

ENVIRONMENTAL SUSTAINABILITY POLICY

Approved August 2023

1. POLICY STATEMENT

Australian Doctors International Limited ('ADI') takes a broad view of the drivers of good health, the causes of ill health, the social and economic context in which people live, and of the incidence and experience of vulnerability.

ADI recognises linkage between the health and wellbeing of the environment and the health and wellbeing of individuals in the community and aim to protect individuals from as far as is practicable by operating environmental sustainability initiatives in our working environments. Further we acknowledge the potentially negative effects of climate change and commit to the protection and sustainability of the environment by adopting a pollution prevention approach to operational activities.

ADI's approach to environmental sustainability is guided by ACFID's Code of Conduct.

2. SCOPE

This policy is applicable to all operations of ADI at all locations and is communicated to all Personnel.

3. PRINCIPLES

ADI's balances the environmental impact of our programs against the impact of those programs.

ADI is committed to reducing its impact on the environment through its office operations and programs/projects :

1. Reducing the usage and wastage of natural resources by decreasing energy consumption, including through the use of renewable energy sources when feasible.
2. Taking a proactive approach to decrease waste production and encouraging the reuse or recycling of various materials, including but not limited to paper, cardboard, glass, and plastics.
3. Mitigating the environmental impact of travel and advocating for eco-friendly modes of transportation whenever possible and reducing non-essential travel by using online meeting platforms.
4. Incorporating environmental sustainability considerations into the procurement of products and services and fostering relationships with suppliers who share our commitment to environmental values.
5. Adhering to all relevant laws, regulations, and policies related to environmental sustainability and management.
6. Adhere rigorously to all relevant laws, regulations, and policies within the project's jurisdictions.
7. Employ environmental screening assessments for every project, aiming to identify, evaluate, and mitigate potential risks linked to environmental impact due to project implementation.
8. Execute environmental management plans for projects categorised as having a medium or high risk during the assessment phase.
9. Educate all personnel on environmental sustainability, incorporating the utilisation of ADI's protocols and processes. This includes integrating a central component concerning environmental sustainability and management into all induction and onboarding procedures.
10. Foster awareness within communities and partners regarding the significance of environmental preservation and how sustainable livelihoods can be achieved through effective natural resource management.
11. Promote community engagement throughout all phases of environmental management to enhance their comprehension of environmental sustainability.
12. Empower partners with skills and expertise in adopting ecologically conscious practices.

4. MONITORING

- ADI is committed to regularly monitoring its performance against the commitments contained in this policy.
- ADI has appointed a central person responsible for monitoring the environmental impact of its development activities including office-based operations.
- ADI has created a forum for discussion around environmental sustainability via the Executive Leadership Group.
- ADI will provide annual updates on its approach to environmental sustainability and management.
- ADI will undertake periodic assessments of its own and partner's practices and compliance with this policy.
- ADI commits to a full review of this policy once every three years.

5. RELEVANT LEGISLATION

Legislation	Jurisdiction
Protection of the environment operations act 1997	NSW
Environment Act 2000	PNG