
ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY

1.0 Overview

CG Spectrum recognises that strong environmental stewardship, social cohesion and good governance are important to the success and growth of its business. It is committed to integrating environmental, social and governance (“**ESG**”) practices aimed to reduce risk, minimise adverse workplace, community and environmental impacts and contribute to a sustainable future.

CG Spectrum acknowledges that it plays a vital role in preserving our natural environment, reducing its carbon footprint, efficiently using its materials and resources and ensuring that there is appropriate oversight to support its ESG endeavours.

This policy provides guidance on the minimum standards expected of CG Spectrum, its members, stakeholders and suppliers to operate responsibly, work towards educating others to adopt environmentally sustainable practices, and thereby contribute meaningfully to fostering a sustainable and decarbonised future.

2.0 Objectives

CG Spectrum’s objectives are to:

- ensure course work accommodates opportunities for awareness-raising of the potentially devastating impacts of climate change and provides opportunities to explore sustainable practices in the creative industries;
- ensure CG Spectrum operates its business responsibly, sustainably and ethically;
- recognise its legal and other obligations to set frameworks and implement strategies for strong ESG practices;
- embed ESG considerations into business processes and operations; and
- minimise adverse workplace, community and environmental impacts to strive for a sustainable future, each with due regard to the size and operations of CG Spectrum.

3.0 Scope

This policy applies to all staff and students at CG Spectrum whether operating in online or physical spaces and extends to include all workers, contractors and other persons who perform work with any entity within CG Spectrum in any capacity. It has been developed with knowledge of the National Cultural Policy Submission from Sustainable Screens Australia (SSA) which addresses the growing need to reduce the Australian screen industry’s collective environmental footprint.

3.1 Definitions

CG Spectrum means CG Spectrum Pty Ltd (ACN 605 850 397) and its Related Bodies Corporate.

Related Bodies Corporate has the meaning given to that term in section 50 of the Corporations Act 2001 (Cth).

4.0 Guiding Principles and Values

CG Spectrum's approach to ESG matters is underpinned by the following guiding principles and values:

- a. it shall comply with all relevant laws, regulations and applicable industry standards (as to the extent they apply to CG Spectrum Group, with due regard for its size and nature of operations);
- b. It shall ensure that environmentally sustainable management practices - as these relate to the creative industries - are embedded in coursework and shared with students in the form of both planned and incidental 'teachable moments';
- c. it shall adopt responsible stewardship practices, embed ESG considerations and risk management into its business plans, processes and procedures;
- d. it shall ensure appropriate governance and quality assurance over its ESG commitments;
- e. it shall set, measure and review its ESG targets and performance, with due regard for its size and nature of operations;
- f. it shall be transparent in its ESG commitments and practices and act upon opportunities to improve ESG performance;
- g. it shall promote alignment of its staff and stakeholders in ESG expectations, behaviours, decisions and actions; and
- h. it shall be pro-active in its ESG matters including through maintaining an awareness of the shifting regulatory landscape in this space.

5.0 Environmental Stewardship

CG Spectrum acknowledges that both its business operations and learning and teaching programs have the capacity to impact the environment, and it has a duty to manage that impact in a responsible, sustainable and ethical way. To support its commitment to environmental stewardship and climate change, CG Spectrum shall:

- a. identify, manage and report environmental risks associated with its business operations and set frameworks to detect, respond to and minimise those risks, with due regard for its size and nature of operations;
- b. integrate environmentally sustainable processes wherever possible into its business procedures including through the discerning purchasing and disposal of electrical and electronic equipment (EEC) in order to limit e-waste including through the disposal of electrical and electronic equipment (EEC) in order to limit e-waste;
- c. pro-actively assess opportunities to improve its sustainability practices;
- d. continually improve and review its environmental performance through the monitoring of outputs and responsible disposal of electronics and waste materials;
- e. maximise the value and extend the lifespan of existing resources by efficiently using and/or recycling those materials and resources;
- f. encourage environmental awareness and responsible actions, behaviours and decisions from its staff and students including through the offsetting of carbon emissions which are attributable to its physical location and operations;
- g. work with its suppliers to manage any negative environmental impacts within its

supply chain.

6.0 Social Contribution

CG Spectrum ensures that all business dealings are conducted fairly, ethically and with integrity. CG Spectrum shall:

- a. provide and maintain a safe and healthy working environment, including appropriate policies and practices to maintain physical and mental health and wellbeing;
- b. promote diversity - including gender diversity, equality and inclusion within all aspects of the workplace;
- c. provide a workplace free from discrimination, harassment, victimisation and vilification;
- d. identify, manage, monitor and mitigate the risks of modern slavery in its operations and supply chains; and
- e. comply with all relevant legal and regulatory requirements in the jurisdictions in which CG Spectrum entities are incorporated.

7.0 Responsible Governance

CG Spectrum acknowledges that good governance and ethical business dealings are at the core of its business. CG Spectrum shall:

- a. always act with integrity;
- b. hold itself accountable through its corporate governance frameworks;
- c. ensure appropriate controls are implemented to identify, prevent and deter inappropriate or unlawful behaviour; and
- d. comply with all applicable laws, regulations and industry best practices and ensure that the same is implemented into its policies, procedures, business and learning and teaching practices, with due regard for its size and nature of operations.

8.0 Reporting and Compliance

The CG Spectrum governing boards, the executive leadership team and the finance audit and risk committee established by CG Spectrum Institute Pty Ltd in the furtherance of this policy are responsible for:

- a. overseeing adherence to this ESG policy;
- b. obtaining feedback from staff, students and stakeholders to assist develop, review and refine environmental, social and governance practices, procedures and systems;
- c. setting, measuring and reviewing its ESG targets and performance; and
- d. ensuring the same is implemented into its policies, procedures and ESG practices.

9.0 Related

Diversity, Equity and Inclusion Policy
Governance Charter
Quality Assurance Framework
First Nations Policy

Version Control

Document:	Environmental, Social and Governance Policy		
Approved by:	<ul style="list-style-type: none"> • CG Spectrum Pty Ltd Board of Directors • Finance Audit and Risk Committee • Policy affirmed by Academic Board 	Date:	August 2025
Version:	1.0	Replaces:	N/A
Next Review Date:	August 2027		
Version History			
Version	Change Notes		
1.0	New Policy		

This policy must be reviewed and updated as part of the continual improvement process.