



La Trobe Financial Services Pty Limited

# **SUSTAINABILITY POLICY STATEMENT**

March 2022

## 1. OVERVIEW

This Policy Statement is issued by the Asset & Liability Committee (ALCO) of the La Trobe Financial Group. It covers the process to be adopted in managing our carbon footprint and achieving the Group's goal of net zero emissions by 2030.

The Chief Executive Officer (supported by the Director of ESG & International Partnerships) has primary accountability for implementing this Policy Statement.

## 2. BACKGROUND

La Trobe Financial has committed to improving its carbon footprint and overall environmental impact by:

- Understanding the environmental aspects and impacts of our tasks and activities, both current and prospective.
- Improving the ways in which we operate from a sustainability perspective.
- Ensuring all staff, visitors, clients and partners in our supply chains are aware of our vision to succeed in relation to our sustainability objectives.
- Measuring our performance against specific objectives and targets.
- Engaging our internal and external community to increase our influence on sustainability issues including relating to energy and resource efficiency.
- Where possible and appropriate, sharing our experience and knowledge with others to increase their resource efficiency.
- Monitoring, auditing and publishing performance against targets in our annual report.

### Across the business – Greenhouse Gas Emissions include:

Scope 1 Emissions	Scope 2 Emissions	Scope 3 Emissions
Gas Fuel Refrigerators	Electricity	Gas (indirect) Fuel (indirect) Electricity (indirect) Water Supply chain Office Paper Catering & food Accommodation Air travel Freight & courier Business road travel Staff commuting

Under the Federal Government's National Greenhouse and Energy Reporting Scheme, greenhouse gas emissions are categorised into three groups:

**1. Scope 1 Emissions** – these are emissions relating to the burning of fossil fuels, used for building heating, gas boilers for hot water, to run equipment or fuel for company controlled vehicles;

**2. Scope 2 Emissions** – these are indirect emissions from electricity purchased from power stations to run electrical equipment, heating and lighting systems; and

**3. Scope 3 Emissions** – these are indirect emissions from activities such as waste generation, staff commuting, office paper, accommodation, food, consumables and full fuel cycle emissions. The full fuel cycle for transport fuel, electricity and gas includes emissions associated with extraction, refining, transportation and delivery of these energy sources.

## 3. PURPOSE

La Trobe Financial is committed to sustainability, and this is reflected by the commitments established in our overall Environmental, Social and Governance (ESG) Framework and supported by our ESG Risk Management Framework.

The purpose of this Sustainability Policy Statement is to outline the Group's sustainability practices and to inform our employees, our clients and all our business partners across all of our workplace operations and processes. This Policy Statement is a component of the Group's overarching ESG Framework and should be read in conjunction with it and the ESG Risk Management Framework.

La Trobe Financial's overall objective is to continually reduce our carbon footprint and our overall impact on the environment. We will strive to implement energy and resource efficiency and conservation across our organisation by reducing La Trobe Financial's induced greenhouse gas emissions (our Scope 1, Scope 2 and Scope 3 emissions as identified above).

We have pledged in our ESG Framework, that by 2030 we will achieve net zero emissions\*. To achieve this goal, we are implementing this objective across our business.

\*Net zero emissions refers to achieving an overall balance between greenhouse gas emissions produced and greenhouse gas emissions taken out of the atmosphere.

## 4. RESPONSIBILITIES

### Reduction of carbon footprint

Our objective is to achieve net zero emissions by 2030. This is not possible without contributions being made by all employees and stakeholders across the enterprise.

La Trobe Financial's goal is to progressively reduce its carbon footprint by:

- Committing to principles of pollution prevention and continual improvement.
- Procuring resources with waste minimisation (or avoidance) and reduction of environmental impacts in mind.
- Striving towards zero waste to landfill through waste reduction, reuse and recycling.
- Minimising the use of water.
- Minimising the production of greenhouse gases through efficient practices of energy usage in the office environment, commuting and use of vehicles.
- Offsetting greenhouse gas emissions associated with third party activities to achieve a carbon accountable organisation.

### How we will achieve this?

La Trobe Financial's vision to create the best practice is underpinned by its commitment to sustainability as a core operating principle. La Trobe Financial acknowledges that human-induced climate change is occurring and acknowledges the basic science supporting this.

Our commitment is reflected in the implementation of our Carbon Reduction Plan (the Plan), which identifies a number of operational steps to assist with our reduction plans. Responsibility for delivery under the Plan rests with the Director of ESG and the Plan represents the critical delivery mechanism for the Group to achieve its emissions reductions target and ensure the successful realization of the vision set out in this Sustainability Policy Statement.

The Carbon Reduction Plan identifies opportunities where we will be able to reduce our emissions through our approach to and/or use of:

- Event management;
- Marketing and merchandise material;
- Travel and accommodation;
- Resources to landfill;
- Paperless practices;
- Couriers;
- Energy utilities; and
- Staff commuting.

Sustainability is a key driver of our competitive advantage and helps to generate long-term value for our stakeholders, including our shareholders. La Trobe Financial also considers a positive contribution to sustainability is important for our company, our people, our investors, our stakeholders and the communities we represent and support generally. Our sustainability commitments and ambition help to position us as a partner to drive innovative and resilient solutions across our business. Our evidence-based approach also helps us to proactively respond to the increasing expectations and scrutiny of investors and capital partners.

## 5. PROCUREMENT

Teams responsible for entering into contracts and agreements within key procurement areas must consider sustainability and ensure that all procurements are supportive of the Group's Sustainability policy and objectives are set out in the Carbon Reduction Plan.

Key procurement areas include:

- IT hardware;
- Marketing collateral (including branded clothing and merchandise);
- Off-shore service providers;
- Building services i.e. office cleaning suppliers and office cleaning supplies manufacturers;
- Stationery manufacturers and suppliers; and
- Any other procurement area that is reasonably required for potential sustainable solutions.

The Carbon Reduction Plan will identify, where appropriate, how procurement activities should consider and incorporate ESG considerations.

## 6. ACCOUNTABILITY & OVERSIGHT

Ultimate oversight for the management and control of the Group's sustainability risk rests with ALCO. It is, therefore, responsible for the oversight of this Policy Statement.

In order to enhance our prospects of success and to embed a whole-of-organisation commitment, carbon reduction performance will be monitored and audited regularly and published in our communication with our key stakeholders.

