



AHA (Vic) Environmental, Social and Governance Policy

Purpose

The purpose of an Environmental, Social and Governance (ESG) Policy is to guide individuals and businesses in their decision-making and planning processes to ensure sustainable and positive outcomes are achieved for the community.

In order to ensure sustainable practices in all facets of AHA (Vic) operations are maintained, an ESG Policy will be included as part of the governance documents of AHA (Vic).

The AHA (Vic) ESG Policy will be an additional guideline to support future strategic decisions and planning.

AHA (Vic) - ESG Policy

This ESG policy will assist AHA (Vic) to identify various areas (including non-financial) that affect our operations, with the core focus of environmental and societal impacts.

In this policy, we will identify impacted stakeholders with invested interests in AHA (Vic)'s operations, outlining adequate risk mitigation measures that can be implemented by AHA (Vic).

The components of the ESG Policy are outlined below.



ESG Policy - Environmental

Commitment: AHA (Vic) is committed to the long-term preservation of the domestic and global environment for the benefit of current and future generations. The core focus of the AHA (Vic) environmental sustainability practices will be:

- Waste management;
- Natural resource management, and
- Carbon footprint management.

Sustainability Practices: AHA (Vic) recognises that our responsibility for environmental sustainability practices extend beyond our direct “outputs” also to our “input” sources as well. AHA (Vic) have implemented the following:

1. External Partners and Suppliers

- a. Engage with partners and suppliers who share the same environmental sustainability practices and demonstrate those beliefs within their own operations.

2. AHA (Vic) Events

- a. Partner with event suppliers and operators that demonstrate best practice in waste management;
- b. Promote event suppliers and operators with active carbon reduction strategies or products, and
- c. Engage with partners and event suppliers to ensure Australian made produce (food and beverage), and where possible, Victorian made produce, is used to reduce “food miles” and support carbon footprint reduction.

3. AHA (Vic) Administrative Operations

- a. Reducing the carbon foot print through investments and sustainable practices with the consumption of non-renewable resources and exploring alternative renewable resources. Such items include:
 - i. Energy efficient HVAC system commission in July 2021



- ii. Installation of motion sensor LED lights throughout the entire office, and
 - iii. A natural resource wastage program, which ensures any leakages are repaired and inefficient systems/products are replaced.
 - b. An active program of “reduce, reuse, rework and recycle” with office resources of AHA (Vic).
- 4. Internal community – Members and Partners**
 - i. Promote “reduce, reuse, rework and recycle” programs to members and partners;
 - ii. Develop and host resources for members to access and assist with making changes to processes and procedures to reduce their carbon footprint, and
 - iii. Seek partners who will provide solutions to members which will assist to deliver “reduce, reuse, rework and recycle” outcomes.

ESG Policy – Social

Commitment: The sense of “community” is an integral part of AHA (Vic)’s values as we serve the interests of our community of publicans, as they serve their local communities. AHA (Vic) is committed to continue this service to its communities, with the core focus on:

- People – diversity, growth and knowledge;
- Empowerment – Future leaders of industry and community;
- Positive impact on our community, and
- Respect – individuals, businesses and public privileges

Service to the Community: AHA (Vic) recognises the following communities:

- 1. Team community – Employees and Contractors**
 - a. Commitment to a continuous development culture to employee and contractor roles, this includes:



- i. Funding allocation for each individual to upskill in areas that will improve their overall contribution to AHA (Vic), its members and their career progression.
- b. Commitment to continue to provide an enjoyable, social, safe and inclusive work environment. This includes:
 - i. Full access to the amenities of the office hospitality offering, use of the hospitality space for team social activities, bright and engaging office space.
- c. Commitment to value diversity in all its forms, whether gender, age, ethnicity or cultural background:
 - i. Equal opportunity is integral to our recruitment and career development process, as we aim to achieve a community of diverse talent, and
 - ii. We seek to maintain a positive workplace with a zero-tolerance approach to discrimination and harassment in any form.

2. Internal community – Members and Partners

- a. Commitment to continue to pursue activities and events that encourage collaboration, innovation and diversity:
 - i. This includes continuing initiatives such as the Progressive Hospitality Network, Regional Outreach “Pubs, Pots and Profits” Network, Women’s Network, Council and Partner Lunch Network and many others.
- b. Commitment to actively seek out, as part of the member engagement and event planning processes:
 - i. Cohorts of members and partners that may be under-represented or not engaged in the activities of the association, and work to create an environment or platform for their inclusion and engagement.
- c. Commitment to consistency and transparency of information and advice, fostering a trusting and open communication channel:



- i. This supports our Governance practices as they relate to our Whistleblower provision.
 - d. Commit to partnering with community organisations to have a presence at appropriate member events encouraging members to embrace diversity.
- 3. External community – Partners, Suppliers and the Public**
 - a. Commitment by the partners and suppliers of AHA (Vic) share similar values of sustainable practices:
 - i. Especially in relation to anti-discrimination, employee welfare, rights and the anti-child and slavery practices within their operations, supply and production channels.

Governance

Commitment: To maintain good governance policies, standards and procedures, AHA (Vic) will act in accord with the following values:

- Integrity;
- Honesty;
- Transparency, and
- Accountability.

AHA (Vic) is also committed to a top-down approach to the culture of good governance with a zero tolerance to any breaches of these policies, standards and procedures.

Performing Good Governance: AHA (Vic)'s governance has several policies, standards and procedures set in place internally and by external regulators:

Internal Governance structures:

- AHA (Vic) Executive Committee of Management Policies, including:
 - Performance Evaluation;
 - Board Charter, and
 - Code of Conduct.
- Compliance Lodgement Calendar;
- AHA (National) and AHA (Vic) Rules, and
- Registered Organisations Commission (ROC) approved AHA (National) Financial Management Training.



External Governance structures:

- Registered Organisations Commission;
- Australian Electoral Commission;
- Workplace Gender Equality Act 2012;
- Taxation Administration Act 1953;
- Payroll Tax Act 2007;
- Associations Incorporation Reform Act 2012;
- Traditional Owner Settlement Act 2010;
- Workplace Injury Rehabilitation and Compensation Act 2013;
- Australian Securities and Investments Commission;
- Australian Charities and Not-for-Profits Commission;
- Australian Accounting Standards Board;
- Criminal Code Act 1995;
- Human Rights Act 2004;
- Environment Protection and Biodiversity Conservation Act 1999;
- National Greenhouse and Energy Reporting Act 2007;
- Native Title Act 1993, and
- Modern Slavery Act 2018