

Environmental Management Policy

Policy no: 030

Version 1

Approved on: 23 January 2020

Approved by: Health Equity Matters CEO

1. Purpose

This policy aims to integrate a philosophy of sustainable development into Health Equity Matters' organisational activities and establish and promote sound environmental practices across all operations.

2. Scope

This policy applies to Health Equity Matters' operations, including its international activities and the AFAO Foundation. References in this policy to Health Equity Matters include the AFAO Foundation.

3. Approach

Health Equity Matters seeks to minimise its impact on the environment and maximise the effective use of resources. Health Equity Matters works to achieve this by stimulating discussion and awareness among all employees and fostering responsible environmental behaviour.

Health Equity Matters is committed to complying with applicable environmental law and further minimising risks and negatives impacts arising from its operations by implementing and monitoring environmentally sensitive practices.

Health Equity Matters commits to minimising its impact on our environment by:

- providing a safe and healthy workplace;
- conserving natural resources by re-using and recycling, including providing paper recycling bins and worm composting for food scraps;
- having an environmentally aware culture, where responsibilities are assigned and understood;
- being an environmentally responsible neighbour in our community;
- using processes that do not adversely affect the environment ;
- ensuring the responsible use of energy throughout the organisation;
- participating in efforts to improve environmental protection and understanding;
- taking steps to continuously improve environmental performance;
- conducting environment sustainability audits through staff evaluations and self-assessments of the implementation of this policy;
- working with partner and suppliers who promote sound environmental practices; and
- enhancing awareness among our employees and partners.

4. Monitoring and Decision-Making

Health Equity Matters will periodically monitor its environmental management approaches, including through an assessment of any environmental risks and the implementation of mitigation strategies.

5. Roles and Responsibilities

Who	Responsibility
CEO	<ul style="list-style-type: none"> Promote a sustainable workplace Approve updates to this policy
Managers	<ul style="list-style-type: none"> Monitor and promote sustainable workplace practices with employees Initiate improvements and updates to this policy
Employees	<ul style="list-style-type: none"> Promote and adhere to sustainable workplace practices

6. Related Policies and Documents

Policy	Title and Hyperlink
006	Code of Conduct Policy
029	Partnership Policy

7. Policy History

Date of update	Version	Key changes	Endorsed by	Approved by	Next review
23 January 2020	1	Establishment of inaugural Environmental Management Policy	Quality Principle	CEO	January 2022