



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 reduce G8’s ecological footprint; and
- incorporate principles and understanding of sustainability into teaching, learning and community engagement.

4. Policy Statement

G8 is committed to improving its sustainability performance through promoting a culture of sustainability, managing our operations in a manner that minimises our adverse 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 best practice sustainable practices and principles within the daily routines of G8 Education and care services, including:
 - Recycling
 - Gardening
 - Biodiversity
 - Energy conservation
 - Water conservation
 - Sustainable equipment purchases



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- 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;
- Establish a champion of sustainability at each G8 Centre;
- Track economic, environmental and social impacts caused by its everyday activities and implement actions to reduce adverse impacts;
- Establish alliances with sustainability focused suppliers; and
- Keep informed about practices and ideas for sustainability.

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

- Understand and disclose the economic, environmental and social impacts of our operations and design strategies to reduce adverse impacts and enhance positive impacts;
- Develop and measure performance against Sustainability Targets;
- Meet regulatory requirements and standards 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 risks and impacts of G8 Education's network and supply chain and implement strategies to manage those risks and minimise adverse impacts within our risk management framework, including monitoring, reducing or avoiding waste generation, emissions and use of natural resources;
- Integrate consideration of sustainability risks and opportunities into investment analysis and decision-making processes when designing and maintaining our assets;
- Integrate consideration of sustainability risks and opportunities in our procurement processes, including using 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;
- Engage stakeholders to leverage opportunities to improve our sustainability performance;
- 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; and
- Allocate appropriate resources for the effective implementation of this policy.

G8 supports the United Nations Sustainable Development Goals (SDGs), which were adopted in 2015 and set a global agenda for sustainable development through 2030. The 17 SDGs are a call to action to address the world's most pressing economic, environmental and social issues.

G8 is committed to maintaining alignment between the SDGs and our sustainability initiatives, and our sustainability targets aim to support the SDGs.



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5. Reporting

G8 recognises that increased transparency and disclosure of our performance managing sustainability-related risks and opportunities is beneficial to improving decision-making and accountability.

G8 will report against our material sustainability topics, disclose our Sustainability Targets, report our performance against the Sustainability Targets and report against the SDGs in the Sustainability Report section of G8's Annual Report.

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: February 2022