



SUSTAINABILITY POLICY

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1 INTRODUCTION

i24s Group Pty Ltd (“i24s”) (“the Group”) (ABN 74 650 861 402), is a 100 per cent owned and operated Aboriginal business. The Group is a leading provider of talent pipeline/workforce solutions, industrial equipment hire and goods, and outreach and advocacy services, for the Mining, Resources, Energy, Infrastructure and Property sectors.

i24s recognises that climate change is real and is affecting many weather and climate extremes across the globe. According to the Intergovernmental Panel on Climate Change (IPCC) and other leading organisations, it is unequivocal that human influence has warmed the atmosphere, ocean and land. Strong, rapid and sustained changes in human decisions, actions and behaviours are required to limit human induced climate change.

The Group is committed to giving further consideration to its individual, collective and systemic practices in order to respond to the challenges posed by climate change to the environment.

In mounting a response to the challenges of climate change and its impacts on the environment, i24s is committed to effectively listening to and learning from Aboriginal and Torres Strait Islander peoples’ ways of knowing, being and doing. The Group acknowledges and celebrates Aboriginal and Torres Strait Islanders’ connection to Country and the ongoing protection and custodianship of the lands and waters of this continent for thousands of years.

The Group is committed to embedding high standards of environmental, social and governance (ESG) across our operations, as is outlined in this **Sustainability Policy** (“Policy”).

2 PURPOSE

The purpose of this Policy and its procedures is to guide i24s in:

- responding to the challenges of climate change;
- integrating a philosophy of sustainability in its activities and standards;
- embedding and promoting sound environmental practices in all operations, services and products; and
- fostering responsible, sustainable and climate-conscious decisions and behaviours at an organisational level, including among management, employees, sub-contractors and any other parties undertaking work for the Group, as well as with suppliers, financiers and other stakeholder groups.

This Policy enables i24s to apply a sustainability lens to its activities and operations. As the causes of climate change and its impacts on the environment are widely understood by the IPCC and the world’s leading scientists and organisations, it is the aim of i24s to consider, find and implement meaningful ways to minimise its impact on the environment and contribute to solutions that seek to limit climate change.

3 DEFINITIONS

For the purpose of this Policy, the definition of ‘Sustainability’ encompasses sustainability of the environment, ecology, people and economy; and social justice lens encompasses considering the impacts of climate change on different and vulnerable groups of the community.

4 SCOPE

This Policy applies to management and employees of the Group. However, from-time-to-time and only if authorised by the Co-Founders and Officers/Executive Directors of the Group, this Policy may also apply to sub-contractors and other parties undertaking work for the Group.

When the following terms are referenced herein, “we”, “our” or “us”, we are referring to everyone at i24s. The scope of this Policy applies to all workplaces which are under the Group’s control.

5 POLICY

i24s is committed to minimising its impact on the environment, fostering sustainability, repairing past harms and seeking improved future outcomes by:

- acknowledging and learning from Aboriginal and Torres Strait Islander peoples’ ways of knowing, being and doing in caring for country;
- fostering an organisational culture of sustainability, where responsibility to the environment, climate, climate system and ecosystems is understood and put into practice;
- supporting and allowing management, employees, sub-contractors and any other parties undertaking work for the Group, as well as with suppliers, financiers and other stakeholder groups, to: better understand the interrelationship between their roles or activities and climate change impacts; and engage meaningfully with their emotional responses to climate change and its impacts;
- applying a social justice lens when considering the impacts of climate change on different or vulnerable sectors of the clients and communities that we serve;
- identifying, analysing, evaluating, prioritising and addressing the physical, transitional, adaptation and liability risks associated with climate change and establishing Board and executive-level mandates for climate risk oversight, monitoring and reporting;
- avoiding the use of products and practices that contribute to climate change, while promoting and favouring the use of products and practices that are at a minimum climate-neutral or, as a preference, have positive impacts on the environment;
- enhancing awareness within i24s and among stakeholder’ groups and the wider community about our actions in seeking to operate in an environmentally responsible manner;
- using reasonable endeavours to conduct audits and self-assessments of i24s’ compliance with this Policy, in order to continually improve our environmental management systems and responses to climate change; and
- maintaining an open and honest dialogue with our stakeholder groups about the Group’s performance against this Policy.

6 RESPONSIBILITIES

It is the responsibility of the Co-Founders and Officers/Executive Directors to ensure the implementation and ongoing observation of these procedures to support the successful implementation of this Policy.

Similarly, it is the responsibility of all parties in scope to adhere to the responsibilities of this Policy.

7 PROCESSES

i24s uses reasonable endeavours to incorporate Aboriginal and Torres Strait Islander peoples' perspectives on climate change, including through:

- inviting elders or representatives to share their wisdom at training sessions, functions or events;
- encouraging staff to attend relevant workshops; and
- promoting the reading of relevant research, books and reports.

i24s uses reasonable endeavours to develop guidelines for employees, sub-contractors and other parties undertaking work for the Group, to adopt sound environmental work practices which incorporate:

- Aboriginal and Torres Strait Islander Peoples' perspectives;
- a social justice lens that considers the impacts of climate change on different or vulnerable sectors of the communities in which we operate; and
- the latest in research on the causes, impacts and solutions to climate change.
- i24s uses reasonable endeavours to ensure:
 - appropriate and relevant training is provided;
 - appropriate time, funds or resources are allocated; and
 - best practice psychological and behavioural change approaches are adopted, to ensure sustainability practices are embraced and embedded across all areas of the organisation.

The Group uses reasonable endeavours to ensure that management:

- appropriately inducted and trained in their responsibilities for climate risk oversight, monitoring and reporting; and
- cognisant of their ongoing responsibilities to identify, analyse, evaluate, prioritise and address the physical, transitional, adaptation and liability risks associated with climate change.

i24s uses reasonable endeavours to ensure its:

- banking and finance providers do not invest in fossil fuel industries; and
- investments are not in fossil fuel industries.

i24s uses reasonable endeavours to conserve energy, including by improving energy efficiency.

i24s uses reasonable endeavours to ensure that its operations, events, services and products are efficient in their use of energy and protective of the environment.

The Group uses reasonable endeavours to avoid the unnecessary purchase of materials.

The Group uses reasonable endeavours to reuse and recycle materials, purchase recycled materials and use recyclable packaging or other similar materials.

The Group uses reasonable endeavours to prevent air, water or other pollution and dispose of waste safely and responsibly.

i24s uses reasonable endeavours to monitor, consider and reduce supply chain emissions.

The Group uses reasonable endeavours to give preference to renewable over non-renewable energy sources when feasible.

i24s is considering any carbon-offsetting opportunities that may be available.

i24s uses reasonable endeavours to utilise its particular knowledge and experience to

contribute to environmentally sustainable techniques, technology, knowledge and methods.

i24s reasonable endeavours to contribute to the maintenance and increase of biodiversity through its management of its property.

The Group uses reasonable endeavours to meet or exceed all applicable government requirements and voluntary requirements generally observed in its field.

The Group uses reasonable endeavours to conduct audits and self-assessments of its compliance with this Policy and these associated procedures in order to continually improve its Environmental Management System.

i24s' management maintains an open and honest dialogue with employees, sub-contractors, other parties undertaking work for the Group, suppliers, clients, financiers and other stakeholder groups, about the environmental sustainability performance of its operations, services and products.

The Group uses reasonable endeavours to ensure that staff, volunteers and suppliers are informed of and expected to follow (as the context requires) this Policy and the associated procedures and to report any environmental concerns to management. Management also uses reasonable endeavours to consider any reported concerns and take appropriate action as it sees fit.

8 GOVERNANCE

The governance of this Policy is overseen by the Group's Officer, Angela Kickett. For further information about this Policy, please contact i24s on +61 8 9209 2090 or admin@i24s.com.au

Angela Kickett

Angela Kickett

Co-Founder/Executive Director

