

COURTHEATH ENVIRONMENTAL POLICY

DECEMBER 2024

Environmental Management at CourtHeath Consulting

At CourtHeath Consulting we respectfully acknowledge the Traditional Custodians of all the lands on which we live and work, and we pay our respects to Elders past and present. We recognise their continued connection to the land, waters and culture and we acknowledge that sovereignty has never been ceded. Our head office is located on the land of the Wurundjeri Woi Wurrung people of the Kulin Nation.

We acknowledge the unique spiritual and cultural significance of land, water and all that is in the environment to First Nations peoples as the Traditional Custodians. We recognise their intrinsic connection to and aspirations for Country.

At CourtHeath, we are committed to improving environmental performance across all of our business activities and encourage our business partners and members of the wider community to share that commitment.

Our key environmental impacts are in the areas of waste and energy and so at CourtHeath Consulting we:

- adopt the highest environmental standards in all areas of our operation
- minimise waste through efficient use of materials and inputs
- use sustainable or recycled products where possible
- encourage employee involvement in waste minimization and recycling
- adopt an environmentally sound transport strategy
- continually assess the environmental impact of all our operations.

Our operation is entirely virtual. Our personnel all work from home and we have no commercial office space. We rarely travel for work.



Caring for Country

Wherever our people work, we are conscious that we are visitors on First Nations lands. We acknowledge the following First Nations peoples as the Traditional Owners and Custodians of the land where we live and work remotely and pay our respects to their elders past and present:

- Bangerang
- Gumbaynggirr
- Kurna
- Kuku Yalanji
- Leterremairrener
- Ngunnawal
- Pangerninghe
- Wiradjuri
- Wurundjeri Woi Wurrung
- Yirrganydji
- Yorta Yorta.

At CourtHeath Consulting, we will view our environmental responsibilities through the lens of these Traditional Custodians. We honour how Country has been protected and cared for by First Nations peoples over many tens of thousands of years.

Minimising Waste

We are almost entirely paperless. In our respective home offices, we minimise waste including paper, water, energy and fuel. We switch off lights when the facilities are not in use. We reduce heating to the minimum acceptable levels and switch off electrical equipment when it's not needed. We have upgraded home office lighting to energy efficient LED technology lights to reduce energy consumption.

Where face-to-face meetings are required, our employees sometimes cycle or use public transport. For taxi trips, we have a regular taxi that is a hybrid vehicle lowering fuel consumption considerably. We also have an electric vehicle used for transport to work events. We maximise use of recycled products where possible.

When we did generate paper through our business, we recycled confidential documents through our secure recycling service provider.

We dispose of e-waste responsibly through special collections and depots.



Responsible Purchasing

We practice environmentally responsible purchasing by considering the packaging, air miles, whole of life energy use and embodied energy of our purchases.

In our own purchasing, we will preference suppliers that look after country through their environmental policies. We are committed to take action if any of our suppliers are damaging country or disrespect first nations priorities. In this way, we will use our agency to bring about change.

United Nations Global Compact

In November 2015, CourtHeath Consulting became a participant in the United Nations Global Compact, the world's largest corporate social responsibility organisation. This means, along with 8,000 other organisations across 170 countries, we are formally committing our business to promote and uphold the global standards represented in the UNGC Ten Principles covering the areas of human rights, labour rights, environmental sustainability and anti-corruption:

Human Rights

- Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2:** make sure that they are not complicit in human rights abuses.

Labour

- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4:** the elimination of all forms of forced and compulsory labour;
- Principle 5:** the effective abolition of child labour; and
- Principle 6:** the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

We uphold the principles of the UN Global Compact in our own small-scale operations and have enshrined these principles in our business processes.

Our Impact

As a small business with workforce working entirely from home in paperless offices, our main environmental impacts are achieved in our professional consulting work.

Through our procurement and probity work, we assist clients to implement government policy, such as the social procurement framework environmental sustainability objectives, and to maximise environmental benefits through government projects.