



2021
Social Impact
Practice Report



Delivering
eXcellence for our
Customers and Colleagues

Our vision is to improve societal outcomes and increase diversity and inclusion through technology and innovation — making a sustainable impact to our people, customers, partners and the wider community.

A message from Seelan Nayagam



Seelan Nayagam
President, Asia Pacific
DXC Technology

DXC Technology's Social Impact Practice was established in 2018 as a result of our commitment to better understand regional social issues and engage with businesses to co-design solutions that benefit the community and improve employment opportunities in Australia and New Zealand.

As corporates we have a responsibility to address social issues and challenges using our business expertise and scale. By building on the experience and knowledge developed for DXC's existing global corporate social responsibility initiatives, we aim to help our customers and the community develop and run programs that focus on neurodiversity, indigenous people and support for veterans.

I am incredibly proud of the progress our Social Impact Practice team has made within a few short years, and of the sustainable impact it has on our people, customers, partners and the wider community in which we live and work.

Programs — what we do

DXC operates three main programs as part of its Social Impact Practice:



DXC Dandelion Program

Vision: A sustainable program that increases the workforce participation rate of neurodiverse people, helping them build the technical and life skills to enable them to develop IT careers



DXC First Nations Program

Vision: An Australia in which Aboriginal and Torres Strait Islander peoples and their communities achieve self-determination and proportional representation in all areas of our society



DXC Veterans Program

Vision: To create an inclusive environment that enable veterans to thrive in the workforce, and to become an employer of choice for the armed forces industries

Summary



Michael Fieldhouse
Social Impact Practice Executive, Asia Pacific
DXC Technology

I am very pleased about the success we've had in the past year. In extremely challenging times across the world, our Social Impact Practice team continued to work with our people, partners and communities toward our committed goals.

Some of our significant achievements:

- **DXC Dandelion Program** collaboration with Untapped to develop **Genius Armoury**, an online learning platform to attract autistic people to cybersecurity careers; and with La Trobe University and ANZ Bank to create a **world-first Mental Health Training Package** for employers of neurodiverse people. We also expanded our **Neurodiversity Hub** partnerships to cover more tertiary and higher education institutions across Australia and globally.
- Launched **DXC First Nations Program** and released our **first Reconciliation Action Plan** in November 2020, at a ceremony officiated by the **Ken Wyatt, MP AM**, Federal Minister for Indigenous Australians.
- Established **DXC Veterans Program** in early 2021, bringing together a working group of DXC employees including veterans to collaborate with customers, partners and community organisations to form our vision and pathways for increased recognition, engagement, support and opportunity for veterans
- Developed **Social Impact Discovery workshops**, collaborative workshops designed to help our customers create their own social impact roadmap, including building business cases, frameworks, and mechanisms to implement programs that benefit their people, their business and communities

I thank DXC's Social Impact Practice teams and our partners for all their hard work and dedication, and I look forward to continually expanding the practice's contributions and sharing our learnings and research with the greater community.

Acknowledgment of Country

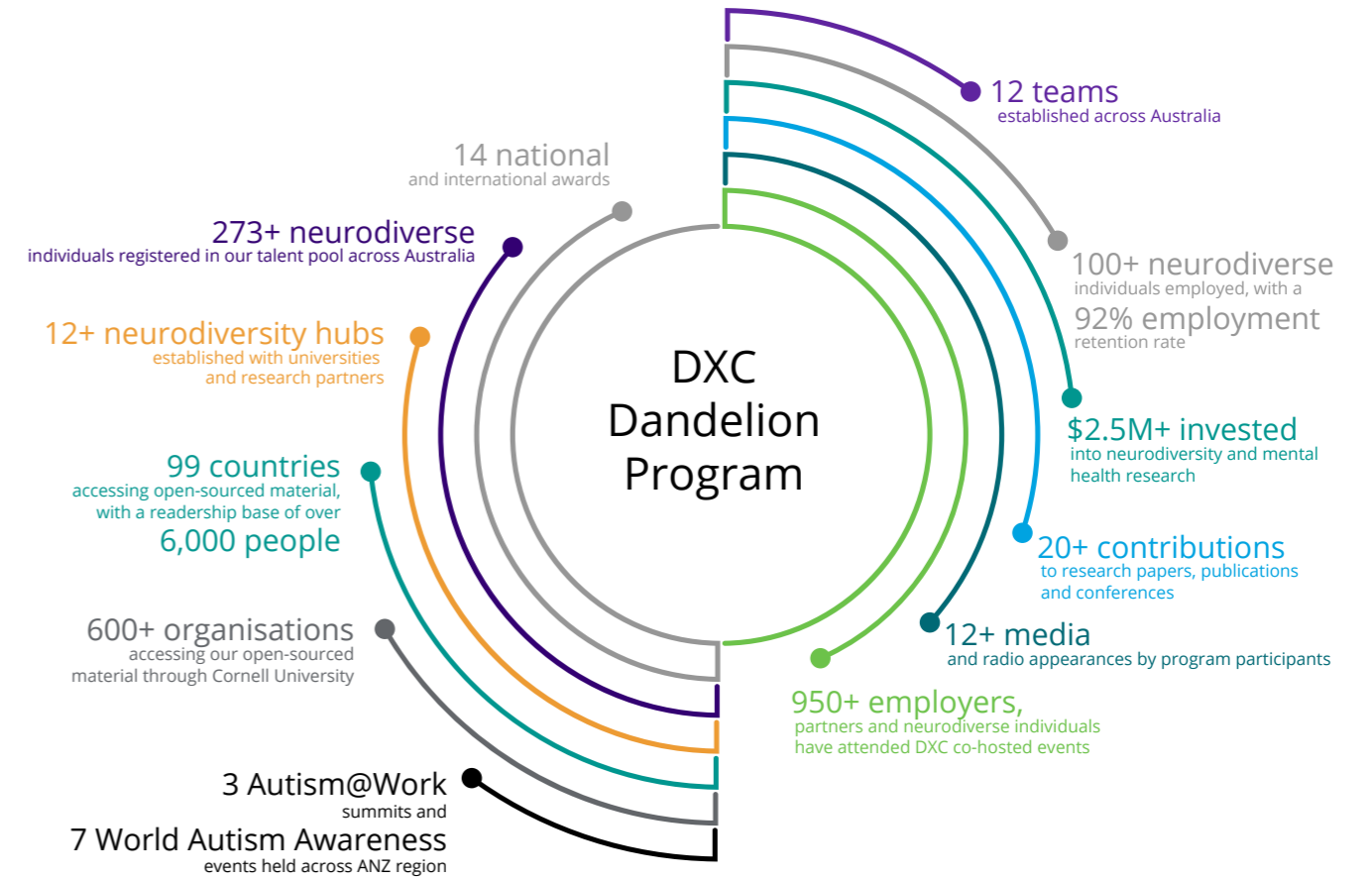
We recognise Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia and the Traditional Owners of Australian lands. We acknowledge that sovereignty over these lands and waters was never ceded.

We pay our respects to their Elders, past, present and emerging, and to the First Peoples' continuing connection to land, water and community.



The artwork in both this report and in DXC's first Reconciliation Action Plan (Nov. 2020) was created for DXC Technology by Casey Coolwell, an acclaimed Aboriginal artist and graphic designer.

Social impact to communities, business partners and people



DXC First Nations Program

\$2M committed spend with Indigenous business within the next 12 months

75 laptops donated to three Aboriginal and Torres Strait Islander community groups

500 technology devices targeted for donation in the next 12 months

5+ ecosystem partners, including customers and partners working within the program

5 national internal cultural engagement events held within DXC

500+ DXC people trained through First Nations Program

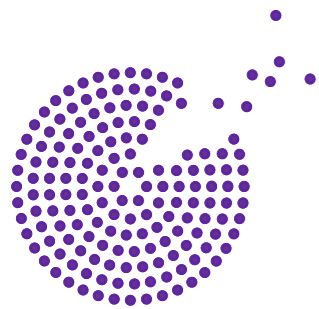
\$6M+ spent with Indigenous businesses

14 new Indigenous businesses supported within the last 12 months

15+ pieces of original Indigenous art purchased for display in DXC offices



In the spotlight: DXC Dandelion Program



DXC's flagship social impact initiative is the DXC Dandelion Program, established in 2014. The program aims to attract, train and nurture neurodiverse people — such as those with autism, ADHD or dyslexia — helping them hone their unique skills to pursue careers in information and communication technology (ICT).

Since its inception, the program has successfully established 12 teams across Australia, employing over 100 neurodiverse people into full-time roles focused on cybersecurity, analytics and software testing. We have also employed more than 20 support staff including autism consultants, mental health professionals and technical leads.

Through ongoing evidence-based research, along with practical experience, DXC implements a proven framework to support the neurodiverse program participants and make long-term employment possible. Our primary objective of creating a sustainable program by providing the right environment with the right support structure benefits the individuals and their families, their employers and the broader community.



What makes the program unique?



Making an impact

Providing career pathways

In 2021, DXC co-developed **Genius Armoury** in collaboration with Untapped, BHP, Splunk, La Trobe University and Curtin University. Genius Armoury is a gamified online learning environment aimed at attracting and training previously untapped cybersecurity talent from Australia's autistic community and connecting them with education and career opportunities.

The free online courses introduce cybersecurity basics and explore the fundamentals of coding, threats and exploits, networking and more. Genius Armoury is an Australian initiative partially funded by AustCyber Projects Fund, a \$15 million, 3-year initiative designed to help the Australian cybersecurity industry grow both locally and globally.

Leading research and development

DXC collaborated with the Olga Tennison Autism Research Centre (OTARC) at La Trobe University, ANZ Bank and Untapped to co-create **Supporting a Neurodiverse Workforce: A Mental Health and Well-Being Resource and Training Package** — a world-first toolkit designed to help workplaces better support the mental health of autistic employees.

Award-winning formula

In both 2020 and 2021, DXC was recognised globally with a 100% score on Disability:IN's **Disability Equality Index**, listing the **Best Places to Work for Disability Inclusion**. This follows 2019 and 2018, in which we achieved 100% and 90% scores respectively.

In 2020, DXC earned the **iTnews Benchmark Awards: Diversity Project of the Year** for 2019. The award celebrates the efforts of organisations to deliver products and services that are accessible to the maximum number of Australians, regardless of their ability, and the efforts of IT teams to make their composition more diverse.

These awards join 13 others that the DXC Dandelion Program is proud to have been recognised with since 2014.

In the spotlight: DXC First Nations Program

At DXC Technology in Australia, our vision is a country in which Aboriginal and Torres Strait Islander peoples and their communities achieve self-determination and proportional representation in all areas of our society; where we practice truth-telling of our history; and where we recognise and appreciate the unique knowledge and views of Australia's First Nations peoples.

In November 2020 we proudly and formally launched this vision and DXC's First Nations Program, and published our first **Reconciliation Action Plan (RAP)**. This RAP marks our commitment to continue building on work we started and the progress we've already made since forming an Indigenous Working Group in 2018.

Our Reconciliation Action Plan provides a formal framework to guide DXC's reconciliation path in four key areas.

- 1 Business partnerships
- 2 Education and career pathways
- 3 Culture, diversity and inclusion
- 4 Community engagement

1 Business partnerships

Goals

We believe in increasing opportunities for First Nations peoples and businesses to participate actively in the economy. We are working to:

- Increase business spend with First Nations businesses
- Contribute to building a business ecosystem that supports innovation and new business ventures for First Nations people
- Build a shared understanding of the value that First Nations businesses contribute, through their unique perspective, to the Australian market

Progress

- DXC is a member of Supply Nation, the independent national body for registered and certified Indigenous businesses. Since 2016, DXC has spent over \$6 million with Supply Nation-certified businesses
- We have committed to procuring \$2 million in goods and services from First Nations companies by the end of 2021, totalling over \$5 million between 2018 and 2023
- For our customers' technology needs, we are procuring applicable goods and services through Indigenous suppliers registered with Supply Nation, Kinaway, Black Business Finder and other First Nations business registrars



2 Education and career pathways

Goals

We are invested in creating technology education and career opportunities to make a difference in the lives of Aboriginal and Torres Strait Islander peoples, families and communities. We'll strive to:

- Enable access to technology across all education levels
- Provide opportunities for positive exposure to technology throughout primary and high school
- Provide access to support mechanisms for vocational and tertiary IT education programs
- Increase the number of IT education and employment pathways available to First Nations peoples

Progress

- DXC has expanded its existing ICT traineeship and internship programs to encourage greater numbers of Aboriginal and Torres Strait Islander participants. We have established dedicated Indigenous traineeship positions, working with a number of our customers; the programs include cultural awareness training, cultural support and mentorship. Our first Indigenous trainee will start in September 2021
- We have donated more than 100 laptops to communities in need, including Yass High School — who have an above average number of Aboriginal and Torres Strait Islander students — enabling remote students in rural communities to continue their secondary education

“ We are extremely grateful to be receiving these reconditioned laptops. With COVID-19, our existing supply of devices has been diminished to support schooling from home. ”

Linda Langton
Principal, Yass High School (YHS)



DXC First Nations team and partners from Willyama Services delivering reconditioned laptops to Yass High School

3 Culture, diversity and inclusion

Goals

We are focused on DXC learning about and celebrating Aboriginal and Torres Strait Islander cultures and providing a culturally safe and supportive work environment for Aboriginal and Torres Strait Islander peoples. Our aim is to:

- Identify and provide appropriate cultural awareness and sensitivity training to our people, to foster greater understanding and inclusion
- Increase our number of Aboriginal and Torres Strait Islander employees
- Make DXC a First Nations-supportive employer of choice

Progress

- DXC celebrated and reflected on a calendar of significant Indigenous events and dates throughout 2020 – 2021 and held all-staff events for awareness and learning.
- We have enhanced our HR systems to enable new self-identification options for Aboriginal and Torres Strait Islanders, to increase opportunities for professional development.
- We commissioned and procured over 15 original artworks for display in our national DXC offices. We also commissioned artwork for our Reconciliation Action Plan, and for other digital uses, from Casey Coolwell. She is an acclaimed Aboriginal artist and graphic designer and a Quandamooka, Nunukul woman from Minjerrabah, with connections to Eulo and the Bini people of Bowen. These artworks are a source of pride and visual demonstration of inclusion by and for all our employees.



4 Community engagement

Goals

We strive to build strong relationships with community as a vital aspect of our own principles of co-design, respect, and shared learnings. Our endeavours are:

- Participating in and/or sponsoring community events and activities
- Co-designing community-centric projects
- Sharing of knowledge and culture
- Consulting with community groups on matters relating to DXC's relationship with lands, waters, and communities

Progress

- We joined forces with some of our customers and business partners, including Indigenous businesses, to distribute refurbished laptops and other ICT equipment to remote and rural Aboriginal and Torres Strait Islander community and school programs.
- We are working with business partners and community groups to develop programs to support broader technology-related needs such as internet connectivity, data availability, computer literacy and ICT storage locations.
- Technology donations are made possible with the support of partners in our Community Technology Enablement Program, such as the Indigenous business Willyama Services.

In the spotlight: DXC Veterans Program

The latest program established as part of our Social Impact Practice is DXC's Veterans Program. Our early vision is for DXC to create an inclusive environment to enable veterans to thrive in the workforce, and to become an employer of choice for the armed forces industries.

Formed in 2021, the program is led by Professor Neil Curtis, senior security consultant at DXC and a military and police veteran, and comprises a working group of veterans and closely associated supporters involved in veteran affairs. Within DXC Technology, our executive sponsor is Dr Michael Neary, Insurance industry general manager and a veteran himself, with an intimate understanding of the complexities associated with veterans.

The program will focus on military veterans, with a range of initiatives that support bringing veterans into the workplace and within socially connected communities.

We believe that veterans deserve to be recognised and respected for their sacrifice, service and commitment to our nations. With this in mind, our goals are to ensure DXC creates and maintains an environment that recognises veterans, provides education and career opportunities, while supporting their well-being and social and community connectedness. In collaboration with an ecosystem of technology, education and veteran support partners, we intend to develop a leading program covering four main areas:



Business support

Providing highly skilled, service-driven and security-cleared staffing for DXC's customers



Transition and training

Creating education and career pathways, and mentoring and networking opportunities for veterans



Culture, diversity and inclusion

Providing an inclusive and culturally aware environment for veterans and their peers, and nurturing diverse and innovative thinking



Well-being and support

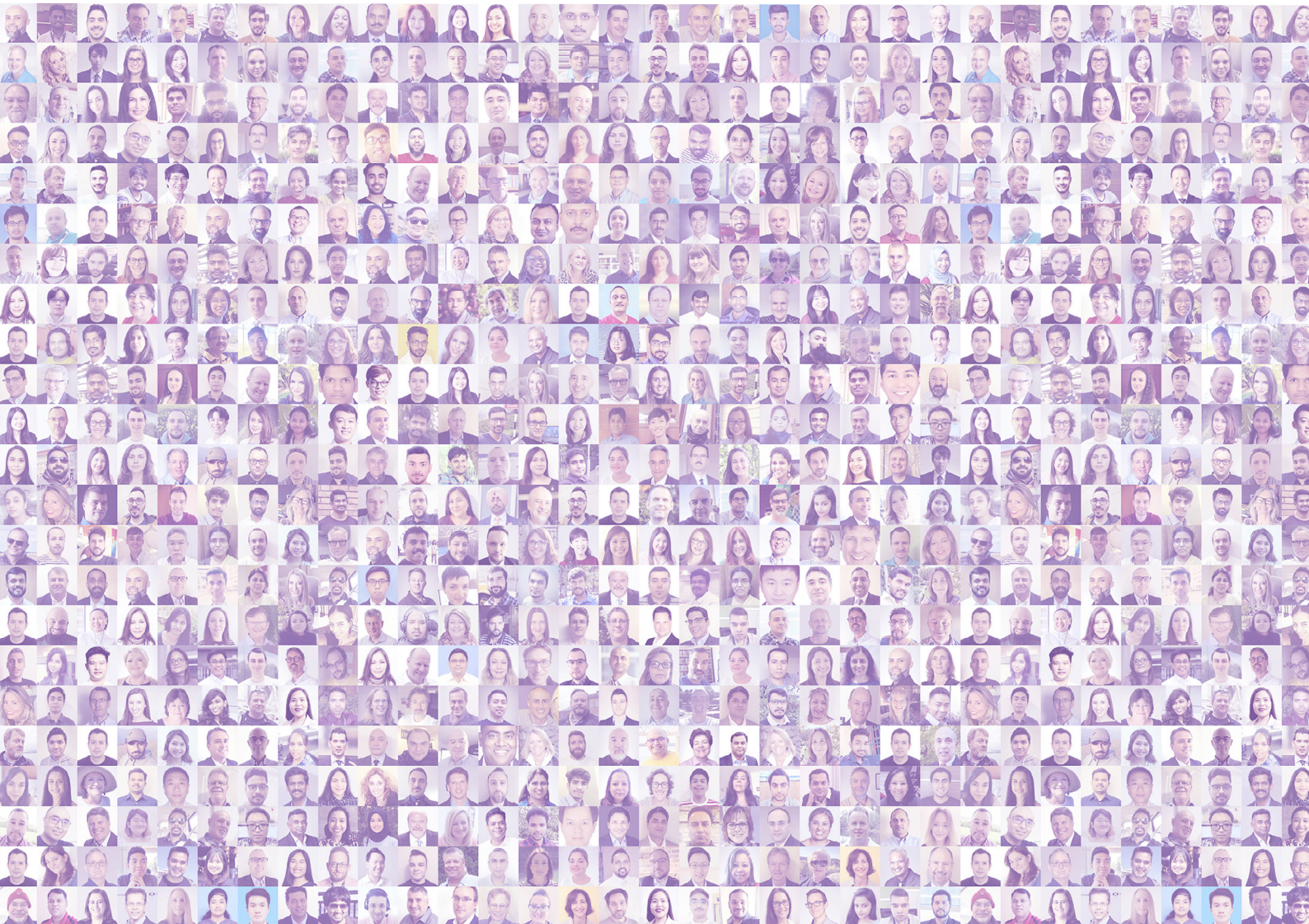
Supporting veterans' mental and physical well-being through psychological and physiological programs, and workplace and community social networks

We look forward to further developing this program and starting to make an impact in the lives of veterans through their employment and engagement with DXC.





To learn more, visit
dxc.com/au/socialimpact



About DXC Technology

DXC Technology (NYSE: DXC) helps global companies run their mission critical systems and operations while modernizing IT, optimizing data architectures, and ensuring security and scalability across public, private and hybrid clouds. The world's largest companies and public sector organizations trust DXC to deploy services across the Enterprise Technology Stack to drive new levels of performance, competitiveness, and customer experience. Learn more about how we deliver excellence for our customers and colleagues at [DXC.com](https://dxc.com).