



## **Environmental Sustainability Policy**

This Environmental Sustainability Policy formalises Future Leadership's commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our lives and our work and is intrinsically linked to our core value of "Care".

The aim of our Environmental Sustainability Policy is to:

- Implement environmental actions within the firm.
- Monitor the environmental actions and improvements internally.
- Communicate environmental initiatives internally and externally.

### **Scope**

This policy and any associated procedures apply to all directors, managers, team members and associates working for the firm.

### **Policy**

Future Leadership respects our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems.

Future Leadership commits to the following principles and practices:

- Prioritise a culture of sustainability.
- Monitor and manage our environmental performance and work towards targets set to reduce adverse impacts.
- Comply with relevant Australian Commonwealth, State and Local environmental policy, practices, regulations, and legislation.
- Integrate consideration of environmental concerns and impacts into our decision making, activities and mindset.
- Actively seek input from our directors, employees, suppliers, customers, and other stakeholders in meeting our environmental goals.
- Where practicable, purchase products and services that do the least damage to the environment.
- Maximise the recycling of resources and disposal of waste appropriately, including e-waste at designated e-waste centres.
- Train, educate and inform our employees about environmental issues that may affect them, their work and those around them.
- Reduce the consumption of natural resources in daily operations, including water, paper, and energy.

- Commit to principles aimed at preventing pollution to the environment and for continual improvement.
- Minimise pollution by taking steps to limit or offset carbon emissions and implement a plan to achieve net zero emissions by 2025.

### Supporting material

Document title
Code of Conduct Policy
Health, Safety & Wellbeing Policy
Risk Management Policy
Annual Sustainability Report

### Governance – Policy Development and Review

<b>Policy Name:</b>	Environmental Sustainability Policy
<b>Policy Owner:</b>	Chief Finance & Technology Officer
<b>Policy Approval:</b>	Board
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