



# Environmental Sustainability Policy

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## 1. Introduction

The earth's environment is under severe stress from uncontrolled human activity, threatening the survival of our society and the performance of First Hike Inc.'s (**FHP**) mission.

FHP accepts that it must work to preserve the environmental sustainability of the planet, at all levels of its operations – in its own practice, as a participant in a community of practice.

FHP aspires to minimise its impact on our environment and maximise the effective use of resources. We strive to achieve this by increasing communication and awareness of our efforts in accordance with this policy and fostering responsible environmental behaviour amongst staff, volunteers, and users at all levels.

FHP is committed not only to complying with applicable law in all of its operations but to minimise risks and impacts through the development of robust and documented systems to implement, measure, monitor, and disseminate excellent environmental performance both within its operations and to the broader community.

## 2. Purpose

This Environmental Sustainability Policy (**Policy**) aims to integrate a philosophy of sustainable development into all the organisation's activities and to establish and promote sound environmental practice in our operations.

## 3. Policy

FHP commits itself to minimising its impact on our environment through:

- providing a safe and healthy workplace
- having an environmentally sustainable aware culture, where responsibility is assigned and understood
- being environmentally responsible in our community
- conserving natural resources by reusing and recycling
- using, in our own operations, processes that do not adversely affect the environment
- ensuring the responsible use of energy throughout the organisation
- participating in efforts to improve environmental protection and understanding
- taking steps to improve environmental performance continually
- working with suppliers who promote sound environmental practices
- enhancing awareness among our board members, staff, volunteers, contractors, visitors, donors and sponsors (**Personnel**) and Participants – educating and motivating them to act in an environmentally responsible manner

#### **4. Responsibilities**

It shall be the responsibility of the Board to establish and maintain policies and procedures and to bring these procedures into effect and the responsibility of the Director to ensure implementation of these policies and processes.

#### **5. Processes**

- 1.1 FHP will encourage all Personnel and Participants to adopt sound environmental work practices, and adequate training will be provided to ensure these practices are carried out.
- 1.2 FHP will act responsibly to correct incidents or conditions that endanger health, safety, or the environment. It will promptly report any such incidents to the relevant authorities and inform affected parties as appropriate.
- 1.3 FHP will use reasonable endeavours to reuse and recycle materials, purchase recycled materials, and use recyclable packaging and other materials.
- 1.4 FHP will use all reasonable endeavours to ensure that its services and products are safe, efficient in their use of energy, protective of the environment, and able to be reused, recycled or disposed of safely.
- 1.5 FHP will use all reasonable endeavours to minimise materials and energy use, prevent air, water, and other pollution, and dispose of waste safely and responsibly.
- 1.6 FHP will use all reasonable endeavours to conserve energy by improving energy efficiency and giving preference to renewable over non-renewable energy sources when feasible.
- 1.7 FHP will, use reasonable endeavours to, utilise its particular knowledge and experience to contribute to environmentally sustainable techniques, technology, knowledge and methods.
- 1.8 FHP will maintain an open and honest dialogue with Personnel, Participants, and the public about the environmental, health and safety performance of its operations and services.
- 1.9 FHP will use reasonable endeavours to ensure that all Personnel are informed of and expected to follow this Policy and to report any environmental, health, or safety concern to management so that prompt action may be taken.

#### **6. Review**

This Policy is reviewed on an annual basis.