



# PX for Good

Our commitment to corporate social responsibility

Approved by the Board of PX Partners Pty Limited ACN 638 244 498

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PX Partners Pty Limited is headquartered in Sydney, Australia, on the unceded land of the Gadigal people of the Eora nation. We acknowledge the Traditional Owners of Country throughout Australia. We are in awe of the knowledge shared over millennia and aspire to share knowledge in what we do. We recognise their continued connections to land, sea and community. We pay our respect to their Elders past, present and emerging.

## 1 Overview

PX Partners Pty Limited (**we, our**) helps businesses achieve their governance, risk & compliance (**GRC**) objectives. Based on real life practitioner experience (**PX**), we bring leading expertise to support clients with pragmatic, sustainable solutions that do not compete with customer experience.

You can expect progressive transparency, leading expertise and pervasive rigour in everything we do.

*PX for Good* is our commitment to Corporate Social Responsibility (**CSR**). This is our responsibility toward our world. Our company's existence is not lonely. It is part of a bigger ecosystem of people, values, other organisations and nature. Our social responsibility is to give back to the world just as it gives to us.

*PX for Good* outlines our tangible commitment and efforts to give back to the world as it gives to us.

## 2 Our commitment

We are a responsible business that strives to meet the highest standards in everything we do. Our commitment to CSR is made up of three components:

### ► We are true to our ethics

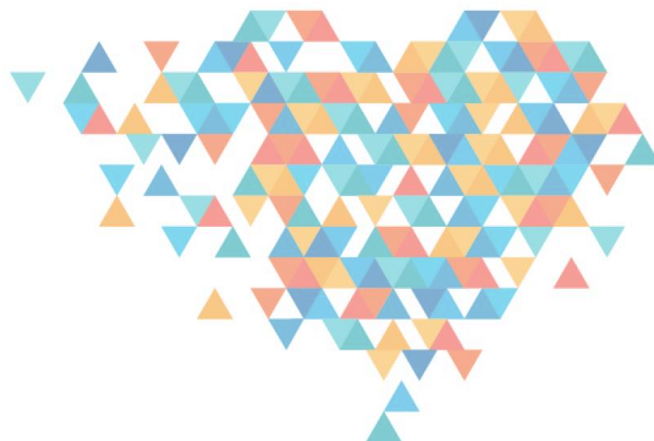
Our ethics refers to our commitment to legality and willingness to observe community values.

### ► We give back

By giving back, we undertake to promote human rights, help communities and protect our natural environment.

### ► We care about people

Our activities protect, promote and progress people inside and outside of PX Partners.



## 3 Our ethics

### 3.1 Operate legally

We will:

- Respect the law
- Comply with internal policies
- Ensure that our business operations are legitimate
- Keep every partnership and collaboration open and transparent.

### 3.2 Conduct business with integrity

We conduct our business with integrity and respect. We promote:

- Safety and fair dealing
- Respect for our clients and the community
- Anti-bribery and anti-corruption practices.

We have a separate code of ethics - '*Our Ethics*' - which is available on request.

communities, and improve the wellbeing of people and our planet.

- For the goods and services we require for the running of our business we:
  - First seek to source from businesses owned by First Nations People.
  - Seek to source in way that minimises or mitigates environmental impact (e.g. sourcing locally or from businesses with more sustainable business practices).
  - Aim to use suppliers and business partners that share our values in terms of contribution to the community.
- We have a paperless working environment and will only print documents where it is absolutely necessary.
- We provide our services to not for profit organisations on a pro bono and low bono basis.

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### Ethics in action

Where possible, we adopt a fixed pricing model for our engagements which gives certainty of costs and deliverables to our clients. This ensures our incentives are aligned with the clients whom we serve.

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## 4 Giving back

### 4.1 PX for Good

We believe in doing good business and business for good. We have therefore weaved our *PX for Good* philosophy into how we operate, to recognise that we have a duty to promote human rights, help communities, and protect our natural environment.

Our commitment to giving back is:

- 10% of our profits are directed to charities and social enterprises that support our communities, including Aboriginal and Torres Strait Islander

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### Giving back in action

Since our inception in 2020, we have provided support through donations to the following organisations:

1. [Wayside Chapel](#)
2. [Wurringa Baiya](#)
3. [Mahboba's Promise](#)
4. [Effective Altruism Australia](#)
5. [Ronald McDonald House Charities – Greater Western Sydney](#)
6. [Sydney's Children's Hospital](#)
7. [The Royal Children's Hospital](#)
8. [Batyr](#)
9. [Women's and Girl's Emergency Centre](#)
10. [One Girl](#)
11. [Aboriginal Legal Service](#)
12. [Chris O'Brien Lifehouse](#)
13. [MND Australia](#)
14. [AUSLMAT](#)
15. [ANZGOG](#)
16. [Father Chris Reilly Youth Off the Streets](#)
17. [Alliance for Gambling Reform](#)

We continue to use office space that is carbon neutral and operated by a [Certified B Corporation](#).

Our support mentoring two asylum seekers in FY2023 helped both achieve sustainable employment and exit crisis accommodation.

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## 5 Care for people

People are the key to the success of our business both inside and outside of our company.

We strive to maintain a culture where we work as one team to benefit our clients and stakeholders. This means all permanent employees that have completed one year with us, regardless of position within the company, are offered the opportunity to be owners via our Employee Share Option Plan.

We recognise the importance of representation in the make-up of the PX Partners team. For us, having a team that represents the diversity in the world provides us the diversity of experience, background, thought and expression which are critical to our success. It also recognises that unearned privilege, rather than earned merit, is often the reason for systemic advantage or disadvantage.

In 2021 we announced that we would maintain 50% women representation was we grow. This is a commitment that we have not met.

What we have learned is that we need to try harder. We need to consistently apply leading practices that have been shown to reduce systemic biases whether based on gender, cultural or other forms of representation.

The progress of women remains deeply important to us. And, until we have a permanent headcount where tangible representation targets aren't impacted by a +/- 1 personnel change, we will instead centre our efforts on making meaningful changes to our process.

This means:

- Working with recruitment partners that share our values and apply better practices (such as blind screening)
- Structured interview and assessment processes, so that all candidates receive a consistent experience and opportunity to show themselves.

- Ensuring at least two genders are involved in the first interview with candidates.

In addition to this, we adopt the following practices:

- We acknowledge and pay respect to the Traditional Owners of the lands on which our business operates.
- We will never undertake any action which risks the safety of our employees or the community in which we operate.
- We encourage the PX Partners team to pursue social and environmental causes which are important to them by providing time off and other supports.

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### Representation and inclusion in action

We recognise that we don't all have the same customs, traditions and history and therefore do not celebrate or mark the same holidays or occasions. The PX Partners team is welcome to take their time off whenever they want to celebrate or commemorate. There are no prescribed days off.

In 2021 we piloted blind recruitment practices in a tangible attempt to eliminate bias where we could and will continue to improve our recruitment practices.

All public forums hosted by PX Partners begin with an Acknowledgement of Country and we name the Country we operate in wherever our address appears.

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## 6 Responsibility & reporting

We act to promote our identity as a socially aware and responsible business. The CEOs and Directors of PX Partners are accountable for promoting and enabling *PX for Good* and are also responsible for resolving any CSR issues.

*PX for Good* will be updated at least annually to ensure that it remains accurate and provides recent case studies of our CSR activities in action. *PX for Good* will be made available on the PX Partners [website](#).