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# Leva Climate Action and Sustainability Policy

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## 1. Introduction

Leva is committed to addressing climate change and reducing greenhouse gas (GHG) emissions. We recognise that climate change poses significant risks to the environment, and our business operations and our clients, and we are committed to taking action to reduce our impact on the environment.

We acknowledge and support the 17 UN Sustainable Development Goals (SDGs) and as a business will work towards meeting these.

## 2. Principles and Commitments

Our climate action policy includes the following principles and commitments:

### **GHG Emissions Reduction:**

Our ways of working mean that we are a low emission workplace. As we continue to grow, we are committed to maintaining our low-emission business practices and reducing our net GHG emissions. We will regularly measure and report our emissions, and work to continually improve our emissions reduction strategies.

### **Energy Efficiency:**

We are a 'work from home' based consultancy. We will encourage our employees to implement energy-efficient practices in their workplace, such as using LED lighting, turning off equipment when not in use, and using energy-efficient appliances and equipment. We will encourage employees to consider switching to renewable energy suppliers.

### **Transportation:**

We will prioritise the use of remote online meetings with clients, and only meet in person, where required. We will encourage employees to use alternative modes of transportation, such as walking, biking or public transportation, instead of driving to in-person meetings. We will encourage employees to switch to low-emissions vehicles or carpool.

### **Waste Reduction:**

As a 'work from home' paperless-based consultancy we encourage employees to use the Council provided recycling programme, and other approved recycling programmes. We encourage employees to reduce waste by using reusable containers, avoiding single use items, and consider using composting or other waste reduction strategies. We will use reuse and recycle any e-waste using approved re-use and recycling programmes.

### **Sustainable Products and Services:**

In our procurement processes we will consider the environmental impact of the products and services we purchase. We will choose suppliers and partners who prioritise sustainability and work to reduce their own emissions.

### **Carbon Credits**

We will use these as a last resort for managing climate impacts. We will always buy carbon credits to offset the impact of flying to meet with clients. When we use carbon credits, we will only purchase from certified suppliers.

**Walking the talk:**

We will educate our employees and partners about the importance of addressing climate change and reducing GHG emissions. We will strive to be exemplars of sustainable business practice. We will continue our global green project management ambassadorship membership.

**Cultural and Social Wellbeing:**

We are committed to employment practices that support diversity, inclusion, and equity. We are committed to meeting our obligations under the Treaty of Waitangi.

**Giving Back:**

Leva supports the local and wider community through annual contributions to climate action, sustainability, or biodiversity causes.

**Reporting:**

At the end of each financial year Leva will report on our carbon footprint and sustainability progress. We will publish our report across varied media.

### 3. Summary

We recognize that addressing climate change is a complex issue, and we are committed to continually assessing and improving our climate action policy.

By taking action to reduce emissions, we can help create a more sustainable future for our business, our clients, and the planet.

We will review this policy annually.

*Last Review date: 29/4/2024*