



Environmental Policy

Gentrack Group Ltd

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Document Control

Version

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Document Contributors and Reviewers

Name	Role	Organisation
Frances Caldwell	Chief People Office (CPO)	Gentrack Global Ltd

Distribution List

Name	Role	Organisation
Internal - Corporate Record		

Introduction

1. At Gentrack, one of our core values is “Respect for our Planet”, this permeates through every level of our business and is core to our overall environmental policy. Gentrack is committed to minimising its environmental impact and promoting sustainable practices across all aspects of our operations. We recognise the importance of environmental stewardship and aim to lead by example in our industry. This Environmental Policy outlines our commitment to reducing our carbon footprint, conserving resources, and continuously improving our environmental performance. It is part of our wider Sustainability Strategy “*People, Planet, Partners*”.
2. We understand that to achieve real change and true benefit for our people are fundamental in driving this forward for our organisation. Our team is serious about the environmental approaches we take, and we have a globally federated task force which supports, monitors, and innovates environmentally focused activities and action across all our locations. The Gentrack Sustainability Task Force (GSTF) is therefore a key enabler in helping to deliver change.
3. This Environmental Policy reflects our unwavering commitment to environmental sustainability. Through proactive measures, collaboration, and continuous improvement, we aim to make a positive contribution to the planet and inspire others to join us on this journey.

Compliance and Legal Obligations

4. Gentrack Global Ltd is dedicated to adhering to all applicable environmental laws, regulations, and standards in the regions where we operate. We will regularly monitor and assess our operations to ensure full compliance and seek opportunities to exceed these requirements.

Energy and Resource Efficiency

5. We will strive to minimise energy consumption and optimize resource utilisation in our day-to-day operations. This includes, but is not limited to:
 - Investing in energy-efficient technologies and equipment, underpinned with innovative and environmentally conscious practices e.g., optimising temperatures for server rooms, power saving technologies and enhanced working practices.
 - Encouraging responsible energy use among employees through training and awareness programs. Enhanced by recognizing and rewarding our team for demonstrating best practice and improvements in these areas.
 - Reducing water consumption through efficient practices and technologies.
 - Minimising paper usage and promoting digital communication and documentation.

Waste Reduction and Recycling

6. Gentrack is committed to reducing waste generation and increasing recycling rates. We actively champion the reduction of plastic, particularly single-use plastics (SUP) and strive towards a SUP free work environment.
 - Implement waste reduction strategies through source reduction and responsible procurement.
 - Provide recycling facilities and encourage our team to segregate waste properly.
 - Collaborate with suppliers to minimise packaging waste.
 - Provide alternatives for our team where applicable to reduce the reliance on waste producing products.
 - Conduct additional recycling/litter collection in our regional locations and communities.

Emissions Reduction

7. We recognise the importance of CO₂e emissions and the impact this has on our climate. We promise to measure our CO₂e and as part of our de-carbonisation plan, we will actively work towards reducing our greenhouse gas emissions through various initiatives:

- Transitioning to renewable energy sources whenever feasible. Where we do not own sites directly or control this element, we will actively lobby those to address this change.
- Promoting remote work and video conferencing to reduce travel-related emissions.
- Regularly monitoring and reporting on our carbon emissions, setting reduction targets, and tracking progress.

Sustainable Procurement

8. We will prioritise environmentally responsible suppliers and products by:

- Collaborating with suppliers to ensure sustainable sourcing and ethical practices.
- Considering the environmental impact of products and services during procurement decisions.
- Support the development of a sustainable supply chain.

Employee Engagement and Training

9. We recognise that all our team play a vital role in our environmental efforts. We will:

- Foster a culture of sustainability by raising awareness and providing environmental education.
- Encourage employees to contribute innovative ideas for environmental improvement.
- Recognise, encourage, and celebrate achievements in sustainability.

Continuous Improvement

10. Our environmental policy works across a dynamic landscape where we focus on progress over perfection to drive real change. Accepting this, we are committed to an ongoing process of improvement in our environmental performance, as such we will:

- Regularly review our environmental objectives and targets.
- Use data and metrics to measure progress and identify areas for improvement.
- Seek opportunities to adopt emerging technologies and best practices.
- Share best practices and learn from the industry and other areas of excellence in this space.

Stakeholder Engagement

11. We will engage with stakeholders including clients, partners, NGO's and communities to share our environmental goals and encourage collaboration in sustainable initiatives.

Transparency and Reporting

12. We will provide transparent and accurate reporting on our environmental performance. We will communicate openly with our stakeholders, sharing our progress, challenges, and successes.

Stewart Green
Global Sustainability Director