

Sustainability Strategy July 2020 – June 2022

Sustainability for us at the Ministry for the Environment means operating within our baseline, minimising our environmental footprint and providing our people what they need to thrive. We mobilise action across New Zealand to care for, manage and invest in our natural resources wisely, so our environment thrives along with our economy and people. This is our plan to July 2022.

	Tangata Our people BE AN AWESOME PLACE TO WORK 	Taiao Our environment LEAD BY EXAMPLE AND BE A STRONG VOICE FOR OUR ENVIRONMENT 	Pūtea Our finances BEING FINANCIALLY FIT SO WE CAN ACHIEVE OUR OUTCOMES 
Our longer term goals	<ul style="list-style-type: none"> Embracing our diversity and inclusion as our strength – “He rau mano, he rau kotahi tangata” Embracing our multiple talents. Our people feel empowered and supported to grow and develop as effective leaders, challenging and empowering others to improve. The wellbeing of our staff is at the core of everything we do. Strengthen our capability in Te Ao Māori and share our experiences with the public sector. 	<ul style="list-style-type: none"> Sustainability is our culture. Our people feel and live this. We lead by example, share best practice and support others. Advising with impact by providing New Zealanders with the best information at the right time to enable informed and sustainable decisions. We are a net zero emissions, zero waste Ministry. We connect, collaborate and partner with others to reach better environmental outcomes at scale and pace. We will halve our emissions from our 2017/18 baseline by 2030. 	<ul style="list-style-type: none"> We remain financially sustainable by operating within our baseline. We report transparently on our performance and progress.
Our targets by June 2022	<ul style="list-style-type: none"> Staff are enabled to participate in an annual volunteering day. Te Ao Hurihuri capability development programme designed and implemented. Develop and implement a capability framework that identifies opportunities for the everyday development of our people. We empower and enable our staff to work flexibly. Uphold our commitment to our Rainbow Tick certification. Reduce our staff turnover by 20% from a 2019 baseline. Grow and develop our Diversity and Inclusion Policy programme. Regularly measure staff wellbeing and take action to improve it. Provide at least 10 annual staff events that celebrate our diversity. Implement our Gender Pay Gap Action plan. 	<ul style="list-style-type: none"> Measure and externally certify our carbon footprint annually. Policy Plus – Sustainability is at the forefront of our minds and is woven into our everyday actions, advice and outcomes. Reduce our emissions by 26% from our 2017/18 baseline. Fully operationalise our refreshed engagement and partnerships strategies so we achieve measureable environmental benefits. Staff feel engaged and empowered to use alternatives to travel. Use our environmental reporting programme to inform greater action on sustainably managing our natural assets. Reduce our waste to landfill from our head office by 50% from our 2017/18 baseline. Reduce our paper use by 50% from our 2017/18 baseline. Ensure our new head office building achieves at least a five star Greenstar Building rating. 	<ul style="list-style-type: none"> Embed procurement practices that are both sustainable and inclusive. Measure and report on our financial and non-financial results via our annual report. Co-ordinate and manage our funds for the greatest environmental impact/benefit and inline with our priorities. Sustainability criteria reviewed and updated in the funds we administer.

