



# SUSTAINABILITY REPORT 2019

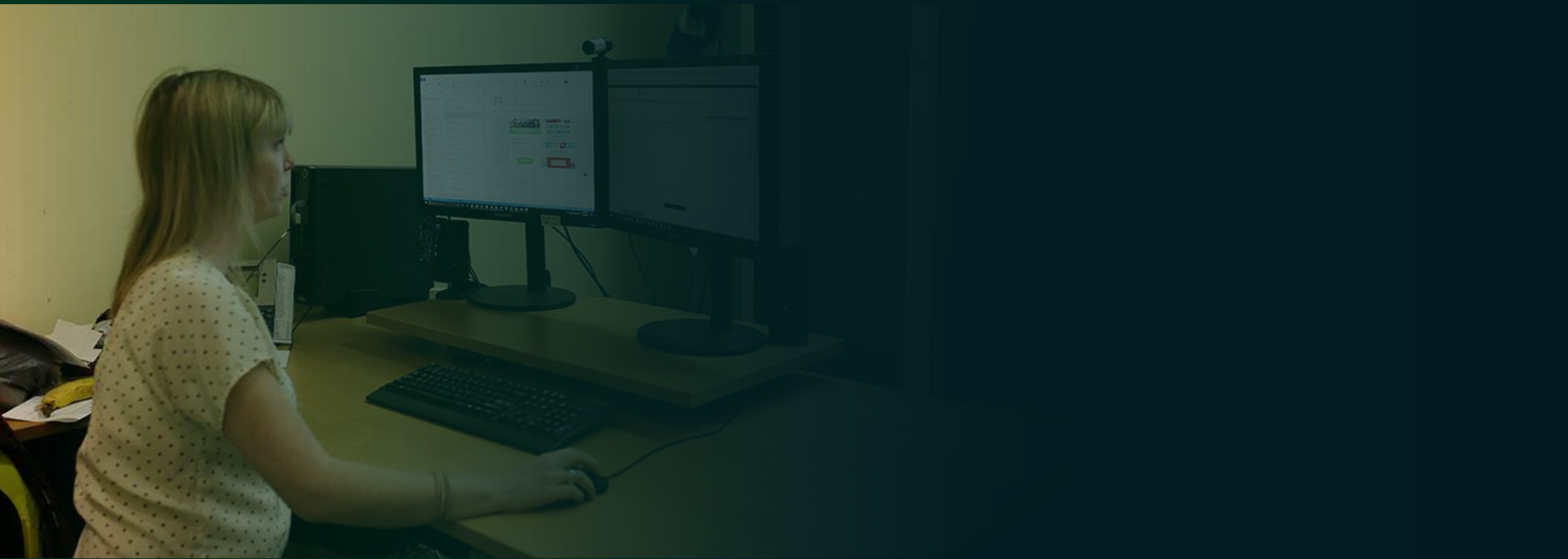
## Introduction by Sustainability Representative

R-Group continues to embed sustainability within our operational practices. This spans the 3 tenets of sustainability: Environmental, Social and Financial, and as such we focus on these areas by:

- *Delivering services and products in an environmentally responsible way.*
- *Providing a safe workplace that supports and challenges its staff and contributes positively to the local community.*
- *Running a financial sustainable operation to provide stability to staff, stakeholders and customers.*

This approach to sustainability provides the bedrock we need to help customers meet their information and communication technology needs in a responsible and ethical manner.

The 2019 report is our 4th report showing our performance in key indicator areas and provides context regarding wider activities within the business. One again, I am grateful for the valuable input of the team at R-Group for contributing ideas and action throughout the year.





# Energy Consumption

In 2019 we have seen our lowest monthly consumption of energy on record during 2 months, and our highest on record in 1 month for the combined office. When this is considered based on the number of staff operating in the office, this was the lowest on record for a third of the year.

The high energy usage in December is related to the higher than average temperatures in Perth resulting in a greater draw on energy for the air conditioning.

We are continuing to investigate opportunities to reduce reliance on our on premises data centre as this will reduce energy consumption through powering servers and associated air conditioning use due to the heat load in the room.

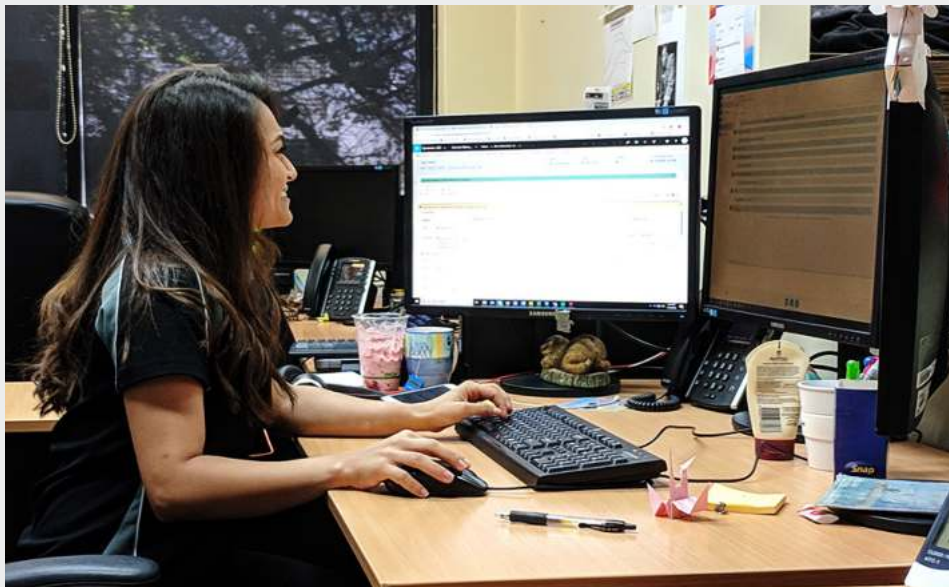


Figure 1 - Daily Electricity Usage at Perth office

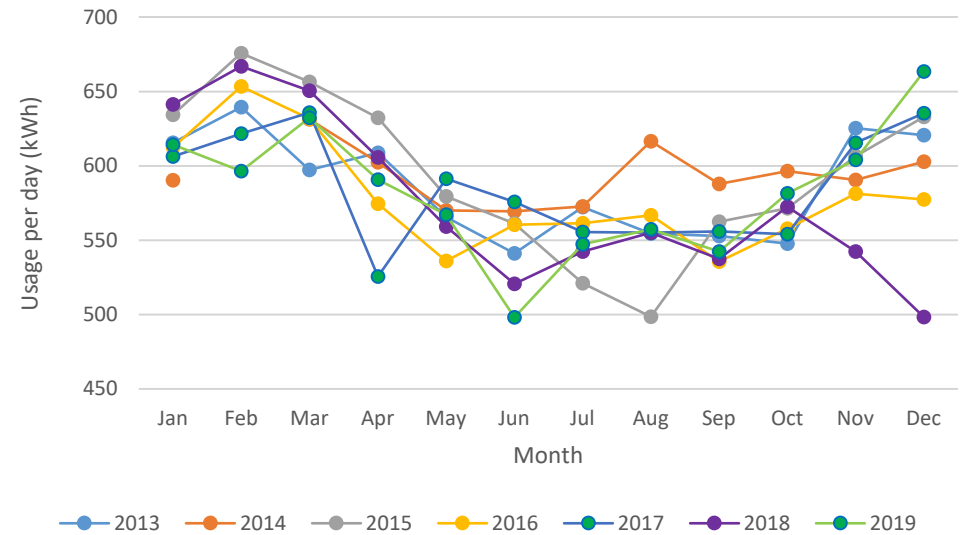
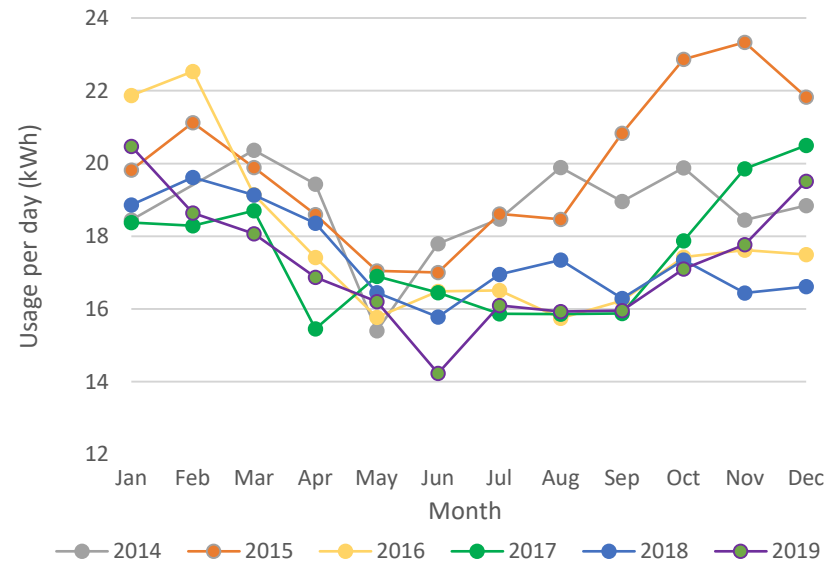


Figure 2 - Daily Electricity Usage at Perth office per Perth Office Employee



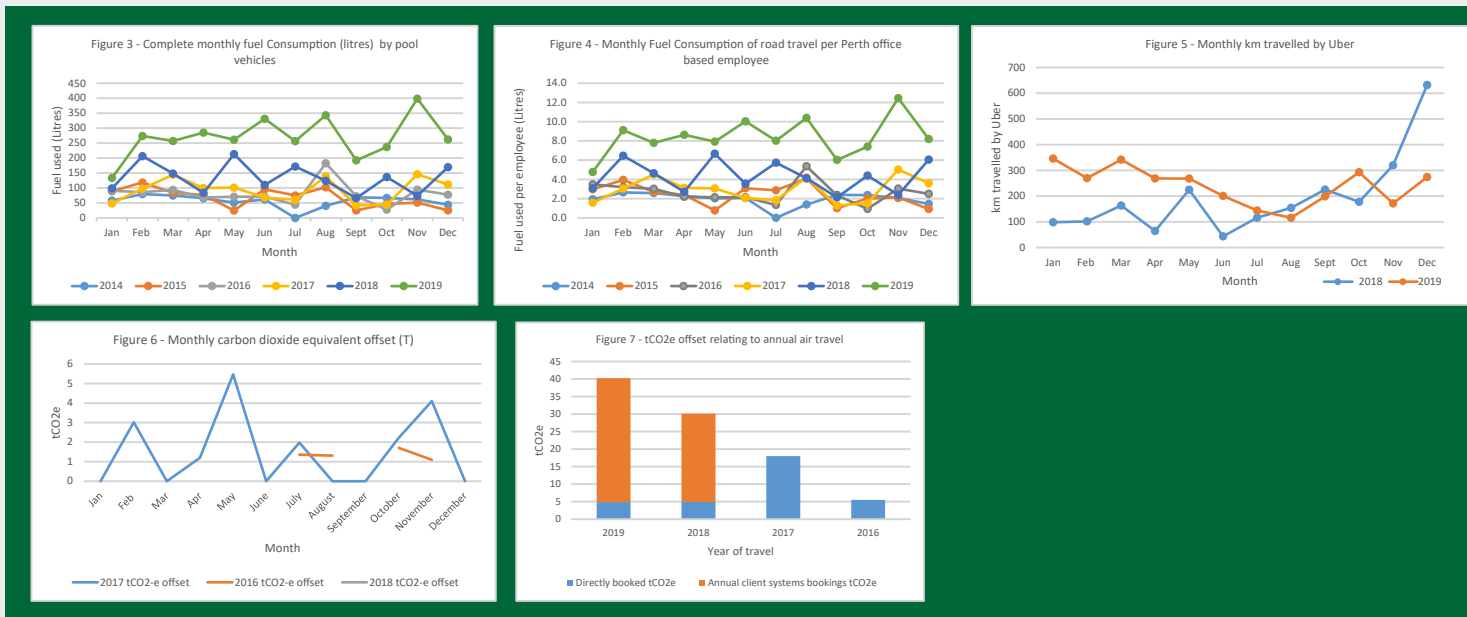


# Transport

In 2019 R-Group used considerably more fuel in all months than in other years. This represents the high proportion of clients and projects that are being undertaken outside of the metro region. With clients based in Vasse, Northam, Katanning and Albany requiring regular visits to name a few, this has significantly impacted our fuel usage across the year. The nature of the work is such that a presence on site is required for installation and troubleshooting and therefore this work cannot be completed entirely remotely which is our preferred approach.

The utilisation of Uber has grown this year compared with our inaugural year. This confers less waiting time for staff when compared to traditional taxis and provides additional safety features e.g. Realtime journey sharing.

During 2019 we undertook air travel for meetings, client opportunities and to undertake projects in remote areas. This travel contributed 40.25 T of CO<sub>2</sub>-e to the atmosphere an increase of 33.5% since 2018 which relates to the significantly increased amount of project work being undertaken in remote regions particularly the Pilbara. We offset this full amount through the Carbon Neutral Charitable Fund.



## Social

During 2019 we continued to offer healthier food and drink items to staff in the office and at events. In 2018 55.4% of food and drinks we purchased fell under the green and yellow categories, in 2019 this rose to 62.3%. This rise represented an increase in the amount of fresh fruit provided to staff on a weekly basis, the addition of increased vegetable and wrap options with lean meat at staff BBQs and offering salads to accompany other staff celebrations.

We have undertaken a range of active and wellness focused events and socials from chair massages and virtual golf, to lawn bowls and rock climbing.

In September we participated in the walking challenge Steptember to raise awareness surrounding sedentary work places and to increase our step count.

In October we once again took part in Mental Health Week reinforcing our active commitment to being a mentally healthy workplace. This involved a scavenger hunt, a Tea and Talk raising funds for Beyond Blue and the provision of resources to casual employees working on a FIFO basis to focus minds to check in and take care. With this in mind we were conscious to recognise that a number of our staff and casual employees would be working on Christmas day, and / or be away from home, so made sure a festive feast was available to help keep morale up.

In December we undertook a food collection drive on behalf of Food Bank WA to help provide food assistance to people in need. We also undertook a collection for Buy A Bale to contribute to the efforts being undertaken across Australia to mitigate the impact of the bushfires at the end of 2019.

We continued to contribute to charities and local causes including a donation for auction at Pink Ribbon Appeal, a donation for the Woodie Woodie Annual Christmas night and supplying ICT equipment to a local school for experimentation by students involved in STEM.

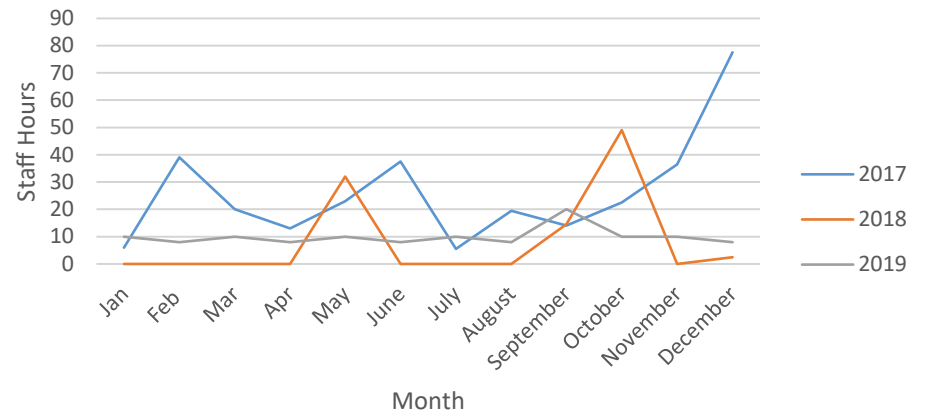
In 2020 we are looking into metrics on how to measure staff wellness and happiness at work, so watch this space!



# Social Events



Staff Lunchtime and Social Active Participation Events





# Waste

We have continued to maximise the amount of e-waste that is recycled. In 2019 R-Group generated 592 kg of e-waste which comprised end of life equipment for both clients and R-Group. Of this 578kg was recovered and diverted from landfill saving 2.64T of CO2 from being released into the atmosphere. In 2020 we shall investigate alternative options for significant waste streams such polystyrene which is accumulated due to acting as a packaging material for much ICT equipment.

In 2019 we continued our relationship with Cecil Andrews College as part of our strategy to close the loop on waste. The students built a server from the parts R-Group donated, and are hoping to build a second for use by the e-Sports students to save their activities without impinging on school resources. We look forward to continuing our contributions in 2020.



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# Thank you to our Partners!



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