






Taking Action: Our Company's Net Zero Plan

	Completed	2020 Plan	Beyond
 Measure	Benchmark Head Office performance (NABERS) – have achieved 5.5* NABERS Energy without GreenPower	Define Carbon Emission Boundary including direct and indirect emissions Capture data in MetricsSustain <ul style="list-style-type: none"> • Electricity • Paper consumption • Waste • Business • Travel Establish Data Management Plan the outlines where data is sourced; any methodologies for estimation; and any assumptions Establish Baseline Year including consideration for organisational boundaries, business growth and calculations methods.	Improve data collection processes for emissions associated with <ul style="list-style-type: none"> • Employees in remote offices • Employee travel to work • Events and conferences • Waste Collate Data into suitable format for Annual Report including balance of carbon to be offset
 Reduce		Develop Emission Reduction Strategy with a particular focus on <ul style="list-style-type: none"> • Electricity • Waste • Business travel Develop Sustainable Procurement Strategy that favours low carbon or carbon neutral products and services including <ul style="list-style-type: none"> • Paper and Stationery • Catering 	
 Renewable	Installation of solar on the roof of our tenancies is not considered feasible at this time.		
 Procurement	We have procured 100% GreenPower for our offices		
 Offset	Purchased Carbon Offsets for our Business Flights	Develop Carbon Offset Strategy that outlines approach and process for selection of offset products in line the Energy Action objectives.	Purchase offsets in line with Carbon Offset Strategy Surrender offset units via an offset registry