

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:

1: 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.

2: 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 Directors of Maple Publishing Pty Ltd on 1st July 2024. This policy supersedes all previous EES policies.