



# SUSTAINABILITY POLICY

***Sustainability consists of fulfilling the needs of current generations without compromising the needs of future generations while ensuring a balance between economic growth, environmental care and social well-being.***

## **PURPOSE**

Laurieton United Services (LUSC) Group is committed to building a sustainable future for our workers, members and the community, by being proactive in maximising positive and minimising negative impacts our business has in relation to sustainability.

The Club recognises that sustainability is about impact and the integration of environmental health, social equity and economic vitality to create a thriving, healthy, diverse and resilient business, and in turn the community in which it operates. It also acknowledges that the practice of sustainability recognises how these issues are interconnected.

The club uses the ESG (environmental, social and governance) framework to categorise factors effecting its operations requiring consideration in sustainably, within budgetary constraints.

It is thereby our policy to:

- **Governance:** Ensure sustainable thinking is factored into decision making at the Club;
- **Compliance:** Comply with applicable laws regulations and statutory obligations relating to environmental issues;
- **Resource Efficiency:** Reduce consumption of energy, water and natural resources by actively identifying opportunities for savings through changing behaviours, new technology, efficient practices and continually measuring our performance;
- **Waste Management:** Increase efficiency in our supply chain, waste management practices and recycling. Continuously seek opportunities to prevent the generation of waste, and reduce, reuse and recycle, where feasible;
- **Pollution:** Avoid air, water, land, noise, soil, and light pollution, where relevant.
- **Engagement:** Engage workers and members in sustainability initiatives that will encourage a culture of sustainable responsibility;
- **Empowerment:** Provide sufficient and suitable resources to maintain an internal Sustainability Committee. Stay on the forefront of emerging trends by continual education;
- **Training and Development:** Educate and train continually to improve the skills of our workers, and to raise levels of awareness and knowledge of sustainability principles and environmental practices;
- **Communication:** Establish and review meaningful and accurate environmental performance measures and communicating appropriately with workers and members;
- **Stakeholder Management:** Monitor and evaluate ESG performance of our service providers, suppliers and in-house contractors. Communicate our sustainability standards and efficiency targets with them;
- **Facilities Management:** Optimise use of existing & future infrastructure, by applying sustainable thinking across all aspects of operations;
- **Social factors:** Ensure global issues, such as income inequality, fair working conditions, racial injustice, gender inequality, racial injustice, human rights issues are considered within our supply chain;
- **Procurement:** Ensure sustainably thinking is factored into all purchasing.