1 Purpose

This policy articulates the Newcastle Anglican approach to implementing Environmental, Social and Governance (ESG) considerations into our culture and operations. This policy reflects organisational core values to which we commit for all aspects of our business.

2 Scope

This policy applies to the following Newcastle Anglican agencies:

Newcastle Anglican Churches (Ministry)	Samaritans	Anglican Care	Newcastle Anglican Schools	Newcastle Anglican Corporate
✓	✓	✓	✓	✓

3 Principles

3.1 Environmental Sustainability

Newcastle Anglican strives to create a sustainable future by operating in an environmentally responsible manner to reduce our impact on climate change, reduce pollution, conserve natural resources and to promote environmental education and stewardship.

3.2 Social Responsibility

Newcastle Anglican is deeply committed to being socially responsible by promoting safety and Inclusion for LGBTIQ+ people, First Nations people and people who are culturally diverse, aging, vulnerable or living with a disability. We participate in and promote First Nations reconciliation. We foster relationships with key stakeholders to help them flourish. We oppose modern slavery. We provide fair remuneration and supportive employment practices.

3.3 Corporate Governance

Newcastle Anglican embeds good governance principals of accountability and transparency. We are committed to a culture of continuous improvement, ethical business behaviour and compliance with applicable laws, rules, regulations and policy.

4 Definitions

Diversity refers to the differences that exist between people including (but not limited to) age, race, gender, culture, ethnicity, physical impairment, disability, pregnancy, religion and family responsibilities. Diversity also refers to the way we work to support these differences.

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Inclusion is ensuring that all people have access to equal opportunity without any barriers as a result of Diversity.

LGBTIQ+ refers to people who identify as lesbian, gay, bisexual, transgender, intersex, queer and/or identify as a gender which does not match their sex assigned at birth.

Modern slavery refers to exploitative practices, including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour and deceptive recruiting for labour or services.

Net zero refers to the balance between the amount of greenhouse gas produced and the amount removed from the atmosphere.

Reconciliation refers to strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.

Stewardship means active participation in conservation efforts.

Sustainability means fulfilling the needs of the current generation without compromising the needs of future generations and avoiding the depletion of natural resources to maintain an ecological balance.

5 Application

5.1 Environmental Sustainability

5.1.1 Climate Action

Newcastle Anglican accepts that climate change threatens humanity and our planet. We strive to safeguard the integrity of creation and to sustain and renew life on earth. We commit to achieving net zero carbon emissions by 2040. Initiatives will include undertaking energy audits and implementing measures to improve energy efficiency.

We advocate for a just transition for people and organisations to the use of renewable energy and resources.

5.1.2 Pollution and Degradation

We will progress ways to reduce pollution and minimise degradation of our environment, resources and biodiversity.

Newcastle Anglican will encourage initiatives to reduce waste management, the use of plastics and chemicals and implement circular economies for effective recycling. We will factor these values into our procurement decisions.

5.1.3 Sustainability

To achieve our target of net zero carbon emissions by 2040, we will adopt sustainability initiatives for all new buildings and retrofits. Measures such as solar energy installation, water storage, grey water recycling, efficient fixtures, irrigation controls and drought-resistant landscaping will be implemented where practical.

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5.1.4 First Nations Custodianship of Land

Newcastle Anglican acknowledges the traditional custodianship of the First Nations of the land on which we work and minister – the Awabakal, Biripi, Darkinyung, Geawegal, Kamilaroi, Worimi, Garrigal and Wonnarua peoples.

We acknowledge and respect the historical and ongoing Aboriginal connection to country through cultural and spiritual sites, language and ceremony.

Newcastle Anglican respects Indigenous land rights and traditional knowledge with regards to land management.

5.1.5 Environmental Educational and Stewardship

Newcastle Anglican encourages education and collaborative action to preserve and promote a thriving planet. We will engage our communities in positive action and awareness for environmental concern and commitment.

5.2 Social Responsibility

5.2.1 Inclusion

Newcastle Anglican affirms all people are created equal and provide that Newcastle Anglican is a place of Inclusion and belonging for all persons. We are committed to providing an inclusive environment, acknowledging the uniqueness of everyone regardless of their additional needs and abilities, age, race, gender, sexuality, LGBTIQ+ identification and preferences, religion, culture, physical and mental abilities and socio-economic background. There are limitations on the practice of inclusion for those who are subject to the Code of Conduct for Churchworkers, Faithfulness in Service.

5.2.2 Reconciliation

Newcastle Anglican welcomes and affirms the journey towards a Makarrata and particularly the Uluru Statement from the Heart as well as supporting the aspirations of Aboriginal people for a fair and truthful relationship with the people of Australia and a better future for their children based on justice and self-determination.

We will engage in meaningful, open and honest consultation and ensure conduct is respectful, patient and in good faith.

We will implement a Reconciliation Action plan which will include regular Acknowledgement of Country (and Welcome to Country where appropriate) as part of meetings and gatherings of our people, cultural awareness training, protections of cultural heritage sites and Aboriginal relationships; the celebration of events that are significant to Aboriginal people.

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We seek to understand Aboriginal aspirations for this region and take a long-term view of our partnership with a view to achieving meaningful mutually beneficial outcomes.

Newcastle Anglican is committed to engaging in and maintaining positive, long term, trusting relationships with Aboriginal communities.

5.2.3 Diversity

Newcastle Anglican acknowledges and respects the rights of the diverse range of people by ensuring representation and by treating all individuals and groups with equality. We are committed to eliminating barriers to equal opportunities.

Newcastle Anglican is committed to celebrating the Diversity of Culturally and Linguistically Diverse (CALD) peoples. We seek to deepen our understanding of the experience of other peoples and cultures through deep listening and engagement. We are committed to developing meaningful understandings of identity, belonging, rituals, beliefs and the customs associated with the diverse range of cultures. We acknowledge that this understanding builds our capacity to interact, work, support and develop meaningful relations with people from various CALD backgrounds.

5.2.4 Modern Slavery

Newcastle Anglican commits to a zero-tolerance approach towards exploitative practices and will at all times respect workers rights. Loss of personal freedoms, coercion, threats or deception will not be tolerated. We will identify the identity of each worker and their right to work prior to any engagement. We will ensure all workers are paid correctly in accordance with the relevant award or agreement. We will provide a safe workplace. Workers will have the right to freely form or join trade unions in line with domestic law.

5.2.5 Stakeholder Engagement

We place the people we support at the centre of our work, through our service philosophies of reliability, individuality, dignity and empowerment.

Through ministry, advocacy and policy we will support positive change by challenging systems and behaviours and injustices that disadvantage people.

Newcastle Anglican is committed to effective stakeholder and community engagement. We seeking participation through the principals of inform, consult, involve and collaborate which will provide a contribution to organisational decision making.

There may be instances where it is impractical for Newcastle Anglican to engage, such as when a decision must be made quickly in the interests of safety of the organisation, where there are legal, commercial or legislative constraints; or when the decision relates to a minor operational matter that would have minimal

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impact on the community or stakeholders. In these instances, Newcastle Anglican will inform affected community members and stakeholders about the decision and the reasons for it.

5.2.6 Remuneration, Safety and Employee Benefits

Newcastle Anglican values its workers and recognises that supporting our people by providing a safe workplace with fair remuneration and wellbeing support will assist the organisation attract and retain talent and an engaged workforce.

In addition to legislated requirements, we will provide a range of wellbeing and support initiatives including parental leave, domestic violence leave, an employee assistance program and will favourably consider flexible work arrangements where possible.

5.2.7 Procurement and Investment

Ethical considerations will be factored into our procurement and investment process.

Our best endeavours will be applied undertake due diligence and to precure from suppliers who are in full compliance with the Modern Slavery Act.

An ethical screen is applied to our investment portfolios and this screen is subject to ongoing and regular review.

5.3 Corporate Governance

5.3.1 Governance

Newcastle Anglican has robust and transparent provisions for good governance including the management of conflicts of interest, integrity assurance, corporate reporting as required and maintaining accountability and transparency to key stakeholders including the Australian Charities and Not For Profit Commission, sector regulators and funders.

Governance oversight is presided over by a highly professional, skills-based board. The board operates with a focus on member development, diversity and renewal.

5.3.2 Legislative **Compliance**

Newcastle Anglican is committed to complying with legislative duties and obligations. Effective legislative compliance supports good decision-making and is driven by a compliance culture.

5.3.3 Minimise Regulatory Interventions

Newcastle Anglican will actively co-operate with industry regulators to ensure the safety and care of the people we serve. We will put in place policies and practices to minimise regulatory interventions including the implementation of a Policy Framework and Internal Audit function.

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5.3.4 Risk Management

Risk management will be undertaken via a Risk Management Framework which will provide for and be complemented by specific management of clinical risks, quality management, business continuity processes, privacy protection, IT security and data protection.

6 Roles and Responsibilities

ESG commitments inform strategy and therefore these principles are to inform the decisions of governance bodies of Newcastle Anglican including the Synod, Diocesan Council, NAC Board and NAC Board Committees in conjunction with the Bishop.

ESG metrics determined to be the most significant to the organisation are to be reported in the first instance to the NAC Board. The NAC Board are to include ESG commentary in its annual report to Synod.

Day-to-day implementation of ESG principles rests with the Diocesan Chief Executive, the Executive Leadership Team and senior managers and where applicable, parish councils.

The table below prescribes oversight responsibilities to particular roles or committees within the organisation, noting that contributions from others will be required.

Application	Responsibility
Climate Action	• Executive Director Infrastructure Services
Pollution and Degradation	• Executive Director Infrastructure Services
Sustainability	• Executive Director Infrastructure Services
First Nations Custodianship of Land	• Executive Director Infrastructure Services • Director Strategy and Transformation
Environmental Education and Stewardship	• Executive Director People and Culture • Anglican Ecocare
Inclusion	• Executive Director People and Culture
Reconciliation	• Director Strategy and Transformation
Diversity	• Executive Director People and Culture

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Modern Slavery	• Executive Director People and Culture
Stakeholder Engagement	• Diocesan Chief Executive and Executive Leadership Team
Remuneration, Safety and Employee Benefits	• Executive Director People and Culture
Procurement and Investment	• Executive Director Finance
Governance	• Corporation Secretary and Registrar
Legislative Compliance	• Corporation Secretary and Registrar
Minimise Regulatory Interventions	• Executive Director Education and Child Development • Executive Director People Care
Risk Management	• Executive Director Quality, Safety and Risk

7 Information and Assistance

If further information is required, please contact the Corporation Secretary and Registrar at properofficer@newcastleanglican.org.au

8 Legal and Policy Framework

8.1 Legislation

Aged Care Act 1997 (Cth)

Anti-Discrimination Act 1977 (NSW)

Children (Education and Care Services National Law Application) Act 2010 (NSW)

Children and Young Persons (Care and Protection) Act 1998 (NSW)

Children and Young Persons (Care and Protection) Regulation 2012 (NSW)

Disability Inclusion Act 2014 (NSW)

Modern Slavery Act 2018 (Cth)

National Disability Insurance Scheme Act 2013 (Cth)

Privacy Act 1988 (Cth)]

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8.2 Standards

Aged Care Quality and Safety Commission Quality Standard 6 Feedback and Complaints

National Principles for Child Safe Organisations

NDIS Practice Standards and Quality Indicators

NSW Child Safe Standards

8.3 Policy Documents

Codes of Conduct

Conflicts of Interest Policy and Procedure

Integrity Assurance (Whistleblower) Policy

Grievance Policy and Procedures

Health and Safety Policy

Investment Strategy

Legislative Compliance Procedure

People and Culture Policies and Procedures

Procurement Policy

Privacy Policies and Procedures

Rights and Responsibilities

Risk Management Framework

Service Philosophy

9 Policy Governance

Tier	1
Process Owner	Corporation Secretary and Registrar
Policy Owner	Corporation Secretary and Registrar
Policy Approver	Diocesan Council
Approval Date	10/02/2025
Version	V2.0
Sections Modified	
Effective Date	11/02/2025
Risk Rating	Low
Last review date	10/02/2025
Next review date	10/02/2028
Published externally	Yes

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