

Environmental Sustainability Strategy

2022-2025

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Anglicare
Southern Queensland

Acknowledgement of First Nations Peoples

Anglicare Southern Queensland acknowledges Aboriginal and Torres Strait Islander peoples as the first Australians and recognises their culture, history, diversity and deep connection to the land. We acknowledge the Traditional Owners and Custodians of the land on which our service was founded and on which our sites are operating today.

We pay our respects to the Aboriginal and Torres Strait Islander elders both past and present, who have influenced and supported Anglicare Southern Queensland on its journey thus far. We also extend that respect to our Aboriginal and Torres Strait Islander staff, clients and partners (past, present and future) and we hope we can work together to build a service that values and respects our First Nations people.

We acknowledge the past and present injustices that First Nations people have endured and seek to understand and reconcile these histories as foundational to moving forward together in unity.

Anglicare is committed to being more culturally responsive and inclusive of Aboriginal and Torres Strait Islander people and we are committed to embedding cultural capabilities across all facets of the organisation.



Message from the Group Executive

As part of the Anglican Diocese of Brisbane, Anglicare Southern Queensland follows the Anglican marks of mission. Our faith demands we all have a role to play in upholding our ethical values and policies, and compliance with the Code is a shared responsibility.

In all cases, our obligations under the Code include:

- safeguard the integrity of creation and sustain and renew the life of the earth;
- transform unjust structures, challenge violence and pursue peace.

Sustainability strategy

The Corporation of the Synod of the Diocese of Brisbane (the Diocese) has developed a 2030 Sustainability Strategy with the following goals agreed.

1

Innovate within the Diocese

Address operational energy by:

- Sourcing 100% of electricity from renewable sources or renewable sourced providers;
- Progressively electrifying every appliance/machine;
- Transitioning vehicles from being fossil fuel powered to renewable energy powered; and
- Planning and recording progress annually.

2

Encourage personal participation to

- Transition household operational energy to 100% renewable;
- Reduce and limit the use of consumable embodied energy use, i.e. increase re-using, re-cycling and up-cycling;
- Engage with and deepen connections with the natural environment;
- Celebrate life, nature, seasons, connections, circular economies and the achievement of goals; and
- Identify and record embodied energy with large item purchases.

3

Advocate

- Stand with those most affected by climate change and advocate for just policies to support them;
- Participate in the democratic process of safeguarding the integrity of creation, work for equitable access to renewables and a just transition for communities heavily reliant on fossil fuel employment.

Anglicare Southern Queensland is committed to achieving the Diocesan sustainability goals

This first Environmental Sustainability Strategy for Anglicare Southern Queensland is, however, focussed on the next three years through to 2025. It aims to protect and preserve a healthy environment for the communities we serve. Anglicare will take action towards environmental sustainability and deliver high quality services for our community and future generations. Anglicare will focus on meeting its environmental sustainability targets by 2025.

Who are we?

Since our inception as the Brisbane Women's and Infant's Refuge in 1870, our staff and volunteers have been there to walk alongside Queenslanders in their most difficult and challenging moments, striving to create a more loving, just and inclusive society that reflects the life and teachings of Christ.

We are proud of our history and achievements, and our courage in stepping forward during times of adversity, whether taking in destitute young mothers in the late 1800s, providing nursing care to people with HIV/AIDs in the 1980s, or protecting our aged care residents during the COVID-19 pandemic.

Our services to Queenslanders encompass four pillars:

- Home and Community Services
- Residential Aged Care
- Children and Families Services
- Mental Health and Wellbeing Services

Our services touch the lives of many thousands of Queenslanders every year, across a vast geographical footprint encompassing urban, regional, rural and remote communities.

We value diversity and inclusivity and embrace and support people from all walks of life, regardless of cultural background, race, ethnicity, age, abilities, gender identity or sexual orientation.

Our workforce reflects the diversity of the communities we serve and is guided at all times by our core values of Love, Care, Hope and Humility. Our staff and volunteers are the beating heart of our organisation, enabling us to serve and support.



We will actively participate in the flourishing of God's creation by working deliberately, urgently, creatively to limit and reduce human-induced warming and the resultant effects of climate change

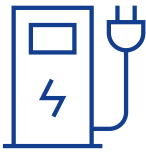
2025 targets



Reduce our carbon footprint by 40%



Divert from landfill by 30%



Transition 50% of our fleet to Hybrid cars



Sustainable procurement sourcing criteria



Upskill through sustainability training



Reduce carbon footprint

Target

Reduce the carbon foot print of Anglicare Southern Queensland by 40%

Key actions

1. Transition to renewable energy or renewable sourced providers.
2. Develop a system for measuring and monitoring water usage.
3. Conduct a green rating audit of all Residential Aged Care facilities.

KPI

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





Waste

Target

Reduce our waste to landfill by 30%

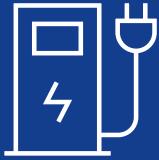
Key actions

1. Develop and implement a waste management policy.
2. Reduce single use plastic and printing paper usage in the organisation.
3. Implement improved portion control to minimise food wastage.
4. Develop and implement an E-Waste management plan.

KPI

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.





Fleet

Target

Reduce our contribution towards air pollution and fleet fuel usage

Key actions

1. Conversion to hybrid cars.
2. Workplace flexibility through IT.
3. Trial alternative fuel type vehicles (electric, hydrogen etc).

KPI

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.





Procurement

Target

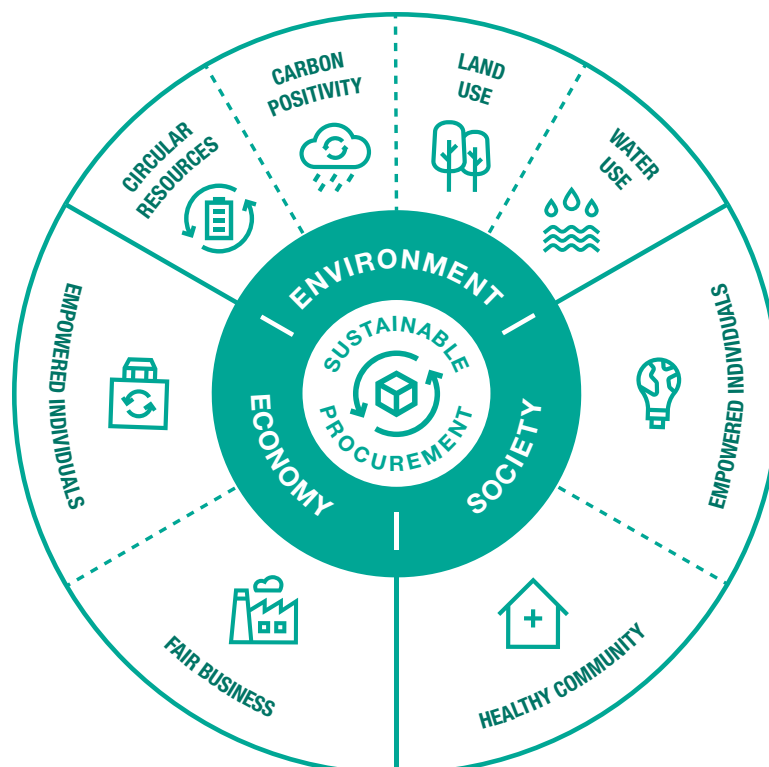
Ensure that all strategic sourcing activities include Environmental Sustainability Criteria

Key actions

1. Develop sustainability criteria into Request For Proposal documents.
2. Switch to eco-friendly products across different business units.

KPI

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.





Staff training and upskilling

Target

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

Key actions

1. Educate employees about environmental sustainability and create systems and processes that make it easier for employees to integrate sustainability into their business decisions.
2. Create a Green Team in the organisation to give employees a platform/ place to share environmental sustainability ideas and make decisions regarding implementation of some of those ideas.
3. Establish Environmental sustainability champions for each business unit.

KPI

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



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