



365 ARCHITECHS

365 Architechs Commitment to Diversity and Inclusion

Embracing our differences to deliver positive change

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Table of Contents

Foreword	3
Introduction	5
Our Focus on Diversity and Inclusion with External Communities	6
Meaningful Partnerships	
365 Architechs Solutions Delivered	
Our Focus on Diversity and Inclusion Internally	9
Diversity Fuels Creativity and Innovation	
365 Architechs Employee Origins	

Foreword

All good decisions benefit from a variety of viewpoints and perspectives. Gut instinct can be helpful, but is not the best approach alone to most important decisions.

So what opportunities do we have to shape and mold the decisions we make every day, however trivial or vital they may be?

An ethical decision-making framework is underpinned by a commitment to diversity and inclusion. Having a diverse group of individuals working in a supported, inclusive environment is the foundation required for great decisions and great work.

This structure based on empowered individuals can fuel creativity, productivity and prosperity for team members working on projects and tasks for members and customers.

Diversity comes in many different styles. Age diversity, cultural backgrounds, education, religion and other factors give rise to different mindsets when tackling problems and identifying solutions.

The holy grail of diversity for decision-making is cognitive diversity – diversity of thinking.

An inclusive workplace is an essential ingredient for bringing together a diverse group of individuals to create an environment of opportunity.

Teams work best with psychological safety where individuals free of bullying, harassment and violence and work together to come up with creative solutions to complex problems.

Diversity and inclusion are core issues at 365 Architechs and central to all we care about.



A handwritten signature in black ink, appearing to read 'T. Timchur'.

Tim Timchur

Managing Director
365 Architechs



Introduction

At 365 Architechs, we focus on diversity and inclusion in two ways.

Firstly, we consider our engagement with external stakeholders and how we work with a variety of customers, suppliers, regulators, advisers and other parties.

Secondly, we turn our attention to the internal dimension of our team members and consider the value of inclusive work practices and the opportunities available through diversity amongst our amazingly talented workforce.





Our Focus on Diversity and Inclusion with External Communities

How great it is to be involved in all the awesome work undertaken by our customers and suppliers.

The solutions brought to market by these businesses, together with the social outcomes and impact delivered by the charities we engage with, provide a real sense of community within our team.

Meaningful Partnerships

365 Architechs have actively sought to increase partnerships with minority groups such as small not-for-profits who lack resources and budget as well as female-led organisations in order to deliver positive change to the wider community.

We partner with the organisations we are proud to serve, by working together and co-designing solutions, bringing project feedback early into the design loop, and iterating software releases regularly on a path of continual improvement.

Some team members enjoy the opportunities made available to them to give their time and expertise to charities and those less fortunate.

We have a sense of belonging to the communities we work within, and value the opportunities they provide for us to learn from them.

365 Architechs Solutions Delivered

In the age of instant virtual communication, we are able to connect with clients and partners worldwide to discuss projects and work collaboratively to craft solutions.

We deliver a portfolio of purpose-driven solutions to both domestic and international clients, as illustrated below.





Our Focus on Diversity and Inclusion Internally

Diversity and inclusion are celebrated in our organisation and play an integral role in our culture.

We employ a team of individuals who are from varying countries of origin, with various ages, education, cultural backgrounds and religious beliefs.

These individuals each bring unique perspectives, empowering us to overcome complex challenges and deliver unparalleled solutions.

Diversity Fuels Creativity and Innovation

365 Architechs understand first-hand the positive outcomes that diverse teams of people working together can facilitate.

Diverse thinking fuels creativity and innovation in our ideation, problem solving and solution design processes.

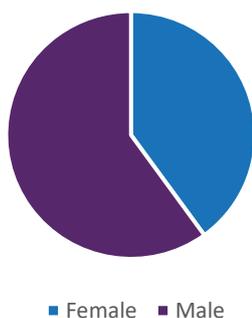
Understanding and embracing the differences in each other's backgrounds and cultures enables us to think more creatively, critically and strategically, so we can deliver leading-edge products to our clients. These outcomes wouldn't be possible if all our team members adopted the same approach and way of thinking.

Diverse thinking facilitates improved decision-making as well as more ethical decision-making through considering a variety of stakeholder impacts.

365 Architechs have also taken significant steps to promote a healthy ratio between male and female employees.

Forty percent of our employee base is now made up of females as shown in the diagram below. One third of our management positions is female-led.

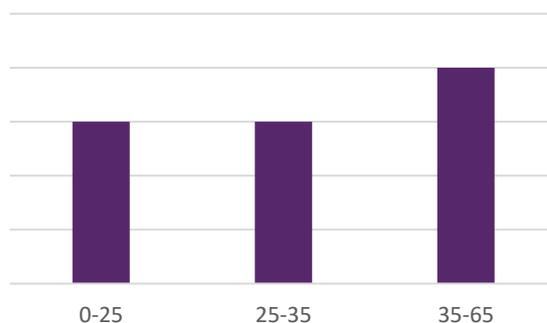
365 Architechs Gender Diversity



Our management team plays an active role in encouraging all team members to continually strive to reach new goals and levels of merit, regardless of their gender.

We employ our team members based on their skills and level of experience, with no bias shown towards age as displayed in the diagram below. This commitment to inclusion ensures our hiring process is free from discrimination.

365 Architechs Age Diversity



These steps taken towards overcoming established biases is a conscious effort to foster a more inclusive and diverse culture for people of all genders.

However, we recognise that the journey still has a long way to go.

We are equally committed to addressing racial injustice and closing accessibility gaps because we know it not only empowers the individuals affected, but the wider community.

Our team consists of individuals who live with disabilities and impairments that not only offer insight through their experiences, but also inspires other team members to view problems and situations from another perspective.

Many of our clients service disadvantaged communities and individuals, so in order to deliver a solution that is best suited to the people they help, we also need to employ empathy and awareness in our approach.

365 Architechs are focused on building a resilient workforce that encourages a welcoming environment for everyone by encompassing the values we stand for, including integrity, professionalism and innovation.

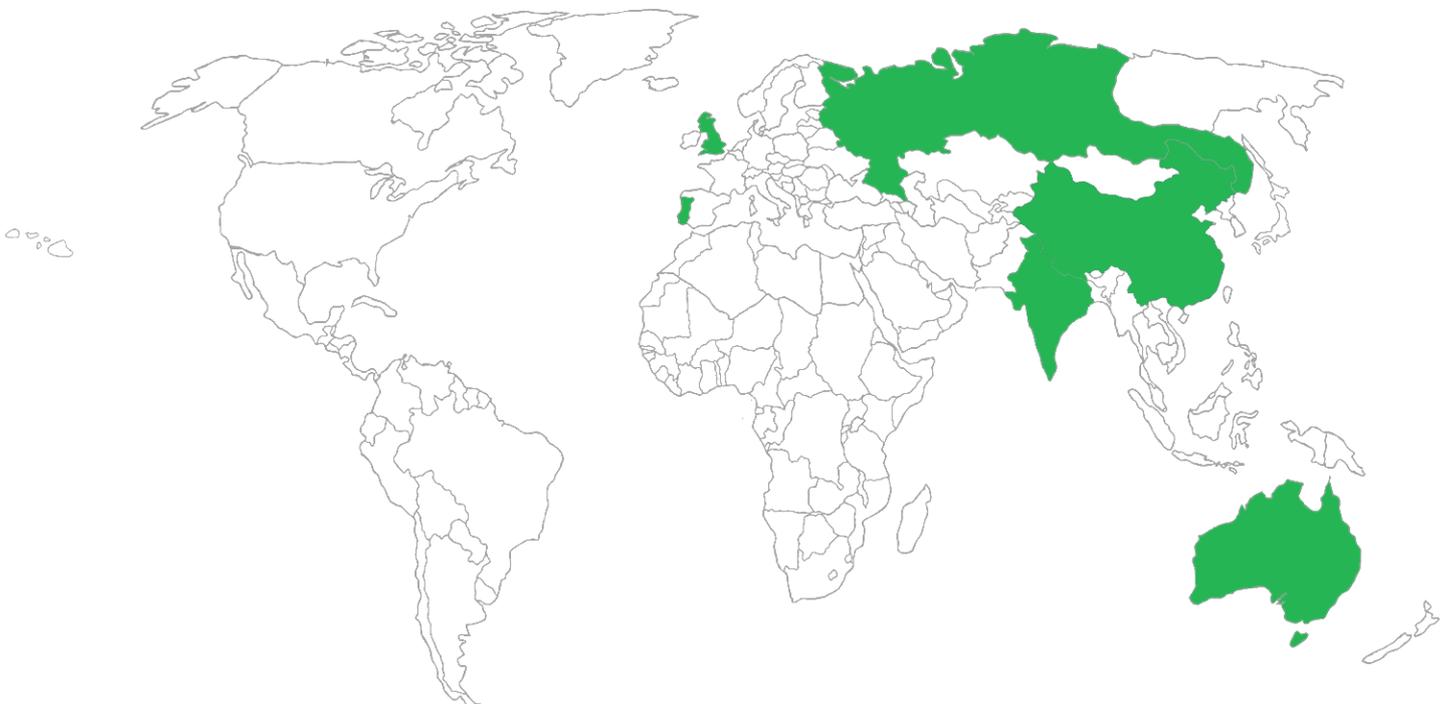
Driving this culture of inclusion and diversity has become a leading priority in our organisation and an accomplishment we are proud to share with our partners and clients.

365 Architechs Employee Origins

As a multi-cultural workplace, we are offered a wider window of opportunity in terms of sharing different experiences and lessons learnt. These new perceptions enable us to connect with and provide high level support to partners from various backgrounds.

Employing a multicultural team allows us to align with an increasingly global workforce. This also contributes to our growing awareness of business practices internationally.

Our team includes members of diverse countries of origin, as illustrated below.



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