



POLICY Sustainability Policy

Wiley has been delivering projects to allow people to work, manufacture, grow, learn and play since 1918. We live by a core set of values that guide our behaviour and form the foundation of the Wiley culture. These values are encompassed in this overarching policy which strives to protect people, the environment and our capacity to grow as a sustainable business.

Purpose

We acknowledge that our company has potential impacts on people and the environment through our operations and supply chains. Through this policy we commit to:

- comply with applicable law in all our operations and locations.
- ensure our activities do not directly or indirectly violate human rights in our own or other country.
- be an equal opportunity employer and abide by all fair labour practices.
- minimise our impact on the environment and maximise the effective use of resources.
- minimise risks and impacts through processes and systems to manage environmental, social and economic performance.

Scope

We will work with our team members, clients, contractors, the community, industry and external agencies to make a positive contribution towards innovative, cost-effective, environmentally sustainable and socially responsible outcomes.

Responsibility

Leaders, managers, and employees have responsibility to comply with this policy.



PRINCIPLES

People

We will:

- strive for a safe and healthy workplace environment and continual improvement of our management system, which is based upon ISO 45001.
- maintain a zero-tolerance approach to modern slavery as per our Modern Slavery Statement.
- adhere to our Professional Standards and expect that all team members, consultants, sub-contractors and suppliers demonstrate behaviour that displays honesty, integrity and ethics.
- support diversity and inclusion in our workplace.
- support indigenous communities by delivering on the Wiley Reconciliation Action Plan.
- support the surrounding community by looking to employ local people where possible.
- support local communities via volunteering opportunities, sponsorship or donations.
- foster a sustainably aware culture, where responsibility is assigned and understood.
- encourage participation and train employees in environmental and social matters.

Environment

We will:

- comply with all laws governing the environment.
- ensure our operations comply with this policy by maintaining our management system based on ISO 14001.
- strive to better understand both the direct and indirect impact that our practices may have on the environment.
- minimise or offset our impact on the environment.
- set targets and work towards the sustainable use of energy, water and resources in all our operations.
- set targets and work towards minimising carbon emissions.
- dispose of waste thoughtfully and follow the waste hierarchy of 'Avoid, Reduce, Reuse, Recycle'.
- protect and support biodiversity and ecosystems.



Business Case

We will:

- consider and support sustainable and innovative initiatives with a strong business case.
- continue to integrate sustainability into our existing management systems and reporting.
- strive to support and promote sustainability and the circular economy through sustainable procurement choices.
- strive to reduce operating costs through improved and responsible resource management.
- manage risk of operational disruptions such as resource scarcity, climate change impact, or community risks.
- create value through promoting sustainability amongst our team members, clients, contractors, the community, industry and external agencies.

Suzie Wiley | Managing Director