

Environmental and Social Impact Policy

We believe business is one of the most powerful tools to create a better future. We exist to empower bold leaders to transform their businesses into a force for positive change – balancing people, planet and profit with purpose.

As a purpose-driven consultancy, we are committed to holding ourselves accountable to the same principles we help our clients embrace. Our Environmental and Social Impact Policy reflects how we show up as entrepreneurs, partners, and community members.

Principles

This policy applies to our own operations and areas that we can influence in our supplier and value chain. We follow three principles:

1. Human-centred: People first - always.
2. Practical & measurable: Small steps, consistent progress, clear metrics.
3. Stakeholder-led: We consider workers, clients, community, suppliers, and the environment in every major decision.

Our Environmental Commitments

Although small, we know that there is more that we can do to minimize our impact on the planet and the race to net zero.

- **Carbon Responsibility:** We aim to measure, reduce, and offset our operational carbon footprint, with the goal of being carbon neutral by 2030. We will report on our GHG footprint annually.
- **Sustainable Choices:** We prioritize digital over print, minimize travel where possible, and select sustainable suppliers who align with our values.

- **Purchasing and Consumption:** Wherever possible our objective is to use local suppliers and reduce the kilometres travelled by the items that we purchase. Where local purchasing is not possible, our objective will be to reduce the number of deliveries per supplier when in our control by the use of bulk ordering and advance-planning as much as possible. Where we can influence, we will reduce the volume of packaging and materials used for any of our operations as well as that of the suppliers that we choose.
- **Continuous Improvement:** We regularly review our practices to reduce waste, energy use, and unnecessary consumption.
- **Transparency:** We will share our progress towards our goals every year, including our carbon footprint.

Our Social Commitments

- **Empowering Entrepreneurs:** Whilst we work with impact driven entrepreneurs and business leaders from all walks of life in supporting them build force for good businesses, we are committed to prioritising client organisations led or owned by underrepresented groups who have and continue to face systemic barriers. Our aim is to mentor and supporting at least 50 female founders in building impactful, purpose-driven businesses, preferably B Corp certified.
- **Community Engagement:** Volunteering in the community in which we live and work is a fundamental element of supporting the well-being of our local area and those in need who live within it. Through donation of time, in-kind, pro-bono and expertise we will help organizations working towards building ‘force for good’ organisations that benefit each and every one of us.
- **Advocacy:** We are passionate about supporting businesses enter and thrive in the purpose economy. We will continue to advocate through our public channels for more businesses to put purpose, people and planet above profit and the benefits for all of doing so.
- **Supporting Local.** Wherever possible, we will support local by purchasing products and supplies from within our local community (deemed as within 80km of our location). Not

only will this support our social goals but also help with the environmental impact of our supply chain.

- **Supplier Diversity.** Our preferred supplier policy aims to address inequalities and build wealth for companies run by underrepresented or underserved individuals. This will provide a baseline upon which our metrics will be based.
- **Fair Work Practices:** As a human first organisation, we are committed to paying above living wages, timely compensation, safe and respectful working conditions, and flexible, family-friendly arrangements for anyone we employ or contract.

Accountability

Realise Change is guided by the principles of the B Corp movement and aligned with the United Nations Sustainable Development Goals, specifically SDG 5 (gender equity), SDG 8 (decent work and economic development) and SDG 12 (responsible production and consumption). We believe progress is built on measurable action, not just promises. Each year, we will review and share updates on our impact goals and progress, ensuring that we continue to live our values.

Our Commitment in Action

We know entrepreneurs wear many hats, so our approach is pragmatic: small steps, done consistently, create big impact over time. We're here to prove that building a business with integrity and purpose is not only possible, but powerful.