

2019

Environmental, Social and
Governance Report

Designing the way forward



A TASTE OF HARMONY



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Our Approach to Sustainability

Isentia is committed to sustainable business practices and to incorporating environmental, social and governance responsibilities into daily operations globally. Environmental, social and governance considerations are core fundamentals in the way we conduct business and in the relationships we seek to build with all our stakeholders.

We recognise that embedding these responsibilities in our daily business practices protects and enhances shareholder value and assists us in identifying and capitalising on opportunities to create further risk-reduced value and growth.

The following report aims to provide insights into Isentia's performance in the wider context of sustainability and to highlight the company's commitment to environmental, social and governance practices.

The preparation of this report was guided by the Global Reporting Initiative's (GRI) G4 Sustainability Reporting Guidelines that were published in 2013. The GRI is an international, independent organisation that helps businesses communicate their impact on critical sustainability issues. The GRI Sustainability Reporting Guidelines are one of the most recognised standards for sustainability reporting that enable organisations to measure and understand their most critical impacts on the environment, society and the economy.

As a company listed on the Australian Securities Exchange Limited (ASX), Isentia is committed to compliance with the ASX Corporate Governance Council Corporate Governance Principles and Recommendations (3rd Edition). In accordance with the ASX Listing Rules, the company

reports its compliance with these recommendations on an annual basis. The Isentia Corporate Governance Statement for 2019 and copies of Isentia's Corporate Governance policies and Board and Committee Charters can be found at: <https://www.isentia.com/investors/leadershipandgovernance/>

The Isentia Board acknowledges that the management of business risk is an integral part of the company's operations and that a sound risk management framework protects and sustains established value. Isentia has a robust risk management system in place and key risks that could impact achievement of the company's strategic objectives are actively monitored and processes exist to manage each identified risk exposure.



Ed Harrison
Chief Executive Officer

Our Operations

Isentia has become a global leader in delivering crucial business intelligence and operates in 20 offices across the Asia-Pacific region. The company employs over 1,100 people across 12 different markets.



Our Operations (continued)

Every day, Isentia's platforms are used to deliver information, reports and alerts to industry leaders, company directors, senior executives and government industries of over 4,000 organisations across a diverse range of industries in the Asia-Pacific region.

As at June 2018, approximately 44% of Isentia's clients were Australian accounts, 11% were New Zealand accounts and the remaining 45% of accounts are based in Asia. In terms of client mix, approximately 13% of Isentia's clients are media agencies, 12% are health and finance related, 11% are government related and the remaining 64% are a mix of corporate and other industry business.

The average tenure of Isentia's top 50 clients is approximately 9 years, which reflects the quality and importance of Isentia's services and the company's focus on product innovation and client service. Isentia's client base is highly diversified, with no single client contract accounting for more than 1.2% of pro forma revenue in FY19. In addition, as most clients choose to automatically renew their contracts on an annual basis, Isentia benefits from a high proportion of highly predictable revenue.

Isentia has continued to expand its Asian footprint with the launch of Mediaportal, now available in all markets in which Isentia operates.

9 years

The average tenure of Isentia's top 50 clients

Day-to-day operations are carried out in accordance with Isentia's Code of Conduct. The board, as the company's highest governance body, ensures that these values are reflected in the organisation's operations in a way that facilitates sustainable growth by maintaining strong customer relationships and promoting a culture of respect, acceptance and innovation within the organisation.

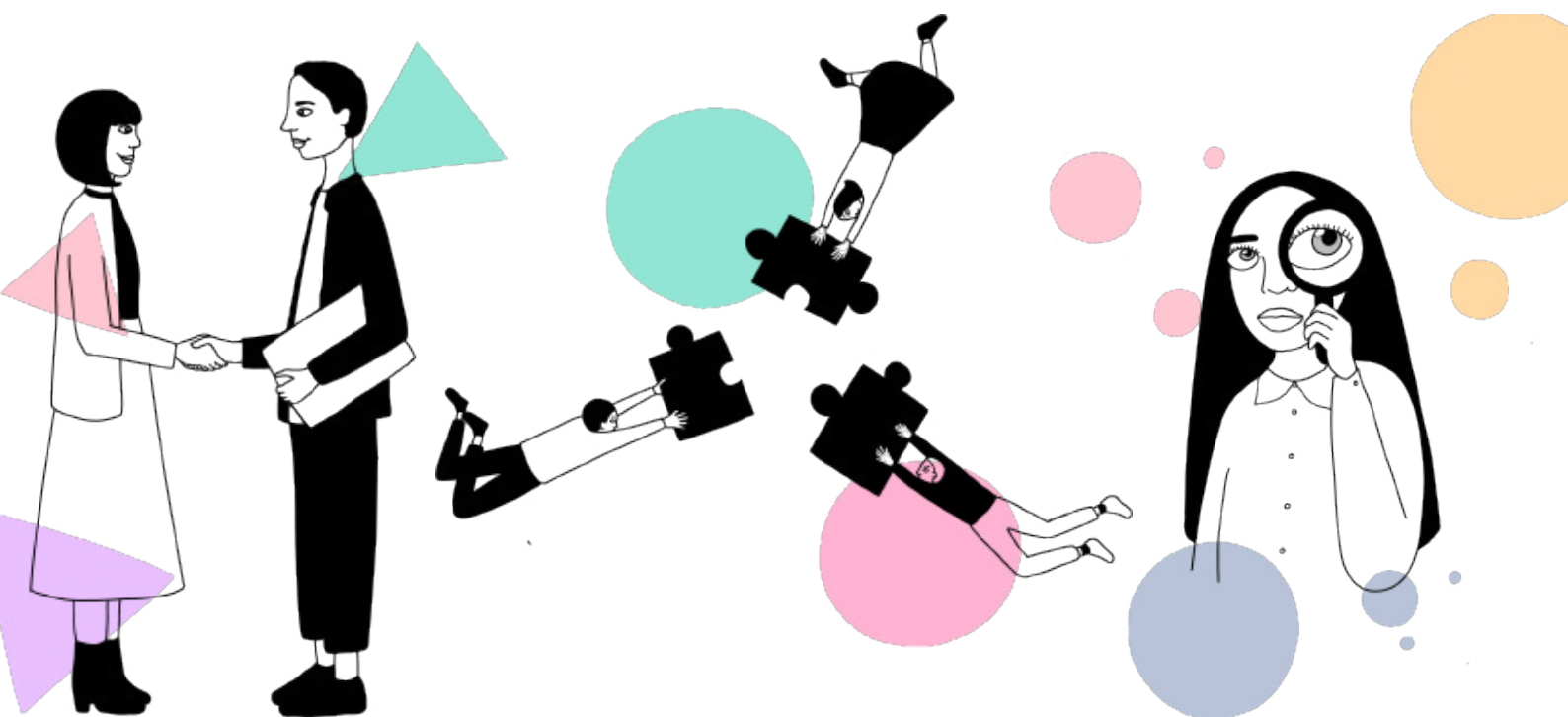
Isentia has established Corporate Social Responsibility Committees (CSR) across different locations of operation in the Asia Pacific region. The purpose of these committees is to provide guidance to employees in supporting social, community and charitable activities.

The company also has a formalised Whistleblowers Policy, Fraud and Corruption Policy and a Diversity Policy, all of which are publicly available under the Corporate Governance section of Isentia's company website: <https://www.isentia.com/investors/leadershipandgovernance/>

Core Values

In a year of transformation with new talent, new strategy and new leadership, our values were also refreshed to reflect who we are today. These three core values underpin our approach to environmental, social and governance responsibilities and drive how we work as an organisation globally.

Our values also help to drive a material shift in organisational culture, and are a foundational element to helping us achieve our strategic goals. To bring our values to life, we commissioned artwork by local New Zealand Artist and Isentia employee, Ruby Jones.



Client Obsessed

We can't help it. We care about our clients enabling them to be successful at every opportunity. We take the time to talk with them, not at them using real insights to drive better decisions.

One Team

We work together as a cohesive unit and while we may have different approaches we remember the bigger picture, to set each other up as individuals and as a team for success.

Innovation

We make the decision everyday to think differently, generate new ideas or create simple changes that allow us to perform at our best. We appreciate and seek out inspiration and collaborate to test ideas welcoming diverse thinking.

This artwork was commissioned outside of Isentia employment. Ruby's work has been seen on the global stage following the wake of the terrorist attacks in Christchurch, including creating artwork for the cover of Time Magazine. We would like to thank Ruby Jones for her work, and are humbled by her talent and her kindness.

Environmental Sustainability

As a media intelligence company, Isentia's global operations are focused on its software platforms and human resources contributions. There are no manufacturing or production assets which impact the environment in a material way and the Group does not face any material physical or regulatory risks as a result of climate change. In this context, to the extent possible, Isentia is committed to managing its environmental impacts as effectively as it can.

A number of environmental initiatives have been adopted, including the minimised usage of paper by limiting access to printers, the use of recycled paper where possible and the recycling of waste ink and printer by products.

Isentia's head office is located in Star Track House in Strawberry Hills, Sydney. This building has a 5 star NABERS¹ energy rating and 5 star Green Office² energy rating. The head office relies on the innovative 1,048 panel solar voltaic system located on the building's roof that generates 371.5 MWh of solar electricity per year, which reduces the base building load by 25%.

A 2017 fit-out at head office adhered to the 5 star NABERS energy rating and the 5 star Green Office energy rating standards.

Other environmental features of the Head Office building include:

- All lighting throughout the building uses energy efficient T5 light fittings that not only reduce energy consumption but also extend the life of lighting tubes;
- External glazing panels within the building reduce the amount of solar heat gain from the sun and improve staff comfort;
- A 15,000 litre rainwater storage tank provides rainwater for onsite drip irrigation;
- Hydraulic fittings in the building's amenities are 5 star rated, which is the equivalent of offsetting the water usage of 26 average Australian homes each year;
- A fire water reuse tank allows recycled water to be utilised for the testing of the building fire system; and
- Health and wellbeing benefits, such as bike storage and end-of-trip facilities, are included to support staff needs and reduce their reliance on automobiles as a mode of transport to and from the Head Office.

¹NABERS is a national rating system that measures the environmental performance of Australian buildings by measuring the energy efficiency, water usage, waste management and indoor environment quality of a building or tenancy and its impact on the environment. The rating scale ranges from one to six stars with six stars indicating market leading performance and one star indicating that the building under review has considerable scope for improvement. ²Green Star is a voluntary sustainability rating system for buildings in Australia that was launched by the Green Building Council of Australia.



Social Sustainability

In keeping with the value 'One team: Good collaborative people treating each other well', the health, safety and wellbeing of employees and contractors are Isentia's highest priorities and the company is mindful of human rights and Indigenous rights issues in all communities in which it conducts business.

Systems are also in place across the organisation to ensure that a focus on employee engagement, attraction and retention of key talent is maintained and a high performance and inclusive culture is fostered.

Consistent with our recognition that as one team 'we are stronger through regional diversity' Isentia is committed to giving back to all of the communities in which it operates. This commitment is entrenched in our culture. Maintaining meaningful relationships with local communities is seen as paramount to enhancing value and growth for our business and our stakeholders.

The company is also highly focused on customer satisfaction and security. Isentia has created a Privacy Policy to demonstrate its commitment to protecting the privacy of the individuals it deals with. A copy of the policy is available on the company website.



Our People

In the industry in which Isentia operates, the ability to attract and retain highly skilled professionals and to maintain a well trained workforce is critical. Isentia's employees help us sustain a leading position as a media intelligence company in the Australian and international markets and Isentia has developed engagement and professional development programs to help attract key talent.

Training and Performance Reviews

The company implements a significant number of programs designed to grow employees' skills.

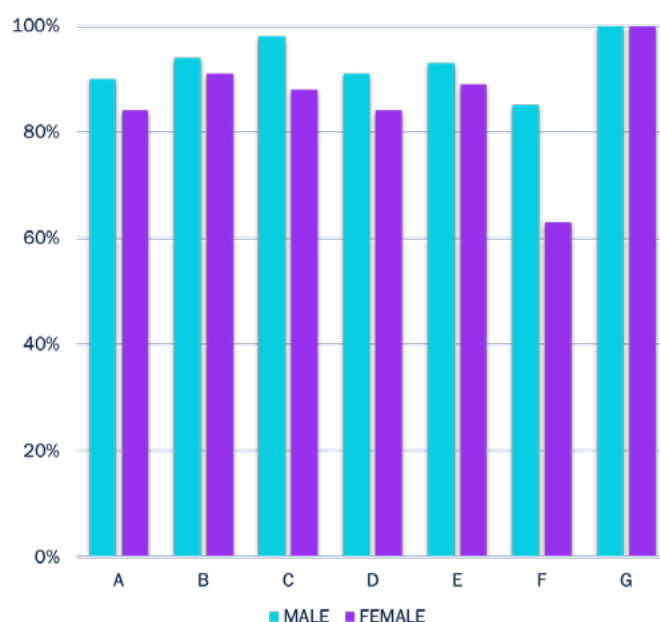
Training programs allow Isentia to equip its workforce with the necessary skills to meet strategic targets in a changing work environment. Isentia understands that a more skilled workforce enhances the company's people and contributes to employee satisfaction, which drives improved performance.

All employees in Australia and New Zealand are required to complete compulsory online training modules on workplace behaviour and competition and fair trading law.

Training programs are accompanied by employee engagement and topic specific surveys. Surveys are one way to give our employees a voice to raise issues and improve the workplace. Action plans are put in place to address any key findings from these surveys. Isentia also undertakes regular performance reviews to support their people's development. Performance discussions give opportunity to check in, motivate and career plan. Isentia reports the percentage of total employees (by gender and by employee category) who received a regular performance and career development review during the reporting period in table GRI LA11.

Our Employee Assistance Program (EAP) provider also support our employees with training in resilience and other specific personal growth needs. EAP provides support to employees in ANZ through professional counselling services accessible 24/7. In cases of termination of employment and where appropriate, Isentia offers special counseling programs and career transitioning services that provide support and assistance to employees in these special circumstances.

Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.



Our People (continued)

Diversity

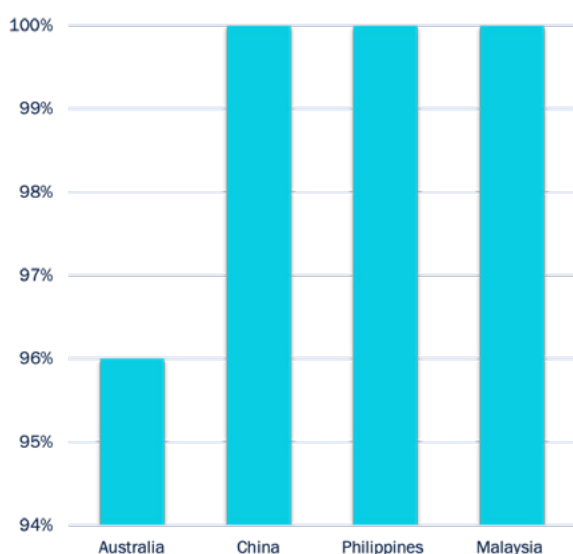
Isentia recognises the benefits of hiring people with different skills, values and experiences and the company strives to implement inclusive recruitment practices that will attract the most suitable and talented staff available while consistently trying to develop a workplace that promotes diversity and fosters a culture of inclusion.

We believe being part of an organisation that are advocates for diverse employment and fair treatment are important values and having a healthy mindset is just as important.

The company has a formal strategy in place that specifically supports gender equality and diversity and also participates in the Workplace Gender Equality Annual Compliance Reporting and is compliant with the Workplace Gender Equality Act of 2012. A copy of the 2019 Workplace Gender Equality Report is available on the WGEA website.

Isentia seeks to recruit talent in different regions and is focused on ensuring that senior management, across its different offices internationally, is drawn from the local community in an effort to promote inclusion and enhance the company's ability to understand local needs. The majority of senior managers are hired from the local communities in all significant locations of operation. Please refer to table GRI EC6 for further details.

Proportion of senior management personnel hired from the local community by significant locations of operation.



*There is only one senior manager in NZ who is Australian. Most NZ employees are hired from the local community.

Occupational Health and Safety

Employee safety is of the utmost importance at Isentia and the company's Human Resources team has systems in place to record health and safety incidents and performance across all significant locations of operation.

At Isentia, wellness is a focus and working in an environment where everyone feels comfortable to speak openly about troubling issues without fear or stigma is important to our culture of inclusivity and respect.

Due to the nature of Isentia's business, there are no employees involved in occupational activities who might have a high incidence or high risk of injury or disease. In Australia, health and safety topics are covered in the formal enterprise agreement with the trade union where applicable.

As shown in tables GRI LA6a and GRI LA6b, injury and absentee rates among our people are very low and during the 2019 reporting period there were no injuries amongst independent contractors working for Isentia.

Non-Discrimination and Labour Practices

'We respect and value each other' is one of Isentia's core principles and as Isentia operates in multiple locations internationally and employs a diverse group of people, it is a priority for the Company to foster a safe and accepting environment for all staff. In Australia and New Zealand, online training and sign-off is required for employees on anti-discrimination, bullying and harassment policies and procedures as well as policies and procedures concerning aspects of human rights that are relevant to the business. Employees are required to do this training as part of their induction and thereafter on a periodic basis. The total hours of training on human rights during the reporting period are disclosed in table GRI HR2.

During the reporting period there have not been any incidences of discrimination reported on grounds of race, colour, sex, religion, political opinion or social origin in any company offices.

Labour practices are constantly under review in developing country locations and the monitoring of the upholding of Isentia's values in these jurisdictions is ongoing. All employees receive at least the legal minimum wage in every jurisdiction.

During the 2019 reporting period, Isentia received four conduct complaints from three employees from the Australian and New Zealand offices. Isentia has developed effective grievance mechanisms to address and resolve such issues. All complaints within the reporting period were addressed and resolved following our complaints procedure. Furthermore, there were no incidents of violations involving rights of indigenous peoples or human rights in the reporting period.

Community Engagement and Social Responsibility

Isentia respects the interests of the people in the communities in which it operates. Isentia's operations are not regarded to have any adverse social or economic impacts on these communities.

Isentia seeks to promote volunteering and fundraising activities among its employees that will assist and empower the most vulnerable members of the local communities both in Australia and overseas.

During the reporting period, Isentia employees engaged in volunteering activities spending more than 100 hours in fundraising and other community projects.

Below are some examples of the company's social and community initiatives.

In celebration of where it all started

While Isentia has grown to be an APAC business that continues to grow, this year we also paid homage to where it all started. Founded in Australia in 1982, Isentia's local footprint now includes 6 offices and more than 1,000 talented team members.

Acknowledgement of Country

The Queensland office unveiled a handmade Aboriginal message stick and commemorative plaque to recognise and pay their respects to the traditional custodians of the land.



SEEKING TO BE HEARD

Growing support for the
Uluru Statement from the Heart

Uluru Statement from the Heart

The Uluru Statement from the Heart was released in May 2017 by delegates to an Aboriginal and Torres Strait Islander Referendum Convention, calling for a First Nations voice to parliament and a Marrakatta Commission to oversee agreement-making between governments and First Nations and truth-telling about their history.

The Statement has taken a long journey to where it is today. Our talented insights team collected 2 years' worth of data on media coverage of the Uluru Statement from the Heart to uncover the key trends and contribute to this important conversation.

The report is freely available on the Isentia website.

Community Engagement and Social Responsibility (continued)

Activities in Australia and New Zealand

Isentia offers both free professional services and financial contributions to community projects and philanthropic organisations.

During the reporting period, the company contributed in kind to a number of charitable and not-for-profit organisations.

Company employees also volunteered and helped to raise funds for the following organisations:

- R U OK?
- White Ribbon Foundation
- Cancer Council & Breast Cancer Awareness Month
- RSPCA
- City Mission
- Royal Children's Hospital
- NAIDOC
- Mental Health Foundaion
- Neonatal Trust
- Cerebral Palsy Society
- Christchurch Victims Fund
- Isentia has a CSR representative in each of the offices across Australia and New Zealand. Members of the committee have built up a calendar of activities whereby they have one item a month that staff focus upon in terms of fundraising, volunteering or any other community activity. Isentia staff volunteered over 100 hours and raised over \$7,200 for these oranisations across Australia and New Zealand.

Presented here are some of the activities carried out in support of these organisations by Isentia employees:

R U OK? Day

Isentia continues to recognise 'R U OK? Day' and for the seventh consecutive year employees were encouraged to ask 'Are you OK?'. This is a day of action designed to empower all people to ask 'Are you OK?' and respond sensitively and appropriately if someone says 'No'. Events were held across Australia and New Zealand, lead by R U OK Ambassadors Megan Barrow and Sam Clarke who spoke about suicide prevention and how to support those who may need help. Running for R U OK in the Sydney Bridge Run, the Sydney team also raised \$2,000 for the cause.



Isentia's Run Club - White Ribbon

This year Isentia's Run Club took on the Run Melbourne 10km challenge. The Run Club raised AUD \$1,357 over a three week period in support of White Ribbon Australia, aimed to prevent violence against women from men.



Community Engagement and Social Responsibility (continued)

Pink Shirt Day

The New Zealand teams showed their colours on Friday 17th May in support of Pink Shirt Day, celebrated annually to promote anti-bullying. In Aotearoa, Pink Shirt Day aims to create schools, workplaces and communities where all people feel safe, valued and respected.

Team members were encouraged to show their support and donate on the day.



Other ANZ Activities

The ANZ team also participated and supported Jeans for Genes day, Breast Cancer Awareness Month, The Neonatal Trust, The Biggest Morning Tea and RSPCA Cupcake Day. They also ran a number of promotions to support mental health awareness month, and marked White Ribbon Day with a number of activities to raise awareness of domestic violence and Isentia's supporting policy.



Jakarta

The Jakarta office CSR Committee, known as the 'One Team Committee', participates in the annual community activity to share fortune and express empathy by inviting a representative from "Media Amal Islami Foundation" to the Isentia's Iftar (break the fast) in Ramadhan which held on Friday 17th May 2019 from 5.30pm to 8pm.

The event is enlivened with presence of a local famous ustadz (or a muslim teacher) to lead a prayer and share about the importance of sharing and care to others. We collected fund-raised from all of the employees with a total amount raised IDR 3,400,000 and hand over it to the representative during the event.



Activities in Philippines

Mindanao quake victims

In the wake of the earthquake in Mindanao, the Isentia team banded together to give in-kind donations for those affected including clothes, blankets, beddings, towels, shoes, canned goods, and toiletries. Cotabato, one of Mindanao's provinces, was hit by three succeeding strong earthquakes last October, leaving six people dead, hundreds injured and displaced thousands of residents.

Community Engagement and Social Responsibility (continued)

Activities in Kuala Lumpur – Malaysia

Pink October

Isentia Malaysia take part in a CSR program together with HOPE Worldwide Malaysia to give hands to anyone who's in need at the Free Clinic of HOPE in Sentul, Kuala Lumpur.

Throughout the month of July, the team donated, collected and participated in a Food Distribution Programme with HOPE Worldwide to help provide food to 100 underprivileged families in the local community.



MAKNA

The Malaysia team also participated in a month-long recycling drive to promote environmental awareness leading to the Earth Day.

Environmental awareness is an integral part of sustainability. Through education and conversation, the goal of this activity was increase awareness around the fragility of the environment, but also to encourage change in order to lighten the ecological footprint left behind - even in the office.

"Go Green" tips were shared via emails and proceeds from a recycling initiative where team members sold cans to a recycling centre were donated to HOPE Worldwide's food distribution programme. All lights in the office were switched off during Friday lunch time throughout the campaign duration to encourage different behaviours.



Activities in Singapore

In June 2018, three groups of Isentians volunteered at Food Bank's warehouse to help sort and pack food donations.

There was also an opportunity to get involved from the office with a food drive corner set up where team members could contribute individually.

"Our people are extremely passionate about giving back to the communities in which they work, and coming together to celebrate or support topics they care about. This year our people got behind our first ever APAC wide Harmony Day, reflecting our inclusive and diverse culture. Each office tried different foods, came together to see just how far and wide our talent has come from and celebrated heritage, community and culture."

Kelly Young
Chief Human Resources Officer- Isentia

Customer Satisfaction and Security

Customer Research

Understanding our client's changing needs is at the core of how we approach our technology and our service. Isentia is highly focused on client satisfaction and using research techniques that help to identify, direct and validate where we can add the most value at each touchpoint.

We believe this is essential for long-term success and have implemented new programs of Client Experience Research in FY19 including an APAC wide client beta series, exit interviews, market research and UI research.

The Company also seeks feedback from its client base via a Client Satisfaction Survey that is conducted across all markets of operation and was redesigned in FY19. The survey is conducted quarterly with all clients, however invitations to participate in the Client Satisfaction Survey are sent every second quarter to a sub-set of clients.

This forms a key metric for Isentia, the Net Promoter Score (NPS). The NPS is accepted and widely adopted globally as a loyalty metric of client relationships. The NPS is a tool that can help companies achieve their customer satisfaction goals by creating more loyal customers and reducing the number of dissatisfied ones.

This activity was redesigned in H2 of FY19 and achieved an Isentia Group NPS of 7.6 in the reporting period.

Data Protection

Ensuring that confidentiality of customer information and data is maintained at all times is a priority of Isentia. The company has a public Privacy Policy to help mitigate risks associated with privacy and data security issues. In support of this policy the company has in place a number of security measures to manage risks associated with data security, cyber threats and breaches of cyber security. These measures include the development of a suite of policies and procedures covering a wide range of data security risks. The processes contemplated by these policies and procedures are continuously evolving as the company progresses in deploying new technologies and systems. Likewise, the policies and procedures are under ongoing review to support enhancements to technologies and systems as they are implemented.

In 2017 Isentia introduced a multi-year cyber security program to increase overall maturity of cyber security practices.

Isentia didn't record any data breaches and didn't receive any substantiated complaints regarding customer privacy and loss of customer data in 2018.



2019 Financial Year Sustainability Data

Economic Indicators

Market Presence

GRI EC4: Financial assistance received from government.

ISENTIA GROUP	
Australia	Net benefit from R&D claims reached A\$1.49 million.
Singapore	Annual Productivity and Innovation Credit (PIC) tax incentive scheme qualifies the company for up to a SGD\$400,000 claim per year from 2016 to 2018.

GRI EC5: Ratios of standard entry level wage by gender compared to local minimum wage by significant locations of operation⁴.

ISENTIA GROUP							
Australia		China		Philippines		Malaysia	
Male	Female	Male	Female	Male	Female	Male	Female
134%	134%	148%	151%	129%	129%	214%	214%

GRI EC6: Proportion of senior management personnel hired from the local community by significant locations of operation.

ISENTIA GROUP	
Australia	95%
China	100%
Philippines	100%
Malaysia	100%

*There is only one senior manager in NZ who is Australian. Most NZ employees are hired from the local community.

⁴ Note: Significant locations of operation are countries with 100 employees or more.

Social Indicators

Employment Data

GRI G4-10: Organisational profile and size of workforce.

ISENTIA GROUP			
a.	Employment Contract	Male	Female
	Permanent	455	582
	Temporary	50	67
	Casual	2	4
b.	Employment Type	Male	Female
	Permanent Full-Time	439	559
	Permanent Part-Time	16	23
c.	Employees and Supervised Workforce	Male	Female
	Employees	507	653
	Supervised Workforce	17	51
d.	Total Workforce by Region	Male	Female
	Australia and New Zealand	140	138
	Asia	384	566
e.	Workers who are considered self-employed DO NOT make up a substantial portion of the workforce.		
f.	There are no substantive seasonal fluctuations in workforce.		

GRI G4-11: Percentage of total employees covered by collective bargaining agreements by significant locations of operation.

ISENTIA GROUP	
Australia	6%
China	Not Applicable
Philippines	Not Applicable
Malaysia	Not Applicable

Social Indicators (continued)

GRI LA1: Total number of new employee hires by gender, region and age group⁵.

ISENTIA GROUP	
Male	177
Female	294

ISENTIA GROUP	
Australia and New Zealand	109
Asia	362

ISENTIA GROUP	
15-24 years	213
25-34 years	157
35-44 years	64
45-54 years	16
55-64 years	1
Over 65 years	0

⁵ Note: The company hired 471 new employee in FY19. The age of twenty out of these 471 new employees is unavailable.

Social Indicators (continued)

GRI LA2: Benefits provided to full-time staff but NOT to temporary or part-time staff by significant locations of operation.

ISENTIA GROUP		
Australia	Temporary	None
	Part-Time	None
New Zealand	Temporary	None
	Part-Time	None
China	Temporary	None
	Part-Time	Health care, life insurance, disability, parental, pension, sick leave.
Philippines	Temporary	Health care and life insurance.
	Part-Time	Life insurance.
Malaysia	Temporary	Health care, life insurance, disability, parental, pension, sick leave.
	Part-Time	Health care, life insurance, disability, parental, pension, sick leave.

GRI LA3: Parental leave data by gender and market.

ISENTIA GROUP BY GENDER AND MARKET						
Category	Australia		New Zealand		China	
	Male	Female	Male	Female	Male	Female
Total number of employees who were entitled to parental leave	144	114	25	25	55	103
Total number of employees who took parental leave	9	19	0	3	0	10
Total number of employees who returned to work after parental leave ended	7	6	0	1	0	8
Total number of employees who returned to work in FY2018 after parental leave ended who were still employed 12 months after their return to work	1	0	0	0	0	4

Social Indicators (continued)

ISENTIA GROUP BY GENDER AND MARKET						
Category	Philippines		Malaysia		Indonesia	
	Male	Female	Male	Female	Male	Female
Total number of employees who were entitled to parental leave	131	314	39	72	37	36
Total number of employees who took parental leave	5	8	0	1	0	2
Total number of employees who returned to work after parental leave ended	2	3	0	1	0	2
Total number of employees who returned to work in FY2018 after parental leave ended who were still employed 12 months after their return to work	0	0	0	0	0	1

ISENTIA GROUP BY GENDER AND MARKET						
Category	Singapore		Vietnam		Thailand	
	Male	Female	Male	Female	Male	Female
Total number of employees who were entitled to parental leave	35	32	34	61	24	29
Total number of employees who took parental leave	3	6	0	5	0	1
Total number of employees who returned to work after parental leave ended	0	1	0	5	0	1
Total number of employees who returned to work in FY2018 after parental leave ended who were still employed 12 months after their return to work	0	0	0	2	0	0

ISENTIA GROUP BY GENDER AND MARKET						
Category	Hong Kong		South Korea		Taiwan	
	Male	Female	Male	Female	Male	Female
Total number of employees who were entitled to parental leave	22	16	4	13	1	2
Total number of employees who took parental leave	0	0	0	0	0	0
Total number of employees who returned to work after parental leave ended	0	0	0	0	0	0
Total number of employees who returned to work in FY2018 after parental leave ended who were still employed 12 months after their return to work	0	0	0	0	0	0

GRI LA12: Breakdown of employees by gender and age group.

ISENTIA GROUP EMPLOYEE GENDER BREAKDOWN	
Male	Female
507	653

ISENTIA GROUP EMPLOYEE AGE BREAKDOWN		
Under 30 years	30-50 years	Over 50 years
535	575	50

Social Indicators (continued)

Occupational Health and Safety

GRI LA6a: Injury information for total workforce (employees and contractors).

ISENTIA GROUP		
Type of Injury	Male	Female
Injury Rate	1.01	0
Occupational Disease Rate	0	0
Lost Day Rate	2.02	0
Absentee Rate	1.52%	1.76%
Work Related Fatalities	0	0

ISENTIA GROUP		
Type of Injury	Australia/New Zealand	Asia
Injury Rate	1.94	0
Occupational Disease Rate	0	0
Lost Day Rate	3.87	0
Absentee Rate	2.88%	1.28%
Work Related Fatalities	0	0

GRI LA6b: Injury information for independent contractors.

ISENTIA GROUP		
Type of Injury	Male	Female
Injury Rate	0	0
Occupational Disease Rate	0	0
Lost Day Rate	0	0
Absentee Rate	Not Available	Not Available
Work Related Fatalities	0	0

ISENTIA GROUP		
Type of Injury	Australia/New Zealand	Asia
Injury Rate	0	0
Occupational Disease Rate	0	0
Lost Day Rate	0	0
Absentee Rate	Not Available	Not Available
Work Related Fatalities	0	0

Social Indicators (continued)

Training and Education

GRI LA11: Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.

ISENTIA GROUP		
Category	Male	Female
A	90%	84%
B	94%	91%
C	98%	88%
D	91%	84%
E	93%	89%
F	85%	63%
G	100%	100%

Human Rights

GRI HR2: Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.

ISENTIA AUSTRALIA AND NEW ZEALAND	
Hours	284
Number of employees	263

Isentia Group Limited
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www.isentia.com