



SENVERSA SUSTAINABILITY REPORT

Financial Year 2022–2023

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Applicable reporting period: 01 July 2022 to 30 June 2023.



CEO MESSAGE



Our highly qualified professionals work across a broad range of disciplines. This gives us the ability to provide advice across a full spectrum of environmental, sustainability, and engineering services. We form multidisciplinary teams to deliver focused solutions for our clients.

Six key pillars define our values: quality, delivery, partnering, striving to be the best place to work, innovation and corporate leadership. We recognise that best practice principles in environment, sustainability, and governance (ESG) are fundamental to our operational success, and in recent years we have embedded the principle of having an overall positive impact on employees, stakeholders, society and the environment at the heart of our operations.

Over the last decade we have committed to advancing the principles of the United Nations Sustainable Development Goals (UNSDGs), with our internal actions aligned with the UNSDGs around education, gender equality, decent work and economic growth, industry innovation and infrastructure, responsible consumption, climate action,

and life on land. Our key sustainability and environmental objectives include being environmentally responsible and accountable, meeting company, customer, and community expectations for a sustainable future, and minimising environmental and other risks by employing sustainable practices and technologies. We continue to strive towards minimising our carbon profile, and maintain our long standing commitment to ongoing emissions reductions and minimising environmental lifecycle impacts from our operations.

On behalf of the Senversa team, I am proud to document our first annual sustainability report. The report provides an overview of our environmental, social and governance commitments, such as being environmentally responsible and accountable, embracing diversity, equity and inclusion, employing sustainable practices and technologies, and demonstrating an ongoing commitment to achieving net zero carbon emissions. I hope that this report provides some insights into our continuing journey around providing a great place to work and supporting our teams in making a positive difference.

Michael Charge, CEO

Acknowledgement of Country



Senversa acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of the nations, lands and waterways where we conduct our business, and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

1.0 Who We Are



OUR VISION

The Senversa vision is to be the most fulfilling workplace for quality environmental, sustainability and engineering professionals to make a positive impact on our futures.



OUR VALUES

Our values are defined by six core pillars:



High quality consulting
& solutions



Broad employee
ownership



Interesting
& challenging work



Staff centricity:
Living our vision & purpose
day to day



Teaming



Role modeling:
inspiring business
leadership

OUR VALUES

More specifically, our values have remained consistent since the beginning of our operations:

Delivery of high quality and effective consulting advice and services to our clients.

A commitment to creating a safe, respectful, supportive and nurturing work environment.

Open and engaging management and leadership

Acting as a role model on sustainability, corporate social responsibility, workplace diversity, flexible working conditions and equal opportunity.

Attracting, developing, training and retaining quality professionals.

Engaged staff that feel part of a team and have a commitment to our vision and values.

Actively supporting and encouraging contributions to industry-wide networks and knowledge.

Sustainable growth allowing professionals to maintain an appropriate work-life balance.

THE SENVERSA WAY

OUR LOCATIONS (AS OF 30 JUNE 2023)

Senversa was formed in 2009 by a group of committed professionals with a vision to create a company with a unique and inclusive culture (structured around employee-ownership) that would attract and retain professionals of the highest quality.

Senversa started from a small office in Melbourne with three staff and now supports offices throughout Australia with over 160 staff.



Senversa celebrates a workplace environment defined by a strong cohesiveness and a shared commitment to the success and future of the company. Senversa's philosophy is that all employees should have the opportunity to be a stakeholder in the firm through long term ownership. As at June 2023 over 55% of staff were owners of the firm, giving them a unique say in the direction of the company. Our professionals are appreciated and rewarded for their contributions and Senversa actively promotes work-life balance for all employees.

Senversa employs professionals from a broad range of disciplines, including environmental scientists, geologists, hydrogeologists, civil engineers, chemists, data scientists, environmental managers, project managers, remediation and civil technicians, lawyers, design drafters, geospatial professionals, and business support staff.

The key premise of Senversa's growth has been twofold – to create high levels of staff satisfaction and engagement and to focus on client relationships and delivery. Whilst Senversa has broadly succeeded in consistent sustainable growth over the past decade, most importantly we have stayed true to our original vision, culture and values.

THE SECTORS WE SERVE

Senversa serves the following key industry sectors across Australia:



Environmental Strategy
Consulting



Government



Industrial
& Manufacturing



Legal, Financing
& Insurance



Linear Infrastructure
& Major Projects



Mining
& Resources



Property
& Construction



Transport, Logistics
& Communication



Waste
& Water

THE SERVICES WE OFFER

Senversa offers the following core services Australia-wide for our clients:

 <p>Approvals & Environmental Management</p>	 <p>Contaminated Land, Remediation including PFAS</p>	 <p>Environmental Auditing</p>
 <p>Due Diligence</p>	 <p>Expert & Legal Support</p>	 <p>Hydrogeology</p>
 <p>Human Health and Ecological Risk Assessment</p>	 <p>Civil & Environmental Engineering</p>	 <p>Digital Products & Services</p>
 <p>ESG & Sustainability</p>		 <p>Risk Communication & Engagement</p>

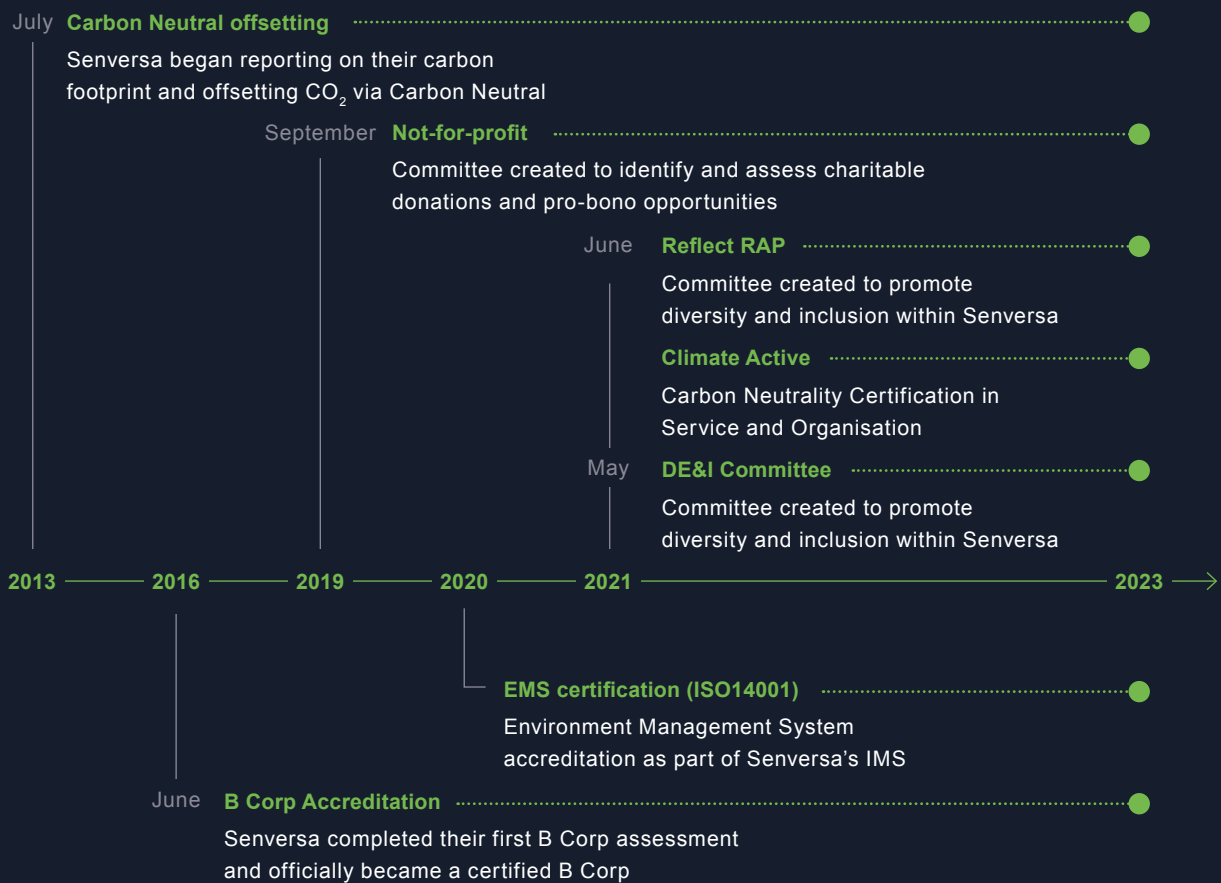
OUR ESG JOURNEY

The 2022 financial year annual planning process identified a key strategic area for development: an ESG service offering. Thus, in 2023 Senversa established an ESG team and appointed a Head of Sustainability to further both our clients' and Senversa's own ESG strategies and initiatives.

In the 2024 business planning cycle Senversa will be considering the establishment of an ESG roadmap, goals and metrics as part of the business planning process. The

aim will be to reach agreement on internal and external ESG priorities and strategic service offerings, aligned with the overall business strategy. ESG considerations will be incorporated into business line planning across the business.

While this is Senversa's first ESG report, our people-first culture and long-standing commitment to positive social and environmental outcomes is demonstrated in our timeline below.



Notes: Senversa has calculated its Scope 1, 2 and limited scope 3 carbon emissions since 2013, and has offset residual emissions by purchasing accredited carbon offsets. From 2013 to 2020 Carbon Neutrality was certified by the Carbon Neutral Company (limited Scope 3 coverage between 2013–2020). From 2021 carbon neutrality was

certified with Climate Active. For our 2022 Climate Active certification Senversa reassessed our Scope 3 emission boundaries and expanded Scope 3 emissions reporting, applying the relevance test to identify and incorporate material Scope 3 emissions in line with the Climate Active standards. Refer to Section 3.0 for details.

DIGITAL AND INNOVATION

At Senversa, we define digital as leveraging technology and data to produce operational efficiencies and create new client value. In 2021 Senversa established our digital strategy as key to our longer-term business plan. Our digital strategy establishes the overall direction that we will follow to ensure that we will bring efficient and innovative solutions to our people and clients. Our digital strategy outlines four strategic choices:



1

DIGITAL PRODUCTS AND SERVICES

Focuses on delivering innovative and value-added digital solutions to our clients, leveraging our expertise in geospatial, data and analytics technologies. Through our Digital Services we have been helping our clients, like Melbourne Airport, improve how they manage and report ESG information (see case study). We also develop and maintain digital products such as [Portal](#), our geospatial client web interface that enables our clients to access, visualise and interact with their data in a user-friendly and secure manner.

2

DIGITAL SKILLS

Aims to equip our staff with the necessary skills and competencies to deliver high-quality digital solutions to our clients, using design thinking, data analytics and geospatial delivery methods. Our goal is to achieve 100% digital literacy across the firm by 2027.

3

KNOWLEDGE MANAGEMENT AND AI

Encompasses our vision of using technology and data to create intelligent machines that can perform tasks that normally require human intelligence, such as reasoning, learning, decision making and natural language processing. We see AI as a powerful tool and strategic imperative for our future success. That's why we have set four ambitious goals to leverage AI in our five-year strategy: to use AI to accelerate our strategy execution, to achieve the highest possible organisational growth by leveraging AI, to establish a trusted and innovative system of AI governance, and to be ahead of the curve of industry adoption.

4

TARGETED INNOVATION

Drives our culture of innovation and excellence through our dedicated innovation group, Senovation. Senovation's purpose is to identify, evaluate and assist development of new ideas and continuous improvement solutions that enhance our employee and client experience, as well as create new value propositions and competitive advantages for our firm.

2.0 People



INCLUSION AND DIVERSITY



Senversa verifies its social commitment through ongoing certification as a B Corporation and joins a group of businesses that meet the highest standards of verified social and environmental performance, public transparency, and accountability to balance profit and purpose. B Corps are part of a global culture shift to build a more inclusive and sustainable economy and redefine perceptions around what constitutes 'success' in business.

In 2022, of the 205 top scoring B Corporations named Best for the World for Workers globally, seven organisations were from the Australia and Aotearoa New Zealand region. The Workers impact score for these top performing companies averaged 45.0, and Senversa scored 58.5 placing them in the top 5% of businesses globally. The Workers impact area identifies companies

that prioritise employee friendly workplace policies and practices across financial security, career development and satisfaction, fair-chance hiring practices and flexible working practices. Senversa's overall impact score of 120.9 was one of the highest in Australia.

From the outset, Senversa has recognised the importance and value of an inclusive and diverse workforce and encourages inclusion and diversity across the group. Our values underpin our daily activities as a business imperative. By committing to provide the best workplace for professionals, we want to create, foster and develop a safe, respectful and inclusive place to work, and an environment that enables our people to thrive. Our goal is to create a culture that is diverse, inclusive and respects our differences.

INCLUSION AND DIVERSITY

Valuing and encouraging diversity at Senversa means that we will:

Promote and encourage a diverse and inclusive workforce.

Foster an environment of mutual learning, respect, dignity, openness to others and an appreciation of differences and other perspectives.

Attract and retain staff, including management, whose composition reflects a diversity of backgrounds, knowledge, experience and abilities

Seek to increase Board of Director diversity.

Seek to ensure that the composition of committees will reflect a diversity of backgrounds, knowledge, experience and abilities.

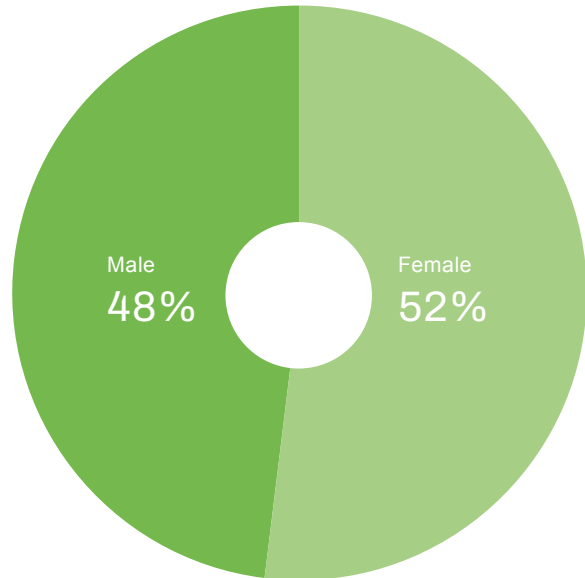
Seek to ensure that business practices, systems and processes do not prevent people from diverse backgrounds having equality of opportunity within the organisation.

Where possible, encourage our stakeholders, suppliers and contractors to embrace inclusion and diversity through our dealings with them.



GENDER DIVERSITY (%), ALL STAFF

Workplace Gender Equality Agency (WGEA) reporting promotes and aims to improve gender equality in Australian workplaces. Senversa's gender split, and wage gap is shown below. Senversa remains committed to improving gender equality in our team and has committed to voluntarily reporting our wage gap and gender diversity by professional levels to WGEA. Our gender wage gap at 18% in 2022–23 was below the industry average of 26.4%. Our goal is to continue to close the wage gap within peer groups and like-for-like roles at all levels of our business.



In 2021 Senversa became a member of the Diversity Council Australia (DCA) and participated in an Inclusion survey of our staff. As an outcome we were formally recognised independently as an Inclusive employer workplace for 2021–22. Using the available resources through DCA our committee continues striving to create an inclusive workplace for our team.





Our people and community strategy is supported by the policies and committees as shown in the Governance section of this report. Our comprehensive employee benefits program for all staff includes:

- Working hours and leave policy provisions in excess of minimum NES provisions:
 - Paid parental leave for the primary carer. Primary care has been defined in our policies since creation.
 - 37.5 hour working weeks and allowance for over time.
 - Flexible working arrangements. Hybrid working has always been part of the way we work.
- Free and confidential access to a third-party Employee Assistance Program (EAP).
- A yearly \$200 health reimbursement for use on any individual health related initiative.
- Annual free flu vaccination.
- Salary continuance insurance available to all staff from day one of employment, regardless of level.
- Four days additional leave allowance and flexibility to increase or decrease the amount of annual leave to 30 or 20 days respectively, by relative adjustment of remuneration.
- Movement of up to two public holidays to recognise staff diversity and enable celebration of better aligned cultural days under our Diversity, equity, and inclusion (DE&I) policy.
- Reimbursement of staff for one professional membership fee per year.
- An allocation of up to 40 hours external technical training per year per employee.

The DE&I Committee selects a range of key national and internationally significant dates and events throughout the year to recognise. These dates have included culturally significant dates to our team including Ramadan and Eid and we not only recognise these dates but share education and resources with our broader team. Aligned with our RAP commitments we also participate in a range of annual events including NAIDOC and National Reconciliation week and more recently provided information and educational resources regarding the Referendum to enable our team to make more informed decisions.

In September 2022, Senversa participated in “Steptember.” This encouraged staff to get active and outdoors after the winter sojourn and connected individuals across our offices through creation of diverse teams with representatives from different workgroups and regions. Participants were encouraged to attain additional stepping points by participating in a photo scavenger hunt and generating Strava art images from routes walked. The winning team completed nearly 3.5 million steps in the 30 day event.

Distance | Steps | Time
5.28 km | 5,214 | 39m 10s



RECONCILIATION ACTION PLAN



RECONCILIATION ACTION PLAN

REFLECT

A Reconciliation Action Plan (RAP) provides a framework for organisations to support the national reconciliation movement. The RAP program contributes to advancing the five dimensions of reconciliation (Unity, Race Relations, Equality and Equity, Institutional Integrity and Historical Acceptance) by developing respectful relationships and creating meaningful opportunities with Aboriginal and Torres Strait Islander peoples. There are four RAP types (Reflect, Innovate, Stretch and Elevate) which set out the minimum elements required by organisations to build strong relationships, respect and opportunities within our organisation and the community.

Senversa's first Reconciliation Action Plan (RAP, Reflect) seeks to formalise and demonstrate our commitment to social change and reconciliation between Australia's First Peoples and the broader Australian community. We seek for our employees to develop and foster a genuine respect for, and understanding of, Aboriginal and Torres Strait Islander peoples and their cultures. We seek to make genuine change in the communities in which we work nationally and make sustainable changes by engaging

with, educating and impacting these environments and communities. Our RAP objectives include:

- Build organisational awareness of Aboriginal and Torres Strait Islander peoples, cultures, histories and achievements.
- Promote the inclusion and diversity of our Aboriginal and Torres Strait Islander employees and members.
- Educate, promote and support career opportunities for Aboriginal and Torres Strait Islander peoples in the science, engineering and affiliated professions.
- Celebrate significant events in Aboriginal and Torres Strait Islander peoples' calendars to promote awareness of histories and communities.
- Maintain a RAP working group, with a cross section of the business to implement the initiatives outlined in this Reconciliation Action Plan and routinely review and update our commitments and plan.

HEALTH AND WELLBEING

The physical and psychological wellbeing of our staff remains Senversa's key focus. We are constantly looking at ways to improve our safety programs, raise health, safety and environmental (HSE) awareness, and maintain a psychologically safe working environment where staff feel empowered to communicate feelings and experiences.

This reporting year saw the development and implementation of a new in-house health, safety, environment, and quality (HSEQ) observation and incident

reporting system designed to improve staff accessibility and to share learnings across teams. SQID came to life in September 2022 and, since its inception, saw reporting of HSEQ related observations increase from an average of 16 per month to over 60 per month. Senversa continues to promote hazard identification by staff through reporting observations, as we see this as a significant cornerstone to maintaining a positive HSE culture throughout all aspects of our work. Our key safety metrics for the reporting period are outlined in the charts below.

REPORTABLE INCIDENTS AND INJURIES[^] FOR THE 2022-23 REPORTING YEAR WERE:

Financial Year		Injuries		Incidents		Total incidents including injuries	Other
		FAI Senversa	FAI Contractors	Near Misses	Enviro Incidents		HSE Observations
2022/23	TOTALS (SQID)	11	4	39	11	65	339

FAI = First Aid Injury

Incident = an event where there was a material or physical consequence e.g. someone injured or something damaged.

Observation = An observed unsafe site condition or behaviour from personnel. Typically, the 'hazard' can be managed there and then or, if not, raises awareness of the condition to other workers. Can also include positive behaviours or safety management.



[^] In the 2022-23 financial year Senversa reported zero: fatalities, lost time injuries, medical treatment injuries or restricted work injuries.

EMPLOYEE DEVELOPMENT AND GROWTH

Senversa's Training and Engagement Program (STEP) has been designed to actively support Senversa's vision. STEP empowers our young professionals with up to six years of technical experience to take control of their own development and to reach to the stars in their professional areas of interest, supported and mentored by Senversa's senior staff.

STEP aims to:

1. Inspire and engage our young professionals to become future leaders in the industry.
2. Offer young professionals a range of interesting and challenging work that allows them to use and develop their knowledge and skills.
3. Provide a broad range of on-the-job, formal and informal training and development.
4. Expose young professionals to a range of specialisations and allow them to better understand the options for career pathways within the company.
5. Develop young professionals as efficient and effective consultants through work experiences, coaching, training and mentoring.
6. Provide a network and community of young professionals to share knowledge and lessons learnt.

By the end of the STEP, candidates are expected to have attained a level of proficiency in each of the core competencies through a combination of training, coaching, mentoring and participation in a variety of tasks and projects. Each candidate meets with a STEP committee member quarterly to develop a plan, discuss progress and seek feedback. Candidates track their own progress against the STEP Competency Attainment Matrix across competency areas including health and safety, quality assurance systems, financial systems, marketing and firm profiling, introduction to project management and presentation skills. Employees also attain competencies in their technical field/s of practice.



STAFF ENGAGEMENT

As part of our employee consultation and engagement processes, Senversa conducts an annual staff survey to obtain feedback on Senversa as a workplace. This includes seeking employee perceptions on: role, status and recognition; suitability of systems and processes; adequacy of training and development; overall engagement; psychosocial and physical safety; and interactions with clients. This was the seventh year of the survey, and the data provides a snapshot of areas where management can further focus their attention for the forthcoming year, as well as identifies trends in performance over time. Information received through the annual survey feeds into the business planning process. This ensures that identified priorities are representative of staff viewpoints, and are captured in our short- and long-term objectives and strategy.

In 2023 around 105 of our staff participated in our annual survey. Some results of the key staff engagement results relevant to our sustainability report are provided below:



	2020	2021	2022	2023
I have had the opportunity at work to learn and grow	87%	78%	88%	87%
I feel proud to be at Senversa	96%	93%	91%	82%
Staff treat each other with trust, openness and respect	89%	87%	83%	89%
Employees at Senversa take initiative to help others when the need arises	87%	83%	85%	88%
Senversa demonstrates a visible commitment to diversity, equity and inclusion				91%
Senversa being an industry leader in the areas of ESG (environment, social, governance)		80%	90%	89%

Note: % of staff who “agree” or “strongly agree”

COMMUNITY

Senversa's Not For Profit (NFP) committee identifies, prioritises and contributes to not-for-profit programs, using funding provided by Board allocations. The Committee facilitates Senversa staff time contributions to the selected programs and communicates to the board and staff the

nature and outcomes of not-for-profit programs funded by Senversa. Our goal is to support charities or NFPs that are aligned with our company vision and values. Contributions may be via cash donations or provision of pro-bono work for nominated projects.

Senversa identified the following core principals to guide selection of NFP recipients:

Sustainability

We are committed to supporting causes that prioritise sustainability initiatives and are consistent with our own policies, effectively reducing our collective carbon footprint and ultimately making our world a better place to live in.

Environmental impact:

We are committed to supporting causes that are about the betterment of our physical environment for future generations.

Engineering excellence:

We support causes that enable engineering excellence to be provided to disadvantaged communities.

STEM skills:

We support causes that educate and enable science, technology and engineering qualifications to be accessible to those from disadvantaged backgrounds.

Indigenous clients:

We support and partner with our indigenous clients who require our specialised services and support to complete projects that provide positive impacts for their community.

Each year, Senversa invites employees to nominate charities of interest. The NFP committee assesses all nominations against a set of key principles before presenting recommended programs and charities to the Board for approval (all donations over \$10,000 must have Board Approval). Our first donations occurred in 2023.



Deadly Science: \$5,000. Deadly Science was selected as a donation partner to help support early intervention and support of Aboriginal and Torres Strait Islander (ATSI) communities to not only have exposure to but have the resources to encourage their increasing participation in STEM pathways. Deadly Science provide science, technology, engineering & maths resources to Aboriginal & Torres Strait Islander learners in Australia.



Goodwill collective: The Goodwill Collective is a community of professionals who volunteer their time to provide skill-based support to charities that make our world a better place. Senversa had identified and donated \$5,000 to the Goodwill Collective, however the Goodwill Collective has since advised us that they will be ceasing operations and returned the donation, which will be re-allocated to another NPF next year.



At end of year holiday period Senversa has chosen to make donations to aligned charity organisations rather than providing gifts and cards to all our staff, clients and broader community. Donations have been made to the **Indigenous Literacy Foundation** who provide books to remote and underprivileged areas of Australia and first language books in these ATSI communities.



3.0 Planet

Senversa is monitoring the Australian Government's response to proposed mandatory sustainability reporting disclosure standards, including the Treasury Laws Amendment Bill 2024 on Climate-related financial disclosure. By December 2024 Senversa will conduct a materiality assessment of our climate-related risks and opportunities, which will be used as a basis for developing our climate disclosures strategy and roadmap to ensure that we can meet the proposed disclosure standards applicable to Australian Companies who meet reporting thresholds.



COMMITMENTS



Senversa is a Climate Active certified Carbon Neutral Organisation and a Climate Active certified Carbon Neutral Service. We first became certified under the Climate Active program in 2021. In 2022, upon appointment of our first Head of Sustainability, Senversa reassessed our emissions reporting boundaries and restated our 2021 and 2022 emissions to cover Scope 1, 2 and expanded Scope 3 categories. Climate Active certification requires Senversa to measure Scope 1, 2 and 3 energy and emissions, establish ongoing energy and emissions reduction initiatives, and offset our residual greenhouse gas emissions. We have measured our emissions in line with the Climate Active Technical Guidance Manual (refer <https://www.climateactive.org.au/be-climate-active/tools-and-resources>). We believe that our Climate Active certification demonstrates our leadership and responsibility in addressing climate change and supporting a low-carbon economy and enables us to better help our clients achieve their own carbon and Climate Active aspirations through our range of tailored carbon-neutral services.

Prior to becoming Climate Active certified (organisation/service) in 2021, Senversa measured and offset Scope 1, 2 and (limited¹) Scope 3 emissions using the Carbon Neutral Pty Ltd's Emissions Calculator for Organisations. Our first (limited) carbon neutral calculation and accredited offsets were purchased in 2013, and Senversa continued this reporting and offset program until the adoption of Climate Active standards in calendar year 2021, whereby we expanded our Scope 3 reporting boundaries in particular.

Senversa has set the target of reaching net zero in scope 1, 2 and 3 emissions by 2030. Senversa aims to achieve its net zero target through continued certification under Climate Active, reducing our emissions as far as practicable, and the procurement of quality Australian Carbon Credit Units for any residual emissions. Senversa supports local projects that have co-benefits for the community and environment including developing our own carbon offset project at Mt Rose.

1 Our limited emissions boundaries included:

- Scope 1: Fleet
- Scope 2: Office energy consumption
- Scope 3: Air travel, waste, office consumables (paper, inks, stationary), staff vehicle use.

OUR GHG EMISSIONS

Senversa measures and reports its greenhouse gas emissions under the Australian Climate Active framework. Scope 1 emissions are direct emissions from assets that are owned or controlled by the company. Scope 2 and 3 emissions are considered indirect emissions and are a consequence of the activities carried out by the company, but that occur from sources that are outside the operational control of the company. Scope 2 relates to electricity purchased and consumed by the company. Scope 3 relates to all other emissions in the organisation's supply chain. Emissions for the period of calendar year 2022 (which differs from the reporting period for this report) are provided in [Table 1](#).

In 2023, Senversa performed a detailed review of our reporting boundaries for our Climate Active certification against the relevance tests set out in the Climate Active guidelines (for organisations and services). Senversa is committed to continuous improvement as we strive to minimise our impact on the planet and encourage our clients to follow the same ethos, and this review sought to ensure that we are reporting in line with best practice and including all material emission sources. Laboratory services were added to the (Scope 3) inventory as our most material technical service provider. The subconsultant subcategory was removed from technical services as it no longer met the relevance test. These changes in reporting boundaries triggered a recalculation of our 2021 calendar year emissions calculations.

OUR PERFORMANCE

Senversa's total calendar year emissions for 2022 were 1,894 tCO₂-e, a 13.5% increase on 2021 emissions. This increase can be explained by growth in the business and a return to normal business levels post-COVID-19. Scope 3 emissions represent 79% of our total emissions.

- Scope 1 emissions were 338.4 tCO₂-e and represented 17.9% of total emissions in 2022. All Scope 1 emissions related to transport fuels used to support our substantial field operations. Scope 1 emissions increased by 1361% due to a return to normal levels of fieldwork after the global pandemic, and business growth. Some 2021 projects were delayed until 2022 to commence field work, also increasing our transport emissions.
- Scope 2 (market-based) emissions were 62.8 tCO₂-e and represented 3.3% of total emissions in 2022. Scope 2 emissions decreased by 7.0% from 2021 levels, influenced by greater staff field time and our ongoing working from home policy. Senversa procures green energy for Melbourne and Sydney tenancies, however our other tenancies use landlord-procured energy.
- Scope 3 emissions were 1,493.3 tCO₂-e and represented 79% of our total emissions in 2022. Our scope 3 emissions reduced by 6.3% from 2021 (calendar year). Nearly 58% of Senversa's total emissions relate to purchased goods and services, with the most significant spend being on Technical Services (analytical laboratories).



TABLE 1: SENVERSA'S EMISSIONS UNDER CLIMATE ACTIVE CERTIFICATION¹

SCOPE	SOURCE	2022 ² T CO ₂ -E	2021 T CO ₂ -E
Scope 1	Transport fuels	338.41	23.15
	Stationary fuels	-	-
Scope 2 ³	Electricity – Location-based	47.07	50.16
	Electricity – Market-based	15.74	17.37
Scope 3 ⁴	Category 1 Purchased goods and services	1103.46	1260.14
	Category 2 Capital goods	17.28	55.01
	Category 3 Fuel and energy related activities	90.1	7.99
	Category 5 Waste generated in operations	5.29	5.66
	Category 6 Business travel	238.62	141.72
	Category 7 Employee commuting	38.52	106.32
TOTAL³		1894.49	1667.52

SUPPORTING DISCLOSURES:

- Senversa has used the Climate Active Carbon Neutral Standard for Organisations; Climate Active Carbon Neutral Standard for Products and Services. Our full product disclosure statements can be found here for Organisations and Service: <https://www.climateactive.org.au/buy-climate-active/certified-members/senversa>. Emission factors are provided by Climate Active, with the exception of select bespoke emission factors. Laboratories represent a significant Scope 3 emission source for Senversa, thus Senversa developed a custom emission factor for laboratories based on the published emissions per dollar of revenue (2022 reporting year) for one of our top two laboratories to apply to our spend.
- Reporting period: The reporting period for our emissions performance is calendar year. This differs from the reporting period set for this sustainability report. We have retained calendar year as this is consistent with our reporting period for our Climate Active submissions. Senversa is currently engaging with Climate Active regarding the proposed changes to mandatory sustainability reporting that require Senversa to report on financial year (not calendar year) in line with the company's financial reporting.
- Senversa reports to Climate Active using the market-based method. Total emissions include scope 2 (market-based). Senversa has purchased greenpower for our Melbourne and Sydney offices in the 2022–23 reporting year. Senversa's other offices are invoiced via the landlord for our share of building energy based on occupied area thus we are unable to procure green energy for our tenancy. We have engaged with our landlords to encourage the adoption of green energy in the future if possible.
- Scope 3 emissions are based on total spend in the calendar year by spend category. Senversa has not reported any emissions for Categories 4, 8–15 of the GHG protocol Scope 3 categories. Material emissions were assessed as part of the Climate Active certification process by applying the relevance test.

OUR ENERGY AND EMISSION REDUCTION INITIATIVES

Senversa has identified emissions reduction initiatives to continue to reduce emissions and minimise residual emissions so far as possible. When Senversa reviewed our operational boundaries for emissions reporting, some actions were delayed and will be implemented by the end of 2023–24 reporting year as indicated.

TABLE 2: ENERGY AND EMISSION REDUCTION INITIATIVES

ACTION	STATUS
Continue procuring 100% of electricity from renewable sources or Climate Active certified suppliers where we have control over purchasing	✓
Prioritise electric or hybrid vehicles, where available and fit for purpose, when updating Senversa's vehicle fleet	✓
Engage with landlords of Senversa offices regarding greenpower, NABERs or GreenStar ratings, electrifying gas-fired plant, City Switch 'Expand the Band' initiative, and reducing default temperature settings for hot water taps	✗
Conduct an education initiative to encourage staff to switch off all monitors at the end of each day	✗
Develop and implement a Sustainable Procurement Policy by the end of 2023	✗
Reduce business flights wherever possible	✓
Engage with third party vehicle hire suppliers regarding their plans for greening their fleet by the end of 2023	✗
Encourage Senversa staff to use low carbon commuting options	✗
Encourage Senversa staff to electrify appliances, uptake GreenPower or install solar panels, and to save energy by switching off laptops, monitors and lights after work, and by implementing the City Switch 'Expand the Band' initiative at home	✗
Raise awareness on appropriate waste separation in the office	✓

EMS ISO14001 ENVIRONMENTAL MANAGEMENT CERTIFICATION

In June 2022, Senversa achieved recertification of our integrated management system (IMS) in compliance with the requirements of ISO 14001:2015. This demonstrates that we are implementing proactive measures to minimise environmental impact, set, monitor, and achieve our environmental objectives and meet legislative requirements. Certification also ensures that the system fosters continual improvement and demonstrates our commitment to protecting the environment to our stakeholders.

As part of our broader ESG approach, we encourage our staff to participate in committees where they have a passion or an interest in the subject matter. Our committees and policies are described in the Governance section of this report.

CORPORATE ENVIRONMENTAL VOLUNTEERING

Senversa employees participate in volunteering activities with our clients and partners. In the 2023–24 period, we contributed to the environmental and social well-being of our communities by participating in two major initiatives: the annual tree planting program at Melbourne Airport, which aims to enhance biodiversity and offset carbon emissions; and the annual #pullingourweight campaign conducted by DOW Chemical Australia, which mobilises volunteers to collect and recycle litter in Melbourne’s western suburbs.



MT. ROSE CARBON AND BIODIVERSITY PROJECT

Senversa is particularly proud of our work on the Mt Rose project, a reforestation and carbon initiative that aims to restore native vegetation and biodiversity in the Avenel region of Victoria. The area had experienced degradation through historical land use practices and bushfires.

Senversa has contributed to extensive tree planting at the site which will sequester significant amounts of carbon whilst also creating and supporting biodiversity. Co-located on the site is a 400+ hectare native endangered animal sanctuary called Barbaloot Sanctuary, which provides refuge to species including Southern Brush-Tailed Rock Wallabies, Spotted Quolls and Eastern-Barred Bandicoots. By supporting this project, Senversa is contributing to the recovery of ecosystems and wildlife habitats, the enhancement of carbon sequestration and climate resilience, and the creation of social and economic benefits for the local community. The Mt. Rose project aligns with our vision of restoring ecosystems for future generations and helping our people be the best they can be.

4.0 Governance



BOARD AND CORPORATE GOVERNANCE



The Board of Senversa is committed to carrying out its responsibilities honestly, fairly and diligently, in accordance with the Company's Constitution and Shareholder Agreement, the Purpose of the Firm document and the law, for the benefit of its employees, clients and the community.

PURPOSE OF THE COMPANY

The purpose of the Company is to deliver the vision, values, culture and strategy of the Company, whilst having an overall positive impact on employees, stakeholders, society and the environment.

Senversa's Board is responsible for providing leadership and setting the strategic direction of the Company through defining the Company's purpose and developing and periodically reviewing its strategic plan. The Board is

accountable to its shareholders for ensuring high standards of corporate governance and overseeing management's implementation of the Company's strategic objectives, values and performance targets as well as managing the risks and opportunities that arise in our dynamic and complex industry.

Senversa's Board is composed of six members, who bring a wealth of experience, knowledge and expertise to the organisation. One Board member is a non-executive director, who provides an independent perspective and guidance to the Board. At the end of FY22/23, the Board consisted of six members, three of which are female, reflecting Senversa's commitment to gender equality, diversity and inclusion. The Board members serve three-year terms and meet four times a year to review and approve the Company's strategies, budgets and financial reports.

Senversa's Board members for the reporting period, including their tenure and role at Senversa were:



**Jeremy
Hogben**

Chair of the Board, third term, Senior Principal, Auditor



**Jason
Clay**

Board member, six years, Senior Principal, Auditor



**Melissa
Porter**

Board member, one year, Senior Principal, Auditor



**Kristi
Hanson**

Board member, third term, Senior Principal, Auditor



**Leslie
Butterfield**

Non-Executive Director, four years, Board and Executive Consultant

Paul Sheehan, Principal Environmental Consultant, was also board member during FY 23 and left the business in August 2023.

The role and responsibilities of the Board are set out in Senversa's Board Charter. The Board has also adopted standards and policies and established a number of Board and Management committees to assist in the discharge of its duties. The Risk, Sustainability, DE&I and NFP Committees provide support to management and report regularly to the Board.

The Board delegates its authority for the executive management and operations of the Company to the CEO. The CEO, supported by the Senior Management Team,

is responsible for planning, managing and leading the business and implementing Senversa's business strategy. The Senior Management Team includes the Head of HSEQ & Risk responsible for Senversa's HSE strategy and risk management and reporting, the Head of People and Culture, responsible for inclusion and diversity and employee wellbeing and performance, the Head of Finance, who is accountable for financial management and reporting, and the General Counsel, who has accountability for regulatory compliance. At the end of FY22/23, the Senior Management Team consisted of eight members, three of which are female.

OUR GOVERNANCE FRAMEWORK

Senversa's Integrated Management System Manual (IMS manual) assists employees to understand requirements of the Integrated Health, Safety, Environment and Quality Management System. The IMS manual outlines Senversa's expectations with respect to behavioural aspects of the working environment including roles and responsibilities and leadership. The IMS manual was developed in accordance with the general requirements of the following International and Australian Standards:

- ISO 9001:2015, Quality management systems – Requirements
- ISO 14001:2015, Environmental Management Systems
- ISO 31000:2018, Risk Management – Principles and Guidelines
- ISO 45001:2018, Occupational Health and Safety Management Systems (Draft)

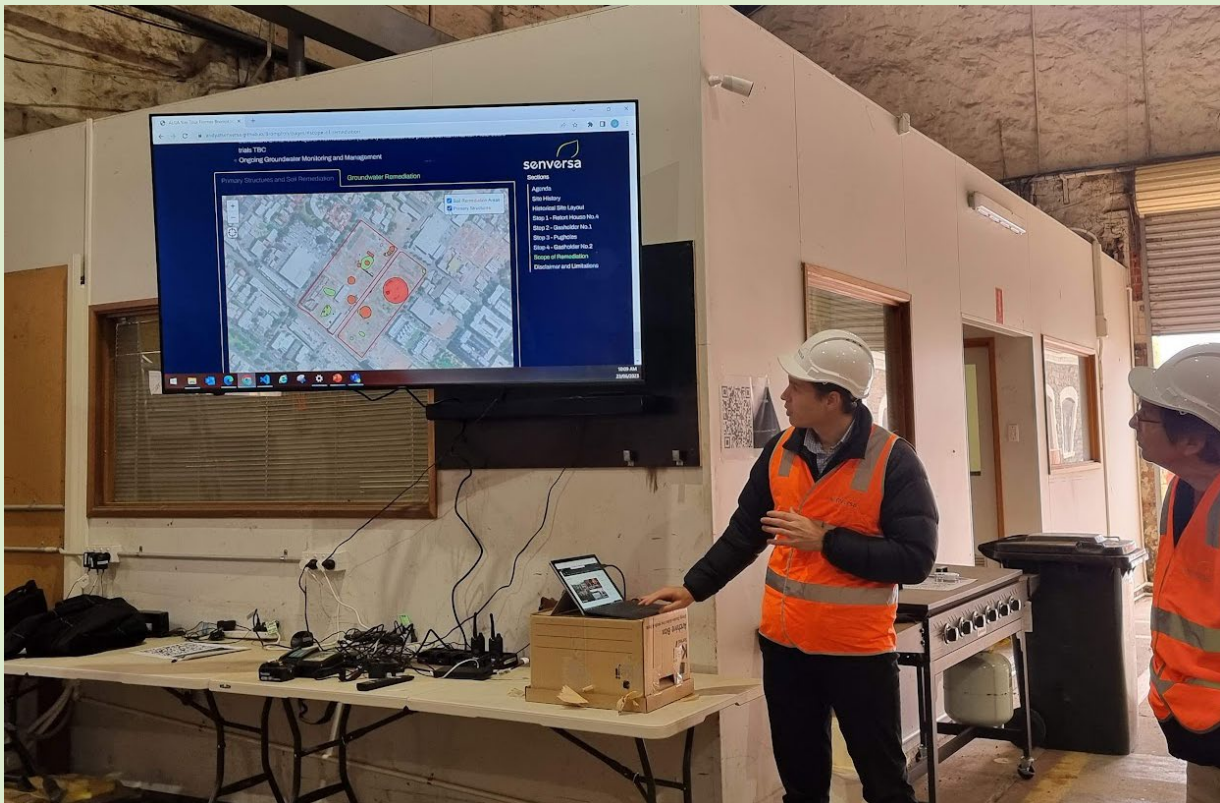
The IMS manual describes core elements of our IMS and provides reference to related internal policies, procedures, worksheets, forms and other documentation which form part of our IMS. As part of our ongoing commitment to quality, Senversa has achieved accreditation from the LRQA for the following standards:

- ISO 9001:2015, ISO 45001:2018, ISO 14001:2015 Provision of environmental, sustainability and ground engineering services relating to the condition of land, contamination of the environment, management of wastes and assessment risks. This accreditation applies to our Melbourne, Adelaide, Perth and Sydney operations. Certificate No 10532434.



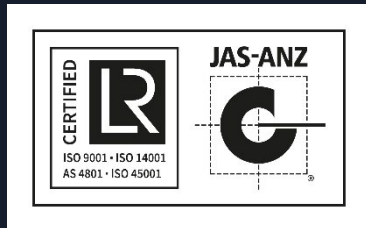
CYBERSECURITY AND PRIVACY

As cybersecurity threats become more frequent and severe, they endanger business continuity and the security of our own, our clients' and our business' data. To mitigate these risks, Senversa follows the ISO 27001 standard and has developed several security playbooks that help us prevent and respond to cyberattacks. All staff receive yearly training on how to deal with cybersecurity issues and Senversa regularly tests staff awareness with mock phishing campaigns. Senversa routinely hires external experts to evaluate and improve the security of our systems and practices.





Senversa Pty Ltd



ABN 89 132 231 380

www.senversa.com.au

enquiries@senversa.com.au

LinkedIn: [Senversa](#)

Facebook: [Senversa](#)

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