

Head Office:
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ENVIRONMENTAL SUSTAINABILITY

Eighty9 Limited is committed to Environmental Sustainability and our Environmental Sustainability Policy (see below), provides a structured approach to our overall objective of waste reduction and minimisation of environmental harm.

Our waste hierarchy is based on the five R's of environmental sustainability: Refuse, Reduce, Reuse, Repurpose and Recycle. This hierarchy is applied to all aspects of our operations and incorporated into decision making processes relating to the procurement of products and services and end-of-life cycle assessments.

Many of our environmental sustainability programs align with Australia's National Waste Policy Plan, satisfying the specified environmental sustainability requirements by demonstrating circular economy practices, sustainable design as well as resource recovery. All of our programs and initiatives aim to minimise or avoid waste to landfill and we are committed to a collaborative approach with our stakeholders (including the department) to achieve environmental objectives relevant to the delivery of Services under the DoSO.

An environmental aspect highly relevant to the delivery of services under the DoSO is e-waste. Reducing e-waste has a strong focus within the organisation currently, with 329 staff desktop PC's nearing end-of-life. Our approach to e-waste has always been based on circular economy practices, repurposing Staff PC's (which were still fit for purpose) into our education and training environments.

Application of the hierarchy with condition analyses, future-use requirements and desk sharing initiatives in conjunction with waste reduction targets resulted in the procurement of only 170 new desktop PC's and the repurposing of components from the disposed assets to upgrade and extend the useful life of the remaining assets for an additional 3 to 5 years.

Residual hardware is completely recycled with the exception of hard drives containing data as per policy directives relating to data privacy. This strategy achieves an 81% resource recovery rate which exceeds our resource recovery objectives and aligns with the National Waste Policy Plan target of 80% average resource recovery rate by 2030. This strategy will also now be applied to the additional 580 participant PC's in addition to an innovative in-house solution to adapt the monitor stand to accept the altered dimensions of the new "thin client" CPU's.

Additional environmental aspects which also contributes to our overall waste reduction efforts include the use of digital storage and our Learner Management System that allows for blended and full digital delivery of basic and advanced learning programs, mitigating the use of consumables and reducing our carbon emissions by not requiring students to travel each day to a physical location to attend their learning programs. Where paper-based resources are still required, consumables are sourced from Indigenous owned corporations through our membership with Supply Nation.

Sustainable design has been heavily incorporated into our new Adelaide South facility which aims to maximise occupancy by incorporating a multi-faceted Training Centre, inclusive of simulated learning environments for the Aged and Disability Care sector, independent living for NDIS

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Participants, Warehousing and White Card training, as well as being central to our e-waste and general office supplies recycling programs.

Our leased and owned premises have been upgraded with energy efficient LED lighting, low emissivity glazing plus other sustainability innovations such as storm water recovery, retention and reticulation and solar, giving our facilities the highest possible energy efficiency rating, contributing to our objective of improving overall facilities energy efficiency by 10% over the next 10 years.

External to delivery of Services under the DoSO, our Dress for Success initiative in Adelaide, has recycled over 20,000 items of work clothing, shoes and accessories by utilising circular economy practices of redistributing donated items to disadvantaged women. This initiative has recently been expanded to cater to all genders with a newly purpose-built facility which will allow us to achieve our objective of doubling the number of recycled clothing items over the next 10 years.

Our approach to environmental sustainability is constantly evolving and under review and wherever possible we will make changes to integrating sustainability in the procurement process to ensure we are behaving in a manner that is *best for the environment and best for business*.

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Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd

ENVIRONMENTAL SUSTAINABILITY POLICY

Policy

The high level of public support and respect that Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd, (collectively and hereinafter referred to as “the Organisation”), enjoys success not only from the recognition of its work in the community but from the high degree of integrity, objectivity, and professionalism of the Organisation’s employees and volunteers.

The Eighty9 Limited Board recognises that any genuine commitment to environmental sustainability must incorporate a whole of organisation approach adopting the five R’s: Refuse, Reduce, Reuse, Repurpose and Recycle.

This Environmental Sustainability Policy provides a structured approach to the procurement of environmentally sustainable products and services.

Purpose

The purpose of this Environmental Sustainability Policy is to facilitate our sustainable procurement goals through informed supplier selection and life cycle assessment of products and services prior to making procurement decisions.

Scope

This Policy applies to all directors, officers, employees, volunteers, contractors, suppliers, and any other individuals associated with the Organisation.

Plan the Procurement

Sustainable Procurement Goals:

Our Organisation is committed to integrating environmental sustainability into our procurement processes. We will prioritise the procurement of goods and services that have a minimal negative impact on the environment and promote resource conservation.

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Supplier Selection:

When choosing suppliers, we will consider their environmental practices and policies. Preference will be given to suppliers who demonstrate a commitment to sustainability, such as using eco-friendly materials, reducing waste, and minimising their carbon footprint.

Life Cycle Assessment:

Before making procurement decisions, we will conduct a life cycle assessment of products and services to evaluate their environmental impacts from production to disposal. This assessment will help us make informed choices that align with our sustainability goals.

Approach the Market

Specification for Sustainability:

We will provide clear sustainability specifications to potential suppliers, outlining our expectations for environmentally responsible products and services. This will encourage the market to offer solutions that align with our sustainability objectives.

Promotion of Sustainable Innovation:

We will actively seek innovative products and services that contribute to environmental sustainability. This will involve engaging with suppliers who are developing and offering cutting-edge sustainable solutions.

Evaluate and Engage

Environmental Criteria in Evaluation:

Environmental sustainability will be a key criterion in the evaluation process of suppliers. Their performance in areas such as waste reduction, energy efficiency, and emissions reduction will be assessed.

Collaboration for Improvement:

We will engage with suppliers to encourage continuous improvement in their environmental practices. Regular discussions and feedback will help us work together to identify areas for enhancement.

Report and Manage

Data Collection and Monitoring:

We will establish a system to collect and monitor data related to our environmental impact, including energy consumption, waste generation, and greenhouse gas emissions. This data will be used to track our progress and identify opportunities for improvement.

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Transparency and Reporting:

We are committed to transparency in our environmental efforts. We will regularly report our sustainability achievements and challenges to our stakeholders, including employees, clients, partners, and the public.

Waste Reduction and Recycling:

Our Organisation will implement waste reduction and recycling programs to minimise our operational waste. This will involve promoting responsible waste disposal practices and encouraging recycling throughout our facilities.

Review and Learn

Regular Review and Assessment:

We will conduct regular reviews of our environmental sustainability policy to assess its effectiveness and relevance. Any necessary adjustments will be made to ensure that our policy remains aligned with the latest sustainability practices and global standards.

Learning and Training:

Our employees will receive training and awareness programs on environmental sustainability. This will empower them to make informed decisions that contribute to our Organisation's sustainability goals.

Stakeholder Feedback:

We will actively seek feedback from our stakeholders, including employees, clients, suppliers, and the community. Their input will be invaluable in refining our policy and driving positive change.

By following this comprehensive environmental sustainability policy, our Organisation is dedicated to making a positive impact on the environment while fulfilling our mission of empowering individuals through education and training.

Approved by: Gary Hatwell

Signature:



Date: 16/08/2023