

Catapult's Sustainability Policy

We define sustainability as thriving people, planet and profits. Catapult's strategy integrates sustainability in the following ways:

- ▶ **Climate positive:** Catapult measures carbon emissions, has reduction targets and plans in place, and is certified Climate Positive Business Operations with Ekos. In 2023/24 scope 1 emissions reduced 30% (from 0.52 to 0.36 tCO₂e), scope 2 reduced 68% (from 0.22 to 0.07 tCO₂e), and scope 3 reduced 47% (from 12 to 6.36 tCO₂e). We offset 120% of our business operations scope 1, 2 and 3 CO₂ emissions for 2023/24 with certified carbon credits. These certified carbon credits are sourced from projects that grow and protect forests in Aotearoa and the Pacific Islands and help to deliver climate resilience, waterways protection, erosion control, biodiversity conservation, and community economic development.
- ▶ **Our purpose and vision:** sustainability is inherent in our purpose, 'Unleashing brilliance for a flourishing Aotearoa', and our vision 'to grow the performance and wellbeing of Aotearoa by unleashing leadership capability and confidence'.
- ▶ **Our people:** our tribe are at our centre. We have retention way above industry average with only 12% turnover in the last three years. We support our team to reach their personal and professional goals through our 'Consultant Care' programme. Our people love our family-friendly approach, flexible working, and ongoing development.
- ▶ **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:
 - **Sustainable Business Council (SBC):** Catapult has been a member since 2014 and runs the Sustainability Leadership Programme in partnership with SBC (see more below).
 - **The Climate Leaders Coalition:** Catapult became a signatory in 2024. This CEO-led community of organisations is leading the response to climate change through collective, transparent and meaningful action on mitigation and adaptation
 - **Global Women:** Catapult's Co-CEO Andrea Thompson is a member and advocates for gender equity.
- ▶ **Services:** we have integrated sustainability into core services, including:
 - **Sustainability Leadership Programme:** Participants work on a real sustainability challenge and report that the programme gives them confidence, connections, capabilities, and courage to make a significant impact.
 - **Facilitating strategy:** when facilitating strategy with clients we intentionally bring the wider context including social and environmental challenges into the room. Clients often re-purpose and craft a strategy to create system value.
- ▶ **Not-for-profit scholarships:** Catapult offers scholarships to the not for profit sector on the Sustainability Leadership Programme.
- ▶ **B-corp certification:** B-corp certification measures a company's entire social and environmental impact. Catapult became a certified B-corp in 2022. We are delighted to join this global movement for an inclusive, equitable, and regenerative economy.
- ▶ **Processes:** our approach is to 'do more with less'. We have, for example, moved from printed workbooks to editable pdfs in many leadership development programmes.
- ▶ **Home offices:** our team all work from home and have greened their home offices.
- ▶ **Mind the gap:** Catapult was one of the first companies to report our pay gap and has a 0% gender gap.
- ▶ **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.