



# COURTHEATH ENVIRONMENTAL POLICY

JULY 2022

**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 minimisation
- Adopt an environmentally sound transport strategy
- Continually assess the environmental impact of all our operations

In our everyday activities we **minimise waste** including paper, water, energy and fuel.

As our entire workforce is now working from home, we have no commercial offices, we rarely travel for work and we are almost entirely paperless.

Since COVID working from home restrictions have lifted, our personnel have continued to work from their homes minimising travel and office energy use. In our respective home offices, we minimise waste including paper, water, energy and fuel. We switch off office 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.

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

### United Nations Global Compact

In November 2015, CourtHeath 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	Environment
<p><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</p>	<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</p> <p><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</p> <p><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</p>
Labour	Anti-Corruption
<p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</p> <p><b>Principle 5:</b> the effective abolition of child labour; and</p> <p><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</p>	<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>

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

### Take2



Courtheath has taken the step of committing to Take2, a program delivered by Sustainability Victoria, that assists businesses, local government, communities, universities, schools and individuals across the state to be part of Victoria's pathway to net zero emissions by 2050.

We pledge to improve our environmental performance across all of our business activities, and encourage our business partners and members of the wider community to do the same. We practice sustainable procurement, purchasing goods and services that are less damaging to the environment and human health.

We commit to continually evolve and improve our practices and policies, and encourage others to do the same, with a view to reduce our environmental impact. In 2019, we adopted a sustainable procurement policy into our Environmental Policy and will train our staff on how they can reduce emissions at work. In addition, in 2018/19 we published a number of blogs that support and explain sustainable procurement, with particular regard to the international standard ISO 20400: Sustainable Procurement (released in April 2017).

#### **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 encourage clients to implement government policy such as the social procurement framework environmental sustainability objectives and to maximise environmental benefits through government projects.

We are also privileged to be working on Victorian government projects that have direct environmental benefits, such as:

- Department of Environment, Land, Water and Planning
  - Container Deposit Scheme design and procurement
  - Waste to energy caps
- Sustainability Victoria
  - Recycling Victoria Infrastructure Fund
  - Detox Your Home
- Victorian School Building Authority, Department of Education and Training
  - Energy Management and Utilities Services across the school asset portfolio state-wide