



Sustainability Charter

Sustainability is an important aspect for every organisation and industry. We are committed to minimising the challenges of environmental and social impacts that we create, and to encourage our clients to do the same.

The issues we consider material to our organisation are:

- People – Employment, Diversity and Equal opportunity, Respectful Workplace and Environment, Health, Safety & Wellbeing, Training (including continued professional development) and Client privacy and confidentiality;
- Planet – Energy efficiency, Waste (including recycling), and moving towards Net Zero carbon emission environment;
- Principles – Ethical business, Governance, Quality.

We also believe in the importance of continuous improvement. At present we are working towards being aligned with relevant requirements of the international environmental management standard ISO 14001 and quality management standard ISO 9001, in the context of our office environment.

We take our participation in our local community seriously. We are motivated to enhance and build HR and leadership skills that improve the business communities we work in. Seed have previously participated as panellist for various events in the Hunter including Hunter Business and the Hunter Innovation Festival.

We also continue to support the charities and not for profit organisations which resonate with us. In practice, that means that in 2023 and 2024, we have supported the following organisations:

- Jenny's Place (Crisis accommodation and support for women and children escaping domestic violence);
- Carrie's Place (Programs for people experiencing domestic and family violence, and/or homelessness in Maitland and Hunter Valley, NSW);
- Dress for Success (Empowering women to achieve economic independence); and
- Cystic Fibrosis Australia (seeking to find a cure for the terminal disease of Cystic Fibrosis).

Our ongoing support for our community, our environment, and ensuring quality delivery of goods and services for our clients, will embed our sustainability across all realms of social and environmental impact.

Policy version and revision information

Policy authorised by: Stacey Kelly

Original issue: 01/03/2017

Title: Principal Consultant

Policy maintained by: Stacey Kelly

Current version: 2.0 (effective 01/01/2024)

Title: Principal Consultant

Review date: 01/01/2026