



2022
Year in Review
Social Impact Practice

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



Seelan Nayagam
President
Asia Pacific, Middle East
and Africa
DXC Technology

A message from Seelan Nayagam

At DXC Technology, we recognise our position as stewards of the communities and environments in which we live and work, and we believe we have a responsibility to help solve social challenges using our business expertise and scale.

DXC's Social Impact Practice was established in 2018 in Australia because of our commitment to engage with our customers, colleagues and partners to better understand regional social issues and co-design solutions to address them.

In 2022 we expanded the practice to the wider Asia Pacific region, benefiting more communities through the dedication and passion of our teams.

I am incredibly proud of the progress the Social Impact Practice has made over the year – by working with our colleagues, customers and partners throughout Asia Pacific who share the same commitment to stewardship and sustainability. Together we aim to increase inclusivity, improve socio-economic outcomes and support a sustainable future.

Programs – what we do

DXC operates five programs as part of its Social Impact Practice:



DXC Dandelion Program

Connecting neurodivergent people with meaningful employment, and helping workplaces fill IT skills gaps



DXC Digital Futures Program

Increasing access to technology for communities in need and reducing e-waste for a sustainable future



DXC First Nations Program

Enabling equitable outcomes for First Nations people through co-designed education, business, employment and community initiatives



DXC Māori and Pacific Peoples Program

Embracing Māori and Pacific culture through business and employment opportunities and community initiatives



DXC Veterans Program

Enabling and supporting veterans to thrive while offering workplaces IT experts to fill skill gaps

2022 summary

2022 was an extremely busy year for the Social Impact Practice and our programs grew in scale and impact.



Michael Fieldhouse
Social Impact Practice
Executive, Asia Pacific
DXC Technology

The multi-award-winning **DXC Dandelion Program** expanded to more customers, communities and regions with new teams of neurodivergent people established in Australia, the Philippines, England and Scotland.

The **DXC Digital Futures Program** grew its donation count to more than 500 technology devices across Asia Pacific and continues to develop new partnerships to reach more communities in need.

The **DXC First Nations Program** continued to deliver on the commitments set out in our first Reconciliation Action Plan (RAP) "Reflect". The team is working towards releasing our second RAP, "Innovate", in 2023.

Late in 2022 DXC proudly launched the **DXC Māori and Pacific Peoples Program** in New Zealand, with the Honourable Aupito William Sio, Minister for Pacific Peoples and Minister for Courts, officiating the ceremony together with our colleagues and customers.

After launching the **DXC Veterans Program** in 2021, the team has quickly grown its ability to help transition, train and employ veterans through community organisations, technology and education partners.

Finally, we were proud to demonstrate the combined impact of our programs through collaboration. In 2022, DXC was selected by a major Australian insurer to provide workers' compensation claims and injury management services over the next four years. As part of the agreement, DXC will employ 30+ skilled resources through our Social Impact Practice to work within the delivery teams providing services. The employees will include neurodivergent people, Indigenous people and veterans from across DXC's programs.

We could not be prouder of the social impact we are making in the community, thanks to the hard work and passion of our teams, partners and customers.

Acknowledgement 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 date

DXC Dandelion Program

250+

neurodivergent people
employed in 17 teams
across Asia Pacific

\$2.5m

invested
in neurodiversity and
mental health research

DXC Digital Futures Program

500+

refurbished technology devices
donated

10,000+

students
benefitting from donations

DXC First Nations Program

\$8m+

Indigenous business
spend in Australia

\$100,000+

invested
in Indigenous traineeship program

DXC Māori and Pacific Peoples Program

20+

DXC colleagues
involved in establishing and
building the program

10

Pacific Language Weeks
recognised and celebrated at DXC

DXC Veterans Program

20

veterans
onboarded through the program

300+

technology certifications
obtained by veterans and
military spouses

DXC Dandelion Program

The DXC Dandelion Program embraces, supports and expands the skills of neurodivergent people to help them secure long-term, fulfilling IT careers.

Backed by global research and designed in collaboration with neurodivergent people, the program guides participants through a unique recruitment process, onboarding, work experience, and tailored skills training and employment plans. This is combined with a comprehensive workplace readiness program, including management and workplace awareness training,

organisational change and dedicated autism spectrum consultants for onsite support.

The program benefits neurodivergent people by building their technical and life skills and providing meaningful career opportunities. It also benefits customers and workplaces by providing access to highly skilled team members with strong technical capabilities to meet IT needs.

2022 highlights and achievements

Career and education pathways

In 2022 the DXC Dandelion Program continued investing in several online resources designed specifically for neurodivergent people, aimed at creating pathways to meaningful careers.

- DXC, together with Untapped, continues to grow the Neurodiversity Hub, which supports the transition of neurodivergent secondary school students into university or TAFE (technical and further education). The Neurodiversity Hub, supported by eight major Australian universities, as well as employers such as SAP, Westpac, ANZ Bank, NAB, BHP and Medibank, is a resource-rich community for universities, employers and service providers to create neurodivergent-inclusive environments and work experience, internship and career opportunities.
- Genius Armoury is an online environment designed to identify and attract cyber security talent from the autistic community, originally co-created with our program partners in 2021. In 2022 the learning environment was adapted to create a new high school version for attracting students considering their future careers.

Community initiatives

In 2022 our team was busy with community engagement through expansion into new regions.

- The annual Autism@Work Summit was held virtually for the first time in 2022, enabling participation from a larger and more diverse range of people across Asia Pacific.
- DXC successfully launched the DXC Dandelion Program in the United Kingdom, initially employing eight neurodivergent individuals in private and public sector organisations across England in software testing and user experience roles. Based on this success, a second team was implemented in Scotland, employing neurodivergent individuals in infrastructure testing and project management office roles.

Customer, partner and industry engagement

DXC is proud of the opportunities and benefits the program delivers for our customers, partners and the broader IT industry.

- In late 2022 DXC partnered with Treasury, an Australian government agency, to implement the DXC Dandelion Program. The pilot program placed two neurodivergent individuals within Treasury's Cyber Security and Data Analytics teams.



- We are introducing a team of six neurodivergent individuals to a two-year program within the Australian Federal Police. We are supporting the agency with recruitment, onboarding, training, organisational readiness and a comprehensive support framework to help the employees thrive in their new roles.
- DXC bolstered its own workforce by hiring 13 neurodivergent employees for our support and delivery teams, providing a range of cloud, Wintel and mainframe IT services for our customers across the region.

250+

neurodivergent people
employed

92%

retention rate
of program participants

17

national
and international
awards

\$2.5m

invested in neurodiversity
and mental health research

30% – 40%

improved productivity
from DXC Dandelion teams

DXC Digital Futures Program

The DXC Digital Futures Program channels sustainability through refurbishment and redistribution of technology to communities in need, to bridge the digital divide while reducing e-waste.

Our vision is for all people in our region to have access to technology, education and training, so they can participate in the economy

and practice self-determination for the sustainability of their cultures, environment and communities.

We collaborate with like-minded customers and business and technology partners to address the digital divide and meet sustainability goals by providing computers, software, education packages and other support services to communities across the Asia Pacific region.

500+
refurbished
technology devices
donated

10,000+
students
benefit from donations

30+
communities
impacted



99%
e-waste recycled
at DXC, supported through the
program

11
program partners

2022 highlights and achievements

Career and education pathways

In 2022 we were proud to enable technology access across many communities to aid skills and education development with a view to future employment opportunities.

- DXC, together with customers ANZ Bank and Vestone Capital, donated 30 reconditioned laptops to Ganbina, a not-for-profit organisation that mentors young Aboriginal and Torres Strait Islander people. The donation supports Ganbina's Jobs4U2 Employment Program and ANZ Bank's Indigenous Traineeship program.
- DXC and AMP partnered to donate 40 reconditioned laptops to Tjindu Foundation for the Aboriginal AFL Academy, a curriculum-based program for Aboriginal and Torres Strait Islander students in South Australia.
- Senior students at Tagai State Secondary College on Thursday Island received 60 repurposed laptops through a joint initiative of DXC, Origin Energy and the Origin Energy Foundation. The only high school campus in the Torres Strait, Tagai boards students across the region, who use the laptops to improve their computer skills and support their educational journeys.

Community initiatives

2022 saw many community engagements in which DXC was proud to work with our customers and business and technology partners to make a difference in remote communities.

- Umoona Community Council, a not-for-profit organisation in Coober Pedy, South Australia, received 30 refurbished laptops through a collaboration between DXC, AMY Nominees and Dell Technologies. The devices support technology literacy, child tutoring and education in the men's and women's sheds at Umoona Community Council.
- DXC partnered with Tronic Telecommunications to donate more than 100 VoIP phones and switch infrastructure to the Victorian Aboriginal Health Service (VAHS). The VAHS provides critical medical, dental and social services to the First Nations communities in Fitzroy, Preston, Epping and surrounding areas.

Customer, partner and industry engagement

A program of this vision and scale is possible only with the help of partners that share the same commitment to stewardship and sustainability. We have secured key partnerships that help us increase inclusivity, improve socio-economic outcomes and support a sustainable future.

- LiteHaus International is a not-for-profit with a vision to digitalise a million dreams across the Asia Pacific region by 2027 – by empowering people with digital learning tools and opportunities to realise their dreams. Through LiteHaus and its Digital Infrastructure Program, DXC is equipped to scale our program from its Australian origins to the wider Asia Pacific region.
- Our donation partners to date include the Commonwealth Bank of Australia's Indigenous Business Banking team, Dell Technologies, AMP, Vestone Capital, Origin Energy and the Origin Energy Foundation.
- Partners that provide support services for community engagement, device refurbishment and software include Willyama Services, AMY Nominees, WV Technologies and HPE Financial Services.

We continue to nurture and grow the network of organisations providing services and devices for the program.

DXC First Nations Program

The DXC First Nations Program was established in 2019. The program's vision is an Australia in which First Nations 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.

A core tenet of our program, the DXC Reconciliation Action Plan (RAP), is built on four themes that resonate with our goals and areas of expertise which we believe we can best leverage to support Aboriginal and Torres Strait Islander people and progress on our reconciliation journey.

2022 highlights and achievements

Career and education pathways

In 2022 we made significant investment in initiatives through our customer and partner relationships to increase employment opportunities for Indigenous Australians:

- We invested more than \$100,000 in our Indigenous traineeship program, working with TAFEs and registered training organisations (RTOs) across Australia, and locked in customer contracts to support a further 10 Indigenous trainees over the next two years. In addition, we developed Indigenous ICT traineeships to specialise in cloud computing, cyber security and data analytics.
- We partnered with Indigenous support businesses to develop a framework for Indigenous employee and trainee support, to pave the way for DXC Indigenous employees in a culturally safe environment.
- We established a relationship with the Indigenous Literacy Foundation to better support the needs of Aboriginal and Torres Strait Islander people on their educational journeys.

Community initiatives

In 2022 DXC's engagement with First Nations communities continued to grow through multiple initiatives.

- For the opening of DXC's Customer Engagement Centre in Sydney, we consulted with the local community to acknowledge the Gadigal people of the Eora Nation as traditional owners of the land where the site resides. We hosted a yarning circle with local elder Aunty Donna Ingram, focusing on how DXC's values could be reflected in Gadigal language for naming of the office site, its meeting rooms and artwork.
- We continue to support Indigenous communities by donating refurbished tech devices, and providing related device enablement and digital skills. This aligns with our RAP commitments and with Closing the Gap outcome 17 for Aboriginal and Torres Strait Islander people to have access to information and services enabling participation in informed decision-making regarding their own lives.

Customer, partner and industry engagement

Our ongoing journey to reconciliation is made possible by combining our efforts with like-minded organisations:

- We renewed memberships with key industry bodies Diversity Council of Australia, Supply Nation and Kinaway to continually access and grow resources that help us



better understand and support our colleagues and the Indigenous businesses and communities we work with.

- To support Indigenous Business Month, we hosted a virtual roadshow of our Indigenous business vendors, educating DXC employees about their services to create more joint business opportunities.
- We became the Presenting Partner of the ACT Brumbies National Indigenous Engagement Program. Recognising the important role that sport and technology play as a vehicle for social change, we began this collaboration to jointly improve societal outcomes and champion inclusion for First Nations communities.

\$2.4bn

of DXC business opportunities supported with Indigenous solution components

20+

Indigenous business relationships formed

30+

Indigenous Participation or Social Commitment Plans developed for our customers

\$8m+

Indigenous business spend

800+

Indigenous Australians benefited from technology device donations

DXC Māori and Pacific Peoples Program

The DXC Māori and Pacific Peoples Program was launched in late 2022 in recognition that, as an organisation with a large footprint in New Zealand/Aotearoa, DXC has a responsibility to encourage, promote and support Māori and Pacific culture at DXC and within the industry and communities where we work and live.

We have identified four themes for focusing our program efforts:

- **Business partnerships (kotahitanga).** Supporting Māori and Pacific businesses in Aotearoa
- **Education and career pathways (mātauranga).** Creating new education and career opportunities in the technology industry for Māori and Pacific people
- **Community engagement (kaitiakitanga).** Engaging with Māori and Pacific communities to promote understanding and fairness
- **DXC culture within Aotearoa (whanaungatanga).** Aspiring to be an employer of choice for Māori and Pacific peoples and foster cultural awareness within DXC

2022 highlights and achievements

Career and education pathways

Our program's earliest partner relationships were formed to make an immediate impact in areas we identified as important to our organisation, the IT industry and the community.

- Rea, an Aotearoa-based business, is a digital platform that educates and connects Māori and Pacific people to well-paid, skilled employment. Together with Rea, we have created cadetships to provide a pathway from Rea's programs into DXC employment.
- Through a partnership with TupaToa, we will provide internship and graduate opportunities for Māori and Pacific university students to join DXC, where they will work within our customer accounts in both the public and private sectors

Community initiatives

DXC's cultural focus has strengthened through the passion of our Māori and Pacific Peoples Program team and their commitment to *kaitiakitanga* and *whanaungatanga*.

- DXC's employees celebrated Māori Language Week (*Te Wiki o te Reo Māori*) through events such as language workshops, an inter-office staff quiz and a morning tea of locally sourced kai. We consider Māori Language Week an opportunity to learn and grow our knowledge of *te reo Māori* throughout the organisation.
- To visually represent the vision and objectives of the Māori and Pacific Peoples Program, DXC commissioned Lincoln Moa, a well-known New Zealand-born Tongan artist, to create original artwork for use in all program content. The artwork signifies our focus on core Māori and Pacific concepts and frameworks, which are built on mutual trust, respect, reciprocity and *whanaungatanga*.

Customer, partner and industry engagement

As our program grows in 2023 and beyond, we aim to increase collaboration with our partners to strengthen our ability to create better outcomes for Māori and Pacific people.



- Integrated with the DXC and Rea cadetship program, our global strategic partner Microsoft provides training and upskilling in business applications before we assign cadets to customer projects.
- In 2023 we plan to collaborate with the ACT Brumbies to donate reconditioned tech devices to Rea, giving its students the digital access they need to upskill and qualify for cadetships such as DXC's program. By aligning a donation event with the Super Rugby Pacific tournament in New Zealand, we aim to create cultural and community impact through DXC's partnership with the ACT Brumbies and our joint focus on Indigenous support.

100+

attendees
at program launch ceremony

2

industry partner relationships
established

20+

DXC colleagues
involved in establishing and building the program

800+

attendees
at Polyfest career pathway stand

5

workstreams
established

10

Pacific Language Weeks
recognised and celebrated at DXC

DXC Veterans Program

Veterans are well-trained, highly skilled and motivated. At DXC, we know how valuable veterans' skills are to the IT industry.

The DXC Veterans Program supports veterans who want to secure viable and rewarding long-term careers in IT. As a result, DXC customers and partners are given access to highly skilled, outcomes-driven, security-cleared team members.

The program provides education and career opportunities in an inclusive work environment that supports the mental and physical well-being of our veteran community while they transition to civilian life.

Through close collaboration between DXC and our business, education, support and technology partners, the program assists veterans through recruitment, training and, if needed, well-being support.

Our program connects directly to the veteran community to understand the unique needs and challenges of transitioning to civilian careers. Workshops, webinars and information sessions held within our business, with our partners and with government agencies help inform practical, flexible learning experiences that allow veterans to thrive at DXC.

2022 highlights and achievements

Career and education pathways

In 2022 the DXC Veterans Program established several job-building and realignment initiatives for veterans and their spouses.

- A new partnership with the University of Southern Queensland focuses on its Bachelor of Cyber Security program, an innovative initiative to train veterans who have no prior experience in cyber security. The program's internship component is designed to enable an equitable pathway for veterans to transition from military service to the IT industry. DXC has employed five interns through the program, supporting their transition from defence to IT and providing additional education pathways through industry micro-credentials.
- Genius Armoury, an online environment initially designed to identify cyber security talent within the neurodivergent community,

was adapted for military veterans to provide them with cyber security career pathways.

Community initiatives

DXC forms specialised partnerships that play a crucial role in aiding the mental and physical well-being of veterans and that focus on making workplaces inclusive and veteran-ready.

- Partnering with organisations including Soldier On, the Salvation Army and Helping Heroes provides veterans access to community support beyond the workplace.
- In 2022 DXC became a proud participant in the Prime Minister's National Veterans' Employment Program. Through this program, we recognise the professional skills and experience that veterans bring to the workplace and demonstrate our commitment to recruiting and employing veterans.

Customer, partner and industry engagement

DXC continues to commit to veteran employment opportunities through our industry and customers.

- In 2022 we reached an agreement to place veterans in cyber security roles with two of our insurance customers. DXC's IT service agreements for these customers span up to five years, ensuring the veterans have long-term employment and valuable skills-building opportunities.
- DXC bolstered our cyber security team by hiring five veteran interns who work closely with a variety of customers throughout Australia to deliver security solutions.

9

veterans

employed in DXC's Security Practice

20

veterans

onboarded through the program in total

300+

technology certifications

obtained by veterans and military spouses



5

new technology and community partnerships

established

40+

veterans

undergoing IT training supported by DXC and our partners





Thank you so much for bringing such wonderful resources to me. These guys are amazing, worth their weight in gold.

Phyllis, Cyber Security Manager,
DXC Technology Australia and New Zealand,
on team members recruited
from the DXC Veterans Program

Learn more at
dxc.com/au/socialimpact

Get the insights that matter.

dxc.com/optin



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 to drive new levels of performance, competitiveness, and customer experience across their IT estates. Learn more about how we deliver excellence for our customers and colleagues at [DXC.com](https://dxc.com).