

Document Number – HRSEPOL02

Version – 1.0

**Table of Contents**

1. Overview.....	1.
2. Key Elements.....	1.
3. Responsibility .....	2.
4. Review.....	2.
5. Change History.....	2.
6. Policy Authorised.....	2.

**1. Overview**

SPARK Energy respect and appreciate our people, customers and clients, and the natural environment. We actively seek to make a positive contribution to our community by focusing on the way we work and live.

Our values are core to the way we operate.

Our company’s sustainability framework summarises our key focus areas and highlights some of the ways we’ll measure our efforts.

**2. Key elements of the framework include:**

Design & Delivery

We work closely with our clients to deliver value-adding solutions and manage risk for the projects and programs across the complete project lifecycle. We assess sustainability performance and identify opportunities for continual improvement. We seek to provide solutions that increase the economic, social and environmental outcomes for our customers and clients.

People

We celebrate diversity. Our People Practices outline how our people should be treated as individuals; with respect and dignity. Our formal and informal feedback and performance and development programs provide opportunities for all our people to achieve their personal and professional goals.

Health, Safety & Wellbeing

Through our WHS management strategy we manage our principal risks and hazards beyond compliance to create a zero-harm culture for our people, clients, contractors, vendors, suppliers, other stakeholders and the communities in which we operate. By developing, implementing and continuously improving we lead Health, Safety and Wellbeing through a genuine Safety Culture.

## Environment

We act as a conscientious custodian of the environments in which we work by implementing office-based actions to reduce their environmental impacts; measuring and reducing our own carbon footprint; and providing specialist services to help others do the same.

## Governance & Assurance

Our company has a focus on effective management and compliance to improve our efficient and effective operation.

### 3. Responsibility

The Managing Director, and employees are accountable for the implementation of our company's Sustainability Policy.

### 4. Review

The key measures and outcomes will be reviewed for each of the framework's areas, which will be updated periodically as required.

### 5. Change History

Version	Author	Reviewed		Approved		Details of amendments
		Name	Date	Name	Date	
1.0	Paul Albanese			Greg Picicella	11/2022	Original Issue