



Environmental, Social and Governance Policy

Includovate Pty Ltd. is dedicated and committed to reducing inequalities and the environmental impacts of its organisational activities to the minimum possible limit, while contributing to creating an ecologically safe and socially just world. This will be an ongoing project and commitment to promoting social, economic, sustainability, good governance and environmental awareness, along with reducing discrimination, gender and racial inequalities in wealth and power disparities between the Global North and South researchers. Includovate will use its best endeavours to do the following:

Environment

- Consider the environmental impacts of products and services when making purchases.
- Adopt eco-efficiency measures that cut costs, and greenhouse gas emissions, to air, land and water, including reducing energy consumption wherever possible, and reducing office and field consumables.
- By pursuing a virtual business model and operating in online environments, including the use of online data collection methods wherever possible, Includovate reduces energy consumption, lowers greenhouse gas emissions and limits pollutants and chemicals that accompany most offices.
- Engage employees on environmental and sustainability issues and ensure those responsible for adhering to this Policy and delivering our environmental goals have the relevant skills and competencies to lead and support our environmental agenda.
- Promote the protection and enhancement of biodiversity and ecosystem through employee awareness programmes.
- Include environmental risks into our firm-wide risk identification and mitigation processes, and report on the principal risks related to the environment in our Annual Reports.

Includovate Pty Ltd

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Last update: 12 Sep 2022, by Kristie Druzca

Social

- Includovate supports LGBTQ+ rights and encourages diversity.
- We provide equal employment opportunities for researchers from the global south and help to reduce income inequality between researchers from the global South and North with a focus on redistributing wealth from rich to developing countries.
- We have policies to protect against sexual misconduct and child abuse.
- We implement a living wage policy that ensures compensations are market-based and fairly reflect an employee's skill, education and experience.
- We value win-win negotiations and collaborate with partners and relevant stakeholders to advance equality and the achievement of sustainable development in the countries where Includovate operates.

Governance

- Embrace diversity on our board and have a position reserved for a person with a disability.
- Embrace corporate transparency by publishing an annual report with financial statements.
- Curb excessive executive pay - at least 20% lower than the salary benchmarked average - and ensure that the majority of the firm's profits are reinvested into furthering its mission.
- Maintaining Board and Executives' oversight of our environmental agenda as expressed through this Policy and other related organisational policies.
- Comply with the environmental and sustainability laws of the countries where Includovate operates.

Examples of how Includovate will work towards the achievement of this Policy include:

- Incorporating environmental, social, economic and sustainability principles, concerns and impacts in all of our decision-making and activities.
- Supporting research, the development of standards, best management practices and toolkits for the implementation and realisation of the protection and regeneration of natural ecosystems.
- Ensuring that employees are aware of Includovate's Environmental and Sustainability Policy and are motivated to apply it and that they are aware of their responsibilities and given the necessary training and support.
- Revising or reinventing or cross-referencing organisational policies, manuals and other relevant firm documents to be consistent and in line with the organisation's environmental policy prescription.
- Continuously improving our environmental management systems and processes to improve environmental performance in our operations.

Scope and applicability

This Policy applies to all the employees who work with Includovate. Where Includovate does not have a physical presence, we encourage our partners to demonstrate the commitments reflected in this Policy.

Responsibility

Dr. Kristie Druzca (CEO, Includovate Pty Ltd.) has the overall responsibility for ensuring that this environmental policy is implemented.

Endorsed by Dr Kristie Druzca (CEO, Includovate Pty Ltd.)

Signature 

Reviewed: September 2022

This Policy will be reviewed regularly to evaluate continued relevance and to monitor compliance.