

# SOCIAL AND ENVIRONMENTAL RESPONSIBILITY POLICY

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Approved by	Founder	Date for review	December 1, 2024

## 1.0 Overview

### Objective

This policy intends to build awareness, set standards and provide guidance on how to operate in a socially and environmentally responsible way to demonstrate Wanbel Consulting's stewardship of the environment and commitment to the UN Sustainable Development Goals.

To this effect, this policy is focused on three pillars:

- Environmental sustainability
- Gender equity and inclusion
- Human rights

### Scope

This policy applies to all employees, volunteers, consultants/sub-contractors and outsourced service providers performing work for Wanbel Consulting.

### Definitions

- **Sustainability** encompasses sustainability of the environment, ecology, people and economy
- **Gender equality** is the state in which access to rights or opportunities is unaffected by gender; and gender inclusion is the notion that all services, opportunities, and establishments are open to all people and that male and female stereotypes do not define societal roles and expectations
- **Intersectionality** refers to the way in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation

## 2.0 Environmental sustainability

### Approach

Wanbel Consulting is committed to reducing its climate foot print, fostering sustainability and being an advocate for climate action by:

- Conserving energy, including by improving energy efficiency in the place where work is conducted as a sole trader
- Ensure that where practical, its operations, events, services and deliverables are efficient in their use of energy and protective of the environment
- Reuse and recycle materials, purchase recycle materials and use recyclable packaging or other similar materials
- Prevent air, water or other pollution and dispose of waste safely and responsibly
- Give preference to renewable over non-renewable energy sources where feasible
- Consider carbon-offsetting opportunities where possible, particularly in relation to air travel
- Meet or exceed all applicable government requirements generally observed in its field/best practice
- Ensure all parties performing work on behalf of Wanbel Consulting, are aware of this policy and their responsibilities to uphold a reduced climate foot print.

### 3.0 Gender equity and inclusion

#### Approach

Wanbel Consulting is committed to operating in a way that promotes gender equity and inclusion, considers intersectionality and provides advocacy for those from marginalized backgrounds wherever possible by:

- Incorporating a gender equity and inclusion lens that also considers disability within the strategic planning of any service deliverables to mitigate any unintentional barriers
- Apply participative methodology and inclusive people-centred stakeholder engagement to ensure all parties are heard
- Where a gender bias and inclusion discrepancy are identified, to raise immediately with the client to work through collaboratively and put in place a mitigation strategy/intervention
- Ensure all parties performing work on behalf of Wanbel Consulting, are aware of this policy and their responsibilities to ensure gender equity and inclusion are considered.

### 4.0 Human rights

#### Approach

Wanbel Consulting acknowledges the Universal Declaration of Human Rights and actively seeks to promote the rights, freedoms and opportunities of all people everywhere by committing to:

- Complying with applicable laws and regulations in Australia; and the laws of any country consulting services are rendered for, always advocating for the higher standard in line with the United Nations expectations
- Operating in a manner consistent with the United Nations Guiding Principles on Business and Human Rights
- Ensure all parties performing work on behalf of Wanbel Consulting, are aware of this policy and their responsibilities to ensure human rights are considered.

### 5.0 Key roles and responsibilities

- The Founder and Principal Consultant of Wanbel Consulting is responsible for ensuring a robust social and environmental framework is in place, and modelling the highest standards of ethical behaviour and ensuring compliance with relevant legal obligations
- They are also the owner of this policy and are responsible for coordinating and documenting Wanbel Consulting's overall Social and Environmental Responsibility approach.

### 6.0 Further information

Further information about this policy can be obtained by contacting the policy owner at [mkepui@wanbelconsulting.com](mailto:mkepui@wanbelconsulting.com)