

Environmental Sustainability Policy

STA recognises that climate change is real and is affecting many weather and climate extremes across the globe.¹ STA recognises the legislative targets for net zero emissions by 2030 and 2050.

STA is committed to giving further consideration to its individual, collective and systemic practices in order to respond to the challenges posed by climate change to the environment.

In mounting a response to the challenges of climate change and its impacts on the environment, STA is also committed to effectively listening to and learning from Aboriginal and Torres Strait Islander peoples' ways of knowing, being and doing. STA acknowledges and celebrates Aboriginal and Torres Strait Islanders' connection to country and the ongoing protection and custodianship of the lands and waters of this continent for thousands of years.

Purpose

The purpose of this policy and its procedures is to guide STA in:

- responding to the challenges of climate change, and promote sustainability within the science, technology, engineering and mathematics (STEM) sector, leading by example and minimising the organisation's impact on the environment
- integrating a philosophy of sustainability in its activities and standards
- embedding and promoting sound environmental practices in all operations and services; and
- fostering responsible, sustainable and climate-conscious decisions and behaviours at an organisational level, including among management, staff, volunteers, members, stakeholders and suppliers.

This policy will better enable STA to apply a sustainability lens to its activities and operations. As the causes of climate change and its impacts on the environment are widely understood by the IPCC and

¹ IPCC, 2021: Summary for Policymakers. In: Climate Change 2021: The Physical Science Basis. Contribution of Working Group I to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change [Masson-Delmotte, V., P. Zhai, A. Pirani, S.L. Connors, C. Péan, S. Berger, N. Caud, Y. Chen, L. Goldfarb, M.I. Gomis, M. Huang, K. Leitzell, E. Lonnoy, J.B.R. Matthews, T.K. Maycock, T. Waterfield, O. Yelekçi, R. Yu, and B. Zhou (eds.)]. Cambridge University Press. In Press.

the world's leading scientists and organisations, it is the aim of STA to consider, find and implement meaningful ways to minimise its impact on the environment and contribute to solutions that seek to limit climate change.

Our commitments and actions will be evidence-based, informed by the latest research and involve a thorough process of assessing the full impacts and benefits of any behaviour change.

Scope

This Environmental Sustainability Policy encompasses the activities, products and services of our office-based operations headquartered in Canberra, and related activities and events across Australia, including its hybrid and remote workforce.

Our commitments

STA is committed to minimising its impact on the environment, fostering sustainability, recognise past harms and seeking improved future outcomes by:

- acknowledging and learning from Aboriginal and Torres Strait Islander peoples' ways of knowing, being and doing in caring for country;
- fostering an organisational culture of sustainability, where responsibility to the environment, climate, climate system and ecosystems is understood and put into practice;
- supporting and allowing Board, staff, volunteers, our members and stakeholders to:
 - better understand the interrelationship between their roles or activities and climate change impacts; and
 - understand the social justice aspects and impacts of climate change on different or vulnerable sectors of the community
 - engage meaningfully with their emotional responses to climate change and its impacts;
- establishing processes to identify and analyse the physical, transitional, adaptation and liability risks associated with climate change for STA, including board-level mandates for climate risk oversight, monitoring and reporting;
- where practical, avoiding the use of products and practices that contribute to climate change and favour the use of products and practices that are at a minimum climate-neutral or, as a preference, have positive impacts on the environment;

- enhancing awareness within STA and among our members, stakeholders, and the wider community about our actions in seeking to operate in an environmentally responsible manner;
- using reasonable endeavours to conduct audits and self-assessments of STA's compliance with this policy, in order to continually improve our environmental management systems and responses to climate change; and
- maintaining an open and honest dialogue with our members about STA's performance against this policy.

Related Documents

- Indigenous Partnerships Policy
- Sponsorships and Partnerships Policy

Environmental Sustainability Procedures

Responsibilities

It is the responsibility of **the board** to set culture and establish and maintain policies and procedures and to bring these procedures to the Environmental Sustainability policy into effect.

It is the responsibility of **the CEO** to ensure the implementation and ongoing observation of these procedures to the Environmental Sustainability policy.

Processes

STA will use reasonable endeavours to incorporate Aboriginal and Torres Strait Islander Peoples' perspectives on climate change, including through:

- inviting elders or representatives to share their wisdom at training sessions, functions or events;
- encouraging staff to attend relevant workshops; and
- promoting the reading of relevant research, books and reports.

STA will base actions on the latest in research on the causes, impacts and solutions to climate change and use a social justice lens that considers the impacts of climate change on different or vulnerable sectors of the community and our members.

STA will use reasonable endeavours to ensure finance is acquired from lenders/investors whose businesses are actively committed to climate impact reduction.

STA will consider any carbon-offsetting opportunities that may be available.

STA will use reasonable endeavours to give preference to renewable over non-renewable energy sources when feasible.

STA will seek procurement processes to reward climate-friendly behaviour.

With respect to our Canberra office and where relevant remote workspaces STA will undertake the following actions to reduce the impact of our work on the environment:

- Switch off lights when the office is empty, and power off electronic equipment if office is empty for more than one day.
- Only reusable plates, cups and cutlery used by staff/visitors (Keep cups, etc.).
- Staff to utilise ride share services or carpool where possible.
- Office to have ongoing recycling capacity and encourage use of sustainable cleaning products.
- Compost food waste where possible through home compost.
- Minimise packaging by bulk ordering, use recyclable materials for postage where possible.
- Use social enterprise where possible.
- All internal printing should be on recycled paper, black and white, double sided, and only carried out if necessary.
- During procurement of office technology, furniture and equipment, consider energy consumption, composition and life cycle. Consider refurbished/second hand where appropriate.
- Recycle or rehome technology and office equipment appropriately.

With respect to events, workshops and programs STA will undertake the following actions to reduce the impact of our work on the environment:

- Washable or compostable plates and cutlery used for catering.
- Minimise food waste by ordering appropriately and/or connecting with food redistribution services.
- Minimise use of plastic where possible.
- Locally and sustainably sourced produce and gifts where possible.
- Minimise packaging by bulk ordering, use recyclable where possible.
- Use social enterprise where possible.
- Encourage use of sustainable cleaning products.
- Reduce printing and paper use wherever possible, replacing with electronic resources.

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1.0	2019	STA Board	May 2026
2.0	May 2024		