



Sustainability Policy

G8 Education^{ltd}

1. Introduction

G8 Education recognises the important role it plays in the lives of the children in our care, the families we support and the community in which we operate. We aim to contribute to a robust, equitable and sustainable future for all stakeholders. The success of G8 depends on the successful implementation of sustainable business practices that minimise our negative impacts and maximise our positive ones for the long-term benefit of all of our stakeholders.

2. Scope

This document applies to all employees, officers and directors of G8 Education Limited and its subsidiaries (collectively referred to as “G8” or the “Company”).

3. Purpose

The purpose of this Sustainability Policy (this **Policy**) is to formalise and communicate G8’s approach to sustainability.

It is G8’s intention to:

- adopt sustainable business practices as a core business competency and embed sustainability principles into its business, making it an integral part of its planning and decision-making processes;
- give confidence to the community, the Board, to shareholders and other stakeholders that G8 is a sustainable organisation;
- build a culture of sustainability and reducing G8’s ecological footprint; and
- incorporate principles and understanding of sustainability into teaching, learning and community engagement.

4. Policy Statement

G8’s is committed to improving its sustainability performance through promoting a culture of sustainability, managing our operations in a manner that minimises our environmental and social impacts and integrating sustainability principles and practices into business operations, learning programs and community engagement.

G8 will meet this commitment at a **Centre** level by seeking to:

- Ensure that team members undertake child safety and protection training annually;
- Improve the quality of G8’s centres so that they at least meet or exceed the National Quality Standards;
- Ensure each centre’s environment is safe, clean and well maintained;
- Role model, teach and promote children’s awareness of the environment through daily practices, resources and educational opportunities;
- Ensure our team members are engaged and fulfilled in their roles at G8 including conducting regular engagement activities;
- Incorporate sustainable practices within the daily routines of G8 Education and care services, including:
 - Recycling
 - Gardening
 - Biodiversity
 - Energy conservation
 - Water conservation
 - Sustainable equipment purchases



Sustainability Policy

G8 Education^{ltd}

- Environmentally friendly initiatives
- Sustainability education;
- Encourage educators, children and families to become advocates for a sustainable future and appreciating the wonder of the natural world while protecting the planet for future generations;
- Embed sustainability practices throughout the organisation and ensuring best practice principles are upheld;
- Establish a sustainability of champion at each G8 Centre;
- Disclose economic, environmental and social impacts caused by its everyday activities and how it intends to reduce that impact;
- Establish alliances with sustainability focused suppliers;
- Keep informed about practices and ideas for sustainability.

G8 will meet this commitment at a **Support Office** level by seeking to:

- Meet regulatory requirements for sustainability, including compliance with the spirit and intent of applicable environmental legislation, the Early Education and Care services Legislation, the Modern Slavery Act, the National Quality Standards relating to sustainability and environment, ISO14001 Environmental Management Systems and ISO5001 Energy Management;
- Ensure G8 promotes a culture of openness, honesty and transparency, including an active whistleblower policy where notifications can be made in strict confidence and anonymity without retribution;
- Recognise environmental impacts of G8 Education's network and supply chain in our and implement strategies to manage those risks within our risk management framework;
- Integrate sustainable practices into decision making processes when purchasing goods or services and designing and maintaining our assets;
- Lead sustainable corporate practices by implementing and maintain systems of work that monitor and reduce or prevent waste, minimise emissions and minimise our use of natural resources;
- Through our investment decisions, use our position to influence our supply chain to integrate sustainable business practices into their businesses;
- Build the capacity of our stakeholders by providing education and learning opportunities for team members, children and families to enable them to make sustainable decisions;
- Plan and take action to support diversity across team members, families and community profiles, and work to support the health and wellbeing of all stakeholders;
- Provide an open, inclusive and respectful environment for team members, families and children;
- Develop and implement a National Reconciliation Action Plan to close the gap between Aboriginal and Torres Strait islander people and other Australians;
- Continually improve our practices and develop measurable sustainability objectives and targets;
- Develop and disclose the economic, environmental and social impacts of our operations and aim to continuously improve through the implementation meaningful strategic objectives; and
- Allocate appropriate resources for the effective implementation of this policy.

5. Reporting

G8 will establish measurable targets and goals for the implementation of sustainable practices and establish transparent, regular and consistent reporting against progress.

The performance of this Policy is tracked in the Sustainability Report section of G8's Annual Report.



Sustainability Policy

6. Responsibility

The **Board of Directors** has overall accountability for setting and reviewing this Policy, the Sustainability Targets and the establishment of effective governance and assurance to ensure sound sustainability reporting.

The **Executive Leaders** have accountability for the development and implementation of operational programs to support sustainable performance, effective implementation of sustainable systems and the achievement of sustainability targets.

All **team members** have a responsibility to follow and embrace sustainability processes and procedures that are adopted by G8.

7. Review

This Policy will be reviewed by the Board at least annually.

A copy of this policy document is available to all employees and is available on the corporate governance section of the company's website www.g8education.edu.au.

Last Reviewed: May 2021