



# SUSTAINABILITY INITIATIVES

Making a meaningful impact beyond projects

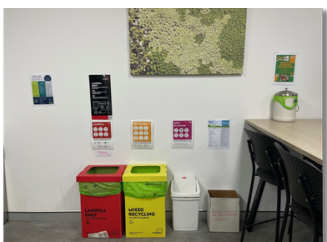


*IEMA integrates sustainability, business and community by reducing operational impacts, measuring and offsetting emissions, supporting local communities, and helping clients deliver positive environmental, social and economic outcomes.*

## WHAT WE DO

**Sustainability is more than a service line at IEMA. It is a part of how we operate.** We measure, manage and offset our carbon footprint, reduce waste and energy use across our offices, support local communities, and use our technical capability to help clients deliver stronger environmental, social and governance outcomes.

Our internal initiatives focus on practical, measurable improvements. We have shifted to renewable electricity through Red Energy GreenPower, upgraded office infrastructure including lighting, window tinting, hot water systems and kitchen appliances, and adopted sustainable office products like compostable bin liners, plastic-free handwashing tablets and reusable Yeti coffee cups. We have also embedded comprehensive waste management practices into daily operations, including waste minimisation, curbside and soft plastics recycling, BRAD recycling, e-waste recovery and organic waste diversion. We continue to refine our data, methods and reporting to ensure our sustainability journey remains transparent and accountable.



## CARBON OFFSET FY25

Since IEMA's inception, we have been committed to operating as a carbon neutral business. We calculate and offset 100% of our carbon emissions, including our suppliers.

In FY25, IEMA's total carbon footprint was **204 tCO<sub>2</sub>e**, down from **220 tCO<sub>2</sub>e** in FY24 (a reduction of around 12 tCO<sub>2</sub>e, ≈5%).

- Scope 1: **23.0 tCO<sub>2</sub>e** - direct operations.
- Scope 2: **1.0 tCO<sub>2</sub>e** - purchase electricity.
- Scope 3: **180 tCO<sub>2</sub>e** - supply chain.

**100 tCO<sub>2</sub>e** was offset through the Aboriginal Carbon Foundation's Savanna Burning Project in the North Kimberley, with the remaining **104 tCO<sub>2</sub>e** offset via Tasman Environmental Markets (TEM) through the April Salumei Rainforest Community Conservation Project.

To learn more about the Savanna Burning Project, check out: <https://www.abcfoundation.org.au/>

To learn more about the April Salumei Rainforest Community Conservation Project, check out: <https://www.tasmanenvironmental.com.au>





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## OUR CARBON COMMITMENT

### Plan and commit

Integrate carbon management into corporate sustainability goals and use annual carbon accounting to inform ongoing business decisions.

### Measure our impact

Measure Scope 1, Scope 2 and Scope 3 emissions across operations and supply chain activities using Sunday and IEMA's annual carbon accounting process.

### Reduce emissions

Prioritise practical reduction actions such as energy efficiency upgrades, a hybrid work model, digital systems, low-emission travel choices, sustainable procurement and waste reduction initiatives.

### Offset what cannot be avoided

Invest in values-aligned offset projects in Australia and the region, including projects that support biodiversity, climate action and community benefits.

### Review and evolve

Review carbon data, carbon intensity, reporting methods and reduction progress each year to support continual improvement.

## TEAM-LED INITIATIVES

Each quarter, a team member is nominated to share an environmental initiative during IEMA's huddle.

This internal program brings together ideas, innovations, and practical actions that support sustainability and positive environmental impact. It encourages staff to identify actions that can be applied at work, home, and in the community.

## INITIATIVES TO DATE

- **One-Week Family Sustainability Challenge**

Household behaviour change and practical sustainability actions.

- **ESG an Afterthought for AI?**

Discussion topic linking digital technology and ESG considerations.

- **Church 4 Life**

Community-focused reuse and donation initiative.

- **Ecosia - Search for Good**

Ethical alternative search engine.

- **Turner School P&C Initiative Container Recycling**

Container recycling and community fundraising.

- **Green Your Suburb, Street Gardens**

Urban greening and local street garden improvement.

- **Compost-a-Pak**

Compostable product initiative supporting organic waste diversion.

- **Tirtyl**

Lower-waste cleaning products.

- **Give a Sheet - For the Planet**

Sustainable recycled paper product initiative.

