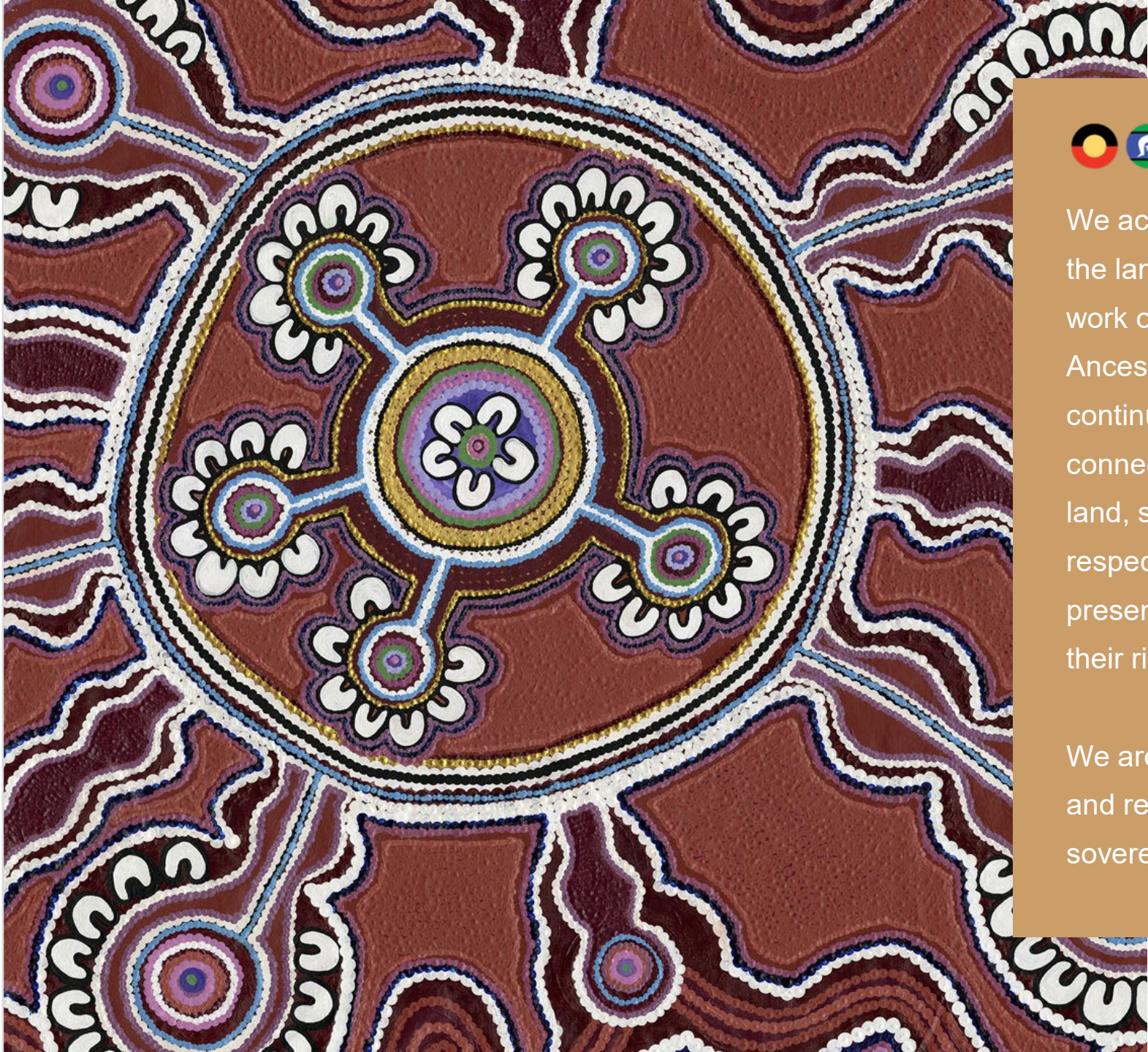


# Environmental Sustainability Report

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2023



We acknowledge all First Peoples of the land on which we live, walk and work on. We honour them and their Ancestors for their survival, continued traditions and spiritual connection to and caring of country, land, sky, water and sea. We pay respect to their Elders past and present and will continue to support their right to self-determination.

We are committed to Reconciliation and respectfully recognise that sovereignty has never been ceded.



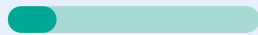
# 2025 Targets



Reduce our carbon footprint by 40%

COMPLETION STATUS

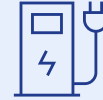
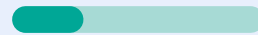
10%



Divert from landfill by 30%

COMPLETION STATUS

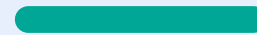
20%



Transition 50% of our fleet to Hybrid cars

COMPLETION STATUS

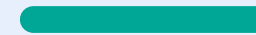
100%



Sustainable procurement sourcing criteria

COMPLETION STATUS

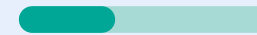
100%



Upskill through sustainability training

COMPLETION STATUS

30%





## Reduce our carbon footprint by 40%

### KPI'S

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1. Install solar panels on all Residential Aged Care facilities by the end of 2025.
2. Ensure sustainability ratings are recognised in property assets by the end of 2025.
3. Conduct a water audit by 30 June 2023 and implement water saving measures across all sites.

### Status

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1. An application has been submitted to the Grid to install Solar panels on Kirami and Meilene aged care sites. ASQ will be going to the market in early 2024 to get the proposal to install solar panels on remaining RACs.
2. An internal water audit done by the property team in 2023 showed ASQ has water efficient appliances in place across all commercial sites.
3. ASQ has engaged Lucid Consulting to conduct a sustainability rating audit of ASQ's property assets. The key outcome of this work is to determine the most suitable sustainability rating for each property asset within Anglicare Portfolio.





## Divert from landfill by 30%



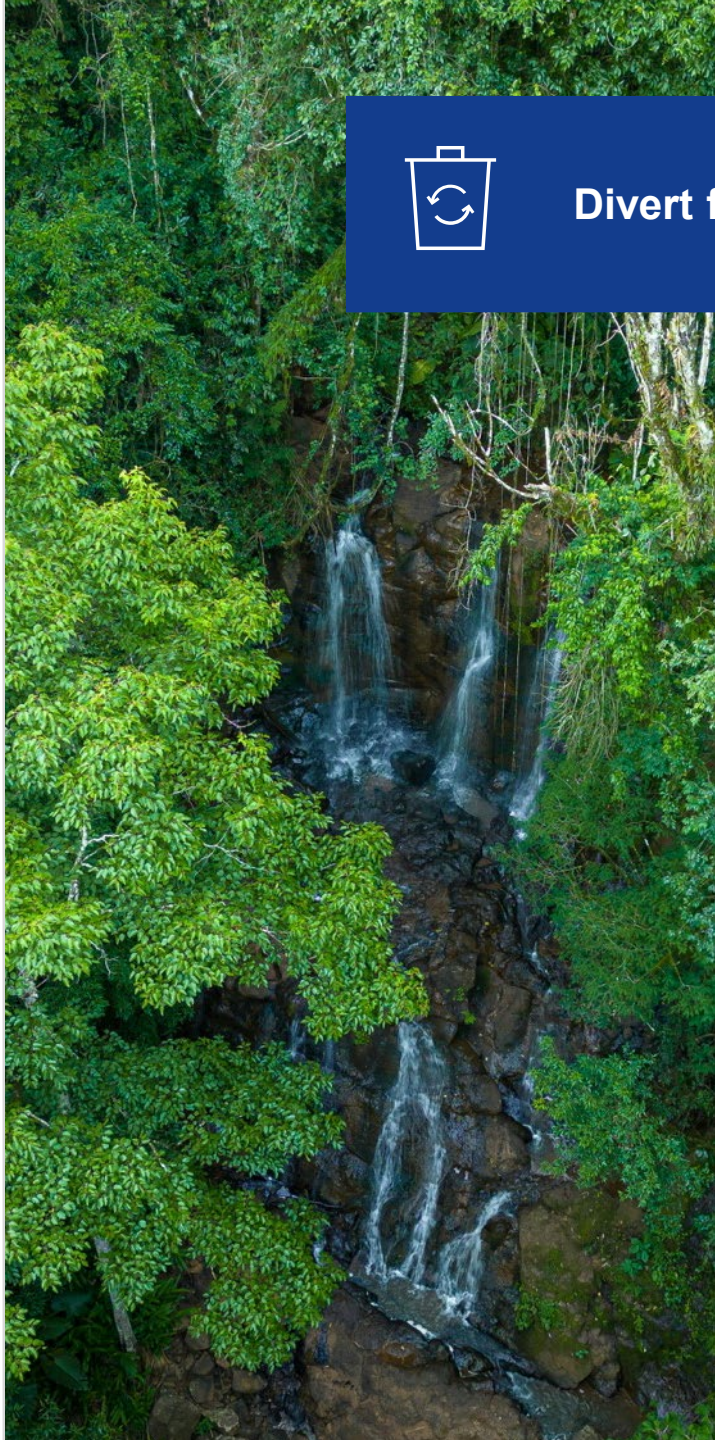
### KPI'S

1. Implement an Anglicare waste management policy by 30 June 2023.
2. Transition to eco-friendly products for all single use plastic items in the hospitality department by 30 June 2024.
3. Implement Menu planning system by the end of FY2025.
4. Implement a responsible disposal process for redundant ICT hardware.

### Status

1. **Completed** – Waste management policy has been implemented.
2. QLD government has banned a number of single use plastic products. ASQ still use a number of single use plastic in residential aged care sites. Work is underway to transition to recycled products in hospitality area.
3. ICT and Hospitality teams are currently exploring the options for menu planning system .
4. **Completed** – redundant ICT equipment gets recycled through G1 asset management

- In 2023 ASQ recycled 5,170 KG of e-waste
- Approx. 600KG of PPE was donated to Griffith university which otherwise would have ended up in landfill
- There was 3% reduction in waste comparing to 2022 ( Jan – Dec)
- ASQ in partnership with Thread Together diverted 17,500 clothing items from landfill





## Transition 50% of our fleet to Hybrid cars

### KPI'S

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1. Report on number of hybrid vehicles in fleet every six months. Target to convert 50% cars to hybrid by 30 June 2023.
2. Review, update and implement flexible working arrangement policy.
3. Number of different models of vehicles piloted.

### Status

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1. **Completed** - As of Dec 2023, 333 out of 650 vehicles are Hybrid. In 2023 Procurement team converted 150 Vehicles from petrol to Hybrid type. This will reduce approx. 94 Tones (6% of total fleet) of CO2 emissions per annum.
2. **Completed** - Hybrid and flexible working guidelines were reviewed and updated in October 2023.
3. Procurement team are in discussing with Origin energy to start our first Electric Vehicle (EV) trial.

- In 2023 ASQ fleet covered 7,648,527 KMs comparing to 7,327,063 KMs in 2022
- Fuel efficiency increased from 7.04L per 100KM in 2022 to 6.34L per 100KM in 2023



## Ensure that all strategic sourcing activities include Environmental Sustainability Criteria

### KPI'S

1. Number of sourcing initiatives that had sustainability criteria in them each financial year.
2. Switch to recycled products for washrooms consumables in residential aged care facilities by 30 June 2024

### Status

1. 100% of RFPs conducted by the Procurement team included sustainability criteria.
2. Having switched RACs to Abena incontinence products (made from 100% renewable energy) in 2023, Procurement team are now (2024) working with the hospitality team to switch washroom products in RACs to recycled options.

### Environmental procurement

#### ENVIRONMENT



Circular resources



Carbon positivity



Land use



Water use

#### SOCIETY



Empowered individuals



Healthy community

#### ECONOMY



Fair business



Empowered individuals



## Environmental education and behaviour change programs relating to all priority areas are developed, delivered, monitored and evaluated

### KPI'S

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1. Number of environmental awareness courses delivered in a financial year.
2. Green Team created.
3. Environmental sustainability champions competition implemented in the organisation.

### Status

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1. OD team are exploring the options to include Environmental sustainability awareness as a part of the employee onboarding process.
2. Environmental Sustainability Committee is working on creating a webpage to allow staff to provide feedback and ideas on sustainability initiatives.
3. Excellence award for Environmental sustainability champion included in yearly awards (2023).

