

# Annual Give Back Report

FY 2024 - 2025

# THE YEAR THAT WAS

## 2025

2025 has been a big year for us as we worked to formally embed our GiveBack (or Corporate Social Responsibility) strategy, policies and processes.

This is an exciting evolution of Vertex as an organisation and a team.

As part of this focus, we chose to revise our mission statement to align with this commitment:

We will provide relevant, actionable and industry-leading Cyber Security advice, products and services to Australian and international businesses.

We will ensure these products and services are accessible for organisations of all sizes.

We will fulfil our mission whilst demonstrating the highest possible care and respect for our team, our clients, the environment and our local communities.

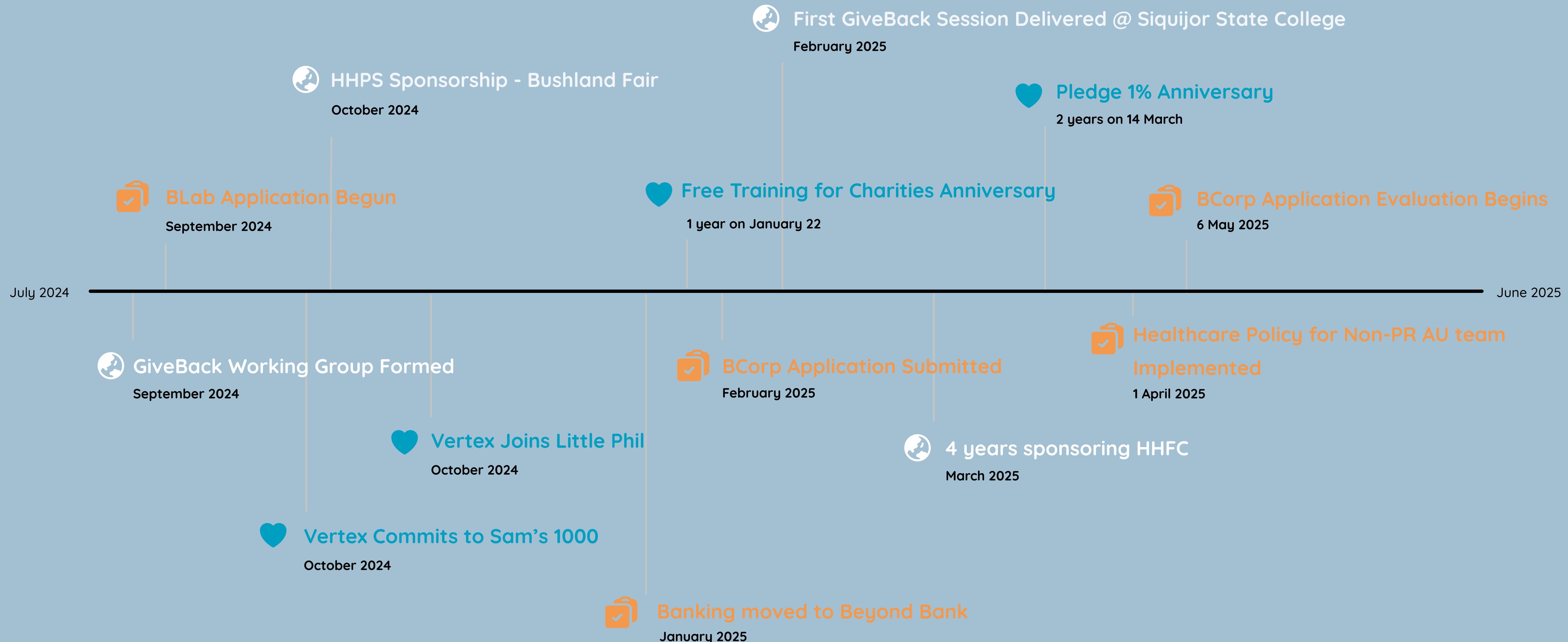
We aim to encapsulate and model the ethos of “business as a force for good” in our world.

We feel so blessed to work as part of a team who also believe in business as a force for good, and where we believe in treading lightly on the earth and each other.

- Martin & Melanie



# Our GiveBack Journey in FY 2025



# PLEDGE 1%

## Our Commitment in Practice

### Pledge 1% of Profit

Despite FY25 not being a profitable year, we still donated 0.38% of total revenue to charity and community organisations.

### Pledge 1% of Product

For every \$1 of Core training sales received, we donated \$0.65 worth of training to registered Australian charities.

### Pledge 1% of Time

We are starting to bring focus to team volunteering time via GiveBack program delivery and leave approved to spend time on community volunteering.

# Charities We Supported



Shepparton Access



Love Your Sister



Peter MacCallum Cancer  
Centre



Hope House



Kelp Forest Alliance



Share the Dignity



Mulwala Preschool  
South Sudanese Health  
Matters



Adara Development



Hope In Giving



Womens Welfare  
Australia



Wheatbelt & Beyond  
Mentoring



The Shepherd Centre



300 Blankets



Indigenous Futures  
Foundation



Currumbin Wildlife  
Hospital



Coffs Coast Wildlife  
Sanctuary



The Australian  
Gynaecological Cancer  
Foundation



Wyanga Aboriginal Aged  
Care

# Key Metrics & Targets



## Governance

Compliance with Vertex Code of Ethics & Business Conduct

Success Target | Current Actual

100% 71%



## Workers

Employees have Access to Adequate Healthcare

Success Target | Current Actual

100% 88%



## Community

GiveBack Sessions Delivered

Success Target | Current Actual

1 1



## Environment

Office Powered by Renewable Energy

Success Target | Current Actual

100% 100%



## Customers

Free Cyber Awareness Training for Charities

PLEDGE 1%

Success Target | Current Actual

100 charities 48 charities

Business Profitability

Success Target | Current Actual

15% -7%

Employee Satisfaction & Engagement

Success Target | Current Actual

90% 93%

Charitable Giving (as a % of revenue)

PLEDGE 1%

Success Target | Current Actual

1% 0.1%

Office Proximity to Public Transport

Success Target | Current Actual

<500m to min. 2 Achieved options

Low Bono Supported Charities

PLEDGE 1%

Success Target | Current Actual

1 charity 1 charity

BCorp Legal Amendment

Success Target | Current Actual

Implemented Implemented

Compensation Exceeds Family Living Wage Minimums

Success Target | Current Actual

100% 100%

Community Sponsorships (as a % of revenue)

PLEDGE 1%

Success Target | Current Actual

1% 0.28%

Air Travel - Economy Class & Carbon Offset

Success Target | Current Actual

100% TBC

GDP Based Pricing for SaaS Products

Success Target | Current Actual

Implemented Planned

Employees have Access to Retirement Savings Plans

Success Target | Current Actual

100% 35%

Impactful Banking (BCorp certified)

Success Target | Current Actual

TBC TBC

Electronic Waste Recycled Responsibly

Success Target | Current Actual

100% 100%

# What does it all add up to?



**\$1,860**

TOTAL AUD DONATED  
TO CHARITIES

**\$3,895**

TOTAL AUD SPONSORSHIPS  
TO COMMUNITY ORGANISATIONS

**\$24,751**

TOTAL AUD SPENT ON  
HEALTHCARE

**\$6,289**

TOTAL AUD SPENT ON TEAM  
TRAINING

**\$25,320**

AUD VALUE OF DONATED CORE  
TRAINING (422 USERS)



## BCorp Application Update

February 2025 - Application Submitted

May 2025 - Initial evaluation commences

May 2025 - Evaluator queries our “Track” based on the number of team members based in the Philippines (track is updated from Global Developed to Emerging Market and Vertex falls below the 80 point criteria for assessment)

June 2025 - Escalation put forward for our request to be assessed on the “Developed Market” track

July 2025 - Escalation remains in progress

# GiveBack in FY 2025 - 2026

## What do we want to achieve?

- Validate our key metrics & score card so we feel confident we are tracking the right measures
- Better tracking and reporting of GiveBack related time and dollars
- Better carbon tracking and reporting via a tool such as SumDay
- Changes to our Parental Leave Policy so it does not differentiate between primary and secondary caregivers
- Explore GDP based pricing for our Vertex developed platforms for equitable access globally
- Explore ways to better invest in the health and wellbeing of the team
- Implement a formal Volunteer Leave Policy
- Achieve BCorp Certification