

# 30 years in the business of climate change

Energetics' Sustainability Report

Year Ending March 2014

energetics

In the  
business of  
climate change

## About Energetics

Energetics is a specialist energy and carbon management consultancy. Our experts help clients to

**Be leaders.** Develop and implement strategy

**Be informed.** Make data-driven decisions

**Be efficient.** Drive business improvement and realise savings

**Buy better.** Leverage energy supply and carbon markets

FINANCIAL REVIEW

**CLIENT  
CHOICE  
AWARDS  
2016** WINNER

Independently researched by  
**beaton**  
RESEARCH & CONSULTING

2016

- Winner: Financial Review Client Choice Award for 'Niche Firm Leader'
- Finalists: Financial Review Client Choice Award for 'Best Consulting Engineering Firm with Revenue <\$50m'



2015

- Winner: Australian Business Award for Service Excellence
- Winner: Australian Business Award for Marketing Excellence



**BRW.**

**CLIENT  
CHOICE  
AWARDS  
2014**  
australia's best professional service firms  
**WINNER**

2014

- Winner: BRW Client Choice Awards:
  - Best Professional Services Firm (revenue < \$50M)
  - Best Consulting Engineering Firm (revenue < \$50M)
  - Best value
- Finalists: BRW Client Choice Awards for Best Client Service, Most Friendly and Most Innovative

**BRW.**

**CLIENT  
CHOICE  
AWARDS  
2013**  
australia's best professional service firms  
**FINALIST**

2013

- Finalist: BRW Client Choice Award for Best Client Relationship Management
- Finalist: Leading in Sustainability Banksia Award

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## Our scorecard

Our Sustainability Report for the Years Ending March (YEMs) 2013 and 2014 measures Energetics' progress across social, environmental and economic indicators. The results are summarised in the table below and described throughout the report.

As the business has faced challenging economic conditions over the reporting period including the loss of a number of staff due to cost cutting measures, we have not made the progress we had hoped to achieve, other than in our continued, key business commitment to maintain our carbon neutral certification. The disclosure of our progress is an important aspect of the reporting discipline.

**Table 1: Progress on our scorecard**

Action item	Status YEM07	Status YEM12	Status YEM14	Comments
Maintain our carbon neutral certification				We have continued our self managed carbon neutrality program
Assess sustainability practices of preferred contractors.				We recognise we need to incorporate an assessment of the sustainability practices of our contractors into our preferred contractor application forms
Setting KPIs, targets and monitoring GHG emissions				Our company has changed significantly over the last five years. We need to develop and monitor energy and emissions KPIs and targets in line with our current structure. This needs to be addressed as a matter of urgency
Maintain our built environment, impact and reporting to industry standards				We need to maintain our NABERs ratings and reinvigorate our CitySwitch initiatives and ensure that all Energetics offices participate. This is made more challenging as we have changed premises, we can only rate premises once we have been in place for a year
Procure GreenPower (subset of carbon neutrality)				We have procured GreenPower for all offices except Brisbane, Canberra and one of our tenancies in Sydney
Re-invigorate our 'eteam' and communication strategy				We will review initiatives to improve our sustainability management practices. Noting however, Energetics is at a mature stage in our sustainability journey and the focus needs to be on key initiatives such as target setting and purchasing GreenPower

NEW: Social initiatives (continue to grow the mentoring program)	N/A	N/A		In YEM14 we commenced our mentoring program focussed on all Consultants Manager level and below. It has proven one of our most successful development initiatives. We will expand this program through the next YEM
NEW: Greater uptake in training hours	N/A			In YEM13, there was a 25% increase in total training hours on YEM12. YEM14 however, saw a decline in total training hours back to 4031, reflecting a drop in staff numbers and also continued economic pressure on the business.

## Message from the CEO - Tony Cooper

Since our last sustainability report, Energetics achieved a significant milestone when we celebrated 30 years in the business of climate change in 2014. For our people it represents 30 years of belief in the cause of reducing emissions, 30 years of leadership and 30 years of environmental stewardship.

We celebrated with clients, staff, industry friends and alumni.

### **Shifting climate politics presents challenges and opportunities**

In the year we celebrated our birthday, the political landscape shifted and the support that action on climate change once enjoyed was swept away with a change of government. Campaigning heavily on the back of a commitment to remove the carbon tax and 'green tape' for business, the new Abbott government not only fulfilled its promise when the carbon tax was repealed in July 2014, it also dismantled the Clean Energy legislation which included a raft of funding schemes for business and the Energy Efficiency Opportunities (EEO) assessment and reporting program. Aside from the direct business that Energetics had historically derived from supporting participants in these government initiatives, a very strong signal was conveyed that this government did not intend to drive action on climate change. It was a difficult time for Energetics, but I am proud to say that our strengths – our expertise and the passion and determination of our people, meant that we not only survived, but emerged as the clear leader in energy and carbon management advisory services for business. By contrast, many competitors fell by the wayside.

### **Financial Review Client Choice Awards: recognition of service excellence**

Confirmation that Energetics was delivering value to our clients came with three awards in the prestigious 2014 BRW Client Choice Awards: Best Value Firm, Best Consulting Engineering Firm with revenue <\$50M and Best Professional Services Firm with revenue <\$50M. We were also finalists in the categories of Best Client Service, Most friendly firm and Most innovative firm.

In 2013 we were a finalist in the BRW Client Choice Award for Best Client Relationship Management and a finalist in Australia's premier environmental awards, the Banksias, for the category of Leading in Sustainability.



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## Sustainability at Energetics during tough times

As evidenced by the traffic light indicators, progress on a number of sustainability measures has stalled as a result of the tough economic conditions. Core practices have been maintained, particularly our commitment to being carbon neutral and supporting the career development aspirations of our people. However greater focus needs to return to sustainability which we will aim to address over the coming reporting period.

Outside of formal company programs, our people continue to pursue their interest and passion for sustainability through multiple causes – something our business is proud to support by allowing people to use their discretionary training time to volunteer.

### A tragic loss

Finally, I'm sad to say that since our last report we suffered a loss within the business as one of most senior, experienced and loved colleagues, John Annas, passed away 7 June 2014. At the time he was on the football field, playing the game he adored. John's death reminds all of us of the care we need to take to ensure our good health. He is greatly missed.





## 30 years supporting Energetics' people

Energetics people are passionate about making a difference and helping our clients to reduce emissions, and to use energy more efficiently and productively.

We support staff in their learning and development aspirations, ensure effective communication and staff engagement, and promote personal wellbeing through a range of initiatives. As we aim to be environmental role models, Energetics has also continued our relationship with the Great Barrier Reef Foundation (GBRF), offering staff the opportunity to attend the ZooX™ business program on Heron Island off the coast of Queensland.

We maintained these activities against the backdrop of a challenging operating environment. Apart from a downturn in Australia's economic performance which resulted in the scaling back of sustainability and capital budgets across our client base; major government programs relating to energy and carbon management, enabled by the Clean Energy legislation, which traditionally drove business for Energetics, were discontinued. The impact was particularly significant with the winding up of the Energy Efficiency Opportunities (EEO) program.

As a result, staff numbers decreased through both redundancies and replacements not being sought following resignations. Also, while all employees have 80 hours per year available for training, over the reporting period we saw a decline in the number of hours used for training and development.

### Our staff profile

Compared to our previous sustainability report we have seen the following changes as outlined in Table 1.

**Table 2: Energetics staff profile**

	YEM12	YEM14
Average headcount <i>(full time, part time, excluding casual)</i>	105	86
Numbers of men and women	61 men (58%), 44 women (42%) Board is 100% male Two female executives, in a team of nine (22%) Nine female Principal Consultants/Team leaders in a group of 27 (33%) Seven female Senior Consultants in a team of 20 (35%)	50 men (58%), 36 women (42%) Board is 100% male One female executive, in a team of six (17%) Seven female Principal Consultants/Team leaders in a group of 22 (32%) Six female Senior Consultants in a team of 19 (32%)
Formalised flexible work arrangements <sup>1</sup>	24% have flexible arrangements, 17 (6%) are women, eight (8%) are males	30% have flexible arrangements, 17 (20%) are women, nine (10%) are males

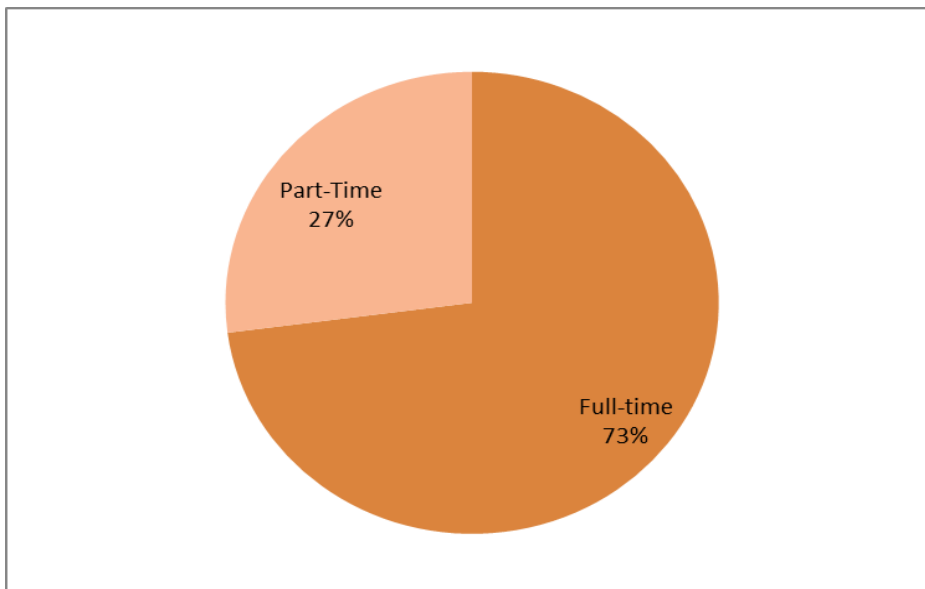
<sup>1</sup> Energetics offers flexible work arrangements that are both formalised as part time work, and informal in which we allow employees some discretion in managing their hours.

	YEM12	YEM14
Diversity	56% of staff are Australian born; 44% are overseas born.	62% of staff are Australian born; 38% are overseas born.

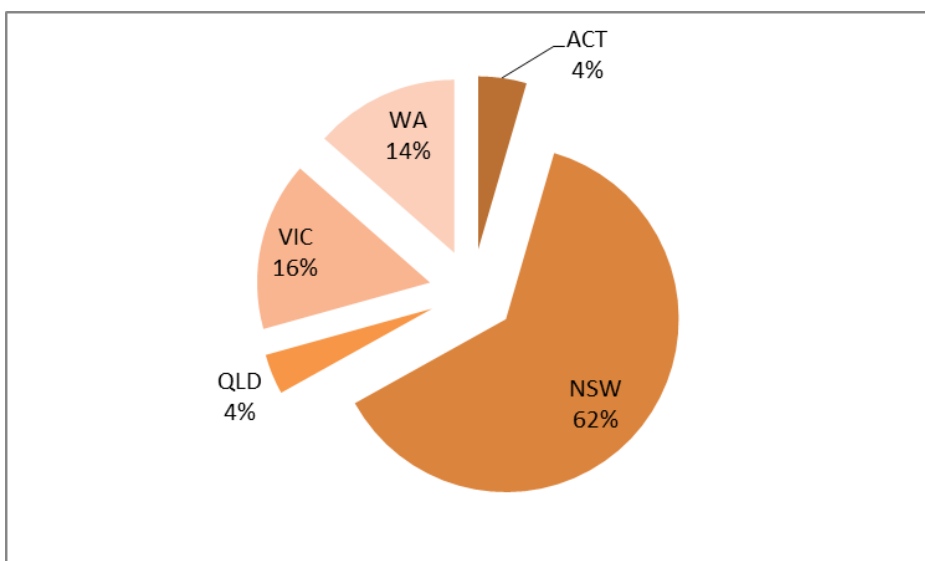
This first notable feature of the staff profile is the decline in staff numbers, although looking to the percentages of men and women; they were similar across the reporting periods.

Charts 1 – 4 below provide an overview of Energetics’ employees through the reporting period, considering employment categories, age, regions and relative seniority. Our Sydney office accommodates both the data management team and the majority of our executives resulting in the relatively large number of staff located there.

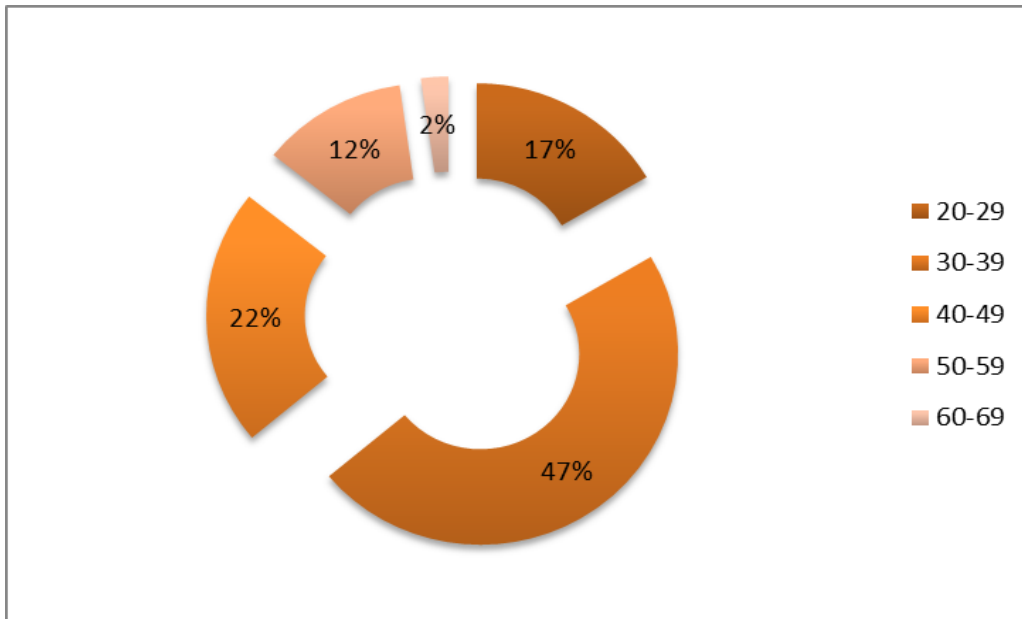
**Chart 1: Employees by employment category**



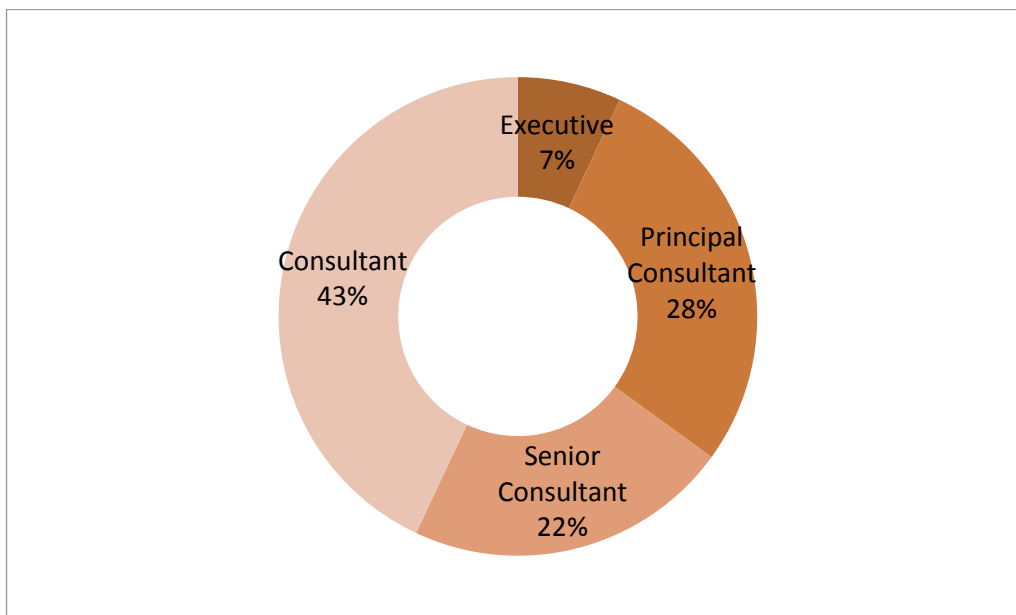
**Chart 2: Employees by region**



**Chart 3: Our employees by age**



**Chart 4: Our employees by position**



### Staff retention at Energetics

Overall, 15 of our permanent employees left us in YEM13 resulting in an average staff turnover rate of 15%. 47% of the employees that left our workforce were male and 53% were female.

In YEM14, 31 of our permanent employees left us resulting in an average staff turnover rate of 38%. 55% of the employees that left our workforce were male and 45% were female. The last redundancies took place in February 2014.

At 68%, the clear majority of staff who left our business were from our Sydney office. No staff left from our Brisbane or Perth offices during the reporting period.

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## Training, Learning and Development

Employees, working with their managers, agree Learning and Development Plans each year. An initiative falling under the 'People and Culture' theme of the business strategy, the plans include opportunities ranging from technical courses through to 'Personal Development' one hour training sessions.

Energetics also provides each employee with 80 hours for L&D each year. It is expected that half of that allocation should be focussed on skills that support Energetics in its goals, while the other 40 hours can be used in the pursuit of personal development goals.

Therefore the 80 hours can be used in one of three ways:

- community service (up to 16 hours)
- gaining experience in another sector or industry
- attendance at conferences or seminars where the purpose is development as opposed to networking.

Employees are responsible for managing their learning and development time, although it is expected that everyone will attend at least four PD sessions each year.

Some of the courses that employees chose to pursue include:

- Presentation skills
- Building strategic relationships
- Business writing (mandatory across the business)
- Performance management training for team leaders
- Certified Energy Manager (CEM) accreditation
- Certified Measurement and Verification Professionals (CMVP) accreditation, enabling graduates to perform M&V assessments which are required under a number of government funding programs
- Monte Rosa business development coaching. This initiative, which commenced in YEM14, represented a substantial investment for our business to lift the skills of all consultants.

In Year Ending March 2013, a total of 6,670 hours were dedicated to training, an absolute increase of 25% in total training hours on the YEM12.

YEM14 however, saw a decline in total training hours back to 4,031, reflecting a drop in staff numbers and also continued economic pressure on the business. This is approximately 2.6% of our total working hours as calculated by the close of YEM14.

To understand the relative change over the two years of the reporting period, the average number of hours given to training was approximately 64 hours per employee (FTE) in YEM13. The average number in YEM14 was 47 hours per employee. Given the difficult economic situations, we are proud that each employee received more than one week's training over the course of a year.

## The value of mentoring

In 2014 Energetics rolled out our mentoring program to all Consultants at the grade of C40 and below. Our mentors are all senior, experienced people in the business. It has proven to be one of our most successful development initiatives and, as of the time of the writing of this report, we are expanding this offering to consultants classified at C50 level and below across the entire business.

## Facilitating flexible work arrangements

Energetics considers that one of its greatest achievements is our pursuit of flexibility for employees. We offer part time roles, and our people have combined their work responsibilities with parenting, study and other personal commitments such as volunteering activities. Flexibility is also important for ensuring that we retain our best and brightest.

Just two of our many employees' stories are outlined below.

### Case study 1: Supporting skills development – Masters in Energy Studies

“Over the last three years (two and a half spent at Energetics) I have completed my Masters in Energy Studies with a specialist stream in carbon management. Energetics values learning and encourages staff across all levels to challenge themselves to build new skills, and enhance existing ones. Completing my Masters in Energy Studies allowed me to pursue my interest in climate change from an academic perspective as well as in a professional capacity. My final year thesis helped me build skills in an area of particular interest to me – how the Australian financial sector is currently managing investment risks associated with climate change. To support my final year thesis, Energetics allowed me to reduce my work-load to 0.8 FTE, to provide me additional time to focus on my study whilst still maintaining a work life balance.”

*Emma Fagan – Senior Consultant, Melbourne*

### Case study 2: Supporting volunteering activities – CERES assistance to building sustainable accommodation for teachers in India

“In January 2014 I landed in Chennai where, for three weeks, I would be working in a team to improve the poor state of the teachers' quarters at the local primary school: an important task if the school was to attract and retain good teachers, particularly women teachers, of which there was only one.

The aim of the trip was to design and build teachers' quarters based

## **Roger Horwood celebrates 25 years, 2012**

*Roger Horwood was the third person employed by Jon Jutsen and it was Roger who opened the doors of our business in Melbourne – run from an apartment in Elwood.*

*He has managed teams, been a mentor to many, a trusted adviser to our clients and an acknowledged expert across industry.*

*For myself, I'd like to say Roger is a consummate professional, a true gentleman and a great mate to boot. Roger was my first boss at Energetics and as it turned out a terrific mentor as well as an oracle of knowledge and inspiration who encouraged my career transition from Senior Consultant to NSW Regional Manager.*

**Congratulations, Roger**  
**Tony Cooper, CEO**

on sustainable principles, integrating environmental, social and economic concerns. We were exploring alternatives to the coal-fired brick, cement and reinforced steel houses that are currently overtaking both the city and the countryside. This was the first phase of an ambitious master plan to revamp the primary school with sustainably built classrooms, accommodation, fourteen teacher units, and kitchen and toilet facilities for 400 students in a remote tribal school in Jamnya, Central India.

From the women's group meeting I learnt that few women had the opportunity to learn beyond primary school. I thought about the only female teacher in the school. I wondered what she and the villagers thought of me. I wondered whether they were comfortable with me travelling with a group of blokes and digging trenches. While we built the foundations of the new teacher's quarters, I noticed the female teacher mixing up a brown paste in a bowl. She pointed to the cow dung on the ground, her bowl and the holes in the bamboo thatched walls of her existing quarters. She smiled. I stopped digging and offered to help. Together, we mixed cow dung with water and rendered her wall. I let go of my uncomfortable consciousness of being a well-travelled and educated woman. I allowed myself to learn something new. It was a magical moment.

Energetics supported me by granting the leave. I am grateful for the opportunities and insights I gained.”


*Phuong Tang – Senior Manager, Melbourne*

## Communication channels

Major announcements are delivered face to face via an 'all-hands' meeting. In this forum, staff gather every two months for an hour-long meeting hosted by Tony Cooper, our CEO, to hear an update on business performance and the pipeline of opportunities, as well as specific initiatives that require company-wide focus. Members of the Executive Team other than Tony Cooper, variously present on different topics as relevant and answer questions that are raised. Messages are also reinforced via 'eNews' the company internal newsletter, raised at the weekly resourcing meeting, and discussed in team meetings.

One of the principal ways Energetics recognises excellent service when our people go above and beyond expectations is through nomination for a 'Sixth Star Award'. While many of these nominations are triggered by feedback from our clients through the online client survey process, the program covers all staff regardless of the source of the feedback. Nominations are assessed by the Executive Team and winners receive a gift voucher to the value of \$250 and recognition via eNews.

Routinely Tony Cooper takes the opportunity to visit state offices to discuss business performance, share feedback from employee opinion surveys and have one-on-one meetings with staff to talk about career goals and any issues they may wish to raise.



**Collaborating with life long partners**

Andrew Tipping  
Commercial and Industrial  
New South Wales

RELATIONSHIPS

Investment in renewable energy technology is an integral component of Woolworths' commitment to reduce its carbon footprint. In 2010, Energetics conducted a feasibility assessment of retail sites and distribution centres to identify suitable opportunities for renewable energy generation. Our people's technical expertise and strategic advice continue to help Woolworths identify and implement cost effective renewable energy projects as part of their commitment to reduce emissions from stores and Distribution Centres by 40% by 2015.

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**Sharing stories**

One way Energetics' Values and the way we work have been promoted was through a series of posters that have evolved over the years.

Through the reporting period we saw two versions of posters – one which focussed on how our people collaborate to achieve great outcomes, with examples drawn from 6th Star Awards, and the other series, titled 'ask us', promoted Energetics' expertise in areas in which BD efforts are being focussed, particularly following the business restructure late 2013.

### Annual employee opinion survey

The survey is a key tool to help us understand how well our business is supporting our employees to achieve both our broad business objectives and their individual career goals. The survey information also helps direct projects within the People and Culture initiatives which sits under Energetics' strategic plan.

Over the reporting period two employee opinion surveys were conducted.

In 2012 participation was high, with over 75% of staff participating. Major strengths identified were high levels of satisfaction with our brand and coaching initiatives, people feeling empowered and expressing a high level of trust in management, and there was a belief that the standard of our work was high (although not consistently expressed across the business). On the other hand, three weaknesses were identified: long term orientation, training and development and fair compensation. Steps were taken to address the three issues. Firstly, career plans became an integral part of the performance evaluation process, and all managers being assessed on whether their team members have an up to date and relevant career plan.

For training and development, the budget came under the management of Human Resources to ensure that the needs of all groups and individuals are equally considered, and the training policy was revised and promoted to the business, providing greater clarity on the use of the training allowance. We also saw training sessions recorded and made available on the staff intranet, Geoffrey, and Yammer, to enable access via mobile devices.

All salaries were assessed against industry averages over previous years (principally the AIM salary survey and the Engineers Australia survey). The business also specifically considers salary equity to

ensure that all staff are paid according to their skills and performance irrespective of when they joined the business.

In the 2013 employee survey 71% participated and all offices were well represented. 64% females responded (a notable decrease on 2012), while 75% males responded (a marginal increase on 2012). Generally people felt very positively about the brand, were satisfied with their job and would recommend Energetics as a good place to work. People believe they and their colleagues work hard to achieve high levels of client satisfaction, with delivery of good work considered a strength of the business.

However we also saw lower scores in the way the business' long term orientation was perceived, and lower levels of staff commitment, enthusiasm and perceptions of fair compensation. These results are most likely due to the challenging economic conditions and their impact on the business.

As 'long term orientation' and 'fair compensation' were areas identified for action in the 2012 employee survey, work continues to address these issues with support for the development of career plans, as well as assessing the appropriateness of salary levels relative to the marketplace.

In 2013, Energetics' Sydney office centralised to one floor, bringing the data management team from Level 11 to join the other employees on Level 7. Achieving better integration across the Sydney office teams had been identified in successive employee opinion surveys.

## Our employees' health and wellbeing

### Work life balance

Energetics supports work life balance. Energetics has a "How to work from home" guide on the intranet which considers occupational health and safety, access to technology and systems and communications with team leaders/ managers.

The company actively promotes staff participating in health and fitness and supports a number of initiatives such as Sydney's City2Surf, BRW Corporate Triathlon Series and the Corporate Games.

### Energetics' Wellness Program



The Energetics' Wellness Program aims to raise awareness, share information and offer support so that our employees and their families can achieve optimal health and fitness. The program is designed to be fun and engaging with on-going wellness challenges for teams and individuals and is supported by "Wellness Ambassadors" in each state office.

Wellness initiatives include providing fresh fruit and herbal teas in offices, weekly health tips in the staff newsletter 'eNews', a walking competition and flu vaccinations.

Below are examples of some of the fitness activities and sporting events in which employees are encouraged to participate.

### Cycling Challenge

In December 2013, 24 Energetics staff participated in the inaugural summer cycling challenge . Energetics participation continued into October 2014 where 19 staff participated.



## Lunchtime legends



Sydney's 'lunchtime legends' is the largest corporate sports competition in Sydney with games played over eight weeks. Energetics joined in 2014 with five teams hitting the court/field - men's soccer, mixed netball, men's basketball, and two mixed-tag leagues.

### Sydney: 'Tough Mudder' 2012 and 2013



Tough Mudder is a 18km obstacle course with no winner. This team-oriented challenge was undertaken by five of Energetics staff which provided us an opportunity to demonstrate the teamwork, camaraderie, and determination that the team at Energetics display on a daily basis.

Congratulations (L to R) Matt Wilkin, Michael Ferguson, Tony Cooper, Chris McLean and Peter Holt.

### Walk to Work Day



Now in its 17<sup>th</sup> year Walk to Work Day is an annual event held by Diabetes Australia which is aimed at helping employers and employees to build regular walking into their daily routine whilst raising funds for Diabetes Australia.



*Canberra employees enjoy the sights on their 'Walk to Work Day'.*

## Ride2Work Day



Ride2Work is a national program that encourages Australians to get started and help keep them riding to work all year round. In 2014 Energetics had a number of staff participate in this event.

With the exception of yoga (which falls outside the reporting period) this would have to be the biggest wellness initiative we run

## Club Red



Energetics' staff participated in Club Red where the team's blood donations are used to help Australia's in need of a transfusion. Congratulations to all the team at Energetics who participated and help save lives.

## Occupational Health and Safety

Energetics has a Workplace Health and Safety Manual which addresses safety equipment, safety in the office, on the road and on site as well as the accident/incident reporting process. In 2013, the manual was published on the company intranet, 'Geoffrey'.

We also have an occupational health and safety (OH&S) committee who meet on a monthly basis to address risks and compliance with occupational and safety regulations.

It is a requirement that project managers complete safe work method statements for all client site visits. These statements are audited by the OH&S committee. In addition, consultants must complete white card training during induction so they are prepared for site visits.

In line with our company policy, we have a trained Fire Warden and First Aid Certified employee in each office. Our policies that govern our health and safety practices at work, available on our intranet are:

- First aid policy
- Health, wellness and safety policy
- Occupational Health and Safety Injury/Incident Reporting Policy

All injuries and near misses were recorded even those resulting from commuting to work or company related sporting activities. While there were no incidents reported as a result of staff undertaking work

related assignments in our offices or on client sites, in YEM13 there were three incidents: two in ACT and one in NSW, and in YEM14 there were six incidents: two in WA and four in NSW. The increase in NSW in particular was due to that office participating in lunch time sports. Two of those injuries resulted in hospital consultations.



*Wearing Energetics' high-vis work wear, Jody Asquith and Fiesal Musa visit a coal mine in Queensland to learn about drilling and coring for fugitive gas testing*

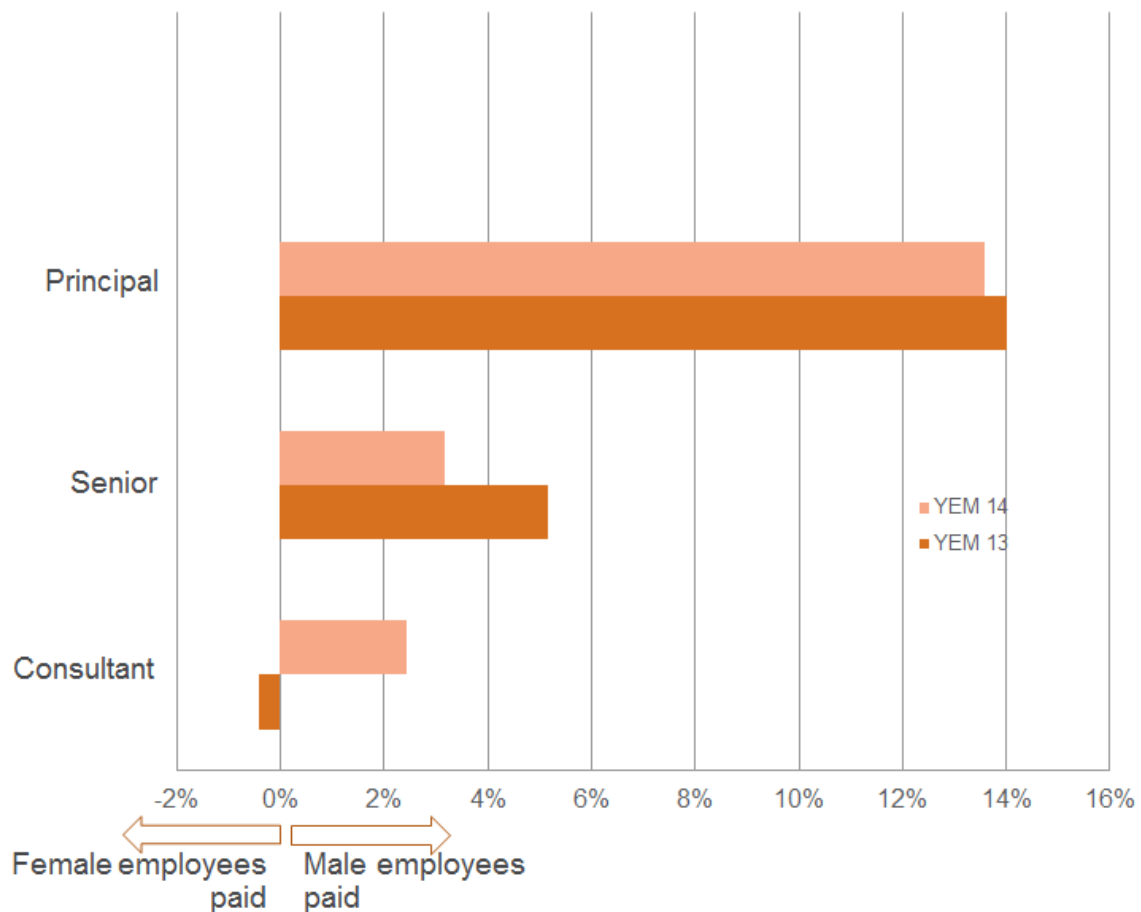
## Equal opportunity

Energetics is an equal opportunity employer and provides equality in employment for all people employed or seeking employment. We were assessed for the period 1 April 2011 to 31 March 2012 and are compliant with the Equal Opportunity for Women in the Workplace Act (EOWA) 1999. Most recently we submitted our Workplace Gender Equality Agency Notice of Compliance 2013. ([link to copy on our website](#)).

Energetics conducted a gender pay analysis during the reporting period comparing the position of women in YEM13 against YEM14 and their salaries across grades.

Over YEM13 and YEM14, looking at salary averages across the three consulting grades, the average salary was higher for men than women. The exception being in YEM13 in which the average salary for a female Consultant was 0.4% higher than the average salary paid to male Consultants.

## Gender pay gap by level



These results are a change from the previous sustainability report (YEM12) in which women in the roles of Principal Consultant and Senior Consultant were more highly paid than their male counterparts. The change from YEM12 to YEM14 is due to the several women leaving the business; three at Principal Consultant level, all of whom were made redundant. These redundancies occurred within the context of a contraction in employee numbers over the reporting period.

### Sex-based harassment

Over the two years, no complaints were made. In 2012, Energetics launched an online awareness course on 'Equal opportunity and anti-bullying'. Completion of the course is mandatory for all staff.

### Supporting causes in our communities

Across the reporting period we raised money for:

- Movember – men's health
- Australia's Biggest Morning Tea – the Cancer Council
- Dry July – adults living with cancer
- NSW Bushfire Relief Appeal, October 2013 (Energetics matched employee donations dollar for dollar).

## Great Barrier Reef Foundation

An initiative falling under the responsibilities of Energetics' 'eteam', in 2012 (YEM13), three employees went to Heron Island to participate in the ZooX Ambassador program. Three were the winners of a competition in which they shared initiatives in their own lives that they pursue to lessen their impact on the environment, and they also pitched their ideas for an Energetics' project relating to climate change awareness and reducing emissions. The fourth member was Energetics' CEO, Tony Cooper who led the business component of the ZooX Ambassador experience. Tony's time is donated to the GBRF in support of their program.

In 2013 (YEM14), two employees went to Heron Island: one as the Energetics' business program leader, the other as a member of the ZooX™ group. While the program was scaled back, the experience was just as satisfying as that enjoyed by previous participants.



## 30 years of pursuing environmental goals

Energetics collects, records and publishes our environmental performance, including our energy, water and waste usage. We are committed to reducing the carbon footprint of our standard business activities, and reducing the broader impact that we have on the environment.

While it is clear that some key initiatives typically managed by the eteam have lapsed, the work of this group builds on an already mature sustainability response. Where we need to apply focus is on new programs such as target setting, re-establishing compliance with CitySwitch and ensuring our continued purchasing of green power.

**Environmental indicators: Carbon policy: changes since our last sustainability report**

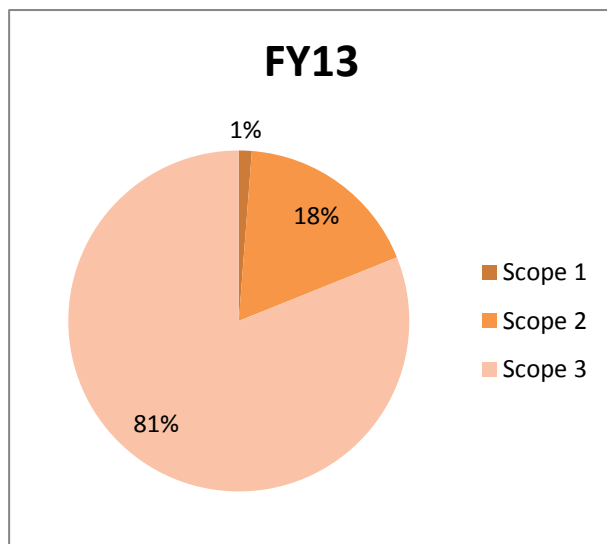
Energetics remains committed to being a carbon neutral business across all state offices. Our approach is based on identifying and prioritising areas across our operations where emissions can be reduced, before scoping and pursuing projects that ensure sustainable reductions. Where reductions in emissions cannot be achieved, we select offsets from projects that deliver social benefits as well as verified emissions reductions. In the calculation of our emissions profile and the task to achieve carbon neutrality, we follow the Greenhouse Friendly methodology which, in our assessment for the period of this report was more rigorous than the National Carbon Offset Standard (NCOS). Greenhouse Friendly is the predecessor to NCOS.

We have two policies that direct our environmental performance: our sustainability policy and our eco-efficiency policy. Both, however, require updating as they were written in 2011.

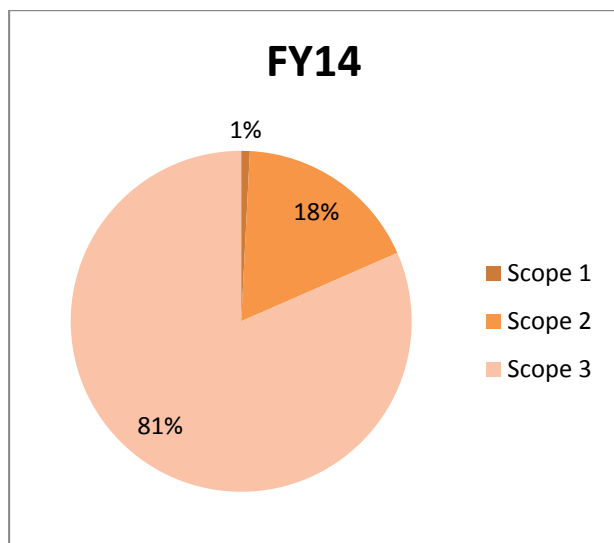
**Improved carbon data management systems**

We have increased the accuracy of our carbon footprint data through better data management systems. For example, air emissions are captured through our booking system which accurately records emissions based on flight miles.

**Chart 5: Energetics' emissions profile**



**Chart 6: Energetics' emissions profile**



### Commitment to reducing our footprint

Since Energetics' previous sustainability report, we have continued to offset 100% of the greenhouse gas emissions associated with the complete life cycle of our services. Our carbon neutrality is maintained in accordance with the stringent Greenhouse Friendly information gathering and calculation process requirements. This approach aligns with Energetics' commitment to best practice calculation of our complete emissions profile. We continue to have our footprint verified by a qualified external auditor, and we continue to buy and retire accredited offsets.

Energetics has purchased offsets under the Qantas Future Planet program. We calculated our carbon emissions to be 1,555 tCO<sub>2-e</sub> over the reporting period, however through the Qantas Future Planet Program we have 'overshot' with a purchase of 1,680 tonnes<sup>2</sup>, which we will simply 'bank'<sup>3</sup>. All projects under the Future Planet program are Verified Carbon Standard (VCS) accredited.

Our Sydney offices have lost a star on our NABERS rating due to the consolidation of Level 7 and Level 11 office spaces and reduced occupancy. We aim to have all offices achieving 5 stars, this will be rectified when the lease for Level 11 ends and Energetics is no longer responsible for an empty floor. Brisbane office is not currently NABERS rated as it has not been occupied for a full tenancy year in this sustainability reporting period.

## Water and waste

### Recycling our waste

All our larger offices (Melbourne, Sydney and Perth) have comingled recycling and general waste bins. This allows us to have better control of both our recyclable and non-recyclable waste as it is more apparent to the cleaners exactly which bins they should be emptying. In the Sydney office,

<sup>2</sup> Our initial calculation showed a liability of 1680 CO<sub>2-e</sub>, however this figure was revised downward to 1555 CO<sub>2-e</sub> when building case data was updated.

<sup>3</sup> Note that Energetics carbon offsets are purchased on a FY basis, as described in Charts 5 and 6. Our previous offsets had been purchased based on our emissions performance for the YEM12 extrapolated to the full FY12 for carbon offset purchasing. Our environmental reporting was maintained on the FY basis for FY13 and FY14 in this sustainability report to align with this approach, and avoid double count of carbon offsets.

Energetics' largest office, the co-mingled bin is collected weekly, with waste ranging from 50 – 75% of the 240 litre waste bin. In the Perth office, recyclables are collected weekly, other non-recyclable rubbish is collected daily. In the Melbourne office both recyclable and non-recyclable rubbish is collected twice a week.

For the offices with less than four permanent staff, there is room for improvement. The office held by Energetics in Canberra over the YEM13 and YEM14 periods had a comingled recycling skip, but nothing specific for paper, and the Brisbane office building has no recycling facilities.

In addition to managing office waste *planet ark* collects our printer toner and cartridges. All A4 paper bought for the Sydney office over the YEM13 and YEM14 periods is carbon neutral.

### **Water**

Water use is not a key issue for our business as we only use water in our leased offices. Over many years we have tried to measure our water use but have not managed this to any degree of accuracy. Quantities are unknown but expected to be in line with, or lower than, normal office use given our sustainability minded culture.

As a service provider, the only physical materials we provide to clients are our reports, brochures and other paper based documents. The recycled content of our paper is discussed further in this report. We typically aim to deliver projects in soft copy wherever practicable.

Finally, we have not addressed all performance indicators outlined in the more comprehensive G4<sup>4</sup> list of measures, as they are not relevant to Energetics' operations.

## **Are we really “walking the talk?”**

### **Being eco-efficient**

Energetics' commitment to sustainability extends beyond the work we do. At an office level, for example, we practice what we preach by purchasing locally supplied fruit and vegetables for the office. Further, employees demonstrate sustainability every day through their actions outside of work.

Over the YEM13 and YEM14 periods the primary method of transportation used by staff members was public transport with 70% of Energetics employees<sup>5</sup> embracing the train, tram, bus or ferry for their morning and afternoon commutes. 20% of responders preferred to be active in the morning donning a bike helmet or runners to cycle, run or walk to work. The remaining 10% of employees who responded to the staff survey drove into work over the YEM13 and YEM14 periods.

#### **Case study 3: Plastic free July**

“Last year I took part in Plastic Free July. I was concerned with the amount of plastics we send to landfill and its growing environmental impact. Plastic Free July is an annual challenge to not use any single-use plastics for a month. It seemed like a simple idea however it was very difficult to put into practice – plastic is everywhere! It took a few days to adjust (e.g. reusable containers for lunch, calico bags to the shops, no food in wrappers) but I got the hang of it by the end. I'm no longer 'plastic free' but I'm much better than I was and I am more conscious of waste now.”

*Michael Ferguson – Manager, Energetics Melbourne Office*

### **Sustainability Policy**

<sup>4</sup> G4 refers to version 4 of the Global Reporting Initiative (GRI) guidelines.

<sup>5</sup> Out of a total 44 responders to the staff transport survey



While Energetics has a sustainability policy in place, this has not been amended since 2011. Energetics continues to support and uphold the vast majority of the priorities outlined in our sustainability policy with the exception of now defunct internal projects such as *Footprints in the Sand*; and lapse in CitySwitch signatory status.

In respect of actual performance in maintaining our sustainability policy and practices, Energetics is in a slightly worse position than at the release of the last sustainability report, following the disbandment of the eteam, and major market and structural changes impacting on the nature and focus of the business. This is consistent across our peers, where market and business conditions have been prioritised over a specific focus on sustainability. With improving conditions, Energetics will work towards better sustainability practice, starting with the re-establishment of the eteam. As a first priority, the eteam will be focussed on setting sustainability KPIs and updating the sustainability/environmental policies.

## 30 years to build a strong and sustainable business

Energetics Pty Ltd, is privately owned entirely by Energetics Group Holdings Pty Ltd. The majority (78%) of Energetics Group Holdings is owned by a private equity company Accretion Investment Management, with the balance being owned by Energetics management and past and present employees. Our registered head office is in Sydney, NSW.

Energetics is currently not part of any other subsidiaries or joint venture partnerships.

Since our YEM12 Sustainability Report, there have been no changes to our governance and shareholder base. [You can read more here.](#)

## Business restructure

In late 2013, the business underwent a restructure in which consultants were organised into teams that reflected our go-to-market approach. We use a matrix approach which focusses us both on the sectors that we sell to, as well as the solutions we offer.

The teams are client-focussed, leading sales activities, client relationships and cross selling. Our sectors are mining; energy and energy utilities; buildings retail and the public sector; industrials; transport, construction and ICT; and banking, financial institutions and data centres. Our solutions teams are responsible for delivery efficiency, innovation, campaigns and are organised to focus on service offerings: building, industrial and resource efficiency; carbon markets, reporting and audit; energy markets; strategy and policy; data management and integration; and financing deals and implementation.

## How are we performing?

Direct economic value generated and distributed on an accruals basis is described in the table below.

**Table 3: Financial overview**

	\$
Total Revenue <sup>6</sup>	15.8 m
Employee benefits	10.4 m
Donation and community	20.3 k
Payment to capital providers and government **	584 k

<sup>6</sup> Revenue reported for YEM12 was restated down to \$17.1m during the YEM13 audit

	\$
Operating costs ***	4.7 m
Retained Earnings	144 k
<i>** including Payroll tax, FBT and interest on borrowings</i>	
<i>*** Including Depreciation and Amortization</i>	
Development and impact of infrastructure investments and services	31,805 k

With the ongoing tough trading conditions experienced throughout the Australian economy following the global economic downturn, Energetics saw further revenue deterioration, decreasing by 8% in YEM14 compared to the revenue reported two years ago\*. Costs decreased by virtually the same amount and net profitability actually increased. We therefore continued to return a small profit to shareholders.

In YEM14, we received no assistance from government grants.

Our community investments and donations

Our commitment to environmental issues is demonstrated by the active role we play in not-for-profit organisations in the environmental and climate change related community. In YEM14, we spent approximately 14% (\$20,000) of our retained earnings on community investments and donations. This compares to 2% (\$25,500) in YEM13.

The most prominent of these investments is the pro bono support we provide to the Great Barrier Reef Foundation (GBRF). Energetics' experts assist to develop and deliver guidance for business participants in the ZooX™ Ambassador program on how they can take practical steps to address climate change. In YEM13 we contributed \$21,000 to the GBRF with four staff members attending the ZooX™ program on Heron Island, while in YEM14 the GBRF received \$14,000 and two staff members joined the ZooX™ reef experience. See 'Supporting causes in our communities' earlier in this report.

Furthermore, for every client who completes our formal survey following a project undertaken, Energetics makes a \$50 donation to the GBRF. \$3,350 was paid to the GBRF to honour our YEM13 survey donations. This compares with \$2,900 paid in Dec 2013 for YEM12.

In YEM14, 74 surveys were completed. \$3,700 was donated to the Great Barrier Reef Foundation (GBRF). Over that period we extended the option to clients to donate to three other charitable organisations. As a result the Black Dog Institute received \$400, the Australian Indigenous Education Foundation \$450 and Canteen Australia \$400.

## Partnerships

Since the release of our last sustainability report, Energetics has built new partnerships with companies with complementary services and aligned values. Formal and ongoing partnerships have been established with Scope Systems, Envizi, BDO and Geos Mining. These partnerships allow Energetics to expand our service offerings and allow us to efficiently deliver a broader suite of integrated services in a dynamic marketplace.

Equally, our partners are focused on sustainability. All partners listed above that were engaged in the process of developing this sustainability report highlighted their commitment to integrating social, environmental and economic considerations into their business.

## Energetics' reach

Energetics is proud of the fact that we work with more than half of Australia's top listed companies on the ASX. We are prouder still of the emissions reductions they have achieved. In 2012/13 we worked with companies that reported 58% of scope 1 emissions and 65% of total energy used by National Greenhouse and Energy Reporting (NGER) reporting companies. We have participated in the design of almost every major federal and state government energy program over the past decade and advised some of Australia's largest energy users and emitters on climate change.

Energetics is prolific in research, stakeholder engagement and education, government program development and evaluation:

**NSW Farmers:** [Energy innovation](#) for 38,000 agricultural SMEs.

**Australian Food and Grocery Council:** Energetics was the technical partner in their "[EmPower](#)" program.

**Catholic Earthcare Australia:** We have been the technical partner in an [energy efficiency program](#) for not-for-profit organisations.

### **Federal and state governments:**

2012: Created the report "Inclusion of energy generation in building energy efficiency standards" for the Department of Climate Change and Energy Efficiency.

2012: Created the report "Energy use and energy efficiency opportunity data for commercial sector and small/medium businesses" for the Department of Climate Change and Energy Efficiency.

2012: Provided submissions on EEO new developments and expansions.

2013: Australian National University: Conducted staff training on sustainability.

2013: Designed the consultation process for the extension of Victoria's Energy Efficiency Target scheme.

2014: Designed and developed two of the assessment methods for the government's Emissions Reduction Fund.

### **Memberships: office bearers and officials**

We support the continuous development of all employees. The diversity of our workplace means that we have a number of memberships across a range of professional industries. Examples include:

- Australian Alliance to Save Energy (A2SE): chairman and board member
- Sustainable Business Australia: Member of the board of directors
- Australian Institute of Energy: Vice Chair and member of the Committee of the Young Energy Professionals (WA)
- Energy Efficiency Council (EEC): Member of the board of directors
- NSW Women in Mining Network: treasurer
- Institute of Chemical Engineers (IchemE): board member
- Australian Life Cycle Assessment Society (ALCAS): President
- Association of Energy Engineers. Energetics is responsible for CEM training and accreditation in Australia

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## What does the next 30 years hold?

As we look to the future and the deepening problem of climate change, the way energy is used and carbon liabilities are managed has never been more important. Australia's energy mix is changing, and with it there are risks and opportunities. Working closely with Australia's largest energy users and assisting governments in the design of their carbon and energy policy responses over the past 30 years, places Energetics in a unique position as a management consultancy with unparalleled insights and experience.

Energetics can help both government and business manage the risks and exploit the potential of transitioning to a low carbon, clean energy future bringing with it new opportunities for national prosperity. This is a vision our employees share.

## Appendix A: Sustainability report development process

The most recent Energetics' sustainability report (YEM12) was prepared in accordance with GRI 3.1 Guidelines, with Energetics achieving a GRI application level C report. Since the release of the previous Energetics' sustainability report the GRI Guidelines have been updated to GRI 4 (G4).

GRI continue to recognise reports based on the G3 and G3.1 Guidelines for up to two full reporting cycles. However, reports published after 31 December 2015 are required to be prepared in accordance with the G4 Guidelines.

Prior to drafting this sustainability report covering the YEM13 and YEM14 reporting periods, Energetics consulted internal stakeholders including staff members, Energetics' Executive Team and Board, as well as key business partners.

Based on this feedback, this sustainability report is presented with more of a focus on environmental and social indicators and more transparency on long-term strategic direction. Based on these structural changes Energetics opted to move to the G4 reporting guidelines to ensure the report adopted a best practice approach.

### Approach

GRI 4 is the first set of GRI guidelines to include a stringent materiality assessment in the test. Materiality is the threshold at which aspects become sufficiently important to warrant reporting. Beyond this threshold, not all material aspects are of equal importance. Therefore the emphasis within a report should reflect the relative priority of these material aspects.

Determining materiality for a sustainability report also includes considering economic, environmental and social impacts that cross a threshold to affect the ability of a business to meet the needs of the present without compromising the needs of future generations. These material aspects often have a significant financial impact in the short term or long term on an organisation. They are therefore also relevant for stakeholders who focus strictly on the financial condition of an organisation.

A combination of internal and external factors should be used to determine whether an aspect is material, including factors such as the organisation's overall mission and competitive strategy, concerns expressed directly by stakeholders, broader social expectations, and the organisation's influence on upstream (such as supply chain) and downstream (such as customers) entities. Assessments of materiality should also take into account the basic expectations expressed in the international standards and agreements to which the organisation is expected to comply.

Under G4 the following factors are considered important in estimating materiality of key indicators:

#### Materiality Test

Reasonably estimable sustainability impacts, risks or opportunities

Main sustainability interests and topics and indicators raised by stakeholders

The main topics and future challenges for the sector reported by peers and competitors

Relevant laws, regulations, international agreements or voluntary agreements with strategic significance to the organisation and its stakeholders.

## Materiality Test

Key organisational values, policies, strategies, operational management systems, goals and targets

The interests and expectations of stakeholders specifically invested in the success of the organisation

Significant risks to the organisation

Critical factors for enabling organisational success.

The major variation under the G4 reporting guidelines is comparing Energetics to our peers: a key test in determining materiality. The list of peers was drawn from sources such as Beaton, BRW Client Choice and Energetics' internal assessment of our competitors. The sustainability reports of these peers were then reviewed for materiality.

Energetics followed the GRI 4 established approach for determining materiality as outlined in Appendix B.

As Energetics business did not change substantially from our previous report, we did not undertake an extensive stakeholder engagement process. Instead we consulted internal stakeholders and targeted employees, management and partners as described in more detail in Appendix B.

## Appendix B: GRI 4 Materiality Assessment – to define material aspects for sustainability report

Test	Energetics Position	Supporting evidence
Reasonably estimable sustainability impacts, risks or opportunities	Consider all indicators internally with executive based on possible business impacts, risks or opportunities. Compare against previous materiality assessment.	<p>Previous materiality assessment undertaken for GRI 3.1 previous sustainability report.</p> <p>All collectable data for environmental indicators.</p> <p>Collectable data for social indicators.</p> <p>Collectable data for economic indicators.</p>
Main sustainability interests and topics and indicators raised by stakeholders	<p>Energetics business has not changed in any significant way to impact on the responses from last year's stakeholder survey, in respect of which reporting elements are material.</p> <p>As a result – stakeholder engagement was limited to internal stakeholder engagement</p>	<p>Internal stakeholders were consulted directly in respect of their Energetics sustainability interests and vision for an updated sustainability report. Consultation was undertaken directly with:</p> <ul style="list-style-type: none"> <li>• Each Energetics team</li> <li>• Energetics executive</li> <li>• Energetics Board</li> <li>• Targeted partners.</li> </ul> <p>Results were consolidated to determine materiality</p>
The main topics and future challenges for the sector reported by peers and competitors	Where our close competitors (as defined in the supporting evidence) have reported on a standard disclosure or an additional item	<p>Energetics peers and their publicly released reports, as defined using the following approaches:</p> <ul style="list-style-type: none"> <li>• According to Beaton – Energetics is considered a leading firm in sustainability. Our competitors were considered within this category.</li> <li>• Energetics peers according to BRW Client Choice Lists.</li> <li>• Energetics peers based on internal assessment of companies Energetics sees working in similar markets.</li> </ul> <p>Energetics only considered publicly released annual reports and sustainability reports from defined peers – looking for standard disclosures.</p>

Test	Energetics Position	Supporting evidence
Relevant laws, regulations, international agreements or voluntary agreements with strategic significance to the organisation and its stakeholders	Report on anything with a legislative requirement to report.	Not relevant to Energetics.
Key organisational values, policies, strategies, operational management systems, goals and targets	Report on anything that Energetics has an external or internal position on	Materiality was assessed based on Energetics Sustainability Policy and Energetics Mission, Vision and Values statement
The interests and expectations of stakeholders specifically invested in the success of the organisation.	Report on interests raised by internal stakeholders	As outlined above, Energetics did not undertake broad consultation with external stakeholders as the business had not changed significantly
Significant risks to the organisation	Report on material risks.	Materiality was assessed based on Energetics Sustainability Policy and Energetics Mission, Vision and Values statement
Critical factors for enabling organisational success	Report on critical factors as informed by the Executive.	Internal consultation was undertaken with the Energetics executive to inform areas for enabling organisational success.



## Materiality of standard disclosures

### Standard disclosures

Strategy and analysis			
Standard disclosure	Description	Reported	Materiality assessment approach
G4-1	Statement from most senior decision maker	Yes	Peer review
G4-2	Description of key impacts, risks and opportunities.	Yes	Stakeholder engagement Significant risks to the organisation

Organisational profile			
Standard disclosure	Description	Reported	Materiality assessment
G4-3	Name of the organisation	Yes	N/A
G4-4	Primary brands, products and services	Yes	N/A
G4-5	Location of the organisations headquarters	Yes	N/A
G4-6	Number of countries where the organisation operates	Yes	N/A
G4-7	Nature of the ownership and legal form	Yes	N/A
G4-8	The markets served	Yes	N/A
G4-9	Scale of the organisation – including: - employees - Operations - Net sales/ revenues - Total capitalisation in terms of debt and equity - Quantity of products	Yes	N/A

Organisational profile			
Standard disclosure	Description	Reported	Materiality assessment
G4-10	<p>a. Report the total number of employees by employment contract and gender.</p> <p>b. Report the total number of permanent employees by employment type and gender.</p> <p>c. Report the total workforce by employees and supervised workers and by gender.</p> <p>d. Report the total workforce by region and gender.</p> <p>e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.</p> <p>f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries)</p>	Yes	
G4-11	Percentage of total employees covered by collective bargaining agreements	N/A	N/A
G4-12	Describe the organisations supply chain	Yes	N/A
G4-132	Significant changes during the reporting period	Yes	N/A

Commitments to external initiatives			
Standard Disclosure	Description	Reported	Materiality Assessment

Commitments to external initiatives			
Standard Disclosure	Description	Reported	Materiality Assessment
G4-14	Whether and how the precautionary approach or principle is addressed by the organisation	Yes	Stakeholder engagement Significant risks to the organisation
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Yes	Stakeholder engagement Significant risks to the organisation
G4-16	Membership associations.	Yes	Stakeholder engagement

Identified material aspects and boundaries			
Standard disclosure	Description	Reported	Materiality assessment
G4-17	Entities included in the organisations consolidated financial statements	Yes	Peer review Stakeholder engagement
G4-18	Process for defining the report content and aspect boundaries	Included in this appendix	Peer review Stakeholder engagement
G4-19	List all material aspects identified in the process for defining the report content	Included in this appendix	Peer review Stakeholder engagement

Identified material aspects and boundaries			
Standard disclosure	Description	Reported	Materiality assessment
G4-20	<p>. For each material Aspect, report the Aspect Boundary within the organization, as follows:</p> <p>ÿ Report whether the Aspect is material within the organization</p> <p>ÿ If the Aspect is not material for all entities within the organization (as described in G4-17), select one of</p> <p>the following two approaches and report either:</p> <ul style="list-style-type: none"> <li>– The list of entities or groups of entities included in G4-17 for which the Aspect is not material or</li> <li>– The list of entities or groups of entities included in G4-17 for which the Aspects is material</li> </ul> <p>ÿ Report any specific limitation regarding the Aspect Boundary within the organization</p>	Included in this appendix	Peer review Stakeholder engagement
G4-21	For each material aspect report the Aspect boundary outside of the organisation	N/A	Peer review Stakeholder engagement
G4-22	Report the effect of the restatements of information provided in the previous report	Yes	Peer review Stakeholder engagement
G4-23	Significant changes from the previous report	Yes	Peer review Stakeholder engagement

Stakeholder engagement			
Standard disclosure	Description	Reported	Materiality assessment
G4-24	List of stakeholder groups engaged by the organisation	Yes	Refer Appendix A
G4-25	Report the basis for identification and selection of stakeholders with whom to engage	Yes	Refer Appendix A

Stakeholder engagement			
G4-26	Organisation's approach to stakeholder engagement	Yes	Refer Appendix A
G4-27	Report key topics and concerns that have been raised through stakeholder engagement	Yes	Refer Appendix A

Report profile			
Standard disclosure	Description	Reported	Materiality assessment
G4-28	Reporting period	Yes	N/A
G4-29	Date of most recent previous report	Yes	N/A
G4-30	Reporting cycle (annual, biennial etc)	Yes	N/A
G4-31	Contact Point	Yes	N/A
G4-32	"In accordance" option chosen	Yes	N/A
G4-33	External assurance of the report	Yes	N/A

Governance			
Standard disclosure	Description	Reported	Materiality assessment
G4-34	Governance structure of the organisation	Yes	N/A
G4-35	Process for delegating authority for economic, environmental and social topics	Yes	N/A
G4-36	Executive level position with responsibility for economic, environmental and social topics.	Yes	N/A

Governance			
Standard disclosure	Description	Reported	Materiality assessment
G4-37	Report processes for consultation between stakeholders and the highest governance body	Yes	N/A
G4-38	Report the composition of the highest governance body	Yes	N/A
G4-39	Report whether the chair of the highest governance body is also an executive officer	Yes	N/A
G4-40	Report the nomination and selection process for the highest governance body	Yes	N/A
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed.	Yes	N/A
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	Yes	N/A
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Yes	N/A
G4-44	Process for evaluation of the highest governance body's performance.	Yes	N/A
G4-45	Governance bodies role in identification and management of economic, environmental and social impacts, risks, and opportunities. I	Yes	N/A

Governance			
Standard disclosure	Description	Reported	Materiality assessment
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	Yes	N/A
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Yes	N/A
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	Yes	N/A
G4-49	Report the process for communicating critical concerns to the highest governance body.	Yes	N/A
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	Yes	N/A
G4-51	Remuneration policies for the highest governance body	N/A	No policy in place
G4-52	Process for determining the remuneration	Yes	N/A
G4-53	How stakeholders views are taken into account regarding remuneration	Yes	N/A
G4-54	Report the ratio of the total annual compensation for the organisations highest paid individual in each country of operation	Yes	N/A
G4-55	Ratio of percentage increase in annual total compensation	No	Immaterial

Report profile			
Standard disclosure	Description	Reported	Materiality assessment
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Yes	Stakeholder engagement Significant risks to the organisation
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	Yes	Stakeholder engagement
G4-58	The internal and external mechanisms for reporting concerns about unethical or unlawful behavior	Yes	N/A



**Material Aspects for Energetics:**

Category	Sub-category	Material to Energetics
Economic	Economic Performance	Yes
	Market Presence	Yes
	Indirect Economic Impacts	Yes
	Procurement Practices	Yes
Environmental	Materials	N/A
	Energy	Yes
	Water	N/A – potable water from municipal supply only
	Biodiversity	N/A
	Emissions	Yes
	Effluents and Waste	N/A
	Products and Services	N/A
	Compliance	N/A
	Transport	N/A
	Overall	Yes
	Supplier Environmental Assessment	Yes
Environmental Grievance Mechanisms	N/A	
Labor Practices and Decent Work	Employment	Yes
	Labor/Management Relations	N/A
	Occupational Health and Safety	Yes
	Training and Education	Yes
	Diversity and Equal Opportunity	Yes
	Equal Remuneration for Women and Men	Yes

Category	Sub-category	Material to Energetics
	Supplier Assessment for Labor Practices	N/A
	Labor Practices Grievance Mechanisms	N/A
Human Rights	Investment	N/A
	Non-discrimination	Yes
	Freedom of Association and Collective Bargaining	N/A
	Child Labor	N/A
	Forced or Compulsory Labor	N/A
	Security Practices	N/A
	Indigenous Rights	N/A
	Assessment	Yes
	Supplier Human Rights Assessment	N/A
	Human Rights Grievance Mechanisms	Yes
Society	Local Communities	N/A
	Anti-corruption	N/A
	Public Policy	Yes
	Anti-competitive Behavior	N/A
	Compliance	N/A
	Supplier Assessment for Impacts on Society	Yes
	Grievance Mechanisms for Impacts on Society	Yes
Product responsibility	Customer Health and Safety	Yes
	Product and Service Labeling	N/A
	Marketing Communications	N/A

Category	Sub-category	Material to Energetics
	Customer Privacy	N/A
	Compliance	N/A

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