



Corporate Social Responsibility Policy

ENM Solutions Pty Ltd

ABN 98 601 664 582

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Version 3

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Introduction

Corporate social responsibility is the way ENM Solutions manages the effect our business has on people, communities and the environment. Our work touches customers, employees, contractors, suppliers and the communities we operate in, both directly and indirectly. This policy sets out the economic, social and environmental responsibilities we accept as a result, and the standards we hold ourselves to in meeting them.

This policy applies to all ENM Solutions directors, employees and contractors, and it sets out the standards we expect of the suppliers and partners we engage. It should be read together with our Human Resources Policy, Recruitment Policy, Environmental Policy, Privacy Policy and Reconciliation Action Plan, each of which covers a part of this commitment in more detail. Where this policy and a legal or regulatory obligation differ, the legal obligation applies.

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.”

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

Economic Responsibility

Philanthropy

The team at ENM Solutions are like-minded in our willingness and intent to give back to the community, including through the support of youth development in Australia and overseas. 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 several 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, including supplier and partner assessments through our Reconciliation Action plan, and thorough background research on ethical business practices.

Modern Slavery Statement

Modern slavery covers practices such as forced labour, debt bondage, servitude, human trafficking and the worst forms of child labour. ENM Solutions does not trade with suppliers that engage in modern slavery, and we expect our suppliers to hold their own suppliers to the same standard. The practices we treat as indicators of modern slavery include:

- 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, and we treat them fairly and ethically. We are an equal opportunity employer, and we work to maintain a culture that attracts and retains reliable, respectful and ethical people. We are registered with 'Racism. It Stops With Me.', through which we provide training and resources on anti-racism and inclusive leadership. We are committed to safe working environments free from physical hazards, and we treat mental wellbeing as seriously as physical safety. ENM Solutions has zero tolerance for workplace harassment of, or by, our employees. We encourage employees to raise with their manager any change, support or development that would help them do their work, including equipment, education or cultural leave. All employees and contractors must report hazardous conditions or workplace harassment to Management immediately. Our people are central to how we operate, and we work to keep our environment diverse, safe and healthy.

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, and we foster a culture where team members feel included and able to bring their whole selves to work. We believe this creates better experiences for our team, our clients and our customers, and that it improves business performance. Our Recruitment Policy supports this by encouraging all candidates to apply and by using channels that reach people from a broader range of backgrounds and experiences.

Anti-Harassment, Anti-Discrimination and Anti-Bullying

ENM Solutions is committed to a work environment free from harassment, bullying and unlawful discrimination, where employees and others in the workplace are treated fairly and with respect. We will not tolerate harassment of, or by, our employees, and reports are investigated and acted on. Anyone who experiences or witnesses this behaviour should raise it with their manager or with Management. Our Human Resources Policy sets out the full anti-bullying procedure, including how complaints are made and handled.

Human Rights

As an Australian owned and operated company, ENM Solutions supports internationally recognised human rights and complies with Australian anti-discrimination law. We prohibit discrimination or harassment on the basis of race, colour, sex, age, religion or belief, national or ethnic origin, genetic information, sexual orientation, gender identity or expression, disability, family or carer responsibilities, marital status, pregnancy, and any other attribute protected under applicable law, including any combination of those attributes.

Equal Employment Opportunity

ENM Solutions protects the employment rights of applicants and employees regardless of the attributes listed above. We support workplace gender equality in practical ways. Flexible working arrangements are available to all employees, gender pay equity is reviewed as part of our business planning and review cycles, and all employees are advised of their leave entitlements, including Family and Domestic Violence Leave, which is set out in our Human Resources and Recruitment Policies. We also take active steps to employ and advance women, people from minority backgrounds and people with disability, and we seek to work with organisations that hold the same equal employment opportunity values.

Reasonable Adjustments

ENM Solutions complies with all applicable laws concerning the employment of people with disability. We do not discriminate against people with disability in application procedures, hiring, advancement, compensation, training, or in any other term, condition or privilege of employment. A candidate or employee can request an adjustment at any point in recruitment or employment by speaking with their manager or Management, and we will work with the person to put reasonable adjustments in place.

Environmental Responsibility

Every business has a carbon footprint, and ENM Solutions works to reduce ours. We operate as a paperless workplace and recycle where appropriate, including technological devices. We plan schedules so that site visits and meter reading services require minimal driving, and we prioritise carbon neutral products and services. Because we provide services in the energy industry, we also recognise that energy production affects the environment. We support the use of renewable green energy and are actively involved in microgrid projects that bring green energy into Australian embedded networks. For more information, please refer to our Environmental Policy.

Sustainable Procurement

ENM Solutions looks beyond up front cost when making purchasing decisions. We assess the full life cycle of the goods and services we buy, including the costs of running and disposing of them, the environmental and social risks and benefits involved, and the broader impact of the purchase. We use what we buy for its full useful life to prevent unnecessary waste, and we favour suppliers whose products and practices reduce environmental and social harm.

Document History

Version	Date	Author	Comments
1.0	August 2017	ENM Solutions	Document Creation
2.0	August 2020	J. Pearce	Content Updates
2.1	March 2021	J. Pearce	Section Updates
2.2	September 2021	P. Papageorgiou	Branding Updates
2.3	July 2023	A. Gauld	Wording & Content Updates
2.4	August 2024	T. Steele	Content Updates
2.5	August 2024	T. Steele	Acknowledgement of Country
2.6	March 2025	A. Gauld	Minor updates
3	September 2026	J. Pearce	Wording and content updates. Added purpose and scope, modern slavery definition, and reporting routes.