



ESG
Pioneer



ESG
Accelerator



ESG
Leader

POWERED BY

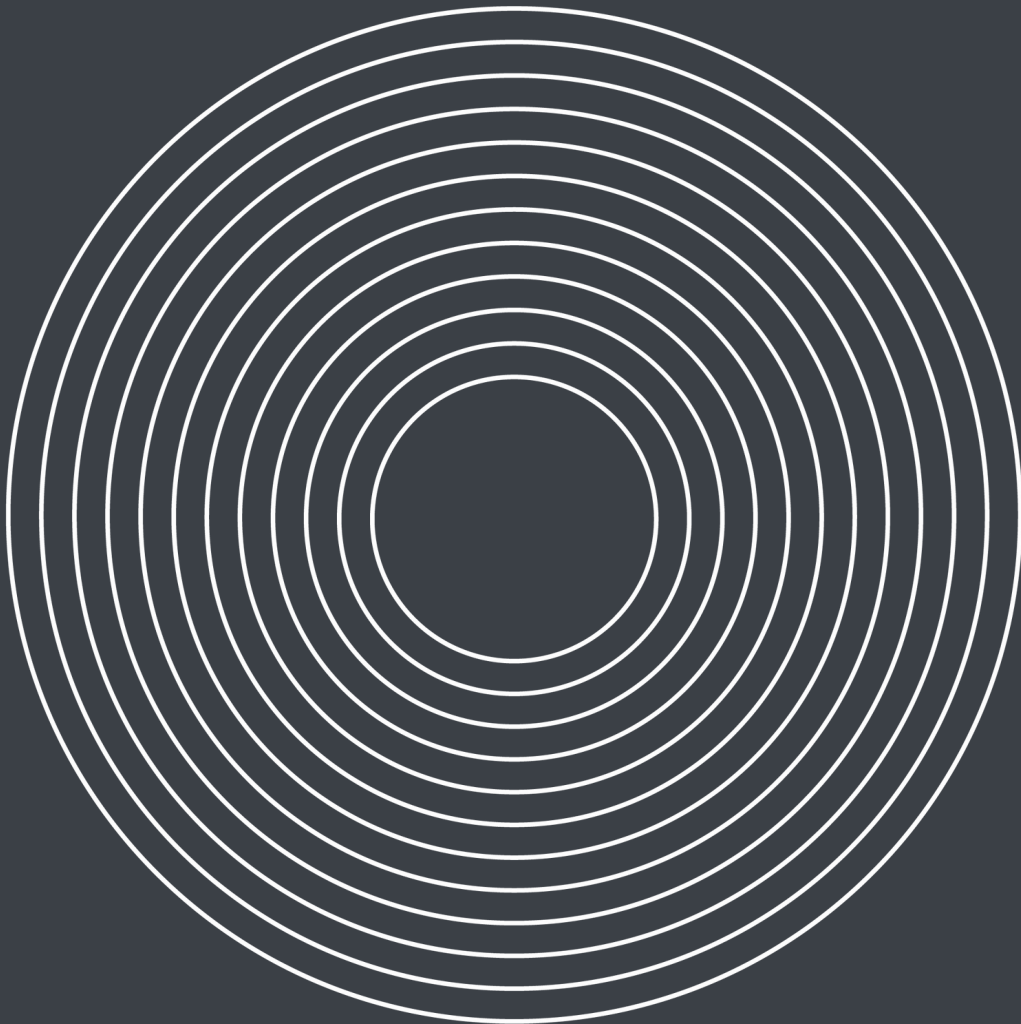


ESG Health Check

for CIRCLE TO ZERO PTY LTD

Checked on 2 May 2023

Completed by Tina Li





Introduction

Lead your business ESG transformation with transparency and agility.

Before

You're not sure if your business sets strong governance to drive environmental and social responsibilities. You want to be a leader in this space but are unsure where to start.

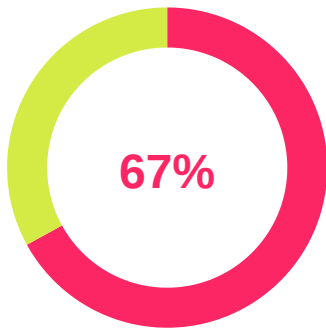
Now

Congratulations on taking the first step. After taking our easy ESG self assessed health check, you are now heading in the right direction to build a clear road map of actionable steps that will move your business forward with high ESG performance.

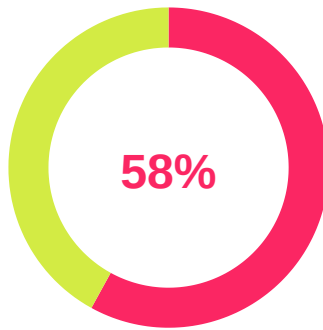
Why

Our ESG Health Check was designed to provide transparency and agility in business ESG transformation. Complete the health check and gain clarity on your progress, find progressive steps to becoming a pioneer, accelerator, or leader in your operating space.

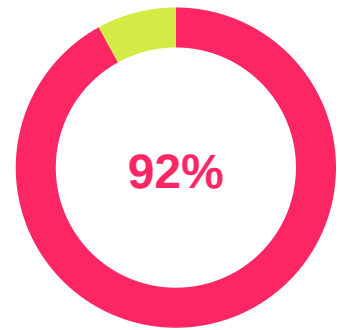
From EmissionsZero



**Environmental
Accelerator**



**Social
Accelerator**



**Governance
Leader**

You are an ESG ACCELERATER!

Your self-assessed ESG Health Check has provided an ESG score of 139, which rates your business as an ESG Accelerator. This is a great achievement and puts the business above 50% of the business within the sector.

The EmissionsZero ESG Health Check provides an in-depth analysis of your business sustainability through ESG risk and performance lens. Across the key pillars: Environmental, Social and Governance (ESG), with 10 topics and over 40 key indicators being evaluated. This helps to identify both opportunities for high-performance areas as well as potential risk mitigation strategies.

The Environmental pillar covers 18 questions that range from waste management to energy performance. The Social pillar covers 22 questions such as supplier risks and customer relations, while the Governance pillar covers 9 questions such as regulatory compliance and corporate culture. Each question has guidance on best practice that ranges from 'do nothing' to 'best practice'.

Overall, EmissionsZero ESG Health Check can help businesses identify key areas where they may need to make improvements in order to become an ESG leader. By taking these steps towards greater levels of sustainability, companies can distinguish themselves from competitors and create a positive reputation among stakeholders and customers alike.

From EmissionsZero



Why ESG Health Check?

The benefit of having an ESG rating, let's start with a Health Check, is that it provides a clearly defined framework for companies to assess their performance against key environmental, social, and governance metrics. This helps companies identify areas they can improve upon while providing investors with an accurate assessment of their ESG impact. It also allows investors to make more informed decisions when considering which companies to invest in. By rating companies on these three criteria, EmissionsZero brings greater transparency and accountability to the market by providing a quantifiable measure of a company's commitment to ESG principles.

1

With an increased focus on social responsibility from both consumers and businesses, having an ESG rating can help increase support for a company's products or services. Companies that perform well in terms of their ESG ratings will be seen as progressive and forward-thinking, potentially leading to higher levels of customer trust and loyalty. Furthermore, better ESG ratings often result in improved business relationships with stakeholders such as suppliers due to the perception of improved corporate responsibility.

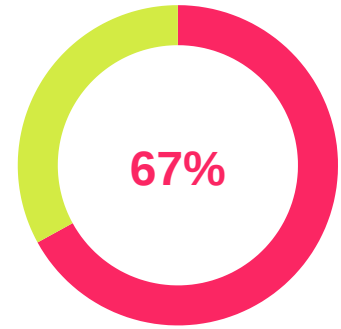
2

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Risk & Performance

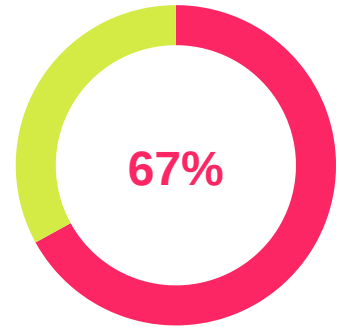


Environmental Accelerator

ENVIRONMENTAL CLIMATE CHANGE

Self Assessment	Current Rating	Key Indicator	Best Practice
Carbon Management	3/5	We have implemented Taskforce for Climate-related Financial Disclosures (TCFD) recommendations, measure and report climate related risks and performance in mainstream reporting	We are currently reporting our climate risk and performance in accordance to ISSB IFRS Foundation and publish to investors
Energy Consumption	5/5	1	1
Operation GHG	5/5	We have met specific reduction targets during the reporting period	We have met specific reduction targets during the reporting period
Value Chain GHG	2/5	We regularly monitor and record scope 1, 2, and 3 emissions and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of GHGs from baseline year)	We have achieved carbon neutrality

Risk & Performance

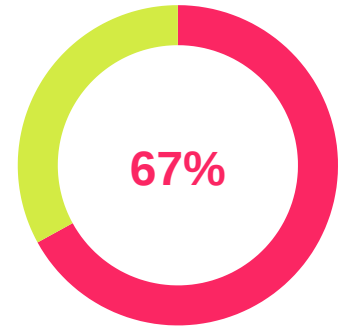


Environmental Accelerator

ENVIRONMENTAL NATURAL CAPITAL

Self Assessment	Current Rating	Key Indicator	Best Practice
Biodiversity Loss	0/5	We do not currently record natural capital as an assets	We are currently reporting our natural capital assets and business impact to biodiversity in accordance to GRI Section 304
Water Use	1/5	We regularly monitor and record water usage but have not set any reduction targets	We have met specific reduction targets set during this reporting period
Water Use	0/2	N/A - Our company has a virtual office	Harvest rainwater

Risk & Performance

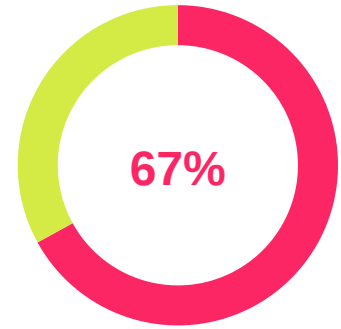


Environmental Accelerator

ENVIRONMENTAL POLLUTION & WASTE

Self Assessment	Current Rating	Key Indicator	Best Practice
Pollution & Waste	5/5	We produce zero waste to landfill / ocean	We produce zero waste to landfill / ocean
Toxic Emission	2/2	N/A - We have eliminated hazardous waste	N/A - We have eliminated hazardous waste
Toxic Emission	1.5/2	<ul style="list-style-type: none"> • Non-toxic janitorial products • Unbleached / chlorine free paper products • Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.) 	<ul style="list-style-type: none"> • Non-toxic janitorial products • Unbleached / chlorine free paper products • Soy-based inks or other low VOC inks • Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
Packaging and Material Waste	5/5	<ul style="list-style-type: none"> • Paper • Cardboard • Plastic • Glass & metal • Composting 	<ul style="list-style-type: none"> • Paper • Cardboard • Plastic • Glass & metal • Composting • None of the above

Risk & Performance

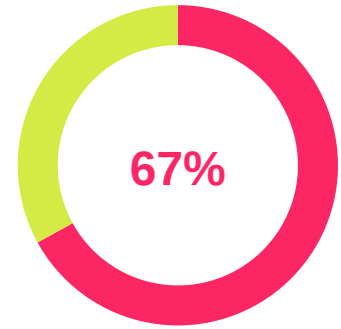


Environmental Accelerator

ENVIRONMENTAL NET ZERO OPPORTUNITIES

Self Assessment	Current Rating	Key Indicator	Best Practice
Net Zero Opportunities	4/5	We currently have decarbonisation program and policies, e.g., carbon offset	We currently on track of our net zero targets, and received ESG rating (MSIC) of AA or above
Carbon Offset	4/5	We have set decarbonisation targets followed with carbon offset programs including purchasing verified carbon credits	We have achieved carbon neutrality and providing verified carbon credit to the market
Energy Transition	2/2	N/A - We utilize virtual office	HVAC: programmable thermostat, timers, occupancy sensors, shade sun-exposed walls, double-paned windows, etc.
Green Building	0/5	N/A - Our company has a virtual office	Our office building voluntarily participate NABERS rating and disclose that rating and action plan to the public

Risk & Performance

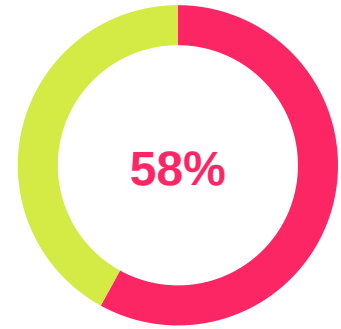


Environmental Accelerator

ENVIRONMENTAL NET ZERO OPPORTUNITIES

Self Assessment	Current Rating	Key Indicator	Best Practice
Green Tech	5/5	Our business creates green assets only, drives green technology enablement and innovation to meet expected return for investors	Our business creates green assets only, drives green technology enablement and innovation to meet expected return for investors
Life Cycle Thinking	5/5	We apply Life Cycle Thinking throughout the business operation, from product / service concept, design, development, distribution, consumption and disposal	We apply Life Cycle Thinking throughout the business operation, from product / service concept, design, development, distribution, consumption and disposal
Circular Economy	3/5	We apply circular economy principle by designing our products and services to maximise products and materials value throughout their life cycle	Our business is a regenerative model

Risk & Performance

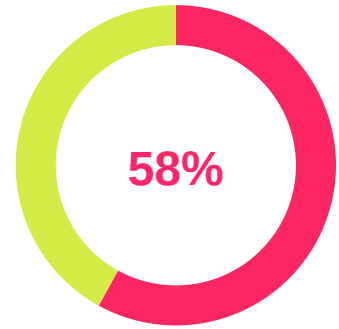


Social Accelerator

SOCIAL HUMAN RIGHTS PROTECTION




Self Assessment	Current Rating	Key Indicator	Best Practice
Diversity, Equity and Inclusion	2/5	We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable	We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implemented equal compensation improvement plans or policies
Diversity, Equity and Inclusion	2/5	<ul style="list-style-type: none"> Race or ethnicity Gender 	<ul style="list-style-type: none"> Socioeconomic status, as determined by low income residence, education level, etc Race or ethnicity Gender Age Other - please describe
Diversity, Equity and Inclusion	2/2	1-5x	1-5x

Risk & Performance

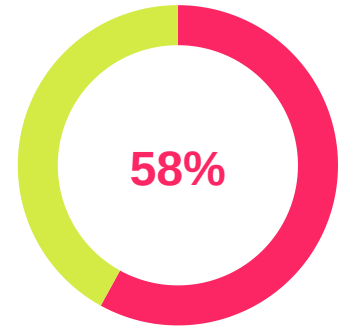


Social Accelerater

SOCIAL HUMAN RIGHTS PROTECTION

Self Assessment	Current Rating	Key Indicator	Best Practice
Diversity, Equity and Inclusion	 5/5	50%+	50%+
Diversity, Equity and Inclusion	 2/2	30%+	30%+
Suppliers & Partnership	 0.5/2	We have a policy to give preferences to suppliers with ownership from underrepresented populations	We have a formal program to purchase and provide support to suppliers with diverse ownership

Risk & Performance

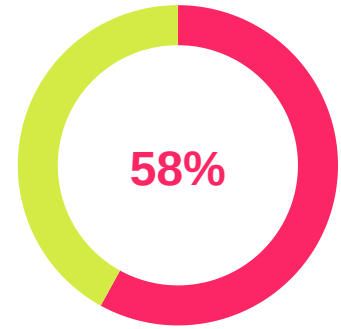


Social Accelerator

SOCIAL HUMAN RIGHTS PROTECTION

Self Assessment	Current Rating	Key Indicator	Best Practice
Suppliers & Partnership	4/5	40-49%	50%+
Suppliers & Partnership	0/5	Compliance with all local laws and regulations, including those related to social performance	Third-party certifications related to positive social performance. e.g. Fairtrade
Suppliers & Partnership	3/5	We conduct routine audits or reviews of suppliers at least every two years	We have third parties conduct routine audits or reviews of suppliers at least every two years

Risk & Performance

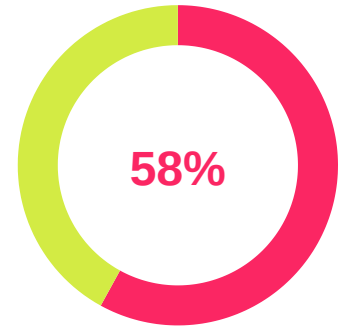


Social Accelerator

SOCIAL HUMAN RIGHTS PROTECTION

Self Assessment	Current Rating	Key Indicator	Best Practice
Suppliers & Partnership	 1/5	Compliance with international human rights and labor standards (for employees and contractors)	Professional development opportunities
Suppliers & Partnership	 5/5	1	1
Suppliers & Partnership	 3/5	Company conducts routine audits/reviews of subcontractors at least every two years	Company has third parties conduct routine audits/reviews of subcontractors at least every two year

Risk & Performance

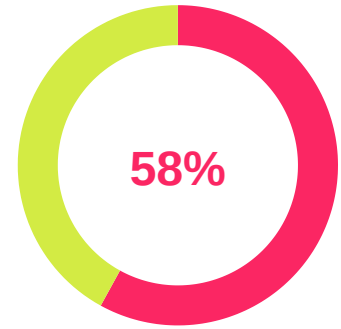


Social Accelerater

SOCIAL HUMAN RIGHTS PROTECTION

Self Assessment	Current Rating	Key Indicator	Best Practice
Suppliers & Partnership	5/5	1	1
Employee Financial Security	2/2	Employee ownership opportunities	Employee ownership opportunities

Risk & Performance

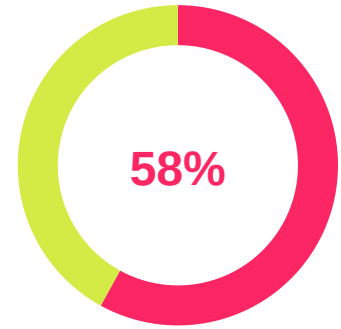


Social Accelerator

SOCIAL HUMAN RIGHTS PROTECTION

Self Assessment	Current Rating	Key Indicator	Best Practice
Workplace Health & Safty	 0/2	Government-mandated Basic Healthcare Services. e.g. Medicare	Subsidised Private health insurance programs
Career Development	 4/5	We facilitate or have an allocated budget for external professional development opportunities, e.g. conference attendance, online trainings	We provide reimbursements or programs for intensive continuing education credentials, e.g. university degrees, professional licences

Risk & Performance

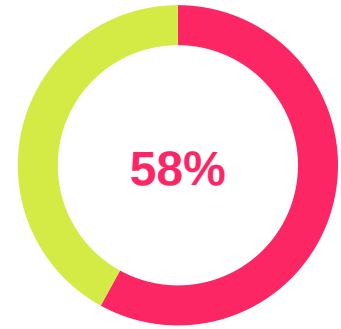


Social Accelerator

SOCIAL HEALTH & WELLBEING

Self Assessment	Current Rating	Key Indicator	Best Practice
Product Health & Safety	5/5	<p>Company has formal programs in place to continuously improve outcomes produced for customers including reducing negative effects or increasing positive effects</p> <ul style="list-style-type: none"> We offer product / service guarantees, warranties, or protection policies We have formal quality control mechanisms We have feedback / customer service feedback or complaint mechanisms We monitor customer or consumer satisfaction We assess the outcomes produced for our customers through the use of our product or service We manage the privacy and security of client / customer data 	<p>Company has formal programs in place to continuously improve outcomes produced for customers including reducing negative effects or increasing positive effects</p> <ul style="list-style-type: none"> We offer product / service guarantees, warranties, or protection policies We have third party quality certifications or accreditations. e.g. ISO We have formal quality control mechanisms We have feedback / customer service feedback or complaint mechanisms We monitor customer or consumer satisfaction We assess the outcomes produced for our customers through the use of our product or service We have written policies in place for ethical marketing, advertisement, or customer engagement We manage the privacy and security of client / customer data
Privacy & Data Security	4/5	<p>Company has formal programs in place to continuously improve outcomes produced for customers including reducing negative effects or increasing positive effects</p> <ul style="list-style-type: none"> We offer product / service guarantees, warranties, or protection policies We have formal quality control mechanisms We have feedback / customer service feedback or complaint mechanisms We monitor customer or consumer satisfaction We assess the outcomes produced for our customers through the use of our product or service We manage the privacy and security of client / customer data 	<p>Company has formal programs in place to continuously improve outcomes produced for customers including reducing negative effects or increasing positive effects</p> <ul style="list-style-type: none"> We offer product / service guarantees, warranties, or protection policies We have third party quality certifications or accreditations. e.g. ISO We have formal quality control mechanisms We have feedback / customer service feedback or complaint mechanisms We monitor customer or consumer satisfaction We assess the outcomes produced for our customers through the use of our product or service We have written policies in place for ethical marketing, advertisement, or customer engagement We manage the privacy and security of client / customer data

Risk & Performance

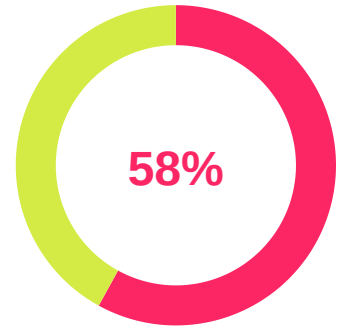


Social Accelerator

SOCIAL COMMUNITY CONTRIBUTION

Self Assessment	Current Rating	Key Indicator	Best Practice
Local Sourcing	1/5	20-39%	60%+
Charitable Giving and Community Investment	0/5	0% (no growth on a net basis)	50%+
Charitable Giving and Community Investment	1/5	We have a formal donations commitment. e.g. 1% for the profit	We have screening practices for charitable contributions or impact measurement mechanisms for our community investments

Risk & Performance

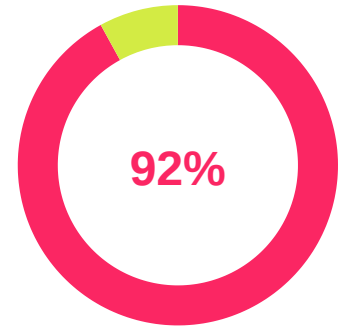


Social Accelerater

SOCIAL SOCIAL RESPONSIBILITY




Self Assessment	Current Rating	Key Indicator	Best Practice
Engagement & Thought Leadership	2/2	Social and environmental performance e.g. impact reports	Financial performance that has been made transparent to employees

Risk & Performance

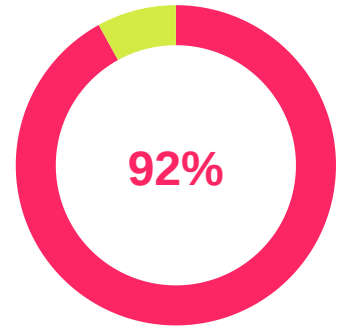


**Governance
Leader**

GOVERNANCE CORPORATE GOVERNANCE

Self Assessment	Current Rating	Key Indicator	Best Practice
Mission & Purpose	 3/5	We consistently incorporate environmental and social impact into decision-making because it is important to the success of our business.	We treat our environmental and social impact as a primary measure of success for our business and prioritize it even in cases where material financial investment is required
Mission & Purpose	 5/5	A commitment to a specific positive environmental impact e.g. renewable energy, carbon storage	A commitment to a specific positive environmental impact e.g. renewable energy, carbon storage
ESG Strategy	 5/5	We measure business environmental and social impact in financial terms, and disclose them to internal and external stakeholders on our performance	Board of Directors review of business and management environmental and social performance

Risk & Performance

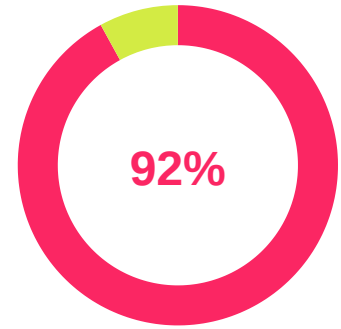


Governance
Leader

GOVERNANCE CORPORATE GOVERNANCE




Self Assessment	Current Rating	Key Indicator	Best Practice
ESG Strategy	 5/5	We report the results of stakeholder engagement on ESG performance to the highest level of oversight in the company, such as the Board	We report the results of stakeholder engagement on ESG performance to the highest level of oversight in the company, such as the Board
Board Composition	 2/2	We currently have adquated ESG related experience and skilset at board and management level	We currently have adquated ESG related experience and skilset at board and management level

Risk & Performance

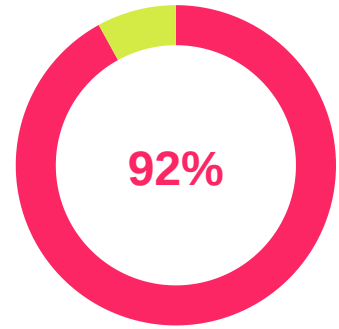


Governance Leader

GOVERNANCE CORPORATE GOVERNANCE


Self Assessment	Current Rating	Key Indicator	Best Practice
Remuneration & Reward	 5/5	We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our environmental and social goals	We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our environmental and social goals
Remuneration & Reward	 2/2	We have management team meetings to plan ESG strategy and make operational decisions with ESG considerations	We have management team meetings to plan ESG strategy and make operational decisions with ESG considerations
Assurance	 2/2	Yes	Yes

Risk & Performance



**Governance
Leader**

GOVERNANCE FRAMEWORK & POLICY

Self Assessment	Current Rating	Key Indicator	Best Practice
Framework & Policies	 4/5	<ul style="list-style-type: none">• A written Code of Ethics• A Modern Slavery Statement• A written Whistleblower policy• We have internal financial controls policy and protocol	<ul style="list-style-type: none">• A written Code of Ethics• A Modern Slavery Statement• A written Whistleblower policy• We have internal financial controls policy and protocol• We have conducted an ethics-focused risk assessment in the last two years

Next Steps

So, what's next?

It is important to review the results and understand where improvements can be made in order to achieve a higher ESG Rating. The 4Is framework guides business improvement in ESG performance in order to reach their financial, environmental and social goals.

Implement

Review the current score and assess which areas need improvement.

Start with the high performance and gaps, ie, the highest and lowest scores, for **materiality assessment**. Topics with financial materiality require the most attention.

For example, climate change can often be costly to mitigate or adapt to, priority is therefore ranked higher for action and investment.

Innovate

Measure progress against objectives, **benchmark** against competitors and industry peers, constantly **innovate**, and find new ways of incorporating sustainability into operations

Seek out partnerships that will enable them to move faster towards sustainable operations, develop **systems of reporting** such as **GRI, ISSB | TCFD & TNFD** regularly on progress made and challenges faced along the way

Use **storytelling** techniques to engage stakeholders in understanding why achieving high ESG standards is important and how it maximise return in the long term

Integrate

Embed an ESG Health Check into everyday operations.

Implementing two or three key initiatives for **material topics**. Topics are connected within and across the 3 pillars.

It is also important to communicate regularly with key stakeholders about what has been achieved and ensure that everyone understands how their day-to-day activities contribute towards overall ESG performance.

Invest

Invest in sustainability development with financial and human capital.

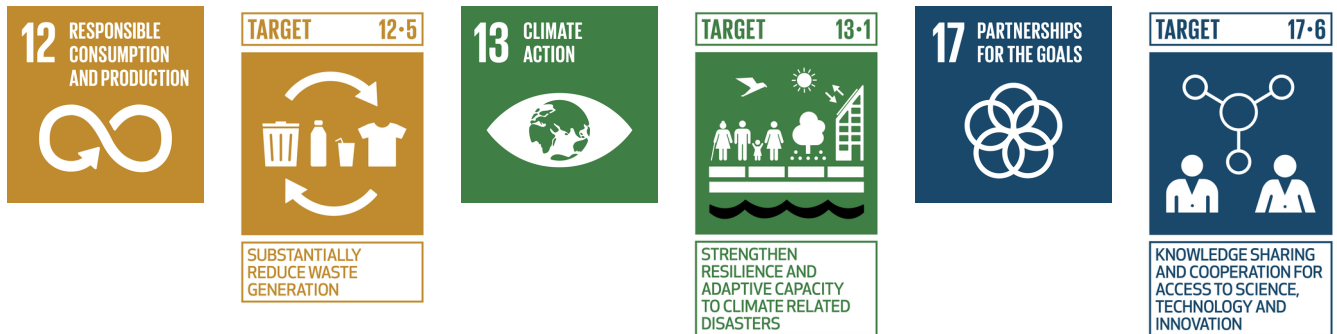
Monitor ESG and sustainability **regulations** set at the regional or national level as well as developments in international frameworks

For example, **The Sustainable Finance Disclosure Regulation (SFDR)** for EU, **UN Sustainable Development Goals (SDG)** by UN Global Compact – both of which provide guidance on how companies can move towards more sustainable operations through investment and integrated thinking across environmental, social and governance factors.

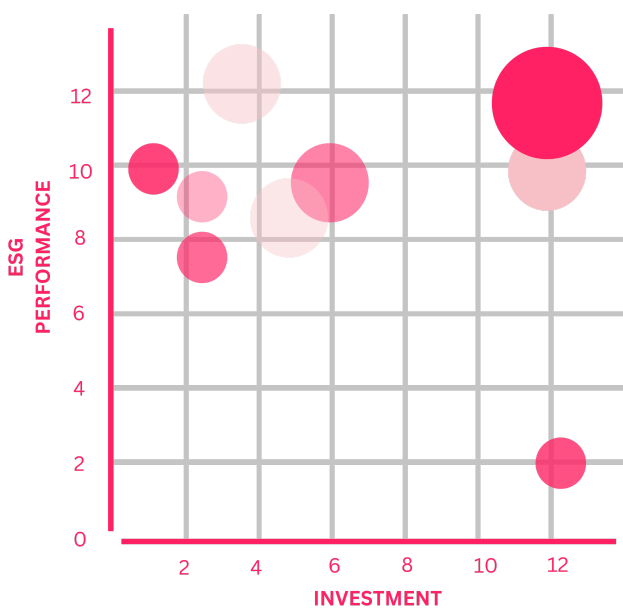
Actionable Plan (Demo)

Recommended by EmissionsZero, below are some key resources and initiatives from an actionable plan.

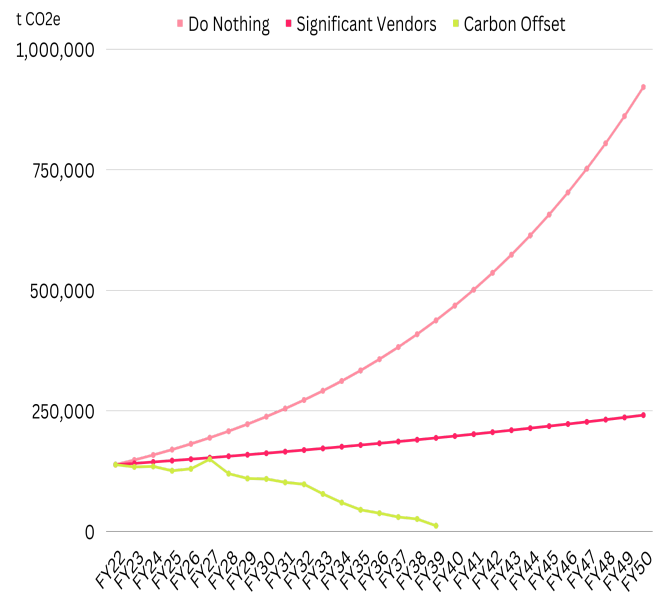
UN SDGs



Materiality Assessment



Decarbonisation



Circular Economy



Eliminate Waste & Pollutions



Keep Product & Material in Use



Regenerate Natural Systems

Ready to Act

Acknowledgements

We would like to take this opportunity to acknowledge the invaluable contributions of EmissionsZero in developing the Impact Management framework and tools, providing businesses with confidence, measure, data, and benchmark for their ESG transformation journey.

This has enabled businesses to recognize the importance of investing in sustainable business practices and making a commitment to achieve United Nations Sustainable Development Goals (SDGs). The EmissionsZero framework provides a comprehensive assessment of an organisation's ESG performance through 9 governance questions, 18 environmental questions, and 22 social questions that range from 'do nothing' to 'best practice'.

We understand the importance of impact measurement and management, and we're grateful for the effort that goes into completing the ESG health check. We believe that the EmissionsZero framework helps businesses identifying areas of impact, both positive and negative. It also helps ventures investors ready. That's why we award companies with various levels of ESG rankings based on their self assessment, ranging from ESG Pioneer (1-50%), ESG Accelerator (51%-75%) to ESG Leader (76%-100%).

The rigor of EmissionZero's assessment protocols offers businesses reliable insights about their relative standing when it comes to sustainability and provides them with actionable steps for achieving greater progress. This helps ensure that businesses are able to invest responsibly in building a better world for their customers, partners & suppliers, communities, and investors.

As part of our responsible business practices, we are grateful for products such as EmissionsZero which allows users to track how companies measure up against specific UN SDGs. We deeply appreciate the work behind these resources which affirm our mission to build a better future by way of sustainable business practices.

We express our heartfelt thanks to all those connected or involved in developing or using any EmissionZero products including its rating frameworks, tools and services - they have been instrumental in helping us on our journey towards sustainability.

We thank you for your continued support in our efforts to contribute to the SDGs.

Contact

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