

Environment and Sustainability Policy

Our commitment

At Policy Performance, we recognise that our role extends beyond supporting public sector performance, and that we play a role in actively contributing to a sustainable and resilient future locally, regionally, nationally and globally.

We are committed to continuously improving our business processes to benefit the planet and communities we serve. We therefore:

- integrate sustainability into the ways we work and deliver services to our clients
- promote environmentally responsible practices in home and other work environments
- minimise our environmental footprint by reducing carbon emissions wherever possible and limiting waste
- encourage a culture of environmental responsibility within our team and broader networks.

Our actions

Sustainability is a shared responsibility that requires commitment and collective effort. As an organisation, we are committed to the following practices to reduce our impact and promote sustainable practice:

- we are a fully remote organisation that creates no carbon emissions from daily commuting.
- our offices are in home-based work environments, without a need for additional lighting, refrigeration, internet or energy usage.
- we use leading technologies that support delivery of client engagements virtually, further cutting down on business travel and emissions. For projects requiring face-to-face contact, we plan logistics efficiently to minimise travel and prioritise low emission options, such as bicycle, public transport or shared rides.
- we have a paperless workflow, with deliverables shared digitally to reduce waste and avoid the environmental costs of printing, mailing and physical document storage.
- we adopt energy-efficient practices while working from home, including maximising the use of natural lighting, switching off unused equipment, efficiently using water, using LED lighting options and upcycling/recycling waste.
- each staff member is allocated 2 days annually to volunteer time to support environmental initiatives, such as restoration, community clean-ups, tree planting and other sustainability-focused initiatives.
- we purchase environmentally sustainable products and services, prioritising suppliers who demonstrate ethical, low-impact and circular economy practices.
- our advisory services include dedicated focus on planning and evaluation of policies and programs in areas such as disaster recovery, drought response, climate and disaster risk management, natural landscape management and climate change adaptation. We provide advice and guidance, aligning our efforts with the Sustainable Development Goals, national priorities, strategies and frameworks.
- we support broader environmental and social causes. This includes both cash and in-kind donations to support disaster recovery and environmental protection.
- we partner with subcontractors and other Small and Medium Enterprises who are aligned with our environmental principles, particularly working with those who operate from home offices, minimise travel and apply sustainability in their own work.

Scope and review

This policy applies to all employees associated with Policy Performance Pty Ltd. The policy and our sustainability practices are reviewed annually to ensure continuous improvement.

Authorised

Name: Charlie Tulloch

Position: Director, Policy Performance Pty Ltd

Signature:



Date: 1 July 2025

Date of next review: 1 July 2026