

## **Ecological, Environmental, and Sustainability (EES) Policy for Maple Publishing Pty Ltd**

The Directors of Maple Publishing Pty Ltd are committed to responsible operations to minimise our environmental footprint and maximise sustainability. As a Social Enterprise, we recognise our duty to act responsibly and encourage our stakeholders to do the same regarding their ecological impact and environmental sustainability.

### **Practical Application of EES Policy**

Our EES policy is implemented through two key pillars:

#### **Pillar One: Self-Audit and Continuous Improvement in EES**

Each year, by 31st July, every section of the business must conduct a self-audit to identify areas for improving our EES impacts. The following initiatives have been identified for implementation across the business:

##### **Printing**

- Reduce print publications by 20% and substitute with digital alternatives by July 1, 2026
- Use recycled and sustainable paper products wherever feasible.

##### **Car Fleet**

- By July 2026, the company will convert all fossil fuel vehicles owned or leased to hybrid or fully electric vehicles.

##### **Distribution**

- Ensure all paper-based packaging materials and pallets are made from recyclable materials and are recycled accordingly.

##### **Energy & Water Usage**

- Use renewable energy sources in our offices and premises wherever possible.
- Utilise rainwater for waste disposal where feasible.

#### **Pillar Two: Encouraging Stakeholders to Follow Responsible EES Policies**

The Board encourages our internal and external stakeholders to adopt responsible EES practices. Maple Publishing Pty Ltd will achieve this by:

- Including EES practices as a selection criterion for suppliers.
- Providing preferential packages to advertisers with proactive EES policies that align with or exceed our own.
- Allocating space and editorial resources in our publications to advocate for socially responsible EES practices.

- Requiring staff, contractors, and team members to adhere to this policy and providing them with periodic education and training in EES.

**Approved by the Board of Directors of Maple Publishing Pty Ltd on 1<sup>st</sup> July 2024. This policy supersedes all previous EES policies.**