

DUNCAN YOUNG CONSULTING

leadership & communication

ETHICAL TRADE POLICY

Duncan Young Consulting Pty Ltd (DYC) acknowledges and pays our respects to First Nations knowledge holders and recognise the unceded lands on which we live, work and learn.

Duncan Young Consulting Pty Ltd (DYC) recognises office administration and training delivery can have significant social and environmental impacts, both locally and globally. The choices made about office supplies, training materials, packaging materials and transport can support sustainable environmental practices at the local level, minimise waste to landfill, reduce greenhouse gas emissions and translate into improved conditions for both workers.

DYC is committed to following, improving and promoting good sustainability practices throughout our activities. All business decisions, including those relating to strategic development, will be taken with consideration given to balancing the economic needs of the company with an enduring responsibility to the quality of our global environment and the social well-being of all those with whom we engage.

DYC recognises the important role ethically and sustainably produced and packaged foods/ingredients play in contributing to the nutritional health and general wellbeing of our community, the local economy and the wider environment.

The key objectives of this policy are for DYC to:

- Where possible promote opportunities for sustainable development
- Where possible support industries and businesses that utilise ethical, sustainable, cruelty-free and fair trade production methods and practices
- To increase the sustainability of DYC's internal practices by reducing food miles, waste sent to landfill, and socio-environmental impact associated with DYC's production choices
- Where possible, when packaging is required to encourage clients to support the use of re-usable, 100% compostable and/or recyclable packaging to help eliminate single-use plastics and promote the circular flow of resources
- Energy Efficient. Purchase the most energy efficient equipment and vehicles. Service vehicles regularly to maintain efficiency
- Fair Trade. Purchase fair-trade whenever practical

DYC staff and clients should endeavour to adhere to the policy where reasonably and practicably possible.

DYC reserves the right to update this Ethical Trade policy at any time without notice, in order to address changed circumstances or legislation or improve ethical trade practices. You may obtain a copy of the current version of the Ethical Trade policy by contacting DYC.