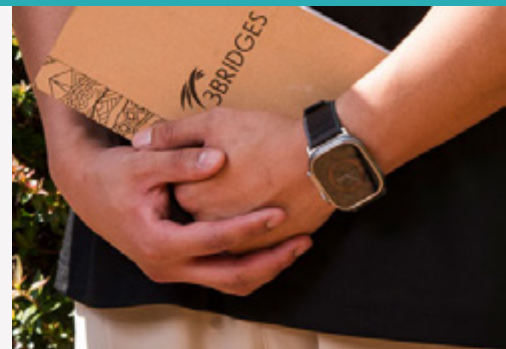




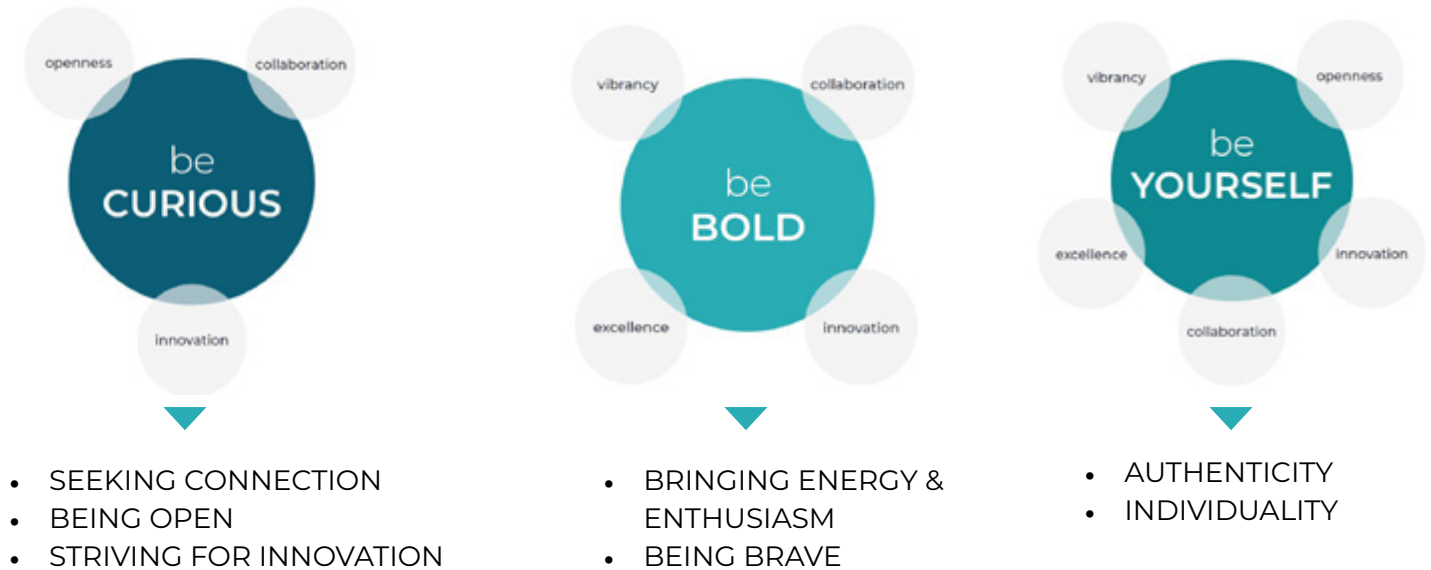
Our workforce is at the heart making an impact with compassion and integrity.

The importance of fostering a supportive, inclusive environment where each team member feels valued, empowered, and recognised for their unique contributions is essential to each individual's success and creating positive impact for our clients and the community. We have committed to supporting and delivering on professional development, well-being that matters, and major life milestones, aiming to find flexible yet meaningful ways to acknowledge and recognise our team members.



INTRODUCING THE 3Bs

Fostering a sense of inclusion was a central focus in the development of the 3Bridges brand. Our aim was to empower each team member to connect with their unique contributions and encourage everyone to bring their authentic selves to 3Bridges.

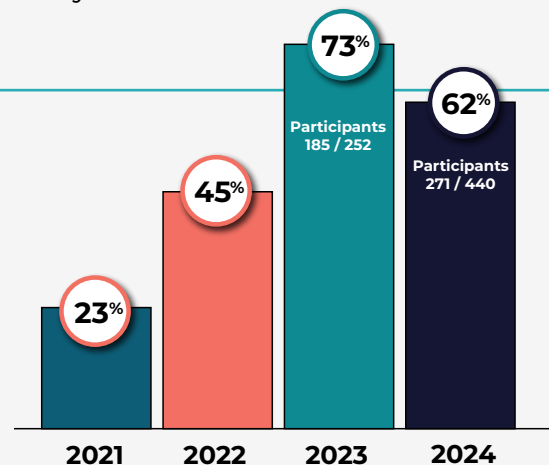


CULTURE CONTINUES TO THRIVE

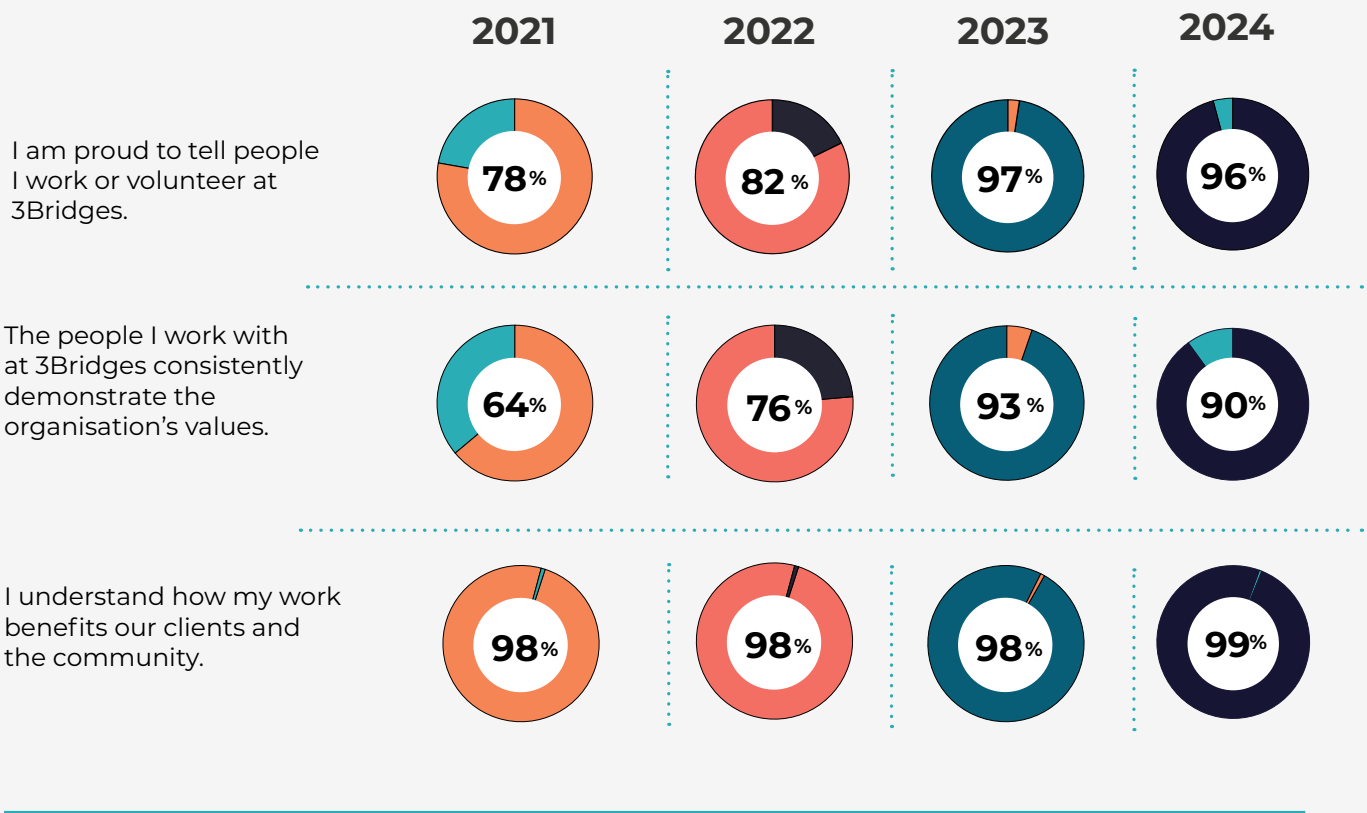
Feedback is key to fostering an environment where everyone feels heard. By listening closely to our team's voices, we are committed to enhancing our workplace culture, supporting professional growth, and ensuring we are building a supportive, inclusive environment for all. These results not only guide our internal improvements but also help us create lasting impact in our community through a unified, motivated team.

EMPLOYEE RESPONSE RATE

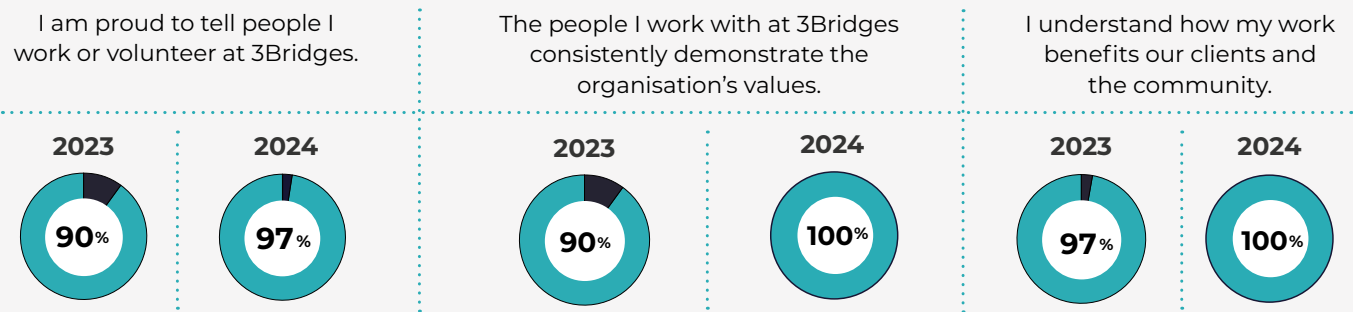
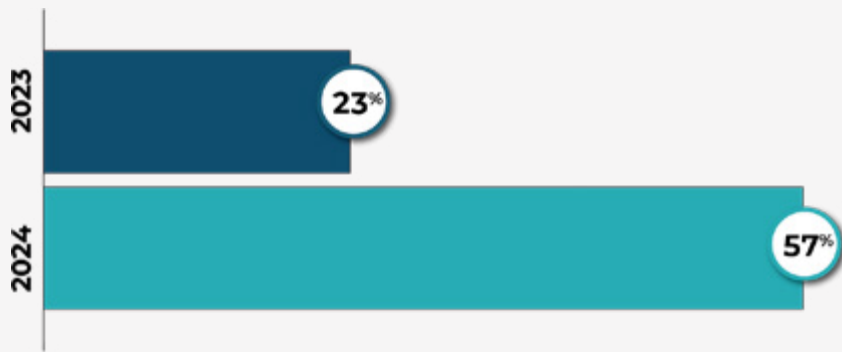
2024 saw 45% employee growth, which increased the overall number of participants from previous years and although a lower response rate, this is a positive indicator of healthy growth and sustained employee engagement.



EMPLOYEE INDIVIDUAL QUESTION



VOLUNTEER RESULTS



MAKING STRIDES IN LEARNING AND DEVELOPMENT

Enhancing skills through dedicated people development.

We are leveraging our learning framework to expand our internal skillsets. Elevating our workforce offering alongside delivering long-term, meaningful impact for our clients.



LEADERSHIP COACHING

As 3Bridges has evolved, leaders have been required to champion change, embrace collaboration and maintain a cohesive team environment. By strengthening leadership capacity, 3Bridges can not only solve immediate challenges but also ensure long-term sustainability and adaptability during transformative periods.

“It’s allowed me to connect more effectively with the whole organisation across functions and reinforced that I don’t need to be the loudest person in the room to make an impact.”

WORKFORCE ACQUISITION

45%

Workforce growth.

FASTEST GROWING PORTFOLIO

113

New OUT OF SCHOOL HOURS team members

51

Volunteers joined 3Bridges in the past 12 months supporting Early Years Support, Youth and Social Groups

EMPLOYEE REFERRAL PROGRAM

68

Employee referrals since inception in 2022.

50%

of referrals submitted within the last year

THE IMPORTANT THINGS

We are proud to offer a comprehensive paid parental leave program, ensuring that our team members can focus on what matters most—family.

This benefit highlights our commitment to supporting our employees in balancing their professional and personal lives, particularly during the precious moments of welcoming a new addition to the family.

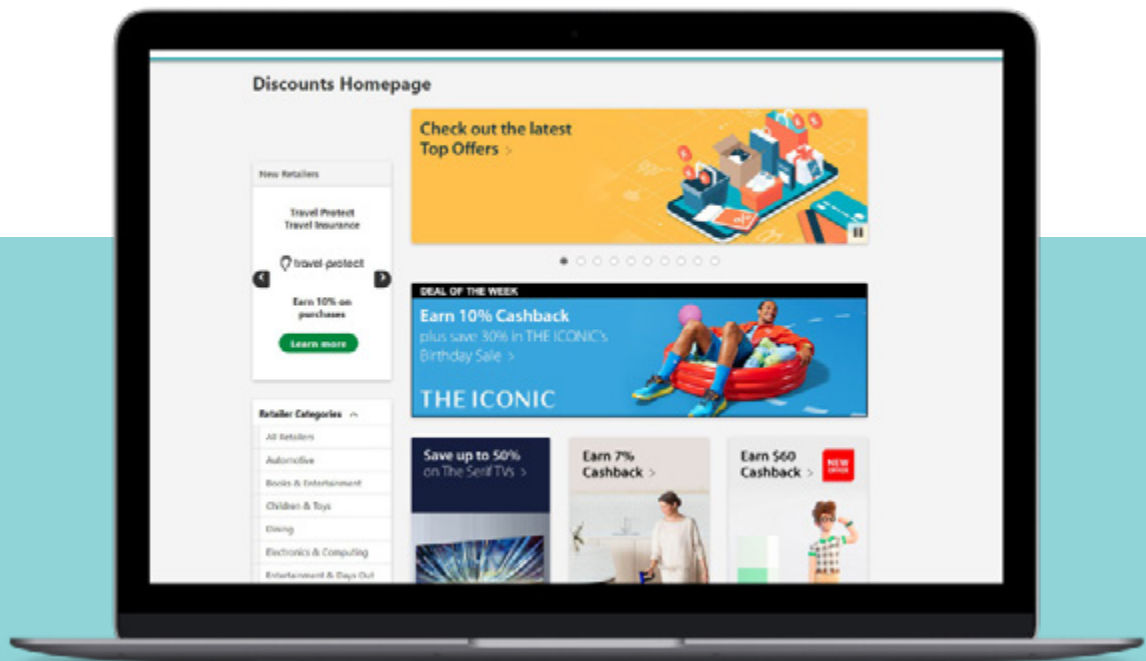
6

Team members have accessed Paid Parental Leave since the introduction in July 2024.

2024 STORIES

**NAIDOC
2024**

VALUING OUR WORKFORCE



FLEXIBLE REWARDS

As part of our ongoing efforts to value and support our workforce.

The introduction of Reward Gateway allows us to celebrate achievements, foster a culture of appreciation, and offer exclusive benefits and discounts to our staff and volunteers.