

Sustainability Policy

Tourism and Events Queensland (TEQ) is a statutory body of the Queensland Government and the state's lead marketing, destination and experience development and major events acquisition agency. TEQ is committed to achieving best practice environmental, cultural, social and economic sustainability. TEQ has partnered with EarthCheck, the world's leading benchmarking and certification provider to improve sustainability efforts across the business for a more sustainable future. TEQ's head office is situated at St Pauls Terrace, Brisbane

The Sustainability policy aims to establish business procedures and structures, educate and encourage employees in all business units to support TEQ's sustainability vision, continuously monitor and improve the organisation's performance, and comply with relevant legislation and regulations.

This policy relates to the initiatives of TEQ's Sustainability Committee and applies to all TEQ staff. Compliance with this policy is mandatory for all TEQ staff.

The Sustainability Committee is responsible for the identification, implementation, and communication of sustainability initiatives throughout TEQ and overseeing the sustainability risk assessment and management activities. This includes delivering TEQ's Sustainability action plan, providing advice to TEQ staff on this policy and assisting with the annual benchmarking exercise to maintain and improve TEQ's accreditation level with EarthCheck.

This policy aims to educate and encourage employees to support and share TEQ's sustainability vision by focussing on the following areas:

- Eliminating and avoiding carbon emissions with the balance of those emissions being offset as TEQ moves towards carbon neutrality and ensuring due diligence when selecting carbon offsetting partners.
- Monitoring and reducing TEQ's environmental impacts through energy efficiency, conservation, and management initiatives, and improving TEQ's social impacts.
- Contributing to Reconciliation and raising cultural awareness through initiatives delivered under TEQ's Reconciliation Action Plan.
- Steer TEQ's supply chain to implement environmental, social, cultural, and economic sustainability actions.
- Minimising waste generation by reducing, reusing and recycling products and materials, and maximising the purchase of recycled/biodegradable/eco-labelled/fair trade products.
- Maintaining transparency and accountability by communicating to partners and stakeholders about TEQ's sustainability policy and achievements.
- Going above and beyond TEQ's procurement policy by sourcing local goods and services wherever possible with consideration to fair trade practices, social impact, and lifecycle.
- Using reasonable endeavours to:
 - a) source products and services where possible from First Nations business(es) operating within Queensland; and
 - b) support employment opportunities for First Nation people.
- Continuing yearly EarthCheck certification comprising environmental and sustainability benchmarking and audit activities.

A handwritten signature in black ink, appearing to read "Patricia O'Callaghan".

Patricia O'Callaghan
Chief Executive Officer
28 May 2024