

## Environmental Sustainability Policy

This policy will be reviewed annually, and details recorded as below.

Version	Date	Author/s	Approved by	Review Date	Comments
V1	February 2023	Charlotte Tollervy. Co-Founder	Natalie Rutene - Managing Partner	February 2024	

### 1. Purpose & Objective

The mission of the organisation is to help good people do great things! We do this by supporting businesses to engage with their audiences through world-class event and communication management.

One of our core values is *Giving Back*, we want to give back to our communities and in a wider sense our environment. We support several not-for-profits by providing heavily subsidised rates. The two core areas we support are tamariki/rangatahi and the environment. These are our two passion areas and therefore environmental sustainability is a key focus for us as a business and the projects we work on.

The objectives of this policy are to:

- Ensure that the environment is being protected;
- Ensure that all people associated with PomPom including its contractors, staff, volunteers, interns and representatives understand and share our commitment to this principle;
- Ensure that PomPom activities are conducted in a way that is consistent with traditional beliefs and practises, and reflects local understandings of stewardship (including kaitiakitanga) in relation to the environment;

- Create an open and aware environment where all people can work sustainably.

## 2. Guiding Principles

*PomPom* has adopted the following principles for our environmental sustainability policy. Contractors, staff, volunteers, interns and representatives must adhere to the following principles:

**Principle 1: Protection.**

We will aim to protect the natural environment by reducing our direct environmental impact across all of our operations.

**Principle 2: Engagement.**

Our goal is to maximise the wider positive impact of *PomPom*'s environmental sustainability actions at local, national and international level through communication, collaboration and partnership.

**Principle 3: Culture.**

We are also committed to creating a culture where the members of our organisation are engaged, empowered and supported in improving their personal and collective environmental sustainability practice.

**Principle 4: Continuous improvement.**

*PomPom* aims to continually improve our environmental standards and to adopt new practices where necessary to align with this.

## 3. Priority areas

**Promoting** cultural perspectives on promoting environmental sustainability

- Conducting activities in an environmentally sustainable manner that reflects local understandings of kaitiakitanga/stewardship in relation to the environment.

**Reducing** carbon emissions

- To reduce the environmental impacts of operations through the use of energy efficient systems and technologies.



## **Conserving natural resources**

- For organisations to obtain raw materials from sustainable and ethical sources.

### **4. Scope**

This policy is intended to apply to all PomPom activities. This policy is applicable to all PomPom personnel, including contractors. This policy also extends to PomPom partners and associates.

### **5. Definitions**

For purposes of this policy, unless otherwise stated, the following definitions shall apply:

**Environment** relates to ecosystems and their constituent parts, including;

- a) People and communities; and
- b) All natural and physical resources; and
- c) Amenity values; and
- d) The social, economic, aesthetic, and cultural conditions (including our organisations policy) which affect or are affected by the matters stated in paragraphs (a) to (c) of this definition.

**Sustainability** integrates the concern for social, economic and environmental issues, and involves thinking broadly about objectives, considering long-term as well as short-term effects, assessing indirect as well as direct effects, and taking extra care when changes brought about by development might be irreversible.

**Environmental footprint** is the impact of an organisation in environmental terms such as resource use, waste generation and physical environmental changes.

**Kaitiakitanga** is the exercise of guardianship by the tangata whenua of an area in accordance with tikanga Māori in relation to natural and physical resources; and includes the ethic of stewardship.



## 6. Strategy

**PomPom will ensure that:**

- Programme staff and local counterparts understand and support environmental protection and biodiversity conservation principles and practices and seek environmental expertise when required.
- Environmental issues and potential impacts (both positive and negative) will be considered when designing and implementing all activities.
- The reduction of environmental impact on domestic and in-country operations including the use of energy efficient systems and technologies where possible.
- Our monitoring and reporting activities include environment outcomes of activities we are involved in.

*Areas of the organisations work where environmental sustainability action will incur include:*

- Energy and carbon management
- Waste management
- Sustainable procurement
- Travel
- Partnership and engagement

The targets for each of these areas are attached as Appendix 1.



## Appendix 1 – Environment Targets

### Energy & Carbon Management

- To reduce energy use in buildings;
- Reduce carbon dioxide emissions arising from our fleet, buildings and staff/contractors.

### Waste management

- All cardboards, glass and plastic to be recycled at all home offices.
- Food waste to be composted at all home offices.
- Ensure events we are running have recycling and best practise waste management services in places.

### Sustainable procurement

- Environmental sustainability to be prioritised in all purchasing decisions.
- Carbon footprint to also be considered in all purchasing decisions.
- Choose theming for events that can be reused no single use items procured.
- Buy quality items that have a long life span, refrain from single use home office purchases.

### Travel

- Utilise team members from the closest location to the event/project to minimise carbon footprint.
- Work remotely where possible.
- Minimise physical meetings where travel is required and suggest online meetings as appropriate as an alternative.

### Partnership and engagement

- Align ourselves and work with partner organisations with a strong sustainability focus and policies.
- Work with contractors who share our values and have strong sustainability policies in place.



- Share our sustainability activities with clients, potential clients and the general public.
- Work with local authorities and iwi to ensure best practise sustainability activities by all involved and are prioritised.
- Source and contract business across all event and marketing activities that have good sustainability policies and outcomes.

