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# Sustainability policy

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Energetics understands that sustainable development is one of the most pressing issues of our time. Its importance is reflected in the United Nations' Sustainable Development Goals (SDGs) which aspire to "end poverty, protect the planet and ensure prosperity for all". The SDGs increasingly direct the development of frameworks within which businesses set a range of environmental, social and economic goals, initiatives and measures. The SDGs under the United Nations Environment Programme (UNEP) and the Paris Agreement under the United Nations Framework Convention on Climate Change (UNFCCC) are mutually compatible frameworks. Energetics works to incorporate the SDGs within our own initiatives as well as assisting clients to reflect the SDGs in their sustainability planning processes and reporting activities.

In June 2008, Energetics became one of Australia's first consulting firms to achieve carbon neutrality through the Australian Government's Greenhouse Friendly Program. Since the 2019 reporting year, our carbon neutrality has been certified under the Climate Active Carbon Neutral Standard (formerly the National Carbon Offset Standard – NCOS) for Organisations and the Climate Active Carbon Neutral Standard for Services and Products. We use offsets which are rigorous and defensible, of adequate vintage, preferably less than 24 months old, and which are raised from a robust and transparent framework. This includes clear retirement in a public registry. We conduct due diligence on the projects giving rise to our offsets, reviewing project information, audit reports, and the auditors themselves.

With our own team of climate risk management experts, we provide carbon neutral services for our clients.

## Purpose

The purpose of Energetics' sustainability policy is to:

- provide a clear statement of our intent to incorporate sustainability into all aspects of our business planning and operations
- to acknowledge that sustainability requires an ongoing commitment to continuous improvement.

## Energetics' sustainability commitment

This will be achieved through:

- honouring our commitment to carbon neutrality based on a complete consideration of our life cycle emissions
- setting targets in view of the SDGs, our SBT commitment, and their application to Energetics
- engaging employees with activities and projects which contribute to sustainability outcomes within the business and our broader community
- measuring the success of internally focused initiatives and seeking opportunities to continuously improve
- relying on videoconferencing over air travel where possible to attend client and company meetings, to reduce our single largest source of emissions

- sustainable purchasing decisions including supporting, wherever possible, price-competitive product and service providers that are carbon neutral accredited or have undertaken robust steps to reduce their carbon footprint and improve their energy efficiency
- supporting Energetics' employees to be environmental role models in their community. This can be done using the 16 personal development hours allocated for every employee to undertake approved activities
- communicating our sustainability performance internally and to external stakeholders, including existing and prospective clients
- declining to work with companies that deny climate change and refuse to work towards a low emissions future.

## Continuous improvement

Energetics has an internal sustainability team 'CliMates' who meet regularly to track performance and identify opportunities for continuous improvement.

This policy has the support of Energetics' board and leadership team and is reviewed as required.

## Document control

Quality assurance covers all dimensions of Energetics' customer offering. All documents produced are reviewed by senior subject matter expert before being presented to clients. Below is a record of the consultants and subject matter expertise involved in the development and quality assurance of this document.

Description	Prepared by	Reviewed by	Approved by	Approval date
Version 1	Jess Shore	Mary Stewart	Energetics' Board	17/04/2018
Version 2	Jacqui Scruby	Helen Wetherell	Mary Stewart	15/05/2020