

The Sundial Urban Winery Sustainability Policy

DRAFT

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VISION

We offer a unique place to enjoy wine in the city whilst looking after our planet.

PRINCIPLES/VALUES

Our approach to business is guided by commitments to the following principles: Leadership, Inclusivity, Transparency, Integrity, and Innovation. We are also committed to looking after each other and having some fun whilst we work.

KEY ISSUES

Our business faces many challenges and opportunities. Due to their direct impact on us and our stakeholders we have prioritized the following issues that need to be addressed: Climate change, water conservation, accessibility, health and safety and financial solvency.

Our Commitment & Scope

This policy will apply to all activities managed and hosted by our organization. This is assumed to include events we host and pay for, including sponsorships. Staff and contractors are expected to uphold objectives under this policy to the fullest extent possible within prevailing budgets. And to inform management of financial and other barriers to achieving goals.

We acknowledge we have limited influence over third parties whose events we may organize, such as corporate events and private functions. While we cannot control the decisions of these parties, we commit to educate them of our policy and encourage them to align operating practices with our policy objectives.

Our attention to environmental, social and economic responsibility includes working within the law and voluntarily exceeding legal requirements in order to be innovative and demonstrate leadership on the issues that are important to our stakeholders and us. As we design experiences, execute events and evaluate our success we are able to choose every day in big and small ways how our actions and words build a better quality of life for our employees, clients, event participants and suppliers.

OBJECTIVES

We commit to:

1. Minimize environmental impacts in the areas of waste, water, energy and air quality.
 - Establish threshold kWh energy use at site: Reduce by 10% minimum by end of year 1.
 - Emissions produced by car/bike travel to and from work: Set a target reduction MT per FTE employee.
2. Give back to communities by volunteering and donating resources.
 - Value of pro-bono work: \$20,000 per year.
3. Ensure our supply chain has responsible social and environmental practices.
 - Percentage of vendors used who meet company minimum sustainability guidelines: 75% of vendors compliant.
 - Create innovative approaches to minimize negative environmental impacts, improve economic bottom line and integrate the social elements in to delivering a sustainable platform for growth.
 - Number of sustainability innovations introduced for winery: 2 minimum per year.
4. Accessibility is a key focus for us. We want to provide an environment that invites inclusion.
 - Provide accessible toilet facilities, appropriately sized tasting tables and access to the winemaking area. The bar area will be accessible at the side for wheelchair ordering for both food and beverages and staff will be assigned to look after these clients.
 - Invite accessibly challenged groups to use our space for functions e.g. Wheelchair Rugby League Australia for after game events.