

Policy title	<b>Environment and sustainability policy</b>
Policy number	EP004
Owner	Managing Director
Date effective	01 July 2025
Date of next review	30 June 2028

## 1 Purpose

In keeping with its vision and values, Estuari recognises the imperative of responsible environmental stewardship and sustainability. The purpose of this policy is to ensure that all Estuari activities are guided by principles of environmental protection and conscientious use of natural resources now and into the future.

## 2 Scope and audience

This policy applies globally to all Estuari People as defined herein. Estuari People are subject to the laws of the country they are in, however must follow the principles of this policy regardless of whether that country has specific fraud and corruption laws in place.

## 3 Policy statement

Estuari recognises that human-induced climate change is a key threat to the planet and its people. We recognise our responsibility to reduce our impact on the environment and to act to improve the environments in which we work. Estuari is committed to demonstrating (and constantly improving) good environmental practice across all its operations.

Our commitment to environmental sustainability is shown through continual improvement in our environmental performance, and by contributing to environmentally sustainable development.

## 4 Principles and procedures

### 4.1 Organisational

Across its operations, Estuari will:

- Benchmark and monitor our greenhouse gas emissions
- Partner with organisations that have an environmental focus and prioritise environmental sustainability in their operations
- Include environmental and climate considerations in our ethical partnerships screening
- Consider the environment in procurement
- Maintain transparency in all aspects of sustainability reporting
- Run events in an environmentally sustainable way and ensure this is promoted
- Reduce and control our waste via a policy of reduce, reuse and recycle
- Reduce our direct and indirect emissions by preferencing low-emissions operations, including:
  - Online videoconferencing over emissions-intensive travel wherever practicable
  - Low-emissions carriage options including public transport wherever practicable
  - Encouraging and supporting energy efficiency measures



→ Investigating and identifying additional options for emissions reduction, and implementing these options wherever feasible.

#### 4.2 Programs

Across its programs, Estuari will:

- Ensure Estuari People understand and support issues of environmental sustainability and incorporate these principles into program design, including monitoring and evaluation.
- Include environmental protection or regeneration and/or climate mitigation and adaptation as cross-cutting principles in all programs and activities.
- Undertake environmental impact and risk assessment in project scoping.
- Appraise its projects against established environmental markers, using this data for reflexive, evidence-based continual improvement.

#### 4.3 Communications

In its public communications, Estuari will:

- Ensure environmental sustainability practices are publicly acknowledged and promoted
- Celebrate stories of environmental good practice within Estuari and its partners
- Include environmental and sustainability monitoring data and updates in annual reporting.

### 5 Definitions

Term	Definition
Environment(al)	Of or relating to the environment as define in the Environment Protection and Biodiversity Conservation Act (1999) (Cth): (a) ecosystems and their constituent parts, including people and communities; and (b) natural and physical resources; and (c) the qualities and characteristics of locations, places and areas; and (d) heritage values of places; and (e) the social, economic and cultural aspects of a thing mentioned in paragraph (a), (b), (c)
Emissions	Greenhouse gases released into the atmosphere as a direct or indirect result of an activity or series of activities.
Estuari People	As the context requires, all directors, employees, contractors, consultants, volunteers, and members of Estuari, irrespective of location.
Sustainability	The balancing of resource use and needs satisfaction now and into the future.

### 6 Version history

Version	Date of approval	Summary of updates
1.0	01 July 2025	Approved.