

Sustainability policy

Energetics understands that sustainable development is one of the most pressing issues of our time. Its importance is reflected in the United Nations' Sustainable Development Goals (SDGs) which aspire to "end poverty, protect the planet and ensure prosperity for all". The SDGs increasingly direct the development of frameworks within which businesses set a range of environmental, social and economic goals, initiatives and measures. The SDGs under UNEP and the Paris Agreement under UNFCCC are mutually compatible frameworks.

Energetics works to incorporate the SDGs within our own initiatives as well as assisting clients to reflect the SDGs in their sustainability planning processes and reporting activities.

1. Purpose

The purpose of Energetics' sustainability policy is to:

- provide a clear statement of our intent to incorporate sustainability considerations into all aspects of our business planning and operations
- acknowledge that a focus on sustainability requires an ongoing commitment to continuous improvement.

2. Energetics' sustainability commitment

This will be achieved through:

- honouring our commitment to carbon neutrality based on a complete consideration of our life cycle emissions
- setting targets in view of the SDGs and their application to Energetics
- engaging employees with activities and projects which contribute to sustainability outcomes within the business and our broader community
- measuring the success of internally focused initiatives and seeking opportunities to continuously improve
- upholding our signatory status within the City Switch program which acknowledges the achievement and maintenance of energy efficient practices.
- relying on videoconferencing over air travel to attend client and company meetings, to reduce our single largest source of emissions
- sustainable purchasing decisions including supporting, wherever possible, price-competitive product and service providers that are carbon neutral accredited or have undertaken robust steps to reduce their carbon footprint and improve their energy efficiency
- supporting Energetics' employees to be environmental role models in their community. This can be done using Personal Development hours for approved activities
- communicating our sustainability performance internally and to external stakeholders, including existing and prospective clients.

To ensure that we maintain our focus on sustainability, this policy has the support of Energetics' board and leadership team.

This policy will be reviewed as Energetics' sustainability initiatives evolve and in response to global and domestic developments in both sustainability management and reporting.

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Document Control

Description	Prepared by	Reviewed by	Approved by	Approval Date
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