



Ecological, Environmental and Sustainability (EES) Policy Decalais Consultants Pty Ltd.

The Directors of Decalais Consultants Pty Ltd, are committed to act responsibly in all operations in order to limit the footprint of all our businesses on the environment and to ensure maximum sustainability.

The Directors also acknowledge that as a Social Enterprise, not only do we need to act responsibly ourselves, but we are duty bound to encourage all stakeholders in our businesses to act responsibly as well, in relation to their ecological impact and their environmental and sustainability footprints.

The practical application of this policy has two pillars:

Pillar One – Self Audit and Continuous Improvement in EES

On an annual basis, by every 31st July each year, every section of the business, must carry out and document a self-audit of its operations and business practices to identify potential areas for the improvement of EES impacts of the business.

The following areas have already been identified for the Business as whole, to be implemented in addition to any opportunities that may be identified through the self-audit process.

Printing

It is the Board's policy to reduce the copies of print publications of our business by 50% and substitute these with digital alternatives by December 2022.

It is the Board's policy to use recycled and sustainable paper products in the production of our publications wherever feasible

Car fleet

It is the Board's policy to convert all fossil fuel vehicles owned or leased by the company to hybrid or fully electric vehicles by December 2021

Distribution

As publishers we use paper-based packaging materials and pallets. It is the Board's policy that these must be made from recyclable materials and must be recycled accordingly

Energy & Water Usage

It is the Board's policy to ensure that wherever possible our offices and other premises use renewable energy sources and rainwater is used where feasible for waste disposal.

Pillar 2 - Encouraging Stakeholders to Follow responsible EES Policies

The Board encourages both our internal and external stakeholders to act responsibly in relation to their EES business practices. Decalais Consultants Pty Ltd will achieve this by:

- Including EES practices as a selection criteria for suppliers
- Providing preferential packages to Advertisers who have proactive EES policies that the business believes are fully aligned to our own policy or go beyond this policy in a substantive way in practice.
- Allocating space and editorial resources in our publications, both print and digital, for the advocacy of socially responsible EES practices by our readers.
- Requiring our staff, contractors and other team members to adhere to this policy and to provide them with periodic education and training in EES.

*Approved by the Board of Directors of Decalais Consultants Pty Ltd on 18 December 2020.
This policy replaces all earlier Board policies on EES.*