

# Environmental Policy

Policy No: QD 2400

Version No: 04

Version Date: 27/06/2024



## Environmental Policy

### Purpose

Endeavour Foundation Limited recognises the importance of environmental protection and our responsibility to minimise the impacts of our activities, products, and services. We are committed to fostering an inclusive environment that supports people with disability and contributes to a more sustainable and equitable society.

### Scope

This policy applies to all Endeavour Foundation Limited business operations and interests. Endeavour Foundation expects its Board of Directors, Executives, Senior Leadership Team, employees, contractors, and volunteers to adhere to this policy.

### Policy

Endeavour Foundation is committed to continually improving our environmental performance as an integral and fundamental part of our business strategy and our operating practices. We encourage our customers, suppliers, and business partners to join us in this effort.

To fulfill this commitment, Endeavour Foundation will implement and maintain the following actions and strategies:

- a) **Commitment to Accessibility:** We are committed to ensuring that all our environmental initiatives – including programs, facilities, and renewable energy projects, such as solar, are accessible to people with disability. We aim to identify and remove barriers that might hinder full participation or engagement with our sustainability efforts.
- b) **Compliance with Legal & Regulatory Requirements:** We are committed to compliance with all relevant laws and standards and comply with local, state, and federal environmental regulations. We continuously monitor our environmental management processes to identify opportunities for improvement.
- c) **Environmental Conservation:** We recognise our responsibility to minimise our environmental footprint and protect natural resources. We are dedicated to reducing energy and water consumption and promoting efficient practices, including the use of renewable energy and water resources and setting reduction targets. Our commitment extends to minimising waste generation through recycling, sustainable procurement practice, and maximising the reuse of materials and packaging.
- d) **Economic Resilience:** We will build resilience to environmental, social and economic risks by integrating sustainability into our considerations, business strategy and decision making processes.
- e) **Continuous Improvement:** We are committed to continuous improvement and accountability in our environmental sustainability performance and will communicate our sustainability efforts, audit our progress to identify opportunities, and track performance.

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- f) **Education:** We will educate employees to increase environmental awareness and personal responsibility for environmental protection. We will safeguard the health and safety of our employees, the people we support, surrounding communities, and ecosystems.

**David Swain**  
Chief Executive Officer

### Document Information

Division	Finance, Infrastructure & Lotteries
Portfolio	Property Development
Document EGM	Darryn Hammond, acting Chief Financial Officer
Document owner	Amelia Salmon, Head of Property Development
Review period (in months)	24
Purpose (for new documents)	N/A
Rationale for change/s (legislative, review due etc)	Realignment of content to current terminology and methodology
Action/s required	N/A
Classification	Public

### Document Amendment History

Version	Date	Section(s) amended	Summary of amendment
03	22/03/2022		Grammatical revision
04	27/06/2024		Full review and update of content

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