

# Environment Policy

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## 1. INTRODUCTION

The earth's environment is under severe stress as a result of human activity.

Climate change and biodiversity loss are just two of the consequences associated with this pressure.

GoodWolf's purpose is to guide organisations and their communities to invest in a stronger, fairer and more sustainable civil society. Deep respect for our environment is embedded in our approach.

GoodWolf is committed to working to preserve the environmental sustainability of the planet, at all levels of its operations – in its own practice, in working with its clients, in working as volunteers, as a participant in any related community of practice, and as participants in Australian society.

As employees or contractors of GoodWolf, we will minimise our own individual impact on our environment and maximise the effective and efficient use of resources at work. We strive to achieve this by increasing communication and awareness of our efforts in accordance with this policy and fostering responsible environmental behaviour amongst staff, clients and all with whom we interact during our work.

GoodWolf is committed not only to complying with applicable law in all of its activities but to minimise risks and impacts through the use of appropriate systems to measure, monitor, and disseminate excellent environmental performance internally and across our network.

## 2. PURPOSE OF POLICY

This policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our lives and our work.

The aim of our Environmental Sustainability Policy is to support the:

- Implementation of environmental actions within GoodWolf
- Monitor environmental actions and improvements internally
- Communicate environmental initiatives internally and externally.

## 3. APPLICABILITY & SCOPE OF POLICY

This policy and associated procedures apply to all directors, staff and contractors working for GoodWolf.

## 4. OUR COMMITMENTS

GoodWolf commits to the following principles and practices:

- Supporting our clients and those in our network to understand environmental issues and how they may address them through their actions.
- Select office spaces (shared or sole-occupied) that prioritise sustainability practices (e.g. green power, bike parking, recycling and paper bins, eco-friendly cleaning)
- Giving consideration to the environmental implications of our advice.
- Monitoring and managing our own environmental performance and working towards targets set to reduce adverse impacts. In particular, we are seeking to be a net-zero practice by 2025.
- Complying with relevant Australian Commonwealth, State and Local environmental policy, practices, regulations and legislation, and industry-specific legislation.

- Reducing the consumption of natural resources in daily operations, including water, paper and energy, including that associated with emailing and storing files.
- Maximising the recycling of resources.
- Disposing of waste appropriately, including e-waste at designated e-waste centres.
- Avoiding carbon emissions including electricity, car and air travel wherever possible and off-setting emissions that cannot be eliminated. This includes
  - Using public transport wherever possible and expedient
  - Buying carbon offsets for all air travel as part of the ticket price
  - Using car sharing and car-pooling services, where available
- Where possible, encouraging its suppliers to meet high standards of environmental performance.
- Communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the general public.
- Reporting on the company's environmental performance in both internal and external communications, where relevant.
- Reviewing this policy annually and measuring targets and performance as part of that review.
- Continually improving our environmental performance

## 5. RESPONSIBILITY & IMPLEMENTATION OF POLICY

- This policy is the responsibility of all directors, employees and contractors at GoodWolf Partners Pty Ltd.
- This policy is implemented as of the effective date below, which is also the last date of the review.

## 6. EFFECTIVE DATE

This policy was last reviewed in 15 March 2024

This policy is effective as at 15 March 2024.

Draft vF.