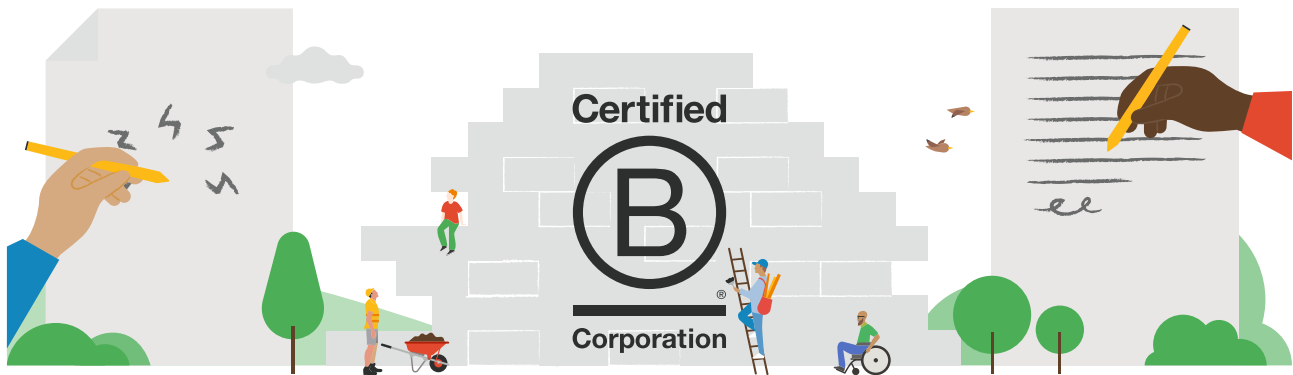




capire

Giving every person a voice.



We developed a new strategic plan, which further embedded increasing our impact in our projects and decision making.

We've received our third successive B Corp recertification.

Capire has a draft environmental management plan in development.



Electricity at the office is now purchased from 100% renewable sources and is carbon neutral.

Capire introduced soft plastics recycling and composting as part of our waste reduction commitment.



Social and environmental performance have been integrated into our decision-making, as part of our Strategic Plan.

We've introduced a formal Code of Conduct.



Capire is now majority-owned and led by individuals from under-represented groups such as women and those who identify as LGBTQI+.

Our big achievements

Maximising the social benefit of every project



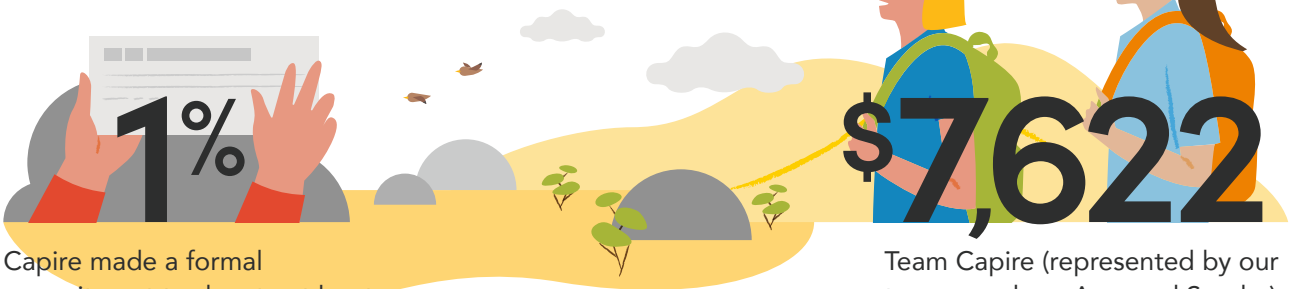
We raised over \$2,700 in donations and community giving.



We updated our Parental Leave Policy and Work Life Balance Policy to include an additional 2 weeks parental and partner leave, along with formal job-sharing arrangements.

3 interns were hired as full-time permanent employees in the past year, with a living wage, performance reviews and a formal opportunity to provide feedback on experience.

Capire has made a formal commitment to prohibit the use of child labour.



Capire made a formal commitment to donate at least 1% of net profit (after tax) to charitable causes.

Team Capire (represented by our team members Amy and Sandra) raised \$7,622 for the Sisterworks Walk for Women.

B Corp

Capire’s impact is a pillar of our work, not an afterthought. It’s embedded in our vision, mission, strategic goals and values, governs every decision we make, and inspires us to create positive outcomes.

Certified

B

Corporation

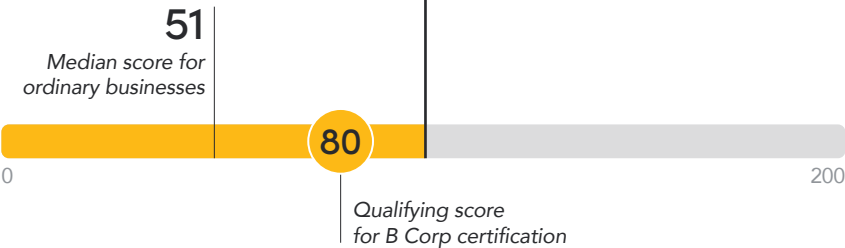
Capire is proud to be a certified B Corporation. Having first received certification in 2016, belonging to B Corp means that we voluntarily meet the highest standards of social and environmental performance, public transparency and accountability.

Our recognition by B Corp is proof of our dedication to building strong, equitable communities and our commitment to environmentally responsible practices.

As a B Corp business, Capire is accelerating a global culture shift to redefine success in business and build a more inclusive and sustainable economy. Balancing profit and purpose, we’re continuing to improve our Impact Score with each assessment and explore new opportunities to maximise change.

In 2019, we were recertified and received an Impact Score of 100.4 (out of 200). This score increased by 1.6 points since our last assessment (from 99.8). Our score places Capire above the average for other B Corps in Australia (>17.5 pts), our sector (>18 pts) and businesses of our size.

100.4



8/100.4 points awarded for governance	8
26/100.4 points awarded for community	26
33/100.4 points awarded for staff	33
9/100.4 points awarded for environment	9
24/100.4 points awarded for customers	24

26 COMMUNITY POINTS (OUT OF 50)



- Over 50% of our managers identify as women.
- Over 60% of our expenses (excluding labour) were spent with independent local suppliers.
- Our employees did 1,515 hours of volunteer and pro bono work in the last fiscal year.

8 GOVERNANCE POINTS (OUT OF 25)



- Committed to change our constitution to include a specific “for purpose” statement and stakeholder clause which states our Company is to deliver returns to shareholders whilst having an overall positive impact on society and the environment.
- Positive impact outcomes are integrated into our mission, strategy, decision-making and monitoring processes.

24 CUSTOMER POINTS (OUT OF 65)



- 84% of revenue from projects which directly supported impactful social or environmental decision-making for our client organisations.
- 6% of our revenue from projects directly attributed to projects assisting underserved communities.
- Beneficiaries of Capire’s services include homeless people, Aboriginal and Torres Strait Islander people, people with a disability, LGBTIQ+ people, culturally and linguistically diverse (CALD) people, young people, residents in public housing, parents and carers, asylum seekers and refugees, and hearing, speech and vision-impaired people.

9 ENVIRONMENT POINTS (OUT OF 20)



- Capire improved our energy efficiency, water efficiency and waste reduction programs.
- Our policies encourage environmentally preferred products and practices.
- We commenced development of an Environmental Management Plan.

33 STAFF POINTS (OUT OF 50)



- 15% of employees were internally promoted in the last fiscal year.
- Over 75% of employees received skills-based training.
- Job flexibility includes part-time schedules, flex-time work schedules, hybrid work and job-sharing.

Embedding impact in our projects and practice

Capire delivered approximately 180 projects in the last fiscal year – giving a voice to thousands of people. Engagement continued during the COVID-19 restrictions, with our delivery remaining flexible and moving online.

Maribyrnong City Council: Response to January 26

The nationwide debate around changing, saving or cancelling the Australia Day public holiday date remains a challenge.

To understand local views, Capire undertook critical, in-depth engagement with First Nations and traditional owner groups who are significantly impacted by this date culturally and historically, as well as people from the many CALD communities who embrace the citizenship ceremony that is held in the municipality on this day.

Adult Multicultural Education Services

Since 2017, Capire has partnered with AMES Australia, an organisation helping refugees and migrants to settle in Victoria. To support the economic inclusion of newly arrived migrants and refugees, Capire provided paid work experience to an AMES Australia client.

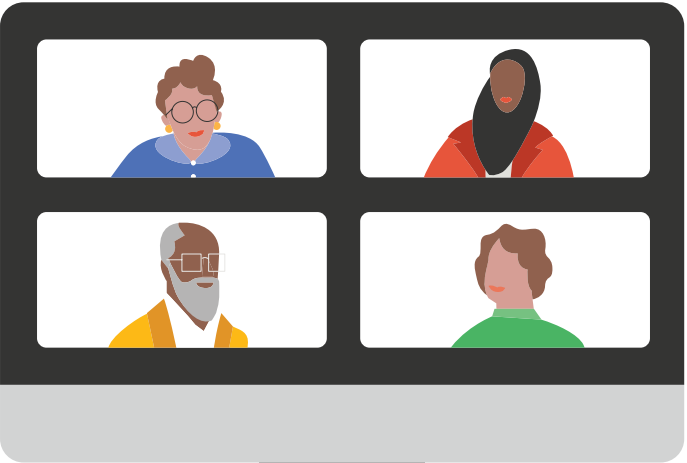
Throughout the past year, we’ve been proud to support three employees as members of our project delivery teams.

Turn It Up Conference

In October 2020, Capire hosted Turn It Up, a virtual conference which brought skilled listeners, communicators, researchers and facilitators together to inform engagement practice, build morale among the sector and build relationships in the industry.

With 841 attendees, the conference focused on strategies for developing strong and resilient communities in a post-Covid context.

As an indicator of impact, a sample of 65 participants reported a high likelihood of applying something they learned at the conference to their own practice (average of 7.9 out of 10).



Sharing our knowledge to empower our peers.

Capire is committed to sharing our learnings and strengthening community engagement practice in Victoria and internationally. To share what we've learnt through our professional practice, we produced five guides, toolkits and webinars last year, covering topics from engagement during a pandemic, to building participation online.

COMMUNITY ENGAGEMENT DURING COVID-19 TOOLKIT

[Read it](#) ➤

LISTENING TO YOUNG PEOPLE ABOUT THEIR POST-COVID FUTURE

[Watch it](#) ➤

ONLINE PARTICIPATION CARDS

[Download](#) ➤

DIGITAL ENGAGEMENT TOOLS & PLATFORMS

[Read it](#) ➤

HOW TO MAKE ENGAGEMENT ACCESSIBLE

[Watch it](#) ➤

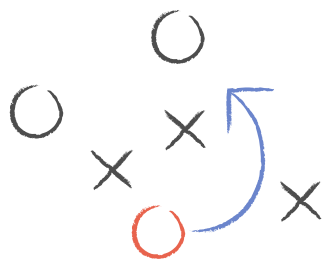
Aligning with our values

As engagement experts, our work requires that we remain adaptable and open in changing circumstances. We recently established four key values as part of our Strategic Plan. Each one underpins our approach, serving as our guide to removing barriers, fostering inclusivity and cultivating understanding, no matter the project or environment we're engaging in.



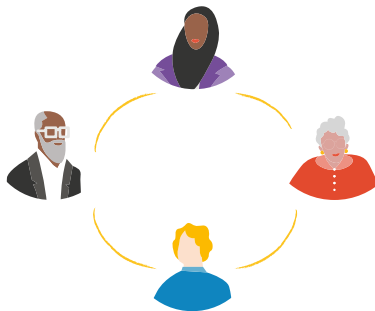
To understand

We explore the unique needs of our clients and their communities to design and deliver tailored, effective, engagement strategies.



Be flexible

We adapt our way of working to respond to changing needs and build from our learnings. We find innovative ways to engage in changing environments.



Bring everyone along

We model inclusiveness by reducing barriers, creating connections and engaging in meaningful and supportive ways. We share our learnings and celebrate our success. We build trusted relationships through our empathy, integrity and our authenticity.



Make an impact

We create positive impacts for our clients, our community, our practice and our planet. We find new ways to lead engagement practice.

Ready to engage, learn and connect?

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Certified



Corporation