

Shaping tomorrow





Acknowledgement of Country

PLS acknowledges the Nyamal and Kariyarra People of the Pilbara, the Whadjuk Noongar People of the Perth region and all Aboriginal and Torres Strait Islander peoples who are the Traditional Owners and First Nations peoples of these lands. We pay respect to their Elders past and present and acknowledge their continuing connection and care for the land, water and Country.

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About this report

This Social Impact Report (the Report) has been prepared as a review of PLS' Community Investment Program in Australia with particular emphasis on the outcomes achieved through multi-year community partnerships. Unless otherwise specified, the reporting period covers calendar years 2023 and 2024. The findings presented draw on information provided by our major community investment partners through formal reports, supplemented by data collected via an online survey and one-on-one interviews conducted by a third party.

All financial figures are expressed in Australian dollars, exclusive of GST, unless otherwise indicated. The information contained in this Report reflects the best knowledge available to PLS at the time of preparation and is presented in good faith. In this report, unless otherwise stated, references to 'PLS', the 'Company', 'we', 'us' and 'our' refers to PLS Group Limited and its controlled entities.

Feedback

To share your feedback on this report or to ask a question about our community investment please email our team on community@pls.com

Message from the CEO

Our success is deeply connected to the strength and wellbeing of the communities where we live and work.



In 2023, we signed our first major, multi-year community partnership with The Smith Family. This marked the beginning of a more strategic approach to community investment, focused on building long-term partnerships that deliver lasting community benefit.

Since then, we have grown to 12 multi-year partnerships across our three focus areas of Education, Community Resilience and the Energy Transition.

Together with our partners, we are proud of the progress achieved over the past two years. During this time, more than 2,400 students have been supported through mentoring, scholarships and STEM enrichment programs, and over 7,400 community members have accessed vital wellbeing services, ranging from health research and mental health support to socio-legal assistance.

Additionally, through our signature initiative at Strelley Community School - the oldest continually operated Independent Aboriginal Community School in Australia - we have enabled access to renewable energy, replacing diesel generation and reducing emissions and costs for the community.

In addition to our multi-year partnerships, we launched a Community Grants Program to support grassroots, community-led initiatives in our priority communities. Over 2023 and 2024 we proudly funded a total of 23 projects in Port Hedland and surrounding regional towns through this annual program.

Our investment model is about more than funding. It is grounded in listening, partnership and building local capability to support outcomes that matter most to communities.

In this Social Impact Report - the first we have produced - we reflect on the outcomes achieved through our community investment portfolio and shine a spotlight on our major multi-year partnerships.

These achievements are only possible through the trust and collaboration we share with our partners and communities. While we are proud of the foundation we have built, this is just the beginning. We remain committed for the long term and to continuing to work alongside communities to help shape a stronger, healthier and more sustainable future for generations to come.

A handwritten signature in blue ink, appearing to read 'D Henderson', with a long horizontal line extending to the right.

Dale Henderson
Managing Director and CEO

Our community investment strategy

We're committed to supporting the social and economic wellbeing of the places where we live and work.

Our Community Investment Framework brings together multi-year partnerships, local community grants program, charitable donations and employee volunteering to ensure our investments deliver positive, lasting and sustainable impacts.

We focus our community investment on three key areas of Education, Community Resilience and Energy Transition. By working together in these areas, we aim to help communities thrive today and build stronger more sustainable futures.



Education

Priority community education

Improved education outcomes for children in priority communities, including First Nations families.

Research collaborations

Place based research collaborations established in priority communities.

STEM resourcing

Priority communities become hubs for STEM education.



Community Resilience

Community wellbeing

Improved mental and physical wellbeing of priority community members and vulnerable groups.

Enhanced belonging

Strong sense of identity and belonging in priority communities.

Economic participation

Improved employment and supply opportunities for members of priority communities and First Nations peoples.



Energy Transition

Climate literacy

Increased climate literacy in priority communities.

Clean energy access

Reliable and efficient clean energy access in priority communities.

Just transition pathways

Green jobs, skills and training.

Partnership principles

We're guided by four key principles when establishing partnerships in the community.

Community driven

We work with the communities in which we operate to understand their needs and wants, and take a community responsive, place-based approach to our community investment.

Building capacity

We are more than just a funder – we work with community partners in strategic partnerships to build their capacity so that they can increase their impact.

Working together

We work within the ecosystems that already exist and partner with other companies, organisations and government to ensure that we don't duplicate services, and to identify areas where no one is yet working.

Sustainable impact

We strive to deliver self-sustaining outcomes that create intergenerational value. We apply an evidence-based, partnership approach supported by transparent reporting and social impact validation.

We strive for high impact partnerships

We work closely with our partners to maximise positive impact for communities. We aim for three partnership outcomes built on capacity, funding and trust.

Capacity building

Partners have increased capacity to meet the needs of priority communities.

91%

of partners reported that their partnership with PLS contributed to development of new programs, resources or services designed to meet the needs of stakeholders in priority communities.

100%

of partners reported that they are able to reach more participants as a result of PLS funding.

100%

of partners reported that PLS funding supported increased capacity within their organisation which has resulted in improved outcomes for service users.

Funding accessibility

Partners have increased capacity to access additional funding.

Half

of all partners reported that their partnership with PLS contributed to their ability to leverage additional funds from other sources.

Improved trust

PLS has increased trust and improved relationships with priority communities.

PLS staff consistently report that community investment partnerships play a vital role in strengthening trust between the community and the Company.

Moving forward, PLS is looking to improve understanding and measurement of community trust and acceptable and corresponding drivers.

Our priority communities

We support partnerships that improve outcomes for the Pilbara communities in close proximity to our operation and also partner with organisations that create positive outcomes for our Perth community.



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PLS' support has significantly strengthened our research capacity, enabling us to expand participant recruitment, build clinical and laboratory expertise, and collaborate with global leaders in asthma diagnostics. This investment is accelerating our ability to deliver a world-first diagnostic test for preschool asthma.

Corporate Partnerships Manager, Perth Children's Hospital Foundation

2023-24 highlights



Education

2,420

students engaged across Western Australia in education programs supported by PLS, through initiatives focused on:

- Mentoring and leadership
- Scholarships
- Nutrition, health and wellbeing
- School engagement
- STEM



Community Resilience

7,400

consults and engagements with community members delivered through PLS funded programs supporting improved health and wellbeing.

- Ear health and hearing for children in Pilbara communities
- Women's socio-legal support
- Women's mental health and wellbeing
- Asthma diagnosis research in preschool aged children
- FIFO family support



Energy Transition

Stelley Community Renewable Energy Transition Project delivered in partnership with Strelley Community and Pacific Energy. The project achieved:

- Reduction of ~150 tonnes of carbon emissions per year
- Saving 170 litres of diesel use per day
- Reduced costs redirected into Two-Way Science and on-Country learning programs

We recognise that our community investment also enables broader collaboration across the education, community and health sectors.

65%

of our program delivery partners led or participated in community collaborations with other community organisations or service providers since the partnership with PLS was established.

60%

of our partners reported that the PLS partnership supported their organisation to increase advocacy reach resulting in new partnerships, and or, collaborations with local community and government organisations.

Community grants



\$208,120

23 projects



12

Multi-year community partnerships



\$3.4M

Total investment

Education



Education is one of the strongest drivers of community wellbeing, especially in regional areas where opportunities can be harder to access.

By investing in learning, we help young people build the skills and confidence they need for the future.

We focus on programs that lift school engagement and attendance, alongside mentoring, STEM enrichment, and support for health and wellbeing. We also provide scholarships that open doors for students from disadvantaged backgrounds, giving them the chance to pursue their goals and create brighter futures.

2,420

students were engaged in education programs supported by PLS in 2023 and 2024.

66%

of relevant PLS partners can evidence that program delivery has improved engagement and attendance at schools in priority communities.

100%

of education partners report that their partnership with PLS contributed to improved relationships and collaboration with local schools and education providers in priority communities.

Two

key education partners, The Smith Family and Teach Learn Grow, include STEM initiatives in their program delivery.





Our partnerships



Teach Learn Grow

Rural Program

-  Yandeyarra, Warralong, Marble Bar, Nullagine, Port Hedland
-  5 years, established 2023



Teach Learn Grow's Rural Program takes university student volunteers to schools in rural, remote and regional communities twice a year to provide curriculum aligned, one-on-one tutoring to students during a week-long visit. By targetting remote schools where children experience disadvantage, the organisation aims to improve education outcomes to see all children reach their potential.

In 2023 and 2024, the program supported by PLS engaged 111 volunteers who delivered 2,128 hours of mentoring to 272 students in Pilbara priority communities.

In recognition of the importance of STEM, Teach Learn Grow increased STEM training for volunteers and increased accessibility to STEM education kits in 2024.

Madalah

Scholarship Program

-  North West, WA
-  4 years, established 2024



Our partnership with MADALAH provides students in remote North West communities the opportunity to access high quality, secondary school education in Perth. These students are supported by the MADALAH Indigenous Students and Families Support Team through their learning journey while remaining connected to their cultures, Country and communities.

Our partnership with MADALAH has provided two students (extended to three students in 2025) from the North West with secondary school scholarships. These scholarships support the students through year 10, 11 and 12 to attend one of Western Australia's leading boarding schools.

MADALAH's scholarship model has a consistent above Year 12 attainment rate with all MADALAH students going on to further tertiary study at either University or TAFE, into an apprenticeships or traineeship, or into employment.

The Smith Family

Learning for Life Program

-  WA
-  5 years, established 2023

The PLS and Smith Family partnership began in 2023 and has since supported 200 primary school students experiencing disadvantage in Western Australia.

Through the Learning for Life program, students receive financial support for school essentials, personal support for both children and families to encourage motivation and engagement, and practical support through mentoring and tutoring programs.

In 2024, all participating students had access to twice-weekly Learning Clubs, where they took part in structured homework sessions enriched with STEM-focused activities.

Long-term results highlight the program's impact, with 84% of Learning for Life students who completed Year 12 in 2022 engaged in education, training or employment two and a half years later.

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PLS has been incredibly supportive of Teach Learn Grow's mission and vision for years now and we are so grateful to have the funding to provide our programs to rural and remote students. PLS is our main funder in the Pilbara region and without them, we wouldn't be able to make an impact as great as we do in that region.”

Development Director, Teach Learn Grow



Foodbank

nom! Schools Program

 Pilbara and Perth

 3 years, established 2023

Foodbank's nom! Schools Program empowers school-aged children in the Pilbara and across Perth with engaging nutrition education sessions, including cooking, to support healthy food choices and food safety.

In 2024, 455 students in priority Pilbara communities were engaged in nutrition education and an additional 1,076 students were engaged in the Perth metro area through the nom! Schools Program.

100% of teaching staff reported that the program was enjoyable and engaging, supported students' understanding of healthy eating and exposed students to new foods. 94% of teachers surveyed said that there is a need for nom! Schools Program.



Yandeyarra Remote Community School

School Support Program

 Yandeyarra

 Ongoing

PLS partners with Yandeyarra Remote Community School on a range of initiatives that support student attendance and the delivery of engaging programs. We work closely with the school Principal and staff to identify programs for funding based on the needs of both students and the wider school community. This approach ensures funding is directed where it has the greatest impact.

In 2024, PLS funding supported a number of education-enriching programs, experiences and visits that broadened learning opportunities for Yandeyarra students.

School Camp to Canberra

Students had the opportunity to travel to Canberra and visit national landmarks and institutions, including Parliament House, the National Gallery of Australia, the National Zoo, the CSIRO Discovery Centre, the Australian War Memorial, and the Australian Institute of Sport.

The camp also included a visit with the Governor-General, hands-on science learning at Questacon, and an excursion to the snow fields in New South Wales.

Arts and culture programs

PLS funding supported several arts and cultural initiatives, including the Broome School Camp, a visiting circus program and a dance program. These activities were designed to increase students' exposure to arts and culture while encouraging school engagement and fostering creativity.

PLS emergency response team visit

In addition to funding programs, PLS provides in-kind support to Yandeyarra School. In 2024, the PLS Emergency Response Team visited with a fire truck to deliver an interactive demonstration on fire safety and emergency response. The visit equipped students with practical knowledge about staying safe around fire and what to do in an emergency.

“

Opportunities like the nom! Schools healthy eating and cooking program are invaluable. My students live in a part of Australia where fresh fruit, vegetables, lean meats and dairy are not always available, and when they are, they can be prohibitively expensive. Exposure to these foods is critical for their physical development and nutritional awareness.

Teacher, Cassia Primary School, South Hedland



Shooting Stars

Pilbara Program

 Port Hedland

 3 years, established 2024

Shooting Stars is an education engagement and empowerment program for Aboriginal and Torres Strait Islander girls to help build confidence, cultural identity and support school attendance.

Our partnership with Shooting Stars has enabled place-based program delivery including the employment of a Program Coordinator based in Port Hedland. Each program delivered by Shooting Stars is designed specifically to address barriers to education in priority communities.

Since 2024, our funding has contributed to:

- 191 students engaged formally and informally in the Port Hedland program with program data demonstrating increased attendance rates.
- Six dedicated health and wellbeing sessions provided per week for Port Hedland participants.
- 38 students from WA attending Senior Leadership Camps, including 2 from Port Hedland.
- Eight students engaged in a school to workplace transition training and support program led by Shooting Stars and Upskill Global.





Community Resilience

Strong communities are built when people feel supported, connected and able to participate fully in society. At PLS, we partner with organisations that deliver programs and research focused on wellbeing, belonging and economic participation in priority communities.

In 2023 and 2024, thousands of people accessed services provided with support from PLS, strengthening resilience and creating pathways to lasting opportunity.

404

socio-legal support
engagements

529

counselling appointments

6,560

ear and hearing consults

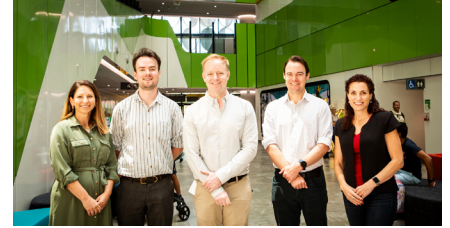
\$1.15M

committed across two health
research projects

Image: Professor André Shultz led a two-year research project aiming to develop an early diagnosis test for asthma in young children.



Our partnerships



Women's Legal Service WA

Pilbara Socio-Legal Program

Pilbara

5 years, established 2022

Women's Legal Service WA (WLSWA) provides vital legal advice, advocacy and support for women experiencing crisis or disadvantage. With funding from PLS, WLSWA expanded its reach across the Pilbara, establishing a dedicated lawyer and social worker team to deliver regular clinics to ensure women have equitable access to advice to make informed legal choices.

The program places a strong emphasis on collaboration with local service providers, ensuring clients receive wraparound support. In addition to direct legal assistance, WLSWA delivers community legal education to key groups, building awareness and strengthening pathways to justice.

Since the partnership began in July 2023 through to the end of 2024, WLSWA has delivered:

- 404 direct client engagements.
- 92 stakeholder engagements with government agencies, community service providers and other key stakeholders.
- 12 community legal education sessions in the Pilbara.

Hedland Well Women's Centre

Mental Health Support Services

Port Hedland

3 years, established 2024

Hedland Well Women's Centre supports the health and wellbeing of women in various aspects of their lives. Our partnership contributed to continuity of counselling services supporting mental health for the women of Port Hedland and surrounding communities.

All counselling services are provided at no charge and include telehealth appointments and face to face sessions. The partnership has also supported a range of complimentary allied telehealth appointments to be made available to women accessing the service.

- 144 face-to-face and approximately 385 telehealth medical and counselling services to residents in Port Hedland and surrounding communities in 2024.
- Reduction in wait times by around 6 weeks attributed to PLS funding.
- 95% of clients report the services provided by Hedland Well Women's Centre has helped them better manage their mental health and wellbeing.

The Kids Research Institute Australia

FIFO Families Research Project

WA

3 years, established 2024

We supported The Kids Research Institute Australia to conduct a three-year research project to examine the impact of FIFO (fly-in fly-out) work arrangements on the mental health and wellbeing of the FIFO workers and their families.

Through targeted studies and interviews, the research project aims to understand the impact of FIFO arrangements on family dynamics, mental health and wellbeing. The second part of the project aims to create solutions by designing and evaluating tailored support projects to strengthen family cohesion and connectedness.

This research project represents the largest undertaking of in-depth perspectives from key stakeholders related to FIFO and families to date.

- 58 interviews completed.
- Three academic research papers currently in development, covering findings on FIFO workers, partners, and young people.

Through this research, the project is building a critical evidence base to inform future support services and interventions for FIFO families across Australia.



PLS funding has enabled us to sustainably deliver mental health services to support people in our community.

Chief Executive Officer, Hedland Well Women's Centre



Perth Children's Hospital Foundation

Asthma Research Project



WA



2 years, established 2023

Asthma is one of the most common chronic conditions in Australian children yet diagnosing it in preschoolers remains a major challenge. The Asthma Research Project is working to develop the world's first simple urine test to enable earlier, accurate diagnosis of asthma and other respiratory diseases.

With support from PLS through the Perth Children's Hospital Foundation, the study has achieved key outcomes:

- 311 children recruited for research.
- 183 RNA samples processed for advanced molecular analysis.

The research project has undertaken collaborations with ECU and Curtin university, Perth Children's Hospital, The Kids Institute Australian Genome Research Facility, The Kids Research Institute (Australia), Karolinska Institute (Sweden).

Earbus

East Pilbara Outreach Program



East Pilbara



5 years, established 2023

Earbus is dedicated to improving ear health as a pathway to stronger educational outcomes, with a focus on supporting First Nations children. By addressing ear disease early, the program helps strengthen speech and language development, creating lifelong benefits in health, learning and social participation.

With the support of PLS, the East Pilbara Outreach Program has enabled Audiologists, Nurses, and Nurse Practitioners/General Practitioners to regularly visit remote communities and towns in the region. These clinics provide comprehensive ear screening, diagnosis and treatment. Importantly, medications are prescribed and dispensed on the spot at no cost to families, removing barriers to care and ensuring timely treatment.

PLS funding made it possible to expand the program into the East Pilbara, where it has already delivered significant positive outcomes in 2023 and 2024, including:

- Almost 1,200 children screened for ear and hearing issues in priority communities.
- 6.4% decrease in hearing loss and a 1.3% decrease in Chronic Suppurative Otitis Media.
- 6,644 total consults.
- Increase in engagement rates from 78% in 2023 to 80% in 2024, demonstrating growing trust and relationships held within the communities.





Energy Transition

We aim to empower communities to make a sustainable shift to renewable energy by ensuring that everyone has reliable access to clean energy.

In 2023, we completed a signature partnership with Strelley Community School and are now investigating opportunities to deliver the same community-owned renewable energy projects to other remote communities in the Pilbara.

Image: PLS Managing Director and CEO Dale Henderson, and Non-Executive Director Miriam Stanborough with students from Strelley Community School inspecting the new lithium-powered battery energy storage system.



Our signature partnership



Strelley Community School

Strelley Community and School Renewable Energy Transition Project

 **Strelley Remote Community**

 **Project completed 2023**

In partnership with Pacific Energy and the Strelley Community, PLS supported the establishment of a Renewable Energy and Lithium Battery Project at the Strelley Community and School in the Pilbara region.

The Project, which was completed in 2023, comprises 44.2kW of solar PV (96 solar panels) and a 144kWh lithium battery storage system. This new renewable power system has reduced the Strelley Community's reliance on diesel generators. It is anticipated that this will reduce carbon emissions by more than 150 tonnes per year and will save approximately 170 litres of diesel per day.



Two years on, the renewable energy system has delivered significant benefits to the community, saving tens of thousands of dollars in power generation costs through decreased diesel usage and reduced maintenance costs for diesel generators, freeing up funding to be reinvested in the school.

The cost saving from this project will be redirected and invested by the community into its Two-way Science and On-Country Learning curriculum programs. During project development a number of community consultation sessions were held with local community members to discuss the project and provide general energy transition education.

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This superb installation, made possible through the generosity of PLS and Pacific Energy, will deliver immediate cost savings to this proud and strong community school.

So much of our per-capita funding has, until today, been destined for the exhaust stack of diesel generators. The infrastructure upgrade and its beneficial effect on the school budget will help us to deliver better educational outcomes. This is a great model for industry partnership with remote communities and the ongoing efforts of our valued partners at PLS and Pacific Energy will genuinely make a difference to the world, one community at a time.

Chairperson, Strelley Community School

