

Community Policy

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1. PURPOSE OF POLICY

GoodWolf's purpose is to guide organisations and their communities to invest in a stronger, fairer and more sustainable civil society. Deep respect for our community is embedded in our approach. They are the ultimate beneficiaries of our clients, and the ultimate focus of our work.

The purpose of this policy is to provide guidance as to how GoodWolf interacts and engages with our community, enabling GoodWolf to uphold the organisation's values and principles as they engage with the community.

2. APPLICABILITY & SCOPE OF POLICY

The policy applies to all employees and sub-contractors of GoodWolf Partners Pty Ltd.

3. OUR COMMUNITY PRINCIPLES

GoodWolf commits to the following principles and practices:

- GoodWolf is committed in principle, policy, and practice to maintaining an environment which prohibits discriminatory behaviour and provides equal opportunity for all persons.
- As a service provider, and alongside our commitment to non-discriminatory practices in employment or client service, GoodWolf seeks out and considers the needs and feedback of the community that are the proposed beneficiaries of our client's work.
- With respect to First Nations peoples, we will make explicit acknowledgements to their stewardship of the land on which we meet at appropriate meetings of stakeholders and community. GoodWolf is committed to learning from and adapting its practices for our First Nations stakeholders and First Nations communities in Australia. We will seek to develop and deepen our cultural understanding as individuals, and as a team, with the support of an appropriate advisors. Where appropriate, we will seek to partner with First Nations consultant on specific projects, community consultations or proposals.
- We also seek to ensure our work, and where possible our project governance, is reflective of the diversity of the stakeholders involved and affected by the work we conduct.
- GoodWolf operates in transparent, fair and inclusive manner. We commit to meaningful engagement that enhances and continuously builds trust with our community reflective of our values of: alchemy, connection, essentialism and delight.

4. OUR COMMUNITY COMMITMENTS

GoodWolf will allocate appropriate resources to support the needs of stakeholders, including those driving change for under-represented stakeholders in our community, and seeking to ensure our methods and outcomes are culturally appropriate, safe and accessible for all.

This includes:

- Benefit Corporation ('BCorp')
 - GoodWolf has successfully registered as a Benefit Corporation (or 'BCorp') as of May 2023.
 - Our listing on the BCorp Registry is <https://www.bcorporation.net/en-us/find-a-b-corp/company/good-wolf-partners-pty-ltd/> and shows an overall impact score of 98.3
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We will endeavour to improve this impact score at the next review date in 2026, while abiding by and implementing best-practice principles of business that creates mutual benefit for us, our community and our environment

- Advisory Committee
 - As part of our BCorp requirements, GoodWolf will look to build out an Advisory Committee to help guide and shape its purpose, mission and services. Once the Advisory Committee has been established, we will instigate discussions and engagement with its members on a biannual or periodic basis to help GoodWolf shape its strategy and make its best contribution to the community through its advisory services.
 - Until this point, GoodWolf has engaged the services of a Business Coach to guide our service design and culture.
- Profit Allocation
 - GoodWolf makes a target allocation of **3% net profit of the preceeding financial year** in a combination of direct donations to registered charities, or to a community fund called the 'GoodWolf Foundation' managed by the Port Phillip Community Foundation.
 - Longer-term, this will be the fund through which GoodWolf makes its community donations each year, and manages its employee matching gifts.
- Volunteering
 - GoodWolf will provide the opportunity, and encourages, its contractors and employees to participate in Board and Community roles of for-purpose organisations, or other activities such as mentoring .
 - GoodWolf encourages its contractors and employees to track and record the hours of volunteering and civic work on a quarterly basis. This may include an individual offering their services, skills, and experience within the designated hours to perform an agreed task without conflict of interest to the fee-for-service work provided by GoodWolf. Any possible conflicts of interest of this work will be openly declared to GoodWolf management.
 - GoodWolf tracks and reports on this volunteering work on a quarterly basis, by number of organisations/entities/individuals and total number of hours, as recorded by ProjectWorks in a dedicated project code.
- Matched Giving
 - GoodWolf provides the opportunity for its employees to participate alongside this community giving fund to support community impact projects of interest to them.
 - GoodWolf employees on fixed or maximum term contracts are each offered the opportunity for a fixed matched giving amount per financial year for a charity registered with the ACNC, and this will be matched by GoodWolf.

5. PROCUREMENT

At GoodWolf, we believe that we can further our purpose of creating a fairer, stronger and more sustainable civil society in how we contract services. By managing the inclusion and impact through our supply chain we can both participate in the more responsible procurement of services, as well as signal to the market the importance of these values. Businesses that are members or certified as BCorp, Social Enterprise, will be of particular interest to us, as well as those registered as 'Local' to GoodWolf's places of work.

We seek out the following key characteristics in terms of selecting suppliers and services which are set out in a Supplier Questionnaire in **Appendix 2** in addition to the quality and value of the services provided:

- Social purpose businesses, and Benefit Corporations or 'BCorps';
- Women-led businesses;
- Small and medium enterprises that have inclusive hiring policies;
- Businesses that track their environmental impact and act to reduce environmental harm and contribute to solutions;
- Businesses that explicitly strive for gender equity

As a guide. The UN Global Compact, as outlined in **Appendix 3**, sets out the 10 principles for responsible business practices.

In line with our BCorp registration, we will review our suppliers annually (at the beginning of each calendar year in February) to refresh our understanding of our suppliers. This includes our bank and accounting services.

6. RESPONSIBILITY & IMPLEMENTATION OF POLICY

This policy is the responsibility of all sub-contractors and employees of GoodWolf Partners Pty Ltd. This policy is implemented as of the effective date below, which is also the last date of the review.

7. EFFECTIVE DATE

This policy was last reviewed on 15 March, 2024

This policy is effective as at 15 March, 2024

8. APPENDIX 1. GOODWOLF ADVISORS

The GoodWolf Advisory Committee will be re-established in due course, and meet twice per year/joins GoodWolf Team on its quarterly strategy meetings.

At the time of this review, our list of advisors currently include the following:

- Silvia Regos, GoodWolf Business Coach (under review)
- Rachel Audige, Innovation Advisor
- John Spierings, Social Policy Advisor
- Seak-King Huang, Legal Advisor

9. APPENDIX 2. UN GLOBAL COMPACT ON RESPONSIBLE BUSINESS PRACTICES

While many potential frameworks exist to establish expectations for responsible business practices, perhaps none are as generally relevant and widely accepted as the core principles of the United Nations Global Compact. Companies can also be formal signatories to the compact, enabling one level of verification of supplier's commitments to the principles included. The ten principles are:

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.