



Environment Policy

Overview: This Policy sets out our commitment to act on climate change and describes how we meet our environmental responsibilities and empower people and organisations to improve their environmental performance.

Scope: This policy applies to all employees and contractors of Telstra and its controlled entities (collectively 'Telstra Group') and to any person notified that it applies to them, unless an exemption has been granted. There may be additional country-specific requirements that apply to Telstra Group controlled entities outside of Australia. Country HR and/or Legal services should be contacted for further information. Where any part of this policy is inconsistent with local laws in a relevant jurisdiction, those laws and any local policies designed in compliance with them take precedence in relation to that part.

Policy Principles

1. We are committed to operating as a responsible and sustainable business, using our technology and expertise to minimise our environmental impact and enable our customers and the communities in which we operate to minimise theirs.
2. Climate change is one of our most material environmental risks and we are committed to maintaining carbon neutral status of our operations, reducing our absolute emissions and becoming leaders in renewable energy generation. We will achieve this by:
 - Setting ambitious targets and integrating climate change considerations into every aspect of our business;
 - Reducing our energy consumption by investing in energy efficient infrastructure and programs and counteracting the balance of our emissions with investments in carbon offsets;
 - Building networks and services that are resilient to the impacts of climate change;
 - Enabling our customers by providing products and services with lower emissions;
 - Advancing our technology and industry partnerships to support the progressive decarbonisation of the electricity grid; and
 - Contributing our technical expertise and advocacy to factual, science-based discussions on climate change, including working with our employees and suppliers to help them understand and drive the acceleration of reducing carbon emissions.
3. We are committed to using resources efficiently in our operations and across our value chain, by:
 - Providing our customers with convenient reuse and recycling options for their devices;
 - Developing and implementing simple, sustainable and recyclable packaging for our products;
 - Reducing waste to landfill through recycling e-waste and recovering as much recyclable material as possible.
4. We are committed to safeguarding and facilitating environmental improvement by:
 - Continually improving and investing in our approach to resource conservation, preventing pollution, protecting land and biodiversity and preservation of cultural heritage in the places in which we operate;
 - Providing clear performance expectations to our people and our partners by setting environmental objectives and targets and demonstrating active environmental leadership in striving to achieve them;
 - Continually improving our global environmental management system which focuses on avoiding or minimising environmental harm by addressing environmental risks across our operations and supply chain;
 - Creating innovative products and services that monitor, protect and improve the environment
 - Providing appropriate information and training to employees, contractors, suppliers and visitors;
 - Meeting or exceeding all applicable environmental laws, regulations and standards; and
 - Engaging with suppliers and partners who share our commitment to continuous environmental improvement.
5. We expect all employees, contractors or anyone working on behalf of Telstra Group to:
 - Understand and follow all applicable environmental policies, standards and procedures;
 - Take all reasonable and practicable measures to protect the environment and identify and implement opportunities to improve the environmental performance of our network, operations, products and services;
 - Obtain all required environmental approvals, licenses and permits before commencing work and conducting work with appropriate controls to minimise environmental impacts;
 - Engage with relevant stakeholders to address environmental issues relevant to our operations;
 - Identify and implement opportunities to improve our environmental impact including reducing energy consumption, increasing reuse and recycling, and creating environmentally friendly product packaging; and
 - Prepare for, identify and proactively respond to environmental incidents, ceasing work if required.

Effective Date: 19 October 2020
Policy Owner: HSW&PS Executive
Approval: PG

N.B. This Policy does not form part of any employment contract and Telstra may vary, revoke or replace this Policy from time to time.



Breach of Policy

Compliance with this Policy will be monitored. If you don't comply with this Policy you could face disciplinary action. This may include termination of your employment or engagement. If you break the law, you may also be personally liable.

Andrew Penn
Chief Executive Officer

Effective Date: 19 October 2020
Policy Owner: HSW&PS Executive
Approval: PGC

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Policy Definitions

Terms	Definition
Climate Change	Climate change is defined as gradual changes in all the interconnected weather elements on our planet over a long period of time.
Carbon Neutral	<p>Carbon neutrality, or having a net zero carbon footprint, refers to achieving net zero carbon dioxide emissions by balancing carbon dioxide emissions with carbon removal or simply eliminating carbon dioxide emissions altogether.</p> <p>Our approach to achieving carbon neutrality follows the World Business Council on Sustainable Development (WBCSD) greenhouse gas (GHG) emissions mitigation hierarchy, which is to avoid generating emissions where possible, take active measures to reduce emissions, and to 'neutralise' any remaining emissions by purchasing carbon offsets.</p>
Absolute emissions	Telstra absolute emissions are the emissions from our Australian operations and subsidiaries under operational control of Telstra Corporation are included in our absolute emissions reduction target.
E-Waste	E-waste is a term used to cover specific items of electronic equipment, and their parts, that have been discarded as waste without the intention of reuse. Telstra's e-waste includes information technology and telecommunications equipment; telecommunications carrier and commercial equipment; consumer communications devices and lighting equipment.

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