

JULY 2026

Environmental Management Plan

Final

135 Mollison Street, Bendigo Victoria 3550

rmcg.com.au — ABN 73 613 135 247 — RM Consulting Group Pty Ltd

Victoria — Tasmania — New South Wales — Queensland

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ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Owners of the Country on which we work throughout Australia and recognise their enduring connection to the land, waters, and culture. We pay our respects to their Elders, both past and present, and acknowledge emerging leaders. Furthermore, we express our gratitude for the knowledge and insights that Traditional Owners and other Aboriginal and Torres Strait Islander peoples contribute to our collective work in Australia.

We extend our respects to all Aboriginal and Torres Strait Islander communities. We acknowledge that Australia was founded on the genocide and dispossession of First Nations peoples and affirm that sovereignty was never ceded in this country. We embrace the spirit of reconciliation, striving towards self-determination, equitable outcomes, and an equal voice for Australia's First Peoples.

1 Purpose

This Environmental Management Plan (EMP) outlines how RMCG manages and reduces its environmental impact by embedding sustainability into everyday operations and supporting continuous improvement.

We aim to minimise the impact of our activities on the environment while working with others to improve their sustainability, continually striving to set an example of best practice environmental management.

The plan also identifies priority actions to guide ongoing efforts to reduce environmental impact into the future.

2 Environmental statement

As a certified B Corp and Climate Active carbon neutral organisation, RMCG is committed to minimising environmental impact and embedding sustainability into all aspects of our business, while supporting clients to achieve sustainable outcomes and creating positive social and environmental impact.

This aligns with our purpose and priorities in our Strategic Plan 2021-25:

- *Strategy 5: Create positive change for society and the environment*
 - *Objective: Achieve high standards of social and environmental impact*
 - *Priority Action 2: Become a carbon neutral business*
 - *Priority Action 3: Maintain B Corp certification*

As a regionally focused consultancy working across environment, agriculture and communities, we recognise our responsibility to lead by example and contribute to the sustainable development of the industries and regions we serve. As part of the global B Corp community, we are committed to using business as a force for good by integrating sustainability into everyday decision-making and aligning it with our purpose, values and strategy.

We will continue to reduce the impact of our operations, maintain our carbon neutral status through the Climate Active framework, support clients in improving theirs, and pursue best practice environmental management through practical, consistent and meaningful actions.

RMCG implements this Environmental Management Plan through an integrated approach that aligns environmental performance with QMS, Climate Active and B Corp requirements. We also recognise the growing importance of climate change considerations within management systems, including recent amendments to ISO standards, and integrate climate change and sustainability into our systems, decision-making and continuous improvement processes.

- **QMS** – Recent amendments to ISO standards, including ISO 9001, require organisations to consider climate change within their management systems. This reinforces the integration of climate change, sustainability and continuous improvement into our processes, including setting objectives, monitoring performance and reducing environmental impact.
- **Climate Active** – This EMP supports RMCG's alignment with the Climate Active framework through a structured approach to measuring, managing and reducing greenhouse gas emissions across Scope 1, 2 and 3 sources. It supports carbon neutral certification through annual emissions measurement, emissions reduction initiatives, transparent reporting and continuous improvement.
- **B Corp** – This EMP supports alignment with B Corp requirements by embedding sustainability into business systems and practices, setting measurable objectives and targets, monitoring and reporting performance, and demonstrating continuous improvement over time. It also supports our commitment to creating positive environmental and social impact through both our operations and client work.

3 Strategic objectives

Our environmental objectives focus on reducing the impacts of our operations, improving resource efficiency and embedding sustainability into the way we work and deliver projects. These objectives guide our priorities, actions and continuous improvement efforts.

- **Energy** – Reducing energy consumption and associated greenhouse gas emissions through improved efficiency, renewable energy use and optimised building performance.
- **Transport (Business Travel & Commuting)** – Reduce emissions from transport by minimising travel demand and prioritising low-emission and sustainable transport options.
- **Waste** – Minimise waste generation and increase diversion from landfill through improved systems and responsible behaviours.
- **Water** – Use water efficiently and minimise waste through improved management practices and reduced reliance on potable water.
- **Paper** – Minimise paper consumption by embedding digital-first ways of working and reducing unnecessary printing.
- **Environmental Purchasing** – Ensure procurement supports environmental outcomes by prioritising sustainable products and suppliers and considering lifecycle impacts.
- **Projects and Client Work** – Embed environmental and sustainability considerations into all projects to support positive environmental outcomes.