



Sustainability Policy

Purpose

This Sustainability Policy sets out the commitment of Keith Baldry Consulting Pty Ltd to operate in an environmentally, socially, and economically responsible manner.

Environmental stewardship

The company commits to minimising its environmental footprint and resource consumption.

This includes:

- Maximising household energy and water consumption efficiency
- Reducing waste by prioritising digital over paper, and choosing reusable options
- Factoring commitment to sustainability and ethical practices when choosing suppliers
- Sourcing locally where possible
- Considering ecological aspects when purchasing products and materials
- Prioritising public transport and active transport over driving.

Social responsibility

The company commits to ethical practices. This includes:

- Aiming to progress social, environment and economic outcomes in all work, and using frameworks such as sustainable development goals where relevant
- Being professional, honest, transparent and accountable in all business dealings
- Building genuine relationships and aiming to achieve shared objectives
- Integrity in all business dealings, avoiding involvement in corrupt payments, commissions or gifts for customers or governments
- Enabling, supporting and valuing diversity and equity in all professional interactions
- Using Aboriginal owned businesses where possible using resources such as Supply Nation
- Where relevant taking action to ensure that there is no modern slavery in any part of the business including clients and supply chain
- Ensuring all services meet relevant standards and regulations.

Economic viability

The company commits to cost efficient practices. This includes identifying opportunities to reduce expenses for the company, for clients, and were relevant for the public, government, and third parties.

Governance

The company adopts the ASIC replaceable rules for company governance. The sole Company Director and Company Secretary is Keith Baldry.

Implementation

To implement sustainable approaches I will:

- Review and improve approaches by staying informed about relevant environmental legislation and evolving best practices
- Monitor household energy and water usage
- Seek client feedback
- Review this policy annually and monitor performance against self-assessed benchmarks such as energy use and waste reduction.

Signed:



Keith Baldry
Director

5 August 2025