



Action Sustainability Asia Pacific Pty Ltd

Sustainability Policy

January 2017

Context

Action Sustainability's purpose is to inspire sustainable business and to drive measurable societal change grounded in commercial outcomes.

To achieve this, we bring together expertise in sustainability, strategic procurement and sustainable supply chain management. This integrated approach, providing both depth and breadth in strategic procurement and sustainability, is core to our business and is a key point of difference.

Material aspects

As a boutique advisory firm our direct, negative sustainability impacts are small. However, given our purpose and ambition to inspire business and affect change, the indirect, positive opportunities to influence change are limitless. Action Sustainability has assessed the material aspects of its operations and identified a number of material issues which we believe are key to achieving our purpose and which are likely to be of interest to our stakeholders, namely:

- Knowledge - to provide our clients with leading-edge insights and advice in a complex operating environment we need to have access to the best available knowledge and tools
- People - our services are provided through our people (staff, partners and associates) and their wellbeing and motivation to bring about change is critical to our success
- Governance - as a new business we recognise the benefits of good governance and strategy in building a sustainable organisation that has impact
- Walking the talk - our aim is to live up to the advice we give our clients

Principles

In carrying out our business we will rely on the following principles to guide our decision-making:

- 1) As a boutique advisory firm we will rely on "leverage" to affect greater change
- 2) We will only work for clients and in sectors that contribute positively to a more sustainable society
- 3) We will challenge our clients to think beyond the present and to see the benefits of taking a longer-term view of their role in a rapidly changing society
- 4) We recognise the societal benefits of sharing our knowledge and will participate in "public interest" and industry initiatives
- 5) We recognise that we can't have all the necessary skills in-house and therefore will build strategic partnerships with a select number of like-minded organisations

Commitments

- 1) We will build a safe, diverse, respectful and stimulating working environment that allows staff and our business partners to thrive
- 2) We acknowledge the contribution of Australia's Aboriginal and Torres Strait Islander peoples and communities and will develop our own Reconciliation Action Plan, focussing on building business partnerships
- 3) We recognise that climate change is a major societal threat and we will measure, reduce and offset our energy consumption and waste in line with best practice
- 4) We will implement our own sustainable procurement management system and support our business partners to do the same
- 5) We will endeavour to measure the impact and value of our services and report these on a regular basis
- 6) After our first year of operations we will apply to become a certified B Corporation, and
- 7) We will report progress on our Commitments on an annual basis.

Approved:

A handwritten signature in blue ink, appearing to read 'Shaun McCarthy', with a stylized flourish at the end.

Shaun McCarthy

Chairman

17 January, 2017