



# Sustainability Policy

## Purpose

Maroba is committed to making a positive and sustainable difference for our people, communities and the environment. As part of our values, we choose to work towards enhancing sustainability in all areas of our business. We recognise we have a responsibility to practice and promote behaviours that support and contribute to environmental and social sustainability within the Aged Care sector, our local community, Australia and internationally.

Maroba respects our relationship with the environment and its life sustaining ecosystems. We acknowledge the impact human activities can have on the environment and aim to deliver standards and procedures that minimise our impact while operating within our day to day business. Our corporate social responsibility focuses on energy and resources, people and communities.

## Scope

This policy applies to Maroba's directors, managers and employees – these include volunteers, contractors, agency staff, consultants and students undertaking work or professional experience.

## Definitions

**Sustainability** focuses on meeting the needs of the present without compromising the ability of future generations.

**Sustainable Development Goals (SDGs)**, otherwise known as the **Global Goals**, are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity.

The Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate, environmental degradation, prosperity, and peace and justice.

## Policy

We strive to be a leader in the Aged Care community through innovation and best practice toward a sustainable environment by:

- Integrating environmental sustainability principles into our everyday systems and processes
- Researching and implementing environmentally sustainable systems for energy and water consumption and waste minimisation.
- Consideration of the Sustainable Development Goals (SDG) for our business strategies.
- Provide information, training and incentives to our employees, residents, clients and families in order to build a positive and enabling culture which supports sustainable behaviour
- Promoting the sustainable practices of our contractors through incorporating environmental sustainability principles in our contracts.
- Supporting our local community through sustainable local purchasing wherever possible.

- Networking with Aged Care providers to exchange knowledge and experience of sustainable business practices.
- Collaborate with community and organisational partners to deliver meaningful health and wellbeing programs and outcomes for our people.
- Measure and monitor our sustainability performance and openly communicate our performance to stakeholders via annual sustainability reporting.
- Ensure that we conduct our activities in full knowledge of, and in compliance with, all environmental laws and relevant standards and practices.

## Responsibilities

### Board & Management

To promote continuous improvement through:

- Leading by example
- Supporting sustainability measures implemented at Maroba and give employees, resident and clients opportunities to participate in decision making around sustainability practices.
- Support the Green Team Committee to guide policy and measure improvements in sustainable practices.
- Educating our staff, residents, clients and community
- Adoption of best practice
- Ensure that new aged care services incorporate sustainability design principles, technologies, and features which promote the wellbeing of our residents, clients and employees.

### Employees, Residents & Clients

Actively engage in sustainable practices at Maroba.

#### Minimise energy consumption by:

- Using natural light and ventilation when possible
- Hibernating appliances /computers when not in use
- Turning lights and appliances off when leaving the room
- Turning off air-conditioning when windows are open

#### Minimise water consumption by:

- Reporting all leaking taps and showers immediately
- Using the half-flush option when appropriate
- Using the pan sanitiser when full
- Using the dishwasher when full

#### Reduce waste by:

- Avoiding consumption, where feasible
- Reducing consumption
- Purchasing recyclable items
- Reusing items where possible
- Recycling all recyclable materials
- Only printing when absolutely required

## Outcomes anticipated

- Reduced Carbon footprint
- Reduced consumption of energy and water
- Reduced consumption of goods and services
- Being a leader in the Aged Care community (as a forerunner of environmental and sustainable practices)
- Products and services sourced that contribute to positive environmental and social outcomes
- A shared sense of responsibility for optimal environmental and social performance from our board, senior management through to our employees, contractors and partners.

### Document Details:

<b>Prepared by:</b>	Director of Community & Retirement Services
<b>Approved by:</b>	Board/ELT/OLT/Green Team
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<b>Related documents:</b>	Corporate Social Responsibility 2018-2021 Maroba SDG Plan 2018/-2021

### Version Control and Changes History

Revision details are listed in reverse order; that is the details of the most recent version appear first, while the details of the older version appears last.

Version Number	Revision Description / Reason	Revised by	Date
2	Revised content and format	Director of Community & Retirement Services	01/12/18
1	Initial policy		20/05/15