



**Objective**

**Sustainability  
Report**  
2026

## Sustainability Report

**At Objective, sustainability informs how we operate today and how we plan for tomorrow. It means making thoughtful, responsible decisions today so we can operate efficiently, strengthen our business, and continue delivering positive outcomes for our people, customers, and communities.**

Our approach is practical and focused on the areas where we can make a meaningful difference. We are working to use resources thoughtfully and reduce waste, while continuing to build an inclusive and supportive employee experience where our people can grow their capabilities and careers. Strong governance, risk management, and information security underpin these efforts and guide how we make decisions every day.

Together, these practices strengthen Objective and our ability to deliver secure, trusted solutions for governments and regulated organisations; playing a key role to support our mission of delivering outstanding GovTech that helps build stronger communities and nations.



Official opening of Objective's new premises in Perth, within Palace Towers, that carries 5-star NABERS and Modestore Gold ratings.



## Environment

Environmental responsibility is a feature of how we operate at Objective. We focus on practical actions within our control, from the energy used in our workplaces and technology infrastructure to business travel, procurement, and waste. These everyday choices support our ambition for our global operations to reach Net Zero by 2050.

### Sustainability in practice

Sustainability is not just an isolated program at Objective; it is integrated into how we operate. From procurement policies that prioritise sustainable suppliers, to the design of our offices and the partners we choose, our decisions reflect our environmental commitments.

### Energy and emissions

Energy used across our offices and data centres represents an important area of our environmental footprint. In FY2024, we established a baseline for our Scope 1 and Scope 2 greenhouse gas emissions, providing greater visibility of emissions associated with our global operations.

We continue to focus on practical opportunities to improve energy efficiency across our workplaces. The majority of our Australian offices operate from buildings with NABERS Energy ratings of 5 stars or higher, including our Sydney headquarters with a 6-star rating. Our Reading office in the United Kingdom also operates from a building with a high-grade Energy Performance Certificate.

We continue to consider the environmental commitments and practices of our technology partners as part of our broader approach to sustainability. As a SaaS provider, our largest suppliers are providers of cloud infrastructure. Our SaaS platforms are primarily supported by Microsoft Azure and Amazon Web Services, partners who share a strong commitment to operating sustainably.

### Travel and commuting

With teams and customers across Australia, New Zealand, the United Kingdom, and the United States, some business travel remains important. We continue to manage travel carefully, prioritising in-person collaboration where it adds the greatest value and using digital collaboration wherever practical.

Our hybrid working practices also help reduce regular commuting. We encourage our people to consider lower-impact transport options, including cycling, walking, and public transport, where practical.

### Reducing e-waste

We take a practical approach to reducing electronic waste by considering the full lifecycle of our technology. We prioritise quality when purchasing equipment, extend its useful life wherever practical, and seek opportunities to repurpose devices before recycling them responsibly.

- **Direct acquisition:** purchasing high-quality equipment from suppliers with strong environmental commitments.
- **Extending useful life:** taking a needs-based, rather than time-based, approach to replacing laptops, servers, and other hardware; repurposing older equipment to lower priority roles before retiring.
- **Repurposing:** equipment that no longer meets requirements for internal use but is still operational is offered to employees for personal use.
- **Recycling:** working with certified e-waste recycling partners to ensure hardware unsuitable for repurposing is safely processed.

# 76%

decommissioned laptops  
were given to re-use

# 589kg

remaining electronic  
equipment disposed via  
e-waste, 0% sent to landfill



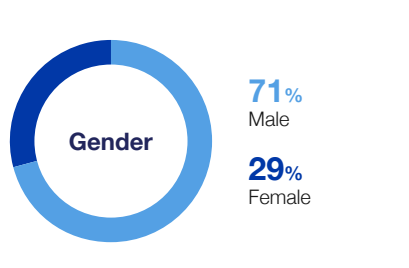
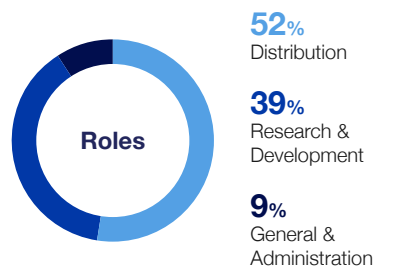
Tony Walls, CEO Objective Corporation and Hon. Stephen Dawson MLC acknowledging Objective's commitment to delivering outstanding GovTech to Western Australia for more than 20 years.

# Sustainability Report continued

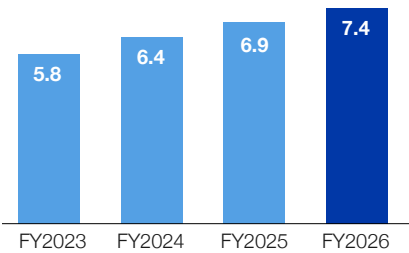
## Social

Our people are central to how Objective delivers for our customers and communities. We aim to create an environment where people feel they belong, can build their capabilities and careers, and are supported to do their best work. By investing in inclusion, development, connection, and wellbeing, we strengthen our culture and the capability of our teams.

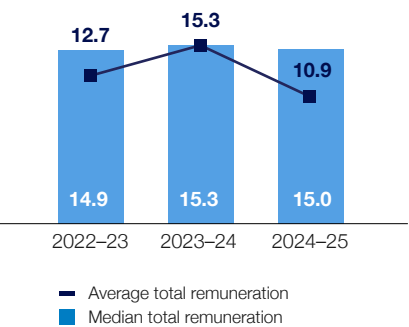
### Employee composition



### Average tenure (years)



### Gender pay gap over time (%)



Sharing knowledge, exploring ideas and collaborating at Activate 26.



Objective employees running the BBQ for Care South's employees' family day out.



Some of Objective's team participating in the 2026 City to Surf.



Objective colleagues from around the world strengthening connections at Activate 26.

## Diversity, equity, and inclusion

We are committed to creating an inclusive workplace where different perspectives are valued, people feel a sense of belonging, and everyone has the opportunity to contribute, develop, and grow.

Our reporting for the Australian Workplace Gender Equality Agency shows that Objective's average total remuneration gender pay gap reduced from 15.3% to 10.9% in 2024–25. This compares favourably to our industry comparison group at 14.6%, and the national average of 21.1%. Our median total remuneration gender pay gap was 15.0%.

### Programs and learning

We continue to build gender equity and inclusion into our employee experience. Objective Women's Network supports and advocates for women across Objective, providing opportunities for connection, personal development, and professional growth. Mandatory workplace training reinforces respectful behaviours, shared expectations, and the role we all play in creating a safe, inclusive, and effective working environment.

### Belonging and celebration

The cultural diversity of our people is celebrated through events and activities that bring employees together and strengthen connection. These include Mānawatia a Matariki (Māori New Year), Diwali, Lunar New Year, and Harmony Day, creating opportunities for our people to share traditions, stories, and food from the many cultures represented across Objective.

## Learning, development, and connection

We create opportunities for our people to build their capabilities, grow their careers, and reach their potential. Our approach combines structured programs, leadership development, technical capability building, and self-directed learning to support individual growth and strengthen organisational capability.

### Career development & leadership

During FY2026, we continued to invest in Women Rising, Male Allies, and Elevate, our Mentorship Program. These initiatives support career development and leadership capability while creating opportunities for our people to build networks, broaden their experience, and take on new challenges.

All employees have access to LinkedIn Learning, enabling flexible, self-directed development across a broad range of professional, technical, and leadership capabilities. Internal knowledge sharing, peer learning, and role-specific development provide further opportunities to learn from colleagues and build expertise.

These development opportunities help strengthen our internal capability and support career mobility. During the year, **10,492 learning videos** were completed, **8% of employees participated in mentoring**, and **32% of employees had an internal mobility opportunity**.

## Communication & connection

Our annual global employee conference, Activate, is another important part of learning and connection at Objective. Bringing our people together in Australia and the UK, Activate aligns employees around our strategic priorities, builds capability, and strengthens connections across teams and geographies.

Across three days of presentations, hands-on workshops, and collaborative sessions, our people share knowledge, explore ideas, and celebrate achievements from across Objective. These shared experiences help build momentum for collaboration and innovation throughout the year.

## Wellbeing

Supporting the mental, physical, social, and psychological wellbeing of our people helps create a healthy and sustainable workplace where people can perform at their best. We combine access to professional support with initiatives that encourage awareness, connection, and healthy lifestyles.

We promote positive mental health through awareness, education, and open conversations around events including Mental Health Awareness Month, Movember and Australia's Biggest Morning Tea. Our Employee Assistance Program provides employees with access to confidential counselling and support for a range of personal and professional challenges.

We also support physical wellbeing by making annual flu vaccinations available and encouraging our people to stay active and connect with colleagues. Participation in events including City2Surf, the Gong Ride, September, the Wollongong Running Festival, and the Push-Up Challenge combines physical activity with team connection and fundraising for community causes.

Together, these initiatives contribute to an employee experience where our people feel supported, connected, and equipped to thrive.

## Sustainability Report continued



### Governance

Integrity is one of Objective's core values and is embedded in how we work every day. It guides how we make decisions, work with each other, and build trusted relationships with our customers, partners, and the communities they serve. Our governance practices reinforce this culture, providing clear accountability, effective oversight, and a consistent approach to managing risk as we grow.

#### Governance framework

Our corporate governance framework provides clear oversight and accountability across Objective. It brings together Board oversight, management accountability, risk management, company policies, and independent assurance.

We regularly review our governance practices and policies to reflect regulatory requirements, evolving risks, and the needs of our business. Policies are accessible to employees through our internal systems, with key corporate governance policies and charters also available publicly.

We continue to maintain internationally recognised standards for Quality Management and Information Security through our ISO 9001 and ISO 27001 certifications. These provide independent assurance of the systems and processes that support our operations.

#### Risk management

During FY2026, we continued to embed our strategic planning framework across Objective, strengthening the connection between strategy, operational planning, accountability, and risk management.

The framework provides a consistent approach for translating our strategic priorities into plans across the business. Regular review and reporting provide greater visibility of progress, emerging risks, and opportunities, supporting informed decision-making by management and the Board.

Risk management is also integrated into everyday operations. Our teams consider risk across areas including product development, customer engagement, procurement, security, and operational planning. This helps us identify and manage risks as they emerge and supports the resilience of our business.

Our annual employee conference, Activate, remains an important part of communicating our strategy across Objective. It gives our people a shared understanding of our priorities for the year ahead, how their work contributes to them, and the operating disciplines that support their delivery.

Sharing learnings and strengthening connections at Activate 26.





Activate 26 brought the whole company together to understand the strategy and plans for the year ahead.

## Board and oversight

Our Board of Directors provides independent oversight of Objective's governance, strategy, and risk management. The Board is supported by its committees, including the Audit & Risk Management Committee and the People & Remuneration Committee, which oversee key financial, risk, people, ethical, and regulatory responsibilities.

The Board regularly reviews Objective's governance and risk management frameworks to ensure they remain appropriate for our business and its operating environment.

## Ethical conduct and compliance

Integrity is embedded in how we work at Objective. It shapes the decisions we make, how we work together, and how we engage with our customers, partners, and communities. Our policies reinforce this culture and provide clear guidance across areas including anti-bribery and corruption, whistleblowing, professional conduct, diversity and inclusion, and modern slavery.

Regular training helps keep these principles front of mind and supports our people to apply them confidently in their day-to-day work. We review our policies and training to ensure they continue to reflect our business, responsibilities, and operating environment.

We carry the same principles into the way we work with suppliers. Our procurement practices support responsible sourcing and ethical supplier relationships, with due diligence processes helping us identify and manage modern slavery risks.

## Security and privacy

Protecting information is fundamental to the trust our customers place in Objective. Many of our customers operate in government and highly regulated environments, where the security, privacy, and integrity of information are critical.

We take a comprehensive approach to information security, supported by established governance, systems, processes, and ongoing employee awareness. Independent certifications and assessments provide additional assurance that our security practices meet recognised standards and the requirements of the environments in which our customers operate.

## Security certifications and assessments



### ISO 27001 Information Security Management System

Providing an internationally recognised framework for managing information security risks.



### ISO 9001 Quality Management System

Supporting consistent quality management across our operations.



### IRAP assessments

Objective Connect, Objective Nexus, and now Objective RegWorks have successfully completed assessments under the Australian Government Information Security Registered Assessors Program (IRAP) for documents up to PROTECTED level.



### Cyber Essentials Plus

Providing independent assurance against the UK Government-backed cybersecurity standard.



### Defence Industry Security Program (DISP)

Supporting our obligations when working with the Australian Department of Defence and the broader defence environment.

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