

Fenergo Limited

ESG-005

**Environmental
Sustainability Policy**

May 2023

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Document Information

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Version Control			
Version	Date	Summary of Changes	Updated By
0.1	01/05/2023	Initial Draft	Orlaith Elliott
0.2	15/05/2023	Minor updates	Claire Hellen
1.0	15/05/2023	Approved	Claire Hellen

Consulted: Lorena Pirrera

Approved/Reviewed By: Claire Hellen on behalf of Stephanie White

Document owner: Stephanie White

Next review due: 31/05/2024

1. About this policy

1.1. This Environmental Sustainability Policy formalizes Fenergo's commitment to supporting the principles of environmental sustainability and recognizes that a sustainable environment is central to our lives and our work.

1.2. Fenergo is committed to managing its activities to promote environmental sustainability, conserve and enhance our natural resources, prevent environmental pollution, and bring about continual improvement in our environmental performance.

1.3. The aim of this Environmental Sustainability Policy is to integrate a philosophy of environmental sustainability into all of the organization's activities and to establish and promote sound environmental practice in our operations. We will achieve this by:

- a. Informing staff and stakeholders of our commitment to the environment and sustainability.
- b. Supporting the implementation of environmental actions within our organisation.
- c. Monitoring the progress of those environmental actions.
- d. Communicating the outcome of those environmental actions to relevant stakeholders.

2. Who is responsible for this policy?

2.1. This policy is owned by Stephanie White (Chief People Officer). It was adopted in May 2023 and will be reviewed every year. Changes may be made at any time based on guidance or amended organisational priorities.

2.2. Line managers have day-to-day responsibility for this policy, and you should refer any questions about this policy to them in the first instance.

2.3. Suggestions for changes or additions to this policy are welcome and should be reported to the Workplace team.

3. Who does this policy apply to?

3.1. This policy covers all employees, officers, directors, consultants, contractors, volunteers, interns, casual workers and agency workers.

3.2. This policy has been implemented following consultation with the ESG program department.

3.3. This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

4. Environmental sustainability statement

4.1. The earth's environment is under severe stress from uncontrolled human activity, threatening the survival of our society and the performance of Fenergo's mission.

4.1. Fenergo respects our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems.

4.2 Fenergo commits to the following principles and practices:

- a. Monitoring and managing our environmental performance and working towards targets set to reduce adverse impacts.
- b. Complying with all relevant international, national, state and local environmental policy, practices, regulations and legislation, and industry-specific best practice.
- c. Maximising the recycling of resources.
- d. Disposing of all waste appropriately, and minimising waste sent to non-recyclable disposal sites.
- e. Committing to the principles of preventing pollution to the environment and continual improvement in our environmental management.
- f. Minimising pollution by taking steps to limit carbon emissions resulting from vehicle and air travel.
- g. Where possible, encouraging suppliers to meet the highest standards of environmental performance.
- h. Communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the general public.
- i. Reporting on the company's environmental performance in both internal and external communications, where relevant.
- j. Reviewing this policy annually and measuring targets and performance as part of that review.

5. The natural environment and our assets

5.1. Fenergo commits to increasing opportunities for nature to thrive on the assets we own, lease or manage. This includes land, water and air which we have a financial interest in, own, lease, or otherwise manage.

5.2. We are committed to biodiversity and will work to ensure our actions on the assets we own or manage do not have a detrimental impact on the natural environment and will support biodiversity.

5.3. We will achieve this by:

- a. Protecting and enhancing the quality and extent of the natural environment in the assets we own, lease or manage.

- b. Supporting the conservation of trees, hedgerows, ponds, streams, coastal habitats, and other aspects of the natural environment.
- c. Introducing environmental growth opportunities and activities wherever we can on our assets.
- d. Phasing out the use of chemicals and pesticides on the assets we own, lease, or manage.

5.4. We encourage the efficient use of water on all assets we own, lease or manage.

5.5. We will ensure staff and other users of our buildings are aware of how to reduce the use of water, and reuse water wherever possible.

6. Sustainable travel

6.1. We will promote and support modern working practices including remote working and hybrid working.

6.2. We encourage the use of digital meetings wherever possible.

6.3. We encourage staff to take public transport, cycle or walk to work wherever possible.

6.4. We support and encourage the use of electric and other ultra-low emissions vehicles.

6.5. We will actively work to reduce air travel as much as possible. Where there is a recognized business need for air travel, we will work towards reducing our emissions for air travel.

7. Waste and recycling

7.1 Fenergo commits to keeping waste to an absolute minimum by preventing, reusing, recycling or recovering waste wherever possible. We will ensure waste is sorted, stored and disposed of properly and in a sustainable manner in all of our locations.

- a. Using electronic communication as our primary method of communication
- b. Minimising pollution and preventing it wherever possible, including light, noise, solids, liquids and chemicals.
- c. Promoting the use of composting for organic waste.

8. Sustainable procurement

8.1. We aspire to reduce our carbon footprint throughout our supply chain. We commit to the principles of buying locally, seasonally, and making a concerted effort in all our procurement decisions to reduce the distance travelled between source and destination.

4. We will meet the objectives of sustainable procurement by:

- a. Sourcing materials and services locally and seasonally.
- b. Ensure catering and foodstuffs are sourced from local and/or fair-trade sources.
- c. Ensure all consumables such as cleaning materials and inks are eco-friendly.
- d. Encourage suppliers to document their sustainability policies and report their measures.
- e. Review existing and plan for new procurement spending within the principles of

environmental sustainability.

8.5. We will encourage all suppliers to adopt principles of environmental sustainability.

9. Our duty to the wider world

9.1. Human activities over the past 200 years, such as the burning of fossil fuels and land clearing, have led to an increased concentration of greenhouse gases in the lower atmosphere – increasing the average global temperature and precipitating a climate crisis. The 1997 *Kyoto Protocol* has defined the most prominent greenhouse gases as carbon dioxide, methane and nitrous oxide, as well as sulphur hexafluoride, hydrofluorocarbons and perfluorocarbons. Taken together, these greenhouse gas emissions are a key contributor to rapid climate change.

9.2. The use of electricity and gas is a key contributor to greenhouse gas emissions; however, our organisation cannot function without energy. Therefore, energy is one of the clearest and most important ways to reduce our overall emissions and is a key part of our commitment to reducing our carbon footprint.

9.3. To accomplish a reduction in emissions from energy use, we will:

- a. Monitor our energy performance and our GHG emissions;
- b. Produce a plan to reduce our energy usage.
- c. Produce a plan to switch to renewable energy procurement, where applicable, or purchase green energy certificates.
- d. Investigate how wind and solar energy can be used on our assets.

10. Information technology and sustainability

10.1. We will work towards the use of certified sustainable PCs, laptops, monitors, mobile devices, network and server hardware.

10.2. Where possible, we will source IT equipment from recycled sources.

10.3. Non-standard IT equipment will not be used unless there is an unavoidable technical requirement precluding this. Non sustainable equipment or equipment with low energy efficiency will only be used where there is no alternative.

10.4. All equipment must be disposed of correctly through an approved e-waste recycling contractor. No IT equipment should be sent to landfill or thrown out.

10.5 Where possible, IT equipment in good condition will be reused within the organization or donated to charities.

10.6. We will make available the use of applications and systems to reduce the need for printing paper and reduce the use of personal printers where they are not required.

11. Training and staff involvement

11.1. We will encourage all staff to undergo training on environmental sustainability and climate change. We will aim to raise awareness of environmental sustainability across our operations.

11.2. We encourage collaboration and involvement of all staff in our environmental sustainability efforts. Staff involvement is critical to ensuring the adoption of this policy and in our efforts to tackle climate change.

11.3. We will establish a sustainability steering group to drive involvement and stewardship of sustainability across the organisation.

12. Policy compliance and review

Compliance with this policy will be continually monitored through any or all the following methods:

- Review of records maintained by HR (including Facilities) and Finance
- Reports or feedback from staff
- Any other method

What are the consequences for failing to comply?

Because of the importance of this policy, failure to comply with any requirement may lead to disciplinary action under our procedures, which may result in dismissal.

When will this policy be reviewed?

We will review this policy at least annually as part of our overall risk management process. We will also review this policy if:

- There are any major changes in the law or practice.
- We identify or are alerted to a weakness in the policy.
- There are changes in the nature of our business, our clients or other changes which impact on this policy.

Where can I get further advice on Environmental Sustainability matters

You can get further advice and guidance from the Workplace team and from the ESG Program team.