



THE ENERGY  
PRACTICE

## **Sustainability Strategy**

Sustainability for us at The Energy Practice (and its subsidiaries) means operating to minimise our environmental impact and providing our people with what they need to thrive, so our environment flourishes along with our people.

### **Our Long-Term Goals**

#### **Our People**

Creating an environment where our people can thrive;

Embracing our diversity, inclusion with the wellbeing of our staff is at the core of everything;

Ensuring our people feel empowered and supported to grow and develop as effective leaders, challenging and driving others to improve.

#### **Our Environment**

Sustainability is at the heart of how we operate;

We connect, collaborate and partner with others to reach better environmental outcomes;

Endeavouring to be high performing sustainability leaders who share best practice and support others in their journey.

#### **Our Finances**

Being financially fit so we can achieve our environmental outcomes;

Taking a best practice approach to sustainable procurement;

Being a forward-thinking and resilient organisation, endeavouring to manage and improve on our climate-related risks.

### **How We Will Achieve This**

#### **Our People**

Deliver on Diversity, Equity and Inclusion Strategy, and our ethnic and gender pay gap action plans;

Continue to mature and refine our employee experience by building on our capabilities, ways of working, and organisational culture;

Grow our people's capability and understanding of reducing carbon emissions and waste;

Lead by example and be a strong voice for our environment.

#### **Our Environment**

Commit to Net carbon Zero Emissions by 2030;

Implement our Code of Conduct so we can accelerate and scale environmental benefits that align with New Zealand's Sustainability policy;

Reduce our waste to landfill by recycling lighting where possible and aiming towards paper free desks at our offices.

#### **Our Finances**

Coordinate and leverage our investments and funds for the greatest environmental benefits;

Continuously review, update and implement sustainability criteria in the funds we administer;

Ensure we use our Code of Conduct to enable our people to procure sustainably, ethically and inclusively.

