



2024/25

SUSTAINABILITY REPORT



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A MESSAGE FROM NATHAN LOWE

Sustainability is no longer an aspiration; it is an expectation. Around the world, organisations, communities and individuals are taking real steps to create a more resilient, responsible and equitable future.

At ASI, sustainability is now deeply embedded in how we think and operate. Over the past year, we have moved from commitment to action — strengthening our frameworks, measuring our progress and integrating environmental, social and governance principles across every part of our business.

We continue to focus on running a business that respects the planet, supports our people and partners, and contributes positively to the communities we serve. From reducing our environmental impact and improving supply chain transparency, to fostering inclusion and supporting innovation in education and technology, sustainability guides our decisions every day.

This progress has also been recognised externally. In 2025, ASI Solutions was proud to be named the inaugural Sustainability Partner of the Year at the ARN Innovation for Good Awards. A milestone that acknowledges the practical steps we are taking to embed sustainability into our operations and offerings.

This ESG report reflects that evolution. It highlights the progress we have made, the lessons we have learned and the priorities that will shape our path forward. It is about accountability; demonstrating that our words are matched by measurable action and meaningful outcomes.

We recognise that real change only happens through collaboration. Our success depends on the continued commitment of our customers, suppliers and team members who share our vision for a sustainable future.

Together, we are building a business and a legacy that balance growth with responsibility. Thank you for being part of that journey.

Nathan Lowe

Managing Director
ASI Solutions

ABOUT ASI

Our business

ASI Solutions provides innovative technology solutions to public and private sector organisations throughout Australia and New Zealand.

We help our customers to use the power of technology to drive efficiency, change, and innovation. Our technology solutions span artificial intelligence (AI) and big data, cloud services, mobility, digital transformation, security, and disaster recovery.

We build our solutions on technology from the world's leading IT vendors and support them from inception to responsible disposal.

Our business was founded in 1985 and has approximately 195 employees across Australia and New Zealand. We are a family owned, 100% Australian SME.

Advancing technology, enhancing sustainability.

Our purpose

Making lives easier

Our difference

Agile, reliable technology at scale

Our core values



Own the outcome



Get stuff done



Win together



Think boldly

Acknowledgement of Country

ASI operates out of multiple locations across Australia and acknowledges the traditional owners of the lands on which we work. We respect the history and rich cultural heritage of our shared environment and aim to reduce the footprint we leave.

ASI acknowledges the traditional custodians of the lands on which we live and work and pays respect to Elders past, present, and emerging.

Botany - Gadigal

Belconnen - Ngunnawal

Mulgrave - Wurundjeri Woi Wurrung and Bunurong people of the Kulin Nation

Adelaide - Kaurna people of the Adelaide Plains

Fortitude Valley - Turrbal and Jagera/Yuggera Indigenous groups

Mildura - Ladji Ladji Tribes

Perth - Whadjuk Nyoongar people

Hobart - Muwinina Land, known as Nipaluna

Auckland - Tāmaki Makaurau

SUSTAINABILITY VISION AND HIGH-LEVEL GOALS

Our sustainability vision is: Elevating our impact through sustainable technology

As a company that delivers innovative technology solutions, we want to create an impact for all our stakeholders. We aim to provide solutions that are not only sustainable in their sourcing and supply, but which help our customers to run their organisations in a more sustainable way.

Our clients value operational excellence, and good governance, so they can reduce their risk of service disruptions and can be sure of data privacy and security.

Our overarching goals are therefore:

Fair work across supply chain.

Reduce our carbon footprint.

Prioritise security and privacy.

OUR GUIDING PRINCIPLES FOR SUSTAINABILITY

We are inspired and guided by the principles of:

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) provide a framework outlining the 17 specific areas that need to be addressed to achieve sustainability for all. We believe it is important to firmly align our strategy within this global framework.

The UN's 17 SDGs also form the Australian Government's framework to achieve greater sustainability by 2030.

The Australian Government's focus is on regional stability, security, and economic prosperity, along with promoting gender equality and governance.

ASI will align our future initiatives with the goals of the Australian Government, underpinned by the SDGs in the areas we can have the most impact.

**SUSTAINABLE
DEVELOPMENT GOALS**



ASSESSING PERFORMANCE

We align our efforts against key international, Federal Government, and State Government frameworks.



ISO 9001

ISO 9001 is an internationally recognised standard for quality of products and processes.

ASI has held ISO 9001 continuously since 1991.



ISO 27001

ISO 27001 is an internationally recognised standard for information security management systems (ISMS).

ASI has achieved ISO 27001 certification.



Workplace Gender Equality Act (2012)

ASI reports annually as required by the Act.



Modern Slavery Act (2018)

ASI submits a statement annually as required by the Act.



Government Social Procurement Framework

The Australian Government places a high degree of focus on social procurement and environmental sustainability. ASI follows the frameworks to practice social procurement when making purchases.



OUR 24/25 PROGRESS AGAINST THE THREE ESG PILLARS

We have taken significant steps forward in enhancing our environmental sustainability, social sustainability, and governance in 2024-2025. Here we look back and summarise those achievements.

Environment

Environmental sustainability comes through understanding our impact and taking action to reduce it. It means us taking the long view and acting now to secure our environmental health and stability for the future.

In reviewing and taking action towards environmental sustainability, we look at our own operations, our supply chain, and how we can proactively help our clients to reduce their impact.

We choose to work only with manufacturers who share our commitment to environmental sustainability and who have robust programs in place to reduce the emissions they produce in manufacturing, packaging, and shipping their goods.

We design our solutions with consideration for the entire technology lifecycle, from manufacturing, packaging, and distribution through to operation and end of life reuse or recycling.



Our achievements

In 2024/25 we obtained our Climate Active certification. This means we've defined a clear emissions boundary, measured our greenhouse gas emissions, taken steps to reduce them, and offset the remaining emissions to reach carbon neutrality in line with the Climate Active Carbon Neutral Standard.

Our carbon inventory is independently validated/assured as part of the certification requirements, and the certification must be maintained and reported on over time.

We will work with our suppliers to better understand their environmental impact and to partner with them to reduce this year on year.



Energy usage

- We have automated lighting in our Sydney office, so that lighting is not on when not needed.
- ASI buys green power for our Sydney and Melbourne offices.
- Our warehouse and configuration centre has facilities for IT equipment recycling, with the IT waste bin collected and recycled by SPEcycle.
- We recycle all cardboard from packaging.

In New Zealand, our ASI cloud offering is deployed in the CDC data centre, which uses

100%

**RENEWABLE ENERGY AND IS
CERTIFIED CARBON NEUTRAL.**

Asset recycling

ASI has enhanced our repurposing and recycling offer to customers through our partnership with market-leading IT Asset Disposition (ITAD) organisation, Lifecycle+. When devices reach the end of their useful life in our customers' organisations, we offer services to extend their lifecycle through donation or remarketing or, when this is not feasible, to send the devices for eWaste recycling where over 99% of the materials go towards creating new products, avoiding landfill.

Seedling Bank

Through our partnership with Lifecycle+, ASI supports Planet Ark's Seedling Bank. Assets are submitted for buyback/repurposing and seedlings are donated to the program, supporting reforestation and working with schools and other community members to create a greener future.



In the year to June 30 2025,
ASI submitted

1,694

DEVICES TO THE PROGRAM.

Sustainability partner of the year

ASI Solutions was recognised as the inaugural Sustainability Partner of the Year at the 2025 ARN Innovation for Good Awards, acknowledging our commitment to using technology as a driver of positive environmental and social outcomes. This recognition reflects the progress we've made across circular lifecycle practices, supplier and community initiatives, and our approach to carbon measurement and offsetting.



**Innovation for Good
Sustainability Partner**



Social

Social sustainability occurs when societies are strong and robust. We have a role to play in creating a workplace that is ethical, safe, and supportive for our teams, and in supporting enterprises that operate for social good.

For ASI, social sustainability is about the kind of company we want to be and the way that we operate, that encompasses the working environment we provide for our staff, the role we play in our community, and the example we set for our industry.



Social procurement

ASI recognises the potential of social procurement to make a difference to the social fabric of our communities. For us, social procurement means harnessing the power of the money we spend to deliver socially and environmentally sustainable outcomes. We recognise that, by spending differently (not necessarily spending more), we can create social value over and above the value of the goods being procured.

We work with B-Corp and social enterprises (via our membership with Social Traders) to deliver impact led outcomes and strengthen the communities we serve.

In 24/25 we purchased from five social enterprises. Additionally, we have chosen to purchase office supplies in Victoria, from an organisation that supports First Nations people.

Member **2025**

Social Traders

BUYER FOR GOOD



Victoria Fair Jobs Code

In December 2024, ASI gained a Fair Jobs Code Pre-Assessment Certificate, supporting our eligibility to tender for relevant Victorian Government work and reinforcing our commitment to safe, secure and inclusive workplaces. The certificate demonstrates that ASI has a history of compliance with workplace relations and WHS laws.



Our workplace progress and recognition

Refreshed purpose and core values

In 2024/25, ASI refreshed our company values and core purpose, aligning our direction through a 10-year vision and 3-year goals to guide decision making and support sustainable, people positive growth.

Employee focus group

Building on this, we established Culture Collective, an employee led group that creates space for connection, feedback and action to strengthen inclusion, belonging and wellbeing across the organisation.

WIICTA

ASI also celebrated industry recognition and development, with Cecilia Huang named Shining Star (Partner) at the ARN Women in ICT Awards (WIICTA) 2025.

Development programs

To keep building the next generation of talent, 15 of our female team members attended WIICTA Plus, ARN's mentoring program designed to support graduates and early career professionals through career advice, mentoring sessions and one-on-one meetings with industry leaders.



Achievements in the community

Increasing digital literacy

ASI's Digital Skills Team continued its support for its 'Digital Inclusion' project. The project is aimed at uplifting the digital skills of all citizens in Western Australia.

[WA Digital Inclusion Project](#)
[Digital inclusion](#)

The total reach of this program now exceeds 11,000 people.

Skills for the future

Developing skills for the jobs of the future is a key element of sustainability. ASI's apprenticeship scheme offers school and university leavers the opportunity to train in STEM roles and prepare themselves to take on the work roles of the future.

Corporate giving

Charitable donations and corporate giving play a part in nurturing and strengthening the local communities in which we operate. We have supported the Dry July Foundation, CMRI, Sydney Children's Hospital, Lions Club, RFS, Cancer Council, MS Australia and the Myeloma Foundation. We additionally support multiple local charities, sports teams, and organisations regularly.

Accessibility support

Over the past year, we partnered with Microsoft to deliver inclusive gaming workshops at Westmead Children's Hospital and Monash Health, introducing clinicians and individuals with mobility challenges to accessible technologies such as the Xbox Adaptive Controller. This work builds on expertise developed through visits to Microsoft's Inclusive Tech Lab in Redmond, and reflects how accessible hardware can support gaming as well as broader device accessibility.

At Westmead, our team configured adaptive hardware and customised game settings to support children recovering from acquired brain injuries, helping enhance rehabilitation outcomes while fostering confidence and social connection.

At Monash Health, we co-hosted the Pathways to Possibility workshop, providing hands-on demonstrations that equipped clinicians and occupational therapists with practical ways to use adaptive gaming to support physical and cognitive rehabilitation and overcome barriers in traditional gaming.





Governance

We take sustainability seriously and this is reflected in our governance model. Our policies and practices are driven from the top of our organisation and reach every part of our business. Through strong governance, we show clients, employees, and suppliers that sustainability is a cornerstone of our business.



Executive sponsors and executive champion

The executive sponsors of our ESG initiatives are directors, Nathan Lowe and Justin Lowe.

Our executive champion for ESG is our Director of People, Culture, and Sustainability, Sharon Dunn. Sharon is responsible for ensuring that sustainability is embedded into our business culture and processes.



Measuring our impact

We manage our sustainability policies and initiatives through:

An ESG Board – the Board's primary role is to ensure we put our efforts into the right activities: the ones that will make the biggest difference and that we support/believe in. The board approves initiatives from an ESG perspective and is responsible for understanding and communicating regulations, legislation, and reporting requirements to the rest of our organisation.

An ESG repository – we have great collateral in many places. The repository is the central source of information to streamline reporting or pull together tender documentation.

ESG Focus Group – if sustainability is to become embedded in all that we do, it is essential to engage our employees in our activities. Our ESG Focus Group (called the Culture Collective) is made up of representative employees from across the business. They are a sounding board to test new ideas and are our champions of change. The Culture Collective ESG Focus Group enables our leadership team to increase internal engagement and spread the load.



Our policies

The foundation for our approach to sustainability is made of the policies that define how we manage our business, support our staff, and engage with our supply chain. The policies that define and drive our sustainability approach include:



- ✓ Diversity and Inclusion Policy
- ✓ Education and Study Assistance Policy
- ✓ Employee Code of Conduct
- ✓ Employee Handbook
- ✓ Environmental Policy and Environmental Management Systems
- ✓ Fair Treatment in the Workplace Policy
- ✓ Modern Slavery Statement
- ✓ Policy on Leaves and Other Entitlements
- ✓ Privacy and Confidentiality Policy
- ✓ Procurement Policy
- ✓ Quality Policy and Quality Manual
- ✓ Recruitment and Selection Policy
- ✓ Workplace Health and Safety Policy and Procedures



Modification and review

We will review our ESG strategy and plans on an annual basis. We will conduct a gap analysis to identify future requirements for capability development against current capabilities and required steps to address those gaps in building organisational ESG capability.

FUTURE COMMITMENTS

We are proud of the progress we have made in integrating sustainability across our business, but we know this is only the beginning. The next stage of our journey is about deepening our impact, setting clearer goals, and driving measurable results that create lasting value for our people, our customers, and our communities.

In the year ahead, we will continue to strengthen and refine our ESG approach. A key focus will be developing and delivering our comprehensive ESG strategy, ensuring it is fully aligned with our broader company goals. This strategy will help define our priorities, measure our progress, and embed sustainability across every part of ASI.

Our commitment remains clear: to turn intention into action and action into impact. Every decision we make will continue to reflect our responsibility to the environment, our society, and the future we are helping to shape.



Family friendly workplace

Family Friendly Workplaces. FFW is a certification developed by UNICEF Australia and Parents at Work. It encourages organisations to support working families and carers by improving workplace policies and practices.

ASI aims to achieve the Family Friendly Workplace certification by 2028.

Gender balance

We aim to improve our gender balance and have a target that, by 2028, 30% of the overall workforce and 9% of our STEM roles will be held by women.

We are committed to reducing our gender pay gap by 50% and we report annually to the Workplace Gender Equality Agency.

Increasing our spend with social enterprise suppliers

We will add two new social enterprises every year to our supplier list for office related services and increase our spend in the social enterprise sector.

Extension of the Digital Inclusion project in Western Australia

The 2024/25 Digital Skills sessions were very well received and there has been overwhelming demand for more. In 2025/26, ASI is running more workshops, expanding our reach.

Accessibility support

Going forward, we will expand our accessibility support by broadening inclusive gaming and adaptive technology programs across additional hospitals and community partners. We will continue developing our expertise in accessible hardware, informed by our work with Microsoft's Inclusive Tech Lab. Our commitment is to ensure technology remains an enabler for people of all abilities in the year ahead.



ASI is committed to environmental and social sustainability, and to strong governance to embed these principles into everything we do, set goals, and measure our progress. We have this commitment because it is the right thing to do for our people and our planet, and because it is sound business strategy that will see the ASI business grow, thrive, and become a business that supports our clients and staff for generations to come. We look forward to working with all our stakeholders to build on our progress so far, and to turn our aspirations into the reality of a sustainable future for all.

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