sharing respect for First Nations peoples, cultures and histories. We pay our respects to Elders past and present.





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About this report

This Sustainability Report outlines Atturra's activities from 1 July 2025 to 30 June 2026. It details the sustainability initiatives we undertake to help minimise our impact on our communities and the environment, as we serve our clients, employees, and partners.

Now in its fifth year, this report highlights what we've done to make a difference. It covers our environmental, social, and governance (ESG) impact. We've written this report using these recognised guidelines:

- **Global Reporting Initiative (GRI) Standards.** The world's most widely used standards for sustainability reporting.
- **Sustainability Accounting Standards Board (SASB),** Technology and Communication Sector, Software and IT Services. A voluntary set of standards used to regulate sustainability in this industry.

The management of sustainability-related issues for our shareholders is overseen by Atturra's Board of Directors.

We believe technology is a mechanism for positive change and can be used to understand and tackle the significant challenges that businesses and communities face in Australia and around the globe. As industry leaders, we have a responsibility to help build a better, more sustainable world.

This sustainability report forms part of Atturra's annual reporting suite, including:

Financials – 2026 Financial Results – Full Year

Corporate Governance – Governance documents

About Atturra

Atturra is Australia's leading ASX-listed, AI-driven technology integrator. We have over 1,300 people working across Australia, New Zealand, Hong Kong, the Philippines and the United States. We provide our clients with leading-edge solutions to support complex business challenges and accelerate growth and profitability.

Our ability to guide clients through their AI-powered transformation is founded on our deep experience in technology solutions, industry expertise, proprietary IP implementation, and end-to-end delivery capability, including our partnerships with leading global providers.



CEO message



> “We remain focused on our ESG agenda and aligning our ESG pillars with actions that make a meaningful impact.”

Stephen Kowal,
CEO

Welcome to Atturra's 2026 Sustainability Report.

This year saw Atturra focus on growth through client retention and investment in our sales processes and structure, reducing the environmental and social cost of acquisitions while building long-term, trusted partnerships. We welcomed the Blue Connections business via acquisition, and this has strengthened our end-to-end capability and built on our delivery excellence.

There has been a significant change across the IT services and technology products market, characterised by rapid change in the AI and data space, ongoing macroeconomic uncertainty and changing client priorities. We've responded by laying the groundwork to become an AI-first company by embedding AI in our everyday workflows and increasing AI literacy across all levels of the business, with responsible AI adoption at the front of mind.

This is underpinned by the AI Governance Framework we've formalised and the AI Use Policy we've updated this year, ensuring our progress on AI is matched by the same rigour we apply to ethics and governance more broadly.

The diverse skillset and background of people within our organisation remains one of Atturra's differentiators. This year we've moved beyond engagement to capability building through increased access to accredited professional development and learning. We maintain an environment of possibility and growth where everyone feels like they belong. To support this, we launched an anonymous Diversity, Inclusion and Respect survey to understand how our people feel about these topics and confidentially share their feedback.

As an Australian-born company, we're committed to promoting better relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. That commitment was solidified last year with the decision to develop our inaugural Atturra Reconciliation Action Plan (RAP), which is currently moving toward Innovate stage. We believe it's our responsibility to invest directly in emerging Indigenous leadership, and we've done this by sponsoring the first-ever corporate scholarship for the Executive Indigenous Leaders Program (EILP) at the University of New South Wales.

To minimise Atturra's environmental impact, we've continued our partnership with social enterprise PonyUp for Good. Since 2022, we've been helping divert decommissioned IT equipment from landfill and in the last financial year this has led to 23,795 meals being provided to vulnerable Australians through food charity SecondBite.

Our ESG progress this year reflects an ongoing commitment to our people, our broader communities, and our environment in a rapidly changing world. We remain focused on our ESG agenda and aligning our ESG pillars with actions that make a meaningful impact.

Understanding what's important

We regularly engage with our clients, employees, partners and the wider community through surveys, forums and interviews to determine what sustainability efforts matter most to them. This helps us to identify areas for continuous improvement.

Our people value Atturra's culture of continuous learning. Applying this approach across our workforce and business helps us lead in the IT industry and build a sustainable, forward-thinking company.

Sustainability approach

This year, we have focused on how technology, AI, and our business processes each play a role in making our operations more sustainable.

Over the last 12 months, we have:

- Laid the groundwork to become an AI-first company by embedding AI in our everyday workflows and increasing AI literacy across all levels, supporting responsible AI adoption across our workforce.
- Focused on client nurture and retention, and investment in sales processes and structure, reducing the environmental and social cost of acquisitions while building longer-term, trust-based partnerships.
- Maintained our reputation for delivery excellence, driven by a cohesive end-to-end capability that minimises rework, resource waste, and duplicated effort across project teams.

Sustainability behaviours

Our sustainability efforts are categorised into five key pillars. We explain our goals, actions and progress for each pillar in the following pages.



Ethics and governance

Our values

Camaraderie

Working collaboratively, with openness, optimism and inclusiveness, so that our workplace is enjoyable for all.

Innovation

Looking for new ways to deliver solutions for clients, showing creativity, curiosity and entrepreneurial spirit.

Dedication

Taking ownership for expected outcomes, being fully committed to the work and responsible for professional growth.

Excellence

Ensuring everything we do is of high quality, having a growth mindset and striving to be better than competitors.

Respect

Being open and honest in communication, doing the right thing even when it may be hard, and encouraging diversity.

How we operate

The Board of Directors is primarily responsible for ensuring Atturra has an appropriate Corporate Governance structure in place and oversees the execution of these policies and procedures.

ISO certificates

Atturra is certified in four ISO standards.

- ISO9001:2015 Quality Management Systems
- ISO45001:2018 Occupational Health and Safety Management Systems
- ISO14001:2015 Environmental Management Systems
- ISO 27001:2022 Information Security Management Systems

These ISO certifications provide a set of standards and objectives that must be met and continually delivered to. They are a critical part of Atturra's Corporate Governance and undergo annual external verification.

View Atturra's Corporate Governance policies.

Being accountable

Atturra's reporting register is reviewed and actioned by management and enables employees to share ideas or report issues related to health and safety, the environment, IT security and quality management.

Anti-Slavery policy

Atturra recognises that modern slavery is a complex problem that can occur in every sector and that the nature of our business means we are exposed to potential modern slavery risks. We are committed to identifying, reducing and mitigating the risk of modern slavery practices within our supply chain and business operations.

Alongside our modern slavery statement, training, and reporting procedures, we use supply chain mapping, a modern slavery risk questionnaire, and a modern slavery clause in contractual agreements to achieve the best outcome for our clients.

View Atturra's Anti-Slavery Policy.

People and culture

Atturra's focus on people is one of our core differentiators and as our business continues to mature, so too does our workplace culture. In the past year we've moved beyond employee engagement into capability building and greater awareness of our social responsibility.

"Base Camp was such a great experience. I loved meeting people from all over the business and building connections you wouldn't normally make day-to-day. Hearing directly from our execs was a real highlight, and the whole thing was so well run with genuinely great content."

Trent Jacobs,
Data & Integration

"Base Camp was a great experience. It can be very daunting starting a new job, but this initiative really helps you to make some connections outside of your unit and allows you to ask questions in a forum where you can feel comfortable. Everything from the pre-camp dinner to the content, presenters, facilities, catering and games was enjoyable. Highly recommend this session."

Melissa Bonadio,
Business Applications

Learning and Development

With access to the latest technology, our people have opportunities to grow and expand their skills. We're committed to supporting their careers and personal growth through a range of learning options, face-to-face and online, across thousands of curated courses.

Performance & Goals

The learning and career growth of our people is supported through SuccessFactors Performance & Goals, enabling effective goal setting, development, and feedback.

Within this system, we have launched an updated probation review process that empowers new employees to provide feedback on their experience within the first four months. This helps ensure we are living up to our Employee Value Proposition and are aware of areas that need attention.

This year we also appointed a Learning Manager to strengthen workforce capability, support career growth, and foster a culture of continuous learning across the business.

Online learning

Our learning platform has been expanded to provide premium, curated eLearning content to all employees. From quick refreshers to deep-dive certifications, the platform offers almost 4,000 courses across leadership, business management, AI, IT, cybersecurity, project management, personal development, and more. We regularly expand on what's available and promote these internally, to ensure our people can access relevant and timely learning that helps them thrive.

Leadership development

Today's leaders need both technical understanding and well-honed soft skills. To address this, another 15 of our leaders completed the Leadership Beyond the Theory course and we launched a Psychosocial Hazards for Managers course.

We have also identified a set of eight core Leadership Competencies that represent the expectations we have of all leaders at Atturra. Over the next year, we plan to develop the framework and integrate it into our performance and development process.

Base Camp for new starters

Now in its second year, Base Camp is a dedicated in-person onboarding program designed to welcome and connect new employees to Atturra. Base Camp provides an immersive introduction to our business, culture, and people and is held monthly.

The program begins with a welcome dinner, followed by a full day of presentations from senior leaders and ensures a supportive and engaging experience. It continues to play a crucial role in building early engagement, helping new employees understand our vision, mission and values, and fostering a strong sense of belonging.

AI training & enablement

In partnership with the University of Sydney, a large cohort of Atturra leaders completed an executive AI Fluency course between April and June 2026. It is a course designed to build the leadership capability required to drive AI adoption, and required leaders to identify use cases, shape initiatives, and embed AI into their teams' operating models. Following this we launched an AI Literacy module within SuccessFactors Learning for all staff to complete.

Blinkist books

To help employees expand their everyday knowledge, Atturra provides access to Blinkist, which transforms the key insights of bestselling non-fiction books and popular podcasts into powerful explainers that can be read or listened to in approximately 15 minutes.

Lunch & Learn Program

Our one-hour Lunch & Learn sessions are an opportunity for cross-collaboration, knowledge sharing, and personal development. Topics are delivered by internal and external speakers, and these regular, well-attended sessions are designed to support our employees in both their professional and personal lives. This year we heard from Legal, SME Gateway, Marketing, and our social impact partner PonyUp for Good, to name a few.



People and culture...

Employee Engagement and Feedback

Growing our business with a united team is critical to Atturra's success. Knowing how our people feel means we can better support their career journeys. We do this in several ways.

Teamgage

Used to build a culture of continuous improvement, this anonymous monthly survey gives us a view of employee sentiment across a range of areas. Over the last 12 months, we have achieved an average positive score of 70, consistent with last year. Improvement within each business area is driven by feedback and suggestions received.

Town Hall meetings

Company-wide Town Hall meetings happen twice a year for all staff. They are an opportunity for us to share important business updates while also giving employees the chance to ask questions or engage in small-group discussions with senior leaders. Town Hall meetings are often delivered by our CEO in person, enabling a stronger sense of community and bringing everyone on the journey towards Atturra's future.

Reward and recognition

The Atturra Star Awards are presented twice a year and align with our five company values. Gold, silver, and bronze recipients receive individual monetary prizes, and there is also an award at the team level.

Regular peer-to-peer engagement is encouraged via our internal reward and recognition platform, Elevate. This year, employees sent over 500 eCards acknowledging colleagues' values and milestones, while more than 300 monetary Elevate awards, valued at almost $17,000, were issued to employees to purchase gift cards, goods, or services from our internal retail discount portal.

Employee referral scheme

One of the best ways to find new talent is through candidates recommended by our current employees. They often turn out to be our most successful and longest-tenured employees. Our team members can refer people they know for job openings, and we reward them with cash payments based on job level.

Employee Wellbeing

Atturra supports employees in managing their overall health and wellbeing through several initiatives and programs.

Wellbeing Centre and retail savings

Staff can get active, eat better, improve their financial wellness, and manage stress through our Wellbeing Centre, which provides access to hundreds of workout videos, healthy recipes, expert guides, and audio content.

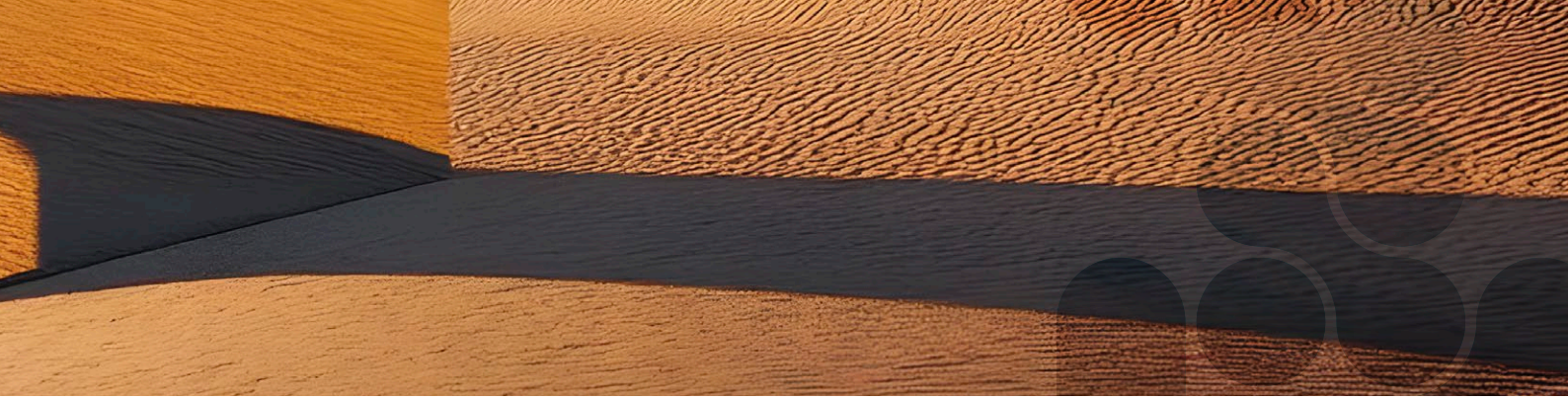
Employees collectively saved $65,000 on everyday groceries and deals with reputable retailers through Atturra's retail discount portal on the Elevate platform. Designed to help with cost of living, the savings represent a 14% increase from the previous year.

Mental health matters

Our people's mental health is something we take seriously at Atturra. Our Employee Assistance Program is available to every employee and offers free and confidential counselling for both work-related and personal issues, as well as a dedicated support line for managers. We create awareness of this service through our monthly newsletter, company intranet, managers, and the People & Culture team.

To help ensure our people feel supported in taking care of their mental health, we again joined RUOK Day. To support this national initiative that encourages meaningful conversations to help people through tough times, we invited people to attend a webinar. Run by our EAP provider, it equipped attendees with an understanding of various mental health conditions, their impacts, and how to approach these sensitive topics with empathy and care.

Throughout the year, we have sent targeted communications and offered online training to help our people recognise and respond to mental health challenges. We regularly showcase pieces on our Intranet about mental health, wellbeing, preventing burnout and managing workplace stress.



Community building

We continue to create intentional spaces for people to build connections. This includes making all office kitchens a place to spend time together by stocking fresh fruit and healthy snacks. We hold regular networking opportunities, such as monthly morning teas and after-work gatherings, which help our teams build stronger relationships.

Diversity, Equity and Inclusion

Atturra benefits from a rich mix of backgrounds, ideas, and viewpoints that strengthen our business. We've got an ongoing focus in this area with various programs that support equal opportunities and help our people feel valued and included. By proactively attracting and nurturing talent across all backgrounds, and constantly refining our practices, we ensure our organisation reflects the richness of our clients and communities.

Indigenous Leadership Scholarship

As part of our commitment to reconciliation, we recognise the importance of supporting Indigenous leadership. In 2026, Atturra is sponsoring the first ever corporate scholarship for the Executive Indigenous Leaders Program (EILP) at the University of New South Wales. The EILP is a culture-led program which cultivates the next generation of future senior Indigenous leaders who will have an influential role in shaping the future not only of Indigenous Australia, but Australia. By providing a scholarship, we're proud to be investing in emerging Indigenous talent and making a meaningful impact.

Reconciliation Action Plan (RAP)

We're committed to taking practical steps towards reconciliation with Aboriginal and Torres Strait Islander peoples. That commitment began last year with the decision to develop our inaugural Atturra Reconciliation Action Plan (RAP).



Since then, we've set up our RAP Working Group, and are in the process of submitting our first Innovate RAP, as recommended by Reconciliation Australia. As part of National Reconciliation Week, we held a Lunch & Learn featuring special guest Gina Milgate, a Kamilaroi and Wiradjuri woman, acclaimed author, editor, researcher, award-winning public servant and educator who shared her research, experience, and insights.

RISE Women's Business Resource Group

Now in its second year, RISE continues to foster inclusivity and drive change by empowering women, and enhancing awareness, acceptance, and visibility across the organisation. Recent initiatives include fundraising and running a Lunch & Learn session on 'Dealing with Unconscious Bias in the Workplace' with an expert panel that included CEO, Stephen Kowal and Board member Nicole Bowman.

People and culture...

Sponsorships and awards

We continue to be the proud Bronze sponsors of Women in IT (WiT), where we actively participate in events, collaborate with their committee and share industry insights. We also take part in their High School Work Experience program to inspire the next generation of women in technology.

For the third year in a row, Atturra was thrilled to have finalists in the 2026 ARN Women in ICT Awards. This prestigious Australian industry event celebrates female excellence in the ICT sector.

Workplace gender reporting

This is our seventh consecutive year of reporting on gender representation in the organisation, during which we increased our ratio of female to male manager representation compared to last year. We continue to work on increasing female representation across the organisation and tackle the challenges of doing this in a male-dominated industry.

Diversity and inclusion events

Over the past 12 months, we have celebrated Diwali and International Women's Day, among other events and observances. In May 2026, our New Zealand office participated in Pink Shirt Day – which aims to end bullying and spread kindness.



Listening to our people

We conducted an anonymous Diversity, Inclusion and Respect survey this year to understand how our people feel about these topics and confidentially share their feedback.

Gender-neutral hiring policies

When advertising new career opportunities at Atturra, we ensure advertisements do not contain unconscious gender-skewed language, and we de-identify internal mobility applications to reduce bias. Most roles at Atturra are offered flexibly to accommodate people's work life balance and family responsibilities.

Workplace adjustments

Workplace adjustments help reduce or eliminate barriers and better support people's equal participation in the workplace. Over the last 12 months, we have had several people face health challenges. To enable them to continue working in a way that suited them, we facilitated flexible work arrangements, provided assistive technology, have been responsive to medical advice, and made physical workplace adjustments. Being open and willing to make adjustments like these help employees feel supported and able to perform at their best.

Veteran-friendly employer

Following last year's certification from the Department of Veterans' Affairs, we have continued to create an inclusive and flexible workplace for our 50+ veterans. This includes customised interview processes and highlighting veteran experiences in their own way and with their own words. For example, on ANZAC day this year, we shared reflections generously offered by some of our colleagues who have served, on what ANZAC Day means to them.

Supporting ADF Reservists

We value and support our employees who serve as ADF reservists. Through the Employer Support Payment Scheme, we receive government funding when we release staff for military service. We pass this payment directly to our reservist employees to provide them with additional financial support during their service periods.

Learn more about our Diversity and Inclusion Policy.



Protecting our workplace and clients

Data security

Security remains the foundation of our technology leadership and is critical to our operations, clients and wider organisation. The protective environment Atturra operates in has been designed to deliver workplace efficiency and continuous access to essential business tools while maintaining the highest security standards.

With a focus on a minimal physical footprint, our infrastructure strategy includes an extensive cloud-based environment that uses best-of-breed Software as a Service (SaaS) providers. Our Identity, Cloud, Device and Application ecosystems, encompassing all endpoint device management is administered and comprehensively secured to the industry-leading Microsoft M365 platform.

AI governance and controlled adoption	Formalised our AI Governance Framework and updated the AI Use Policy, with Microsoft Copilot and OpenAI named as preferred enterprise AI platforms. We're trialling M365 Frontier to assess enhanced AI capabilities across Microsoft 365 and Copilot. Internal AI agents have also been introduced to improve questionnaire-response times while retaining mandatory human and IT review.
Microsoft Secure Score above industry standard	The Microsoft Secure Score is an independent annual measure of an organisation's security. We have maintained our Secure Score and this remains significantly higher than organisations of a similar size.
Business continuity	Ongoing activities include executive-level desktop cybersecurity exercises, disaster recovery frameworks, and comprehensive backup validation processes that maintain and increase our business continuity resilience capabilities.
Security awareness training for staff	Our evolving programs reflect the dynamic nature of threat actor methodologies, equipping staff to stay cyber-aware and vigilant through mandatory security-focused education, complemented by quarterly phishing simulation exercises.
Regular independent security audits	Atturra takes a robust approach through bi-annual independent Security and Health evaluations that maintain our security management standards, inform continuous improvement initiatives, and verify our Microsoft Secure Score performance. Our ISO 27001 compliance is validated through annual external auditing.



Breaches

Atturra has a perfect security record with no data breaches to date. We stay ready to address any future unauthorised access, information disclosure or data loss through comprehensive response plans and clear decision-making processes. We fully comply with the requirements of the Office of the Australian Information Commissioner (OAIC) Notifiable Data Breaches scheme, as outlined in the Privacy Act 1988.

Cybersecurity strategy

Our comprehensive cybersecurity strategy includes a Defence-in-Depth strategy integrating people, technology and operational capabilities through multi-layered protective measures. This approach safeguards our workforce and confidential organisational information, while meeting stringent security requirements.

The strategy aligns with established information security frameworks, including ISO 27001 Information Security Management Systems and Essential Eight. This year, we have been progressing the implementation of ISO/IEC 27017, which provides additional security controls and implementation guidance specifically for our managed cloud services.

Australian Cyber Awards

Our dedication to cybersecurity was recognised at the 2026 Australian Cyber Awards, where Atturra was named as a finalist in the Cloud and Data Security Provider of the Year category.

Data privacy

When delivering project outcomes, Atturra typically works within our clients' environments and does not hold clients' data in our systems (apart from billing details). This ensures that client information remains secure and protected. Any company information that needs to be shared outside our organisation requires prior approval. We have stringent policies that outline how staff members are permitted to use laptops and mobile devices, helping prevent company data from leaving our secure environment.

Incident management

Any IT security incidents or issues are managed through our internal ISO manual procedures. Management are immediately notified and reports are filed with follow-up actions taken.

Internal risk management

We mitigate information breach risks through staff screening, background checks and performance monitoring. Many team members hold security clearances, strengthening our overall risk approach. Our insider threat program is reviewed annually to ensure our practices evolve alongside the risk landscape. The risk register is also regularly updated to ensure our protection strategies remain effective and current.

Managing technological disruptions

We aim to minimise potential impact on performance, security and client services from technological disruptions through policies and protective measures. Because we work mainly through cloud systems and within client environments, Atturra rarely experiences service interruptions. Our seamless service is maintained through partnerships with large, multitenanted services and ensuring sufficient multi-backups across all platforms.

Third-party supplier risk management

Atturra conducts ongoing due diligence and has risk management measures in place that ensure key suppliers align with our policies, standards, and values. New vendors must complete our Cybersecurity Assessment Questionnaire, and we undertake yearly security reviews of all external suppliers.

Community support

The Atturra family value community engagement and support, and we're continuously looking for ways to provide opportunities for our people to support causes that are meaningful to them.

Fundraising



Dress for Success

Atturra's RISE Women's Business Resource Group proudly partnered once again with Dress for Success NSW & ACT for their 5,000 Steps Fundraiser Challenge for International Women's Day. The funds raised support women who need professional clothing and job-readiness training to unlock their full potential.

Our involvement this year saw us raise over $4,000 and walk over 10 million steps. Our efforts will help unemployed and underemployed women gain the confidence, skills and opportunities they need to build a brighter future.





Biggest Morning Tea

For the 8th consecutive year, we participated in the Cancer Council's Biggest Morning Tea, raising $2,678 across our national offices.

Telethon

Atturra supported Telethon in Perth again this year. Telethon supports 136 charitable organisations by funding grants to purchase medical equipment, aids, and devices, and by undertaking medical research into childhood diseases. Our people volunteered their time to set up over 180 laptops for the call centre and overflow sites, took donation calls, and provided on-site IT support, as well as making a monetary donation of $35,000.





Supporting families in need

Our Canberra team supported Kids in Care ACT Inc, a volunteer-run charity proudly supported by ACT Policing and Rotary Clubs of Canberra. They packed Go Bags for children entering emergency or foster care. Each Go Bag provides a small measure of comfort and dignity, filled with new items such as clothing, pyjamas, soft toys, toiletries, books, and other essentials to make the transition a little easier.

Our Scoresby Victoria team came together to support Anglicare Victoria's Backpack Day, supported also by technology partner Dell Technologies. 100 of our people, partners, and clients provided 500 backpacks, packed with essential supplies ready to be dropped off at emergency relief centres, and raised over $6,500 in the process.



Blood Bank

Atturra continues its connection to Lifeblood through blood and plasma donations. Across five states, our collective donations saved 225 lives.

Daffodil Day Dip

Several brave Atturra team members took the plunge into Sydney Harbour at Barangaroo's Marrinawi Cove for the Daffodil Day Dip 2025, raising over $5,000 for Cancer Council Australia.



Environmental accountability

Atturra is committed to reducing the environmental footprint of our operations and strives to actively promote sustainable practices among our partners and clients. Our environmental management policy aligns with ISO 14001:2015 Environmental Management standards.



We accomplish this through:

- Reviewing and enhancing our environmental policies and procedures regularly.
- Maintaining environmental compliance via internal and external assessments, with remedial actions taken as needed.
- Implementing systems to reduce resource consumption, waste, and greenhouse gas emissions.
- Prioritising eco-friendly products that are recycled, repurposed, or feature low energy usage where feasible.
- Choosing suppliers and subcontractors based on their ability to meet environmental standards.

Environmental stewardship is a shared responsibility across all team members, supported by regular training.

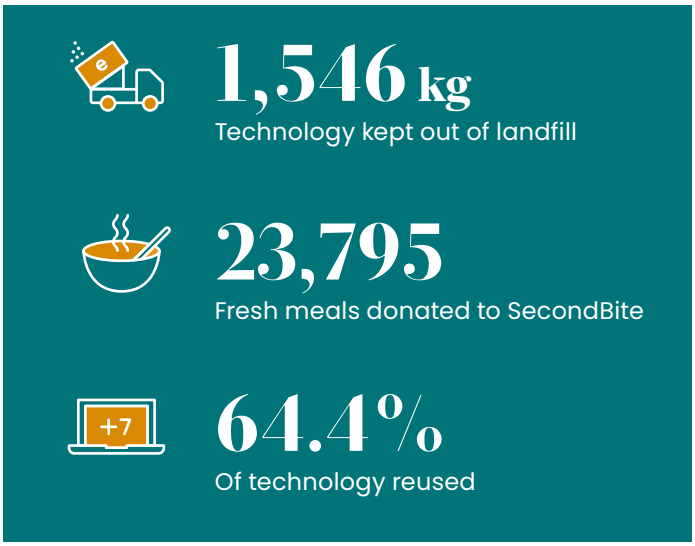
Environmental activities

Merchandise through BCorp supplier

We partner primarily with Position Promotions, an Australian BCorp Certified company, for our corporate merchandise. Products are made with a focus on more sustainable materials, responsible manufacturing, and reducing environmental impact wherever possible, and initiatives include supporting marginalised communities through their Social Impact Fund.

Technology recycling

Every Atturra office and several of our clients collaborate with PonyUp for Good, an e-waste sustainability partner that cleans and reuses decommissioned technology. Our progress for the year can be seen in the diagram below.



Office NABERS ratings

NABERS is Australia's government-endorsed sustainability rating framework for assessing the performance of commercial buildings. The majority of Atturra's premises maintain NABERS ratings ranging from 4.5 to 5.5.

Recycling

All our offices participate in recycling programs, including dedicated waste streams for paper/cardboard, plastic, general waste, and FOGO collection, where available, helping to further minimise our environmental impact.

Key takeaways

1

Ethics and governance

We have a robust Corporate Governance structure, overseen by the Board of Directors, providing the foundation for how we operate. Our organisational values of camaraderie, innovation, dedication, respect, and excellence, remain central to how we conduct ourselves across all business areas, and these embedded principles define and clarify expected behaviours. We hold regular internal audits to ensure compliance, and our people can raise any concerns through well-established channels.

2

People and culture

Our people remain one of Atturra's differentiators, and as we strive towards becoming an AI-first company, we've been focusing on capability building, so our people are equipped to do their jobs now and into the future. We continue to create an environment of possibility and growth within our organisation and wider community through increased access to learning, progressing our RAP, and sponsoring the first ever corporate scholarship for the Executive Indigenous Leaders Program (EILP) at the University of New South Wales.

3

Protecting our workplace and clients

Security remains the foundation of our technology leadership and is critical to our operations, clients and wider organisation and as we build, apply, and make AI part of how we work and grow. We've formalised our AI Governance Framework and updated the AI Use Policy, with Microsoft Copilot and OpenAI named as preferred enterprise AI platforms. We're trialling AI enhancements while retaining mandatory human and IT review, with the ambition to use these improvements to better serve clients and meet growing demands responsibly and sustainably.

4

Community support

Community engagement and support is important to the Atturra family, and in the last year our staff have raised thousands of dollars for local and national charities close to their hearts. These included those that focus on empowering women to return to the workplace, cancer research and supporting children in need. Our people also volunteered their time and technical skills to support WA's largest annual fundraiser.

5

Environmental accountability

We've continued our partnership with PonyUp for Good which resulted in 1,546kg of e-waste being saved from landfill and 64.4% of the technology being reused in the last financial year. We've maintained our partnership with a BCorp supplier that provides responsibly sourced branded products, while supporting marginalised communities.

What's next?

We are committed to maintaining, improving, and evolving our sustainability initiatives. We publish our progress in the annual sustainability report.

For any questions, please get in touch with us at

info@atturra.com


We'll lead
you there.
atturra
atturra.com