



ENVIRONMENTAL SUSTAINABILITY POLICY

Version	01.1	Scheduled review	29/08/2027
Staff Consultation:	9/05/2024		
Board Approval:	29/08/2024		

INTRODUCTION

At an organisational level, Palms Australia recognises that human-induced climate change is a key threat to environments and to people (including children, people of different genders, indigenous peoples and other vulnerable or disadvantaged groups) who may be affected by environmental impacts in different ways. We recognise the link between poverty, vulnerability, and environmental degradation and our responsibility to reduce our impact on the environment.

Palms Australia values environmental sustainability, acknowledging that:

- Humans have a spiritual connection to their physical environment and are custodians of it
- Healthy physical environments have a positive influence on social environments.
- Physical environments impact people's quality of life and health of living beings.
- Social responsibility is a value we model and are committed to.

Palms Australia is committed to reducing our environmental impact and continually improving our environmental and sustainability performance as an integral part of our business strategy and operations. Palms is committed to encouraging our members, partners, suppliers, and volunteers to do the same.

In mounting a response to the challenges of climate change and its impacts on the environment, Palms Australia is also committed to effectively listening to and learning from Aboriginal and Torres Strait Islander peoples' ways of knowing, being and doing. Palms acknowledges and celebrates Aboriginal and Torres Strait Islanders' connection to country and the ongoing protection and custodianship of the lands and waters of this continent for thousands of years. Similarly, Palms Australia is committed to effectively listening to and learning from traditional custodians of land in all the countries in which we work, and being guided by their advice with regard to ensuring environmental sustainability in our actions.

Palms Australia is committed to learning, evolving and improving environmental sustainability practices across all areas of the organisation.

DEFINITIONS

The **environment** is defined as:

1. Ecosystems and their constituent parts, including people and communities
2. Climate and natural systems and processes
3. Natural and physical resources
4. Qualities and characteristics of locations, places, and areas
5. Heritage values of places
6. Social, economic, and cultural aspects of items mentioned above.

Sustainability: meeting the needs of the present without diminishing the ability of future generations to meet their needs. Sustainability also means that human practices do not result in the permanent damage, alteration or depletion of the environment, ecosystems, species, or natural resources.

A **social justice lens** encompasses considering the impacts of climate change on different or vulnerable sectors of the community.

POLICY

Palms Australia is committed to minimising its impact on the environment, fostering sustainability, repairing past harms, and seeking improved future outcomes by:

- Complying with all appropriate Australian environmental regulation and legislation, as well as international treaties and frameworks.
- Acknowledging and learning from Aboriginal and Torres Strait Islander peoples' or other custodians' ways of knowing, being and doing in caring for country;
- Fostering an organisational culture of sustainability, where responsibility to the environment, climate, climate system and ecosystems is understood and put into practice;
- Supporting and allowing directors, staff, volunteers, our members, partners, and the people we work with to:
 - better understand the interrelationship between their roles or activities and climate change impacts; and
 - engage meaningfully with their emotional responses to climate change and its impacts.
- Applying a social justice lens when considering the impacts of climate change on different or vulnerable sectors of the community.
- Identifying, analysing, evaluating, prioritising, and addressing the physical, transitional, adaptation and liability risks associated with climate change and establishing board-level mandates for climate risk oversight, monitoring and reporting.
- Avoiding the use of products and practices that contribute to climate change, wherever practical, while promoting and favouring the use of products and practices that are at a minimum climate-neutral or, as a preference, have positive impacts on the environment.
- Enhancing awareness within Palms and among our members, stakeholders, suppliers, and the wider community about our actions in seeking to operate in an environmentally responsible manner.
- Using reasonable endeavours to conduct audits and self-assessments of Palms Australia's compliance with this policy, to continually improve our environmental management systems and responses to climate change; and
- Maintaining an open and honest dialogue with our members, the people we work with, suppliers and the wider community about Palms Australia's performance against this policy.

REVIEW

This policy will be reviewed from time to time or as legislation is amended, considering current good practice and applicable regulatory advice.

VERSION CONTROL

Version	Purpose/ Change	Author	Date	Reviewed	Date
01.1	Previous policy moved to new format and updated	Jen Wiggins	9 May 2024	Soraya Kassim	29 July 2024