



impact

Introducing our
FY25 priority areas



At Navitas, we're thinking a lot about **impact**.

We're considering the impact we have on our people, our students, and our partners. We want to operate in a way that positively impacts current generations – without compromise for future generations. How do we amplify our positive impact? And how do we manage impact that doesn't align with our values and goals?

We are an educator.

Our purpose is transforming lives through education. Education drives sustainable development and social change. How do we:

- remove barriers to quality education
- create safe and inclusive learning environments
- deliver positive outcomes for our students
- give our students the skills to build a more sustainable world.

We are an employer.

We proudly employ over 5000 diverse and talented colleagues across the world. How do we:

- build an inclusive culture where every voice is valued
- prioritise safety and wellbeing
- help our people develop the skills to enjoy fulfilling careers.

We are a global citizen.

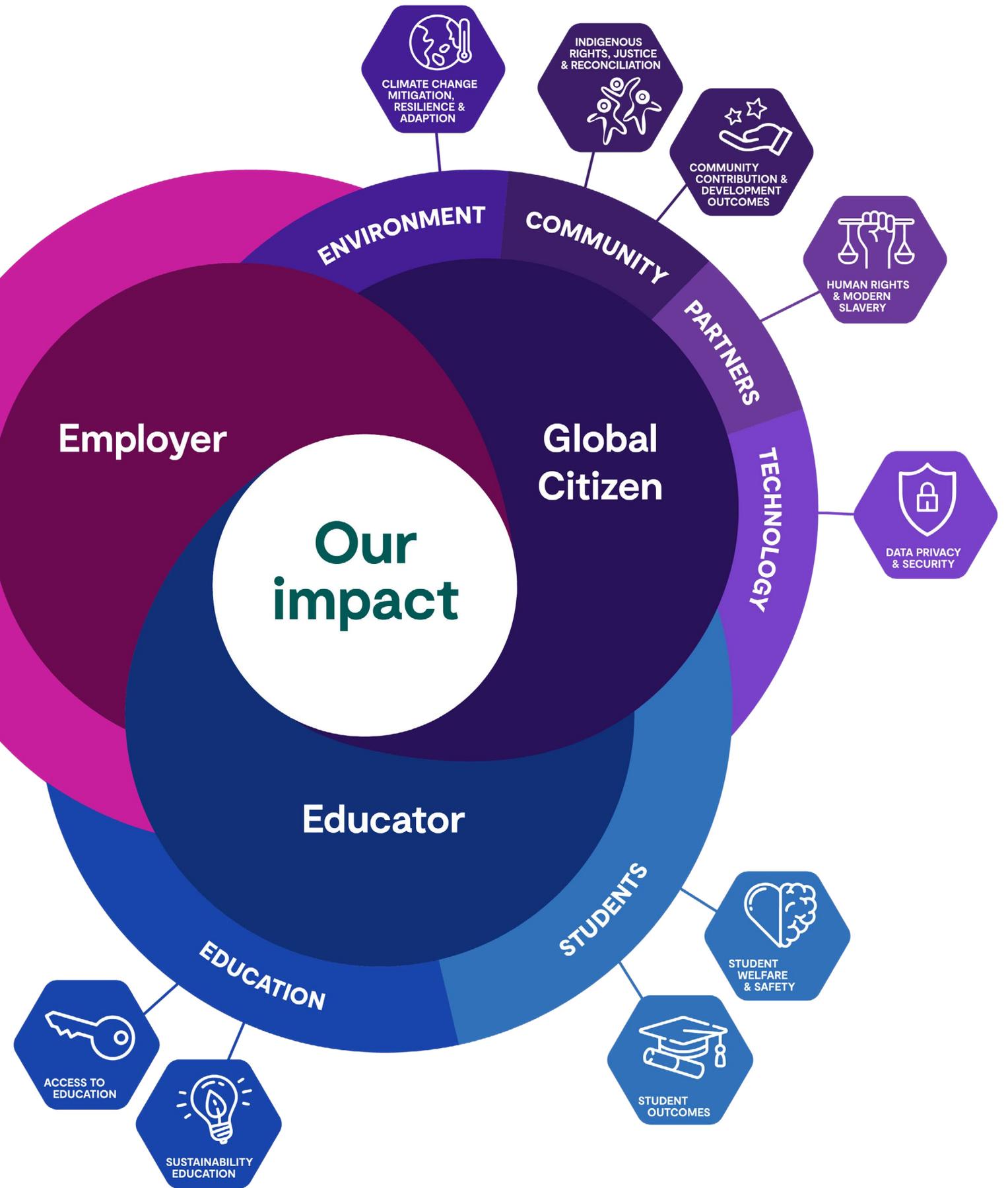
We have the responsibility to treat people and the planet with respect. How do we:

- always demonstrate integrity
- become part of the solution to the world's most serious challenges: the climate crisis, modern slavery, global poverty, and inequality and justice.

Within these three categories we have identified twelve impact topics that align most closely with our organisation.

As we progress on our impact journey we will be considering how to measure and improve the impact we have in these priority areas.





Education



Access to education*

Understanding and actively managing the barriers to education for traditionally disadvantaged students including 'first in family' students, refugees and First Nations peoples. Barriers include affordability; academic background; socio-economic background; language skills; traditional entry expectations and criteria; and physical location of education delivery. This topic includes consideration of the student diversity mix and other elements of diversity which have historically hindered access (see Diversity, equity and inclusion).

Our current focus:

We have a good story to tell in terms of Access to Education – it is what our pathway product is all about, and it is a core component of all our programs. Our current priority is sourcing the data to evidence that we are increasing access to education, such as percentage of our students that are first in family, Indigenous, refugee-status, low socio-economic status, or students with a disability.

This topic has been identified as a Group priority by the ELT and a divisional ESG topic for C&I, UPE, and UPNA in FY25.



Sustainability education

Considering and/or integrating sustainability themes and content relating to the UN Sustainable Development Goals into existing and new Navitas programs.

Our current focus:

Our learning and teaching teams are seeking ways to embed Education for Sustainable Development into our program curricula, and our colleges and campuses are finding opportunities to engage students with topics related to sustainable development. In FY25 this will continue to be a priority. We are also considering how to build this aspect of our programs into our marketing materials, and working with our university partners to offer a broader variety of sustainability-focused programs.

This topic is a divisional ESG topic for UPA and GSM in FY25

Students



Student welfare and safety*

Actively managing the health, safety and wellbeing of our students during their participation in a Navitas program. In particular, this includes a focus on student mental health, management of academic stress, prevention of harassment and violence, social elements such as experiences of social isolation, homesickness (among other common experiences in studying abroad) and as far as possible, protection against exploitation and potential human rights abuses given their (often) vulnerable position both on campus and off.

Our current focus:

We have developed a Student Mental Health Framework and toolkit of resources for our educators, and continue the Accidental Counsellor program to equip frontline staff with knowledge to recognise, respond to, and refer students with mental health concerns to appropriate support. We are also working with divisions to ensure we have accessible data relating to student welfare and safety from across our global campuses and colleges.

This topic has been identified as a Group priority by the ELT.



Student outcomes*

The immediate and long-term impacts and benefits experienced by our students during, and following, completion of a Navitas program. This includes educational results while in the program and at the culmination of the program, progression to and performance at partner universities, future employment outcomes, associated remuneration, and other opportunities resulting directly or indirectly from their experience with us. This topic also considers and captures negative student outcomes.

Our current focus:

Student outcomes is a fundamental priority for every teacher, advisor, college and division across Navitas. From an impact perspective, our immediate priority is to improve the visibility and reporting of consistent student outcome metrics across Navitas, beginning with student success measures (retention, completion and success).

This topic is a divisional ESG topic for C&I and UPE in FY25.

People



Workplace health, safety and wellbeing*

Actively managing the health, safety and wellbeing of all Navitas staff (both permanent and casual), including a particular focus on mental wellbeing, psychological safety and the prevention of harassment or violence in our workplaces. This topic includes a focus on the effective integration, active management and reporting of health, safety and wellbeing.

Our current focus:

Our WHS teams will continue to embed the new WHS Management System (DoneSafe). Focus will continue to be on rolling out training, reducing psychosocial hazards and responding to the findings of the annual wellbeing survey.

This topic has been identified as a Group priority by the ELT.



Talent development

A focus on the provision of training, development and learning opportunities for all Navitas staff (both casual and permanent) to improve engagement and workplace culture, increase retention and ultimately attract the best talent to work for us. A highly skilled and engaged workforce enables us to provide the best possible education to our students and subsequently, elevates student outcomes.

Our current focus:

Articulating what makes Navitas great will help to deliver our employee value proposition. Bringing that to life in our recruitment activities helps to ensure we attract and secure the right talent. Following up with our ongoing investment in knowledge, skills and experience through interpersonal, professional and leadership development helps Navitas to provide an environment where people continue to grow and opportunities are created.

Our updated Values in Action will embrace our commitment to diversity, inclusion, psychological safety, a respectful culture and clearly establish the behaviors and intentions that are expected whilst working with Navitas.

This topic is a divisional ESG topic for UPA in FY25.



Diversity, equity and inclusion

Creating a working and learning environment where everyone has a voice, feels valued and safe, and has a sense of belonging, and, strengthening a culture that embodies the Navitas values. Given the footprint of our organisation and the nature of our offerings, DE&I at Navitas has a strong focus on supporting cultural and ethnic diversity, in addition to other elements such as gender, age, ability, socio-economic background, LGBTQI+, and Indigenous identities. This topic includes a focus on psychological safety and the effective reporting of behaviour that is not consistent with our values.

Our current focus:

We continue to progress our DEI strategy focusing on four pillars: Values in Action, people practices, capability, and communications & celebration. Our current focus is on empowering the employee reference groups that have grown organically, such as the Navitas Neurodiverse Network, Women in Navitas Network and the Disability Network to support our staff to thrive. The Global Mentoring Program continues to be a cornerstone DEI initiative.

This topic is a divisional ESG topic for C&I, UPE, UPA, UPNA in FY25.

Environment



Climate change mitigation, resilience and adaption

Actively understanding, managing and building resilience for climate change impacts and risks to our business. This includes investment in understanding our contribution to climate change, contributing to emissions reduction activities and reducing our impact, alongside our key partners.

Our current focus:

We now have an embedded approach to measuring and reporting our carbon emissions. Our priority now is improving the accuracy of the reported emissions associated with agent activity. We are also developing a five year decarbonisation and energy transition plan and increasing our preparedness for climate change by understanding the risks and opportunities that it presents to our organisation.

This topic is a Group and divisional ESG topic for all divisions in FY25.

Community



Community contribution and development outcomes

The outcomes created by the Navitas Education Trust, in addition to the broader social and development outcomes of Navitas' core business of education. Outcomes include the economic and social uplift experienced by an individual, family and community given access to quality education and improved employment outcomes.

Our current focus:

The Navitas Education Trust is the central pillar of this topic. In FY25, the NET is supporting five projects from not-for-profit partners to improve access to quality education in Vietnam, Indonesia, India, and Zambia. This topic also considers the impact we can have in the communities we serve through sponsorship and volunteering opportunities.

This topic is a divisional ESG topic for UPE in FY25.



Indigenous rights, justice and reconciliation

Our engagement with Indigenous peoples to increase awareness and understanding of Indigenous cultures and histories in the areas where we operate, to promote Indigenous rights and justice, and to develop and strengthen respectful and accountable relationships that deliver improved outcomes for Indigenous peoples. Engagement and activities are guided by the principles of truth telling, self-determination, and free, prior and informed consent (FPIC).

Our current focus:

This topic is a priority for teams in Australia, New Zealand and Canada. In Australia we are focusing on delivering against our commitments set out in our Innovate Reconciliation Plan which builds on the work started in our Reflect RAP and includes pilot strategies for change.

This topic is a divisional ESG topic for C&I, UPA, and UPNA in FY25.

Partners



Human rights and modern slavery

A focus on protecting the rights of students throughout our value chain, including during their interactions with educational advisors. Risks include the potential for modern slavery and bonded labour during student recruitment and relocation, and relocation under false pretences as a result of unethical marketing. The risks faced by students once in-country, such as work tied to visa entitlements and unsafe accommodation options, are covered under Student welfare and safety.

Our current focus:

We continue to focus on delivering the commitment set out in our Modern Slavery Statement. Our priorities for FY25 are increasing awareness of this topic among our agent community in order to reduce risks in student recruitment, and completing an audit of the technology suppliers we use in the creative media space (SAE).

This topic is a Group and divisional ESG topic for GSM in FY25.

Technology



Data privacy and security

Ensuring the personal data (staff and students), intellectual property, educational content, and other data belonging to Navitas and our partners, is protected from cyber attack and data breaches.

Our current focus:

We are focused on delivering the initiatives outlined in the 2023 Information Security Strategy to reduce the likelihood of a Cyber Security incident. Reducing Cyber Security incidents is a priority as we are committed to protecting all intellectual property and personally identifiable information of our staff, students, partners and investors. Furthermore, we remain focused on addressing emerging Cyber Security threats and educating our staff to minimise their risk of becoming victims of Cyber Security attacks.

The global privacy project will ensure privacy maturity grows to support the business and reduce privacy risks to ensure that we protect our personal data from external threats, and provide the knowledge, support and tools for our employees to protect their personal data within Navitas.

This topic is a divisional ESG topic for C&I and UPNA in FY25.

United Nations' Sustainable Development Goals (SDGs)

The Sustainable Development Goals were established by the United Nations to promote sustainable development worldwide and to facilitate global collaboration and action. They outline focus areas for improving societies, economies and the environment. The SDGs provide a framework for action that can guide governments, organizations, and individuals in their efforts to create a more sustainable world, and we have used them as a framework for our own ESG planning.

Here you can see how our 12 priorities map against the 17 SDGs.

			1 No poverty	2 Zero hunger	3 Good health and well-being	4 Quality education	5 Gender equality	6 Clean water and sanitation	7 Affordable and clean energy	8 Decent work and economic growth	9 Industry, innovation and infrastructure	10 Reduced inequalities	11 Sustainable cities and communities	12 Responsible consumption and production	13 Climate action	14 Life below water	15 Life on land	16 Peace, justice and strong institutions	17 Partnerships for the goals	
Employer	People	Workplace health, safety and wellbeing			●		●			●										
		Talent development								●	●									
		Diversity, equity and inclusion				●	●						●							
Educator	Students	Student welfare and safety			●	●	●					●								
		Student outcomes	●			●	●			●		●								
	Education	Access to education				●	●						●						●	
		Sustainability education				●	●							●		●			●	
Global Citizen	Technology	Data privacy and security																	●	
	Partners	Human rights and modern slavery			●					●		●		●				●	●	
	Community	Community contribution and development outcomes	●	●	●	●	●		●	●		●			●				●	
		Indigenous rights, justice and reconciliation				●							●						●	
	Environment	Climate change mitigation, resilience and adaption													●					