



# SUSTAINABILITY CHARTER & GOALS

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## Document Information

Document Name	Document Number	Date Approved	Rev. Date	Reason for Change	Retraining Required?	Review Frequency
Sustainability Charter & Goals	WT-00055	12 December 2023	Rev 1	NEW	No	Annual

## Document Revision

Date	Revision Number	Details of Revision	Author	Approval

## 1. Introduction

At Whitetree, we recognise our responsibility to protect the environment, support our communities, and promote sustainable practices in all aspects of our operations. Our Sustainability Charter embodies our commitment to environmental stewardship, social responsibility, ethical business practices, and specific sustainability goals. We pledge to uphold the following principles and goals in our pursuit of sustainability:

### 1.1. Environmental Stewardship

We are dedicated to minimising our environmental impact and promoting the responsible use of natural resources. We strive to reduce our carbon footprint, conserve energy and water, and minimise waste generation throughout our operations. We commit to implementing sustainable practices that protect ecosystems, biodiversity, and the health of the planet for future generations.

**Goal: Whitetree will measure and reduce the carbon footprint associated with remote work, such as energy consumption from home offices, transportation emissions from business travel, and emissions related to cloud computing and digital services.**

### 1.2. Social Responsibility

We are committed to supporting our communities and promoting social wellbeing. We prioritise the health, safety, and wellbeing of our employees, customers, and stakeholders. We foster diversity, equity, and inclusion within our workforce and seek to create opportunities for all individuals to thrive. We engage with local communities to address social challenges and contribute to positive social change.

**Goal: Whitetree will engage our people in sustainability initiatives through virtual training sessions, online forums, and digital campaigns that promote sustainable behaviours both in the workplace and at home.**

### 1.3. Ethical Business Practices

We uphold the highest standards of integrity, honesty, and transparency in all our business dealings. We adhere to ethical principles and legal requirements, ensuring compliance with regulations and standards related to environmental protection, human rights, and labour practices. We conduct our business with integrity and fairness, building trust and credibility with our stakeholders.

**Goal: Whitetree will ensure that any digital tools, software, or services it uses are sourced from companies with strong sustainability commitments and practices.**

### 1.4. Continuous Improvement

We are committed to continuous improvement in our sustainability performance. We set ambitious goals and targets to drive progress towards sustainability objectives, regularly monitoring and evaluating our performance against established metrics. We engage with stakeholders to solicit feedback and input, seeking opportunities for innovation and collaboration to advance sustainability goals.

**Goal: Whitetree will foster a culture of continuous improvement by soliciting feedback from our people, conducting surveys, and regularly reviewing and updating sustainability policies and initiatives.**

### 1.5. Leadership and Collaboration

We strive to be leaders in sustainability within our industry and beyond. We collaborate with partners, suppliers, and stakeholders to leverage collective expertise and resources, driving positive change and innovation in sustainability practices. We advocate for policies and initiatives that promote sustainability at the local, national, and global levels, contributing to a more sustainable and resilient future for all.

**Goal: Whitetree will support biodiversity conservation efforts through partnerships with environmental**

**organisations or initiatives that protect natural habitats.****1.6. Community Impact**

We strive to make a positive impact on our communities through volunteering opportunities, donations, and partnerships with non-profits focused on social and environmental issues.

**Goal: Whitetree will offer resources to support local communities through volunteering opportunities, donations to community organisations, and partnerships with non-profits focused on social and environmental issues.**

**1.7. Transparency and Reporting**

We believe in transparency and accountability in our sustainability efforts. We provide regular updates on sustainability goals, performance, and progress through various channels to keep our stakeholders informed and engaged.

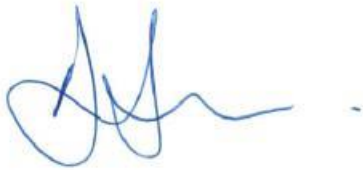
**Goal: Whitetree will provide regular updates on sustainability goals, performance, and progress through channels such as email newsletters, online forums, or virtual town hall meetings.**

By embracing these principles and goals and integrating sustainability into our business practices, Whitetree reaffirms its commitment to making a positive impact on the environment, society, and economy. Together, we can create a more sustainable world for current and future generations.

**2. Approvals**

Management Approval required on update by signature below.

Signed:



Printed: David Brown, CEO

Dated: 12 December 2023