

Wright Communications: Sustainability Policy

Vision

It is in the best interests of our company, society and the environment that our company moves along the path to sustainability.

To achieve this we have the following vision of performance:

Economic success

1. Company economic prosperity: we are positioned to survive and prosper economically
2. Community prosperity: we help our community survive and prosper

Social responsibility

Respect for employees

We treat our employees in a respectful, fair, non-exploitative way. We encourage constructive dialogue and employee involvement in decision-making. We provide working conditions that are safe, healthy and non-coercive. We respect privacy and encourage a healthy work-life balance.

Diversity

We promote diversity and use hiring practices that are fair, responsible, non-discriminatory and non-exploitative for employees, contractors and suppliers.

Fair dealing with customers

We work with our clients to create positive outcomes for their businesses, society and the environment. We are honest, fair and transparent with our clients. We compete fairly for their business, respect their privacy and provide them with effective services under the conditions we promise.

Environmental responsibility

Resources

We conserve our use of natural resources as much as we can. We are committed to carbon neutrality for all business activities.

Waste prevention

We reduce as much as we can the quantity of waste we generate from our operations and handle them in a safe, legal and responsible way to minimise their environmental effects.

Supply chain

We work with others in the supply chain to help assure adverse environmental impacts and risks associated with our services are reduced and properly controlled.

Communities

We collaborate with our communities to protect and improve physical and social environments.

Principles

Our approach to business is guided by a commitment to the following principles: Doing the right thing, continuous improvement, integrity, professionalism, and transparency.

Important issues

Our business faces many challenges and opportunities. We have prioritised the following issues that need to be addressed: economic sustainability, diversity, training, and sustainable procurement.

Our commitment and scope

This policy will apply to business operations and events controlled or influenced by the company. This includes events we host and pay for.

We commit to increase our employee and client awareness of our sustainability principles, commitment and objectives.

Staff and contractors are expected to uphold sustainability objectives under this policy to the fullest extent possible within agreed budgets.

We acknowledge we have limited influence over third parties such as clients and their events. While we cannot control their final decisions, we can commit to educate them of our policy and approach to sustainability.

Objectives

- We are committed to measuring and reporting total Scope 1, 2 and 3 Greenhouse Gas emissions produced by our business activities.
 - This decision was made by the business' owner and has the full support of the team
 - We report this data in our Sustainability Report which can be accessed from the home page of our website
- We conduct on-site training in our sustainability initiatives as part of the induction process for new team members. Also, as new initiatives are introduced, we take our team through the new process e.g. how to successfully recycle their waste
- We will reduce carbon emissions by 6% by 2022 (compared to base year)
- We will minimise the use of paper in the office and buy carbon neutral, recycled paper products
- We will reuse and recycle all paper where possible
- Give back to communities

- Value of community support through discounted rates or pro bono work: we are committed to supplying \$100,000 (or \$10,000 per consultant) of value to community organisations
- Ensure our supply chain has responsible environmental and social practices
- We are committed to working with like-minded suppliers and vendors
 - We aim to procure from suppliers with a sustainability policy
- Attract clients who are committed, like us, to a sustainable future
- Work with like-minded clients to create innovative solutions to minimise environmental impacts, improve economic bottom lines and integrate diversity and inclusive thinking into our practices
- Work towards greater diversity in our business
- Improve the ethnic and gender diversity of our team through open and transparent recruitment process.

Monitoring and reporting

We will comply with and exceed all relevant regulatory requirements.

We will continually improve and monitor our environmental and social performance.

We commit to report on our progress against sustainability targets and goals once per year.

Internal reviews will be held at least once per year.

Culture and policy review

We will involve staff in the implementation of this policy, for greater commitment and improved performance.

We will update this policy at least annually in consultation with staff and other stakeholders where appropriate.

We will work with suppliers and contractors to improve their sustainability performance.