

Intego Consulting
Environmental
Sustainability Policy

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Policy Owner: Director

1.0. Purpose and scope

This Policy outlines Intego Consulting's commitment to mitigating our climate impact and fostering regenerative systems. Because we work with place-based leaders to navigate the nexus of people, nature, and economy, we must practice internally what we preach externally.

This policy applies to all remote employees, directors, and subcontractors. Because we operate entirely without a centralised office, headquarters, or physical vehicle fleet, this policy governs our distributed, digital-first operational footprint and our strategic project delivery.

2.0. Core commitments and implementation

2.1. The digital footprint and distributed workspaces

Without physical offices to regulate, environmental responsibility is shared across our remote team. We commit to:

- **Ethical and low-impact procurement:** Prioritising energy-efficient hardware, certified sustainable home office supplies, and choosing ethical, circular economy suppliers where possible.
- **Green digital Infrastructure:** Partnering with cloud storage, web hosting, and software-as-a-service (SaaS) providers that use 100% renewable energy data centres.
- **E-Waste Responsibility:** Ensuring all obsolete electronic equipment, laptops, and phones are ethically recycled or refurbished through verified e-waste programs to prevent landfill contamination.
- **Minimising the use of AI:** With its data centres and energy requirements, AI has a significant environmental impact. Where possible, we minimise the use, prioritising instead using our human intellect, skills, and capabilities.
- **Reusable options:** Ensuring we prioritise reusable options (water bottles, keep cups, cutlery, etc.) rather than single-use plastics.

2.2. Sustainable travel

As a remote firm, our primary operational carbon risk stems from business travel.

- **Virtual-first collaboration:** Prioritising high-quality digital engagement and remote capability-building to cut down on unnecessary physical travel.

- **Conscious transit:** When place-based research or strategic co-design requires in-person presence, team members must prioritise public transit, rail, or electric vehicle carpooling/carsharing over short-haul flights whenever practical.
- **Low-waste events:** Ensuring that community engagement workshops, focus groups, and presentations avoid single-use plastics and minimise physical print materials.

2.3. Systemic practice: "Holding Power with Care"

Our greatest lever for environmental impact is our advisory work. As The Intego Manifesto states, we will hold power with care. We commit to:

- **The regenerative lens:** Ensuring our *Place-based Policy Design* and *Social and Environmental Research* services actively help clients shift away from business-as-usual shortcuts toward long-term ecosystem health.
- **Giving nature a seat at the table:** Intentionally embedding ecological health metrics into the bespoke impact frameworks we design for local governments, tourism boards, and NGOs.

4.0. Roles and Responsibilities

ROLE	QUALITY ASSURANCE RESPONSIBILITY
Senior Management	Accountable for firm-wide compliance, vetting vendor sustainability credentials, and ensuring our project portfolio aligns with regenerative design practices.
All employees and subcontractors	Responsible for managing their distributed home office spaces efficiently, making conscious travel choices, and applying a sustainability lens to client deliverables.

5.0. Related Standards and Professional Frameworks

Intego Consulting aligns its remote operations and advisory services with the following benchmarks:

- **UN Sustainable Development Goals (SDGs):** Specifically, Goal 11 (Sustainable Cities and Communities) and Goal 12 (Responsible Consumption and Production)
- **Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act)**
- **The RISE Framework:** Ensuring environmental accountability is integrated into every stage of client projects (Reveal, Integrate, Share, Evolve)