

MortarCAPS Higher Learning Data Standard Ltd

Sustainability Policy

Organisation	MortarCAPS Higher Learning Data Standard Ltd (ACN 684 569 864)
Registered address	368 Sussex Street, Sydney, NSW 2000, Australia
Policy owner	Gemma Williams, Head of Operations
Approved by	Board of Directors
Version	1.0
Effective date	17 February 2025
Next review	February 2027

1. Purpose

MortarCAPS Higher Learning Data Standard Ltd is committed to operating sustainably and responsibly, balancing environmental stewardship, social responsibility and sound governance (ESG) in the delivery of our charitable purpose.

2. Scope

This policy applies across all our operations, people, suppliers and partners, and complements our Environmental Policy and Corporate Social Responsibility Statement.

3. Our approach

We seek to embed sustainability into decision-making across three pillars:

- **Environmental:** reducing our carbon footprint, minimising waste and resource use, and favouring environmentally responsible suppliers (see our Environmental Policy).
- **Social:** supporting fair and safe working conditions, diversity and inclusion, community benefit, and ethical, slavery-free supply chains.
- **Governance:** maintaining transparent, accountable governance consistent with the ACNC Governance Standards and our obligations as a registered charity.

4. Commitments

- Align our activities, where relevant, with the United Nations Sustainable Development Goals (SDGs).
- Set practical, measurable objectives for reducing environmental impact and review progress regularly.
- Consider social and environmental factors alongside cost and quality in procurement.
- Engage staff, volunteers and stakeholders in sustainability initiatives.
- Report transparently on our sustainability performance to our members and stakeholders.

5. Governance and review

The Board endorses this policy and management is responsible for implementation and monitoring. This policy will be reviewed at least annually, with the next review due February 2027.

Approval

This policy has been approved by the Board of Directors of MortarCAPS Higher Learning Data Standard Ltd and is owned by the Head of Operations.

A handwritten signature in black ink, appearing to be 'Gemma Williams', written over a large, loopy initial 'G'.

Signed:

Gemma Williams

Head of Operations

MortarCAPS Higher Learning Data Standard Ltd

Date: 17 February 2025