



Synergy Global

Change Leadership & Effectiveness

Environmental Sustainability Policy & Management System (EMS)

V13 – 01/01/21

Introduction to *Walking the Talk*: To guide our actions & achieve sustainable outcomes, SG have recently updated this policy & EMS, in line with guidance from Sustainability Victoria (SV), Australia. Our EMS helps us to manage the impact of our activities & it provides a structured approach to implementing environment protection measures.

In line with one of SG's core values "*looking after ourselves & our planet*" & our values-based vision:

Leveraging wisdom to make the world a better place...

SG helps clients to lead change more effectively (saving energy/time/\$) & sustainably (working towards 'circularity').

We fully support SV's vision for Victorians to maximise value from resources to support a sustainable & thriving VIC. Driven by our own passion for sustainability & the urgency of our climate change "*predicament*" we are all acting as change catalysts internally & externally – with the purpose of helping everyone transition to a circular, more climate resilient economy. We work to help boost Victoria's economy through improved recycling, professional upskilling & helping organisations grow in more innovative & sustainable ways, whilst reducing everyone's carbon footprint.

As known climate activists we also help to champion the *Climate Coaching Alliance (CCA)* across AUS/NZ as we believe that we can have a greater impact by developing more individual, team & organisational awareness of climate change & sustainability skills, through leadership development & cultural change programs.

Our commitment will be met by:

- ◆ Understanding the environmental aspects & impacts of our activities & continually improving.
- ◆ Where appropriate changing the way that we operate & using our influence to support others.
- ◆ Ensuring that all staff & sub-contractors are aware of the expectations placed on them.
- ◆ Measuring our performance against agreed SMART Goals/KPIs linked to the UN Targets.
- ◆ Engaging our supply chain to increase our influence in using our resources more effectively.

Our goals & targets are developed by the SG Leadership Team & approved by our Board (SME Directors).

To ensure these outcomes are achieved, SG has implemented an EMS, & is working towards being certified to ISO 14001. We understand that this 'gold standard' identifies requirements for an internationally recognised EMS & maps out a framework that we can follow as an SME to identify environmental impacts; define controls to reduce pollution; ensure compliance with legal/regulatory requirements; & continue to grow in a sustainable & environmentally responsible way.

Our duty to our key Stakeholder – Earth, is to create, implement, & maintain responsible practices

when it comes to managing environmental impact. The benefits of doing so aren't just a win for the planet, this positive & values-based role-modelling also helps are clients & suppliers to improve their own sustainability. We are keen to apply for ISO 14001 & currently looking for Government Grants to enable us to do this more quickly. This is turn will help to build greater trust with our other stakeholders with regard to 'walking the talk' – ensuring that all legal requirements are met & exceeded where possible, & that we continually strive to improve against our & other industry benchmarks.

SG as a business is currently 'carbon neutral' as we plant 1500 of trees every year to offset our ecological footprint – however, we will continue to improve by:

- ◆ Committing to principles of pollution prevention & continual improvement.
- ◆ Purchasing with waste avoidance & reduction of environmental impacts in mind.
- ◆ Striving towards zero waste to landfill through waste reduction, sharing, reuse, maintenance & repair, plus recycling.
- ◆ Minimising the use of water at all our home offices (SG works as a virtual team) & also when on-site with clients.
- ◆ Minimising the production of greenhouse gases through efficient energy usage in the office environment, & when commuting. SG plants many trees; is powered by solar panels; uses recycled water; & we drive electric vehicles.
- ◆ Offsetting greenhouse emissions associated with 3rd party activities to achieve a carbon accountable organisation.
- ◆ Engaging with suppliers & stakeholders to reduce the lifecycle impacts of our operations, products & services.
- ◆ Influencing all stakeholders to be carbon accountable & reduce every aspect of waste from food & paper to power.
- ◆ Measuring & managing resource use through the implementation of best practice procedures (audited annually).
- ◆ Training & supporting staff to work within our EMS framework to reduce their work & personal lifestyle impacts.
- ◆ Sharing our experience/knowledge with others to increase their resource efficiency via our involvement with the CCA.

Agreed by Heather-Jane Gray, SG Chief Executive & Nick Gray, SG Company Secretary on 01/01/21.

To be reviewed & updated annually by 01/01/22.