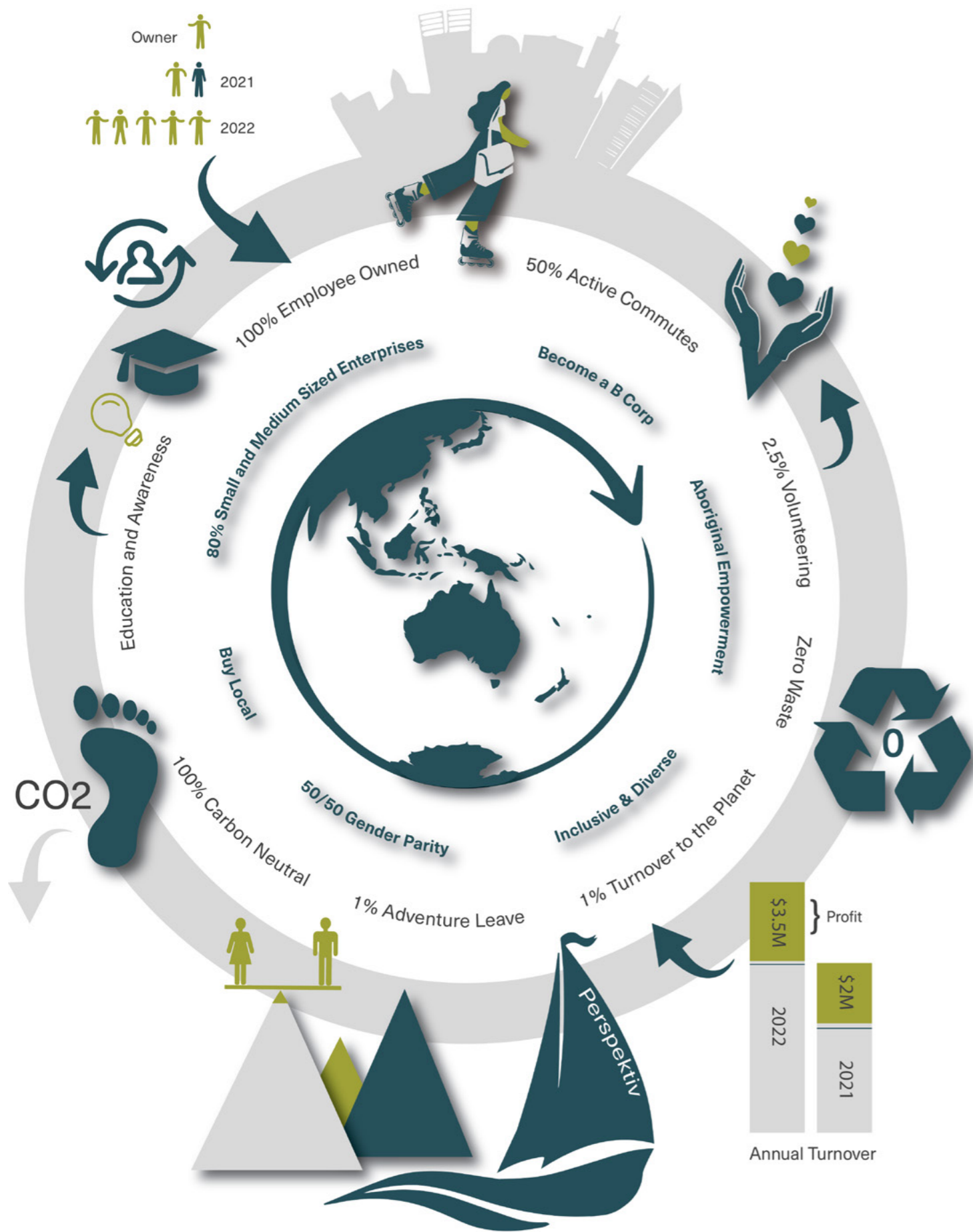


# At Perspektiv, Our Business Plan is our Sustainability Policy;



100%

Maintain 100% employee ownership, whilst increasing the number of owners from 2 to more than 4 people.

**B**ecome a certified B Corporation meeting the highest standards of social and environmental performance, public transparency, and legal accountability to balance profit and purpose.

Increase revenue by **175%** whilst maintaining a profit before tax margin of 20%.

1%

Donate 1% turnover to the Planet.

Support our staff to commute actively for at least 50% of their commutes.

**P**articipate in our local economies, by buying local (100%), preferentially using small and medium sized enterprises (80%), and having **Aboriginal** and social enterprises within our supply chain.

Become a zero waste organisation that supports the circular economy.

Promote an entrepreneurial spirit and encourage people to leave their comfort zones, by establishing a new entitlement for 'adventure leave'.

**CO2** Achieve carbon neutrality for our organisation, our people and their households. Provide carbon neutral and zero waste services for our customers.

Pursue a diverse and inclusive team with gender parity and respect for one another.

Increase staff numbers from 15 to 25 people and increase formal office locations from 2 to **4** locations.

200%

Reach more people with valuable and engaging information about sustainability, diversify and increase our customer base by 200%, have 500 people per month visit our website for sustainability news and insights, have 2000 company followers on Social Media.

Volunteer 2.5% of staffs paid work time.

Maintain a staff attrition rate of less than 5% by challenging and developing our staff, whilst maintaining high levels of satisfaction and wellbeing.