



Pan Macmillan Australia recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as a part of our business strategy and operating methods with regular review points. We will encourage customers and suppliers to do the same.

RESPONSIBILITY

Pan Macmillan Australia is responsible for ensuring that the environmental policy is implemented. All employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

POLICY AIMS

Pan Macmillan Australia work closely with our suppliers to help find greener alternatives for their own businesses. Where possible our printers use environmentally sustainable papers (certified by the Forestry Stewardship Council and Program for Endorsement of Forestry Certification), non-toxic vegetable-based inks and the most economical design options to reduce waste. We aim to:

- Comply with and better all relevant regulatory requirements
- Continually improve and monitor environmental performance
- Continually improve and reduce environmental impacts
- Incorporate environmental factors in business decisions
- Increase employee awareness and training

CARBON NEUTRAL SINCE 2017

In 2015 Pan Macmillan Australia confirmed our commitment to environmental sustainability by joining with the Macmillan family globally in a formal structure of evaluating our carbon impact.

Through an ongoing process of measuring, reducing and offsetting we achieved carbon neutrality, both in Australia and globally, in 2017.

This is now a part of our normal business practice - each year we conduct a detailed analysis of our operations and supply chain with a view to continually improving both our reporting and reduction efforts.

HOW DOES THIS WORK?

Measure: Before we can take any action to reduce and offset our environmental impact, we have to know what that impact it is.

We do this by collecting information on all of our business activities using the Greenhouse Gas Protocol standard (GGP) – the world's most widely used, and current best practice, greenhouse gas accounting standards. Unlike other companies Pan Macmillan does not manipulate these standards because we include Scope 3 emissions.

Reduce: By moving to using more environmentally efficient products and services, and by partnering with businesses that are already making their own efforts towards sustainability we can reduce our own carbon footprint. Again, this is an ongoing process where we are continually looking for areas to improve. Through this process we have, and will continue to, do better.

Offset: After measuring and reducing in this way, there is still an environmental impact of doing business. To be able to get to a position of carbon neutrality we need to offset our remaining emissions.

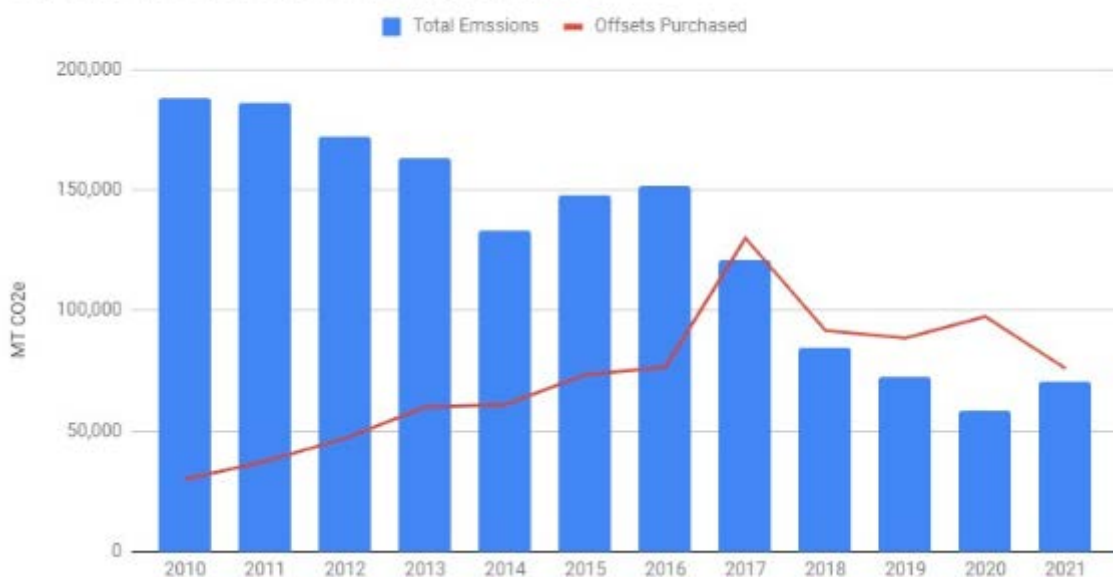
What is a carbon offset? A carbon offset is an action intended to compensate for our own emission of carbon dioxide into the atmosphere. Because we can't reduce our own emissions to zero, we fund projects that reduce emissions elsewhere.

Carbon offsets are not a panacea, but as we are doing our best in terms of reducing our emissions, carbon offsets are a practical mechanism that allows us to go further than what we can do alone. By backing projects that actively reduce the carbon released into the atmosphere we are offsetting our own activities. The 'avoided emissions' generated by these projects mean the planet has less carbon emissions each year.

Pan Macmillan purchases credible, third-party verified carbon offsets from various trusted organizations such as ACR, Gold Standard and Verra.

Macmillan Global Carbon Offset History

Scope 1, Location-based Scope 2, and All Scope 3 Emissions



ONGOING COMMITMENT

We are committed to working in partnerships and continuing our efforts. We recognise that being transparent and working with others will be crucial for addressing climate change and improving sustainability.

Things have changed along the way and will continue to change. Environmental sustainability is not a set-and-forget process. Over the years reporting standards have improved, and government policy and legal requirements have been updated.

Pan Macmillan Australia will continue to stay ahead of best practice over meeting any minimum requirements. If you have any questions, please contact legal@macmillan.com.au