



COMMUNITY INVOLVEMENT PLAN

Making a meaningful impact beyond projects

“Community involvement is not separate from our work at IEMA - it is an extension of our values. By giving our time, skills and resources to causes that matter, we strengthen our connection to community and contribute to outcomes that are practical, meaningful and lasting” - Andrew Hutton, Managing Director

WHAT WE DO

At IEMA, community involvement is a part of who we are and how we operate. We are committed to making a meaningful impact beyond our project work by supporting organisations and initiatives that strengthen communities, protect the environment, improve health and wellbeing, and create opportunities for people in need.

This is important for IEMA as it reflects the same principles that guide our professional work: practical action, shared responsibility, long-term stewardship and a focus on outcomes that benefit people, communities and the environment.

Our Community Involvement Plan (CIP) encourages each employee to spend two work hours each month supporting a charity of their choice. Each quarter, we also nominate a preferred charity for a company donation, with the team contributing through volunteering, fundraising, sponsorships and partnerships.

In summary, IEMA's community involvement reflects a deliberate commitment to using our time, resources and professional culture to create positive outcomes beyond our consulting work. By supporting initiatives that address environmental protection, food security, health and wellbeing, community sport, education and social equity, we reinforce the values that underpin our business.

WHO WE SUPPORT

- OzHarvest
- Take 3 for the Sea
- Meals on Wheels
- World Vision
- The Hawthorne Club
- Windale Men's Shed
- Jenny's Place
- For the Love of Dogs Academy
- Humanitarian OpenStreetMap Team
- UN Women Australia
- Orange Sky Australia
- Wildlife Rescue
- Dog Rescue Newcastle
- Cancer Council
- Trees in Newcastle
- All Ability Sports Coaching
- Protect Our Winters
- WWF
- World Bicycle Relief
- Got Your Back Sista
- Fight MND
- Bowel Cancer Australia
- Waltja
- Waves of Wellness





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IEMA IN ACTION

The Hawthorne Club

IEMA supports The Hawthorne Club, a philanthropic volunteer group established in 1997 to raise funds and invest in the growth of rugby across the Hunter. The club brings together rugby supporters and business leaders through memberships, corporate partnerships and events, while supporting players, coaches and referees at grassroots and higher-performance levels. Its work aligns strongly with IEMA's focus on community connection, local impact and creating opportunities for people to participate, develop and contribute.

OzHarvest

IEMA supported OzHarvest's Cooking for a Cause program by helping create 66 nutritious meals for local charities across Newcastle. The activity also diverted 35 kilograms of food from landfill, avoiding the equivalent of 35 kilograms of CO₂.

Take 3 for the Sea

IEMA supports Take 3 for the Sea because its purpose is simple, practical and closely aligned with our environmental values. The organisation encourages people to take three pieces of rubbish with them when they leave a beach, waterway or public space, while also promoting education, behaviour change and reduced reliance on single-use plastic.

This matters to IEMA as it demonstrates how small, consistent actions can address larger environmental challenges, protect wildlife, reduce pollution in oceans and waterways, and build a stronger sense of personal and collective responsibility for environmental stewardship.

World Vision

IEMA supports World Vision because its work is focused on lasting change for vulnerable children, families and communities. Through child sponsorship, emergency response and community development programs, World Vision supports access to education, health, clean water, food security and practical pathways out of poverty. This is important to IEMA as it reflects our belief that positive impact should extend beyond short-term assistance to help build resilience, dignity and opportunity for people and communities over the long term.

