

Catapult Sustainability Policy

UPDATED MARCH 2021

We define sustainability as thriving people, planet and profits.

Catapult's strategy integrates sustainability in the following ways:

- ▶ **Core backbone:** social and environmental impact are inherent in our purpose 'unleashing brilliance'; our vision 'to grow the performance and wellbeing of New Zealand by unleashing leadership capability and confidence', and our value 'Passion: we're here to make a huge difference'.
- ▶ **Our People:** our tribe are at our centre. We are proud to have retention way above industry average with only 12% turnover in the last five years. We support our team to reach their personal and professional goals through our 'Consultant Care' programme. People love our family-friendly approach, flexible working, ongoing development and access to challenging and rewarding work.
- ▶ **Strategic relationships:** we believe in collaboration as only through relationships can we make the difference we are out to make. Catapult has key strategic relationships with:
 - SBC: Catapult has been a member for years and a core programme (the Sustainability Leadership Programme) is in partnership with SBC (see more below).
 - Global Women: Director Andrea Thompson is a member. Global Women advocates for gender equity.
 - The Leadership Development Centre: this is the core agency tasked with lifting leadership capability across the public sector.
- ▶ **Services:** we have integrated sustainability into core services:
 - Sustainability Leadership Programme: we invest heavily in the continual development of the programme and its reach. It is attended by over 30 people from across New Zealand a year committed to making progress on sustainability. Participants point to real impact e.g. 66% reduction in carbon emissions at Plant and Food Research.
 - Facilitating strategy: when facilitating strategy with clients we intentionally bring the wider context including social and environmental challenges into the room. Clients have articulated their core purpose and strategy in relation to being better stewards.
- ▶ **Carbon emission reduction:** Catapult measures emissions, offsets all air travel emissions, and has a target to be within 1.5°. Catapult Directors are installing solar in 2021 and have committed that their next car purchase will be electric.
- ▶ **B-corp:** Catapult has applied to be recognised as an official benefit corporation and achieved 109 points (the minimum is 80) in the application. Once certified, we will promote this as a model for others.
- ▶ **Processes:** our approach is to 'do more with less'. We have, for example, moved from printed workbooks to editable pdfs in one programme.
- ▶ **Home offices:** our team has greened their home offices, recycle everything possible, and most compost.
- ▶ **Supply chain:** sustainability is a key filter in our choice of suppliers. Annually we ask to see supplier sustainability policies and suggest improvements in a relational approach.