



# Sustainability Policy

---

## Our commitment to UN Sustainable Development Goals

### 1 No poverty

---

**Goal7 commitment:**

- All Goal7 employees earn above the true cost of living where they work

### 3 Good health and wellbeing

---

**Goal7 commitment:**

- Promote a culture of good health and well-being
- Provide employee information and support to manage mental health
- Provide training and risk assessment for all transport and travel requirements
- Implement processes and procedures for occupational health management
- Ensure health care, and protection is established for all employees where they work
- Implement policies for tobacco, alcohol and drugs which provides the appropriate support mechanisms

### 4 Quality education

---

**Goal7 commitment:**

- Support employees in training and development
- Specific training in sustainability provided to all Goal7 employees
- Promote a culture of life-long learning, training and development

### 5 Gender equality

---

**Goal7 commitment:**

- Implement, and uphold a policy of zero tolerance for gender and/or gender identity discrimination in the workplace
- Ensure fair and equal salaries/ contract terms based on qualifications, experience and performance
- Activities, equipment, procedures, and risk assessments capture and consider gender difference

### 6 Clean water and sanitation

---

**Goal7 commitment:**

- Ensure all owned and operated facilities minimise water consumption and discharge, and maximise reuse
- Impacts on water systems, scarcity etc. are considered in all services provided to clients, where relevant

### 7 Affordable and clean energy

---

**Goal7 commitment:**

- Develop service offerings to clients with an overarching objective to provide affordable and clean energy to consumers
- Help clients realise opportunities for implementation of renewable and low carbon technology
- Undertake regular reviews of energy efficiency within the business and implement opportunities for reduction
- Promote and undertake services for clients which help them identify and implement opportunities to improve energy efficiency

## 9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

---

### Our commitment:

- The infrastructure which supports the business will scale and be appropriate for the size of the business
- Infrastructure will incorporate sustainable technologies, including renewable and low carbon solutions where appropriate
- Purchase or agreements associated with infrastructure will include a review of energy efficiency and emissions reduction technologies

## 12 Ensure sustainable consumption and production patterns

---

### Our commitment:

- Ensure contracts include policy for sustainable purchase of goods and services
- Zero biodegradable waste to landfill
- Goods and services procurement policy that ensures that purchases are based on circular economies, lifecycle assessment, and sustainability criteria
- All electricity will be purchased under green tariffs
- Incentivise and make accessible the uptake of ULEV transport by all employees
- Implement and use electronic systems to maintain paperless working environments
- Implement a green benefits package for employees
- Implement and use electronic systems for virtual communication in preference to travel, particularly when this is long-distance or may include air travel

## 13 Take urgent action to combat climate change and its impacts

---

### Our commitment:

- Commit to being Net Zero with minimal offsets (Scopes 1, 2, and 3)
- Develop the systems to enable external verification
- Net Zero to be verified internally in first 3 years and externally verified thereafter
- Provide training, awareness and general information to clients and employees on climate change and global warming
- Make public information available on greenhouse gas emissions, mitigations, abatement, and Net Zero status

## 15 Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

---

### Our commitment:

- Participate in voluntary, local projects which improve biodiversity
- Ensure business activities do not negatively impact biodiversity, and assess options to improve biodiversity at business locations

## 16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

---

### Our commitment:

- Implement an anti-bribery and anti-corruption policy
- We will help our customers work towards sustainability commitments in their business