

1. Environmental, Social and Governance Policy

2. Values Statement

This Environmental, Social and Governance (ESG) Policy articulates RedR Australia's commitment to environmental and social governance in the context of both people and the planet in our work before, during and after crises and conflicts.

3. Purpose

The purpose of this policy is to outline RedR Australia's Environmental, Social and Governance (ESG) commitments.

4. Scope

This policy applies across all RedR Australia operations globally, including;

- All employees, volunteers, contractors, and interns/work placements of RedR
- Associate trainers
- RedR deployees
- Standby personnel/applicants
- Board members.

5. Policy Statement and Principles

Environment

RedR acknowledges the enormity of the challenges presented by climate change which may be the most pressing but also includes many others. RedR Australia is part of the environmental solution, working with partners on environmental sustainability and disaster risk reduction, and with sovereign governments and multilateral agencies to strengthen mitigation systems, inclusion, and sustainability.

Social

RedR Australia is part of the RedR International federation whose vision is "a world in which sufficient competent and committed personnel are available and responding to humanitarian needs". We believe that people are the core of our business and take pride in our culture. We continually strive to be an employer of choice, to attract and retain the best possible personnel who are experts in their field.

Governance

RedR Australia is an Australian public company limited by guarantee. We are a registered charity with the Australian Charities and Not-for-profits Commission (ACNC) and the Australian Tax Office.

RedR Australia is a signatory to the Australian Council for International Development (ACFID) Code of Conduct which defines minimum standards of governance, management and accountability for non-government aid agencies. For more information about the code, including how to lodge a complaint for breach of the Code, please visit the ACFID website.

The RedR Australia Board of Directors is responsible for setting RedR Australia's strategic direction and risk appetite and guiding our operational direction. It approves our annual budget, ensures compliance with legislation and regulatory requirements, and monitors our

organisation's performance and costs. It is accountable for our overall performance, compliance with codes of conduct and for oversight of RedR Australia's risk management.

RedR Australia is an accredited member of the RedR International federation, based in Geneva, Switzerland. Other accredited RedR members include RedR India, RedR Indonesia, RedR Malaysia and RedR UK. There is an emerging RedR based in the USA.

6. Procedures

Environment

To achieve this vision, RedR Australia will:

1. Comply with relevant environmental regulations and legalisation.
2. Create an Environmental Strategy and Action Plan.
3. Manage training events in an environmentally sustainable way.
4. Provide employees and volunteers with information, training and support to understand and reduce impact on the environment
5. Communicate this policy RedR-wide and make it publicly available.

Social

To allow us to meet RedR Australia's purpose and mission to "work in the toughest places to mitigate crises for people and planet" and "build resilience, relieve suffering, and strengthen institutions before, during and after crises and conflict", we commit to the following:

- Embracing and valuing diversity, and ensuring that we provide equal opportunities to all.
- Providing opportunities for personal and professional growth.
- Committing to the health and safety policies (see policies listed below).
- Committing to supporting our employees through an Employee Assistance Program (EAP).
- Offering a world class training program that deployees undertake prior to their engagement.
- Continually reviewing compensation and benefits

Governance

Ethical Standards and Code of Conduct

RedR Australia is committed to maintaining the highest ethical standards. All Board members, employees, deployees, associate trainers, interns and volunteers are obliged to hold a relevant Police Check as per the Police Check Policy, comply with relevant laws and to sign the following policies:

- Code of Conduct.
- RedR Child Safeguarding Policy and Code of Conduct.
- Anti Bribery Corruption Policy.
- Drug and Alcohol Policy.
- EEO Anti-Discrimination Anti-Harassment Anti Bullying Policy.
- RedR PSEAH Policy.
- Privacy Policy.
- Social Media Policy.
- RedR Photo and Video Release Form.
- RedR Australia Fraud Control Strategy

All staff and board members are required to declare any potential or real conflicts of interest by following the Conflict-of-Interest Policy.

7. Roles and Responsibilities

People and Capability Manager must ensure that this policy:

- RedR Australia Fraud Control Strategy.
- Aligns with RedR's mission and values as well as strategic aims.
- Be consistent with legal requirements and community expectations.
- Be developed, established, amended and reviewed in consultation with key stakeholders.

Board Members:

- Are responsible for oversight of the Fraud Control Strategy

All employees

- are required to abide by our anti-bribery and corruption policy.

8. Flow Chart

Not Applicable

9. Definitions

Environmental Sustainability	RedR Australia bases its definition of "environmental sustainability" on the Bruntland Commission's definition as: "meeting the needs of the present without compromising the ability of future generations to meet their own needs" and also the human and environmental priorities for urgent action outlined by the United Nations' Sustainable Development Goals.
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10. Related Policies and Documents

Governance

Ethics (Whistleblower) Hotline Policy
Anti-Bribery, Fraud & Corruption Policy
Feedback and Complaint Handling Policy
RedR Australia Incident Reporting Policy
Grievance Policy
Performance Management Policy
Code of Conduct
Open Disclosure Policy
Conflict of Interest - Policy
Board Expense Reimbursement Policy
RedR Australia Risk Management Policy
Procurement Policy
Counter-Terrorism & Anti-Money Laundering Policy

Social

RedR Global Safety & Security Policy
Inclusion and Diversity Policy
Equal Opportunity Anti-Discrimination Anti-Harassment Anti-Bullying Policy
Child Safeguarding Policy and Code of Conduct
PSEAH Policy
Police Check Policy
Employee Assistance Program Policy
Equal Employment Opportunity and Diversity Data Collection Policy
Drug and Alcohol Policy
Reasonable Medical Examination Policy
Occupational Health and Safety Policy

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Version 1.0

Next Review Date: October 2026

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Gender Equality Policy
Gender Based Violence and the Workplace Policy
Australia Assists Disability Inclusion Strategy and Action Plan
Australia Assists Gender Equality Strategy and Action Plan
Australia Assists Localisation Strategy and Action Plan

11. Document Control

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