

Zoos Victoria Environmental Sustainability Policy

Zoos Victoria's vision is to be the world's leading zoo-based conservation organisation. This means we exist to protect and conserve wildlife and habitat both locally and internationally.

To achieve our vision, we are committed to being leaders in environmental sustainability across all our business operations by working smarter and continuously improving through our LEAN program. To ensure relevance to global issues, we will prioritise programs and projects that align with the United Nations' 17 Sustainable Development Goals (SDGs).

This means we will strive to:

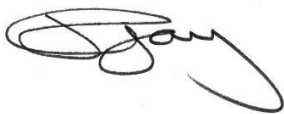
- Avoid the catastrophic consequences of climate change by maintaining Carbon Neutrality and reducing greenhouse gas emissions towards Net Zero Emissions.
- Protect the environment by preventing pollution.
- Protect our heritage values.
- Use our precious resources (such as water and materials) and energy efficiently.
- Reduce waste to landfill, promote resource recovery and circular economy.
- Incorporate Environment, Social and Governance in our procurement processes; and
- Build positive gains for the environment especially for wildlife and biodiversity.

Our commitment will be met by understanding our resource consumption, operational environmental aspects and impacts and minimising impacts through the implementation of an ISO 14001:2015 certified Environmental Management System (EMS). Through this EMS we will measure our performance against agreed objectives, ensure that all legislative requirements and other commitments are met or exceeded where practicable, and that we continually strive to improve against our benchmarks.

Over the next 3 years, Zoos Victoria is committed to:

- Maintaining our carbon neutral certification as part of our Net Zero Emissions pathway through the purchase of carbon offsets with social and biodiversity co-benefits that align with our conservation goals.
- Reducing our carbon footprint by maintaining the use of 100% renewable energy, investing in resource efficiency, and development and implementation of a decarbonisation strategy.
- Strengthening our Environment, Social and Governance procurement framework with developed product standards and procurement processes that support our vision and alignment with the Sustainable Development Goals.
- Continue our zero waste to landfill program with a target diversion rate of 90% and the implementation of our Single-Use Plastics Policy.
- Promoting awareness and education, encouraging our visitors, and influencing other organisations to make positive changes to reduce their impacts on the environment.
- Engaging our staff and contractors to improve our overall environmental performance by providing environmental training and awareness; and
- Encouraging partnerships and collaboration through our Environmental Sustainability Investment Prospectus to expedite projects to achieve our goals.

These objectives are periodically reviewed through the Corporate Planning Process and endorsed by the Senior Executive Team. Our environmental achievements including commitments, resource consumption and carbon emissions will be published in our annual report.



Jenny Gray
Chief Executive Officer

Date: 4 May 2022 Review Date: 4 May 2024