



# Sustainability Report

## Environmental & Sustainability Policy

Urban Maintenance Systems (UMS) have a dedicated commitment to delivering environmentally sustainable, safe and trusted outcomes for our clients. Through the development of strong partnerships with our clients, we are able to better understand the impact we have on their environments and their communities.

UMS is committed to continuous environmental improvement and implementing sustainable practices, whilst providing high quality and proactive services to our customers through the consideration of environmental, social and economic impacts associated with our daily operations.

Our leadership team, managers and workers consistently provide a proactive and visible commitment to safety, environment and quality. To manage our environmental aspects, impacts and risks and achieve sustainability and long-term business success UMS is committed to:

- Actively complying with all applicable environmental legislation, regulations and other requirements
- Working with and developing relationships with all stakeholders to provide sustainable solutions and continually improving our services
- Protection of the environment through the efficient use of all resources with a particular emphasis on energy and water

- Minimisation of waste generated through recycling programs efficient work and purchasing practices
- Training systems encouraging our workers to adopt sustainable practices and to incorporate them into their daily activities
- Remaining transparent in reporting practices to relevant stakeholders to promote and achieve positive outcomes



Demara Jackson, CEO.

# Environmental Objectives & Targets & Achievements

## ENERGY EMISSIONS



Our goal is to reduce carbon emissions from the vehicle fleet – 5% less than our 2015 emissions standard



UMS have a target to reduce our carbon footprint by 5% per year

Increased the use of hybrid mowers and battery-operated small plant across our fleet with solar recharging fitted to vehicles

Reduction on energy emissions – We have retrofitted out most depots with LED lighting, and not allowing any nasties escape from our site



NZ – specifically focused on the circular economy – a 50% reduction from FY2020 and a 40% reduction from next year

Setting of environmental standards with suppliers, their products and services, and having them be able to substantiate the claim

## WASTE MANAGEMENT

Any litter is separated where possible to allow for recycling of paper/cardboard, plastics, metals and green waste from the general waste stream

70%

Top-dressing recycler for sand, reducing the importation of sand by 70%. This reduces the amount of sand mined and also carbon emissions through transport



Waste Management and optimise the reuse and recycling of materials of selling or donating excess products to the community



Water conservation practices such as utilising our POGO system to carry out benchmark data analysis and moisture mapping to monitor irrigation volumes for efficient water usage

## CHEMICALS

80%  
organic materials

Most practical and least environmentally harmful process/products to achieve an optimum result, with 80% organic materials

Where possible, we employ the use of organic herbicide (glyphosate free) and chemically safe solutions such as top range weed steamers, hand weeding or mechanical removal



# Our Corporate Social Responsibility

We are committed to providing outcomes for our customers and their communities. Having visibility and understanding the impact our work has on our communities has outlined how important it is for UMS to have a strong sense of Corporate Social Responsibility.

Safety is our top strategic priority. We are committed to providing a safe and healthy environment for our workers, suppliers, contractors and the community, through the adoption of best practice safety principles and systems.

- We are committed to the training and development of people wanting a career in our industry. We offer a number of Apprenticeships and Cadetships each year
- Sustainability Initiatives for People
- Responsible Sourcing & Supply Chain Management
- Maximising Local Content
- Supporting our People and Communities
- We have a commitment to ensuring the fundamental principles of human rights are respected and upheld within our operations, including the prevention of all forms of slavery and forced labour
- UMS is an equal opportunity employer and strives to ensure diversity and inclusion in our recruitment practices, people programs and through our daily operations
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## CARE Program Overview

CARE is our Corporate Social Responsibility (CSR) Program. The objective of CARE is to set out a series of initiatives and activities which will be designed and implemented to enhance UMS's social and environmental responsibility. Our CARE Program comprises of the following key CSR focus areas:



Employment



Education and Training



Philanthropy



Supply Chain



Social and Employee  
Engagement



Environmental Protection  
and Sustainability



Participation,  
Partnerships and Events

# Committed to Reconciliation in our Community & Country

UMS is committed to being an active participant in promoting and supporting Australia's reconciliation journey as an organisation, we are determined to make a difference and play a part in not only respecting but gaining a more in-depth understanding of Aboriginal and Torres Strait Islander cultures.

UMS is dedicated to contributing to reconciliation as part of our core business and we are committed to increasing the number of Aboriginal and/or Torres Strait Islander employees within our business.

We acknowledge that we have a socially responsible part to play in supporting this important national issue and recently confirmed our Reconciliation Action Plan (RAP). Our artwork picture below was completed by Ngarrindjeri artist Jordan Lovegrove, which depicts Urban Maintenance Systems (UMS) at the beginning of our reconciliation journey.

