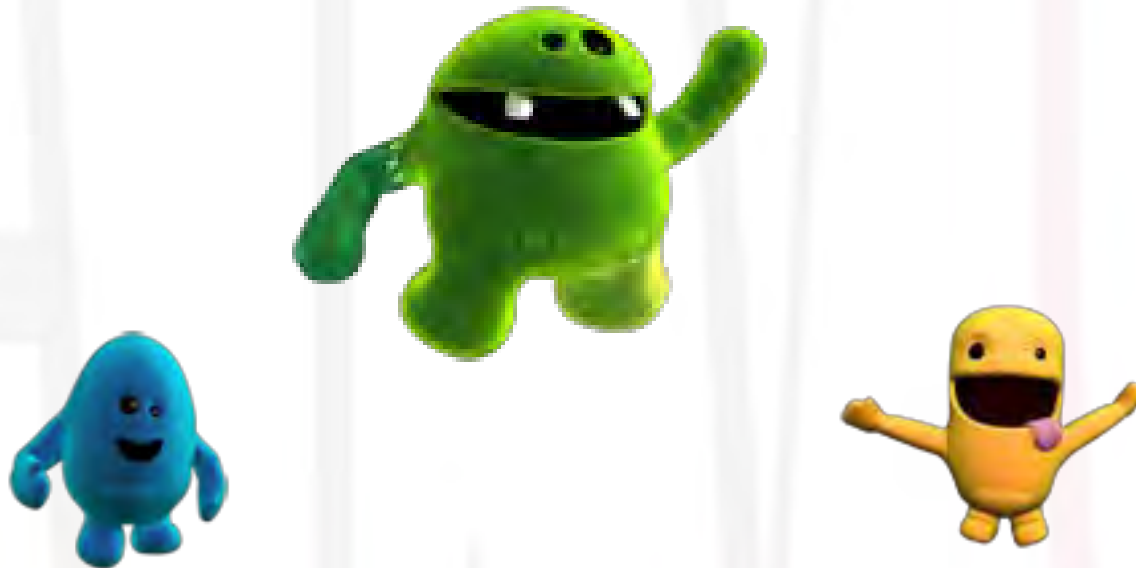


Sustainability at Salvos Stores: An Example of Sustainability Education Triggering Change



Frank Staebe, General Manager, Finance & Operations
Donald Munro, Sustainability Manager

Role of Education in Embedding Sustainability



- Social conscience has developed in a reasonable fashion
 - Oil Company to Tobacco Company to Entertainment Company to Medical Systems Company to Salvation Army
-

- Sustainability issues known to me, but not really on my radar.
 - NACRO State Executive meeting - addendum course on Sustainability in textile industry as being available, to NACRO members, at low cost
 - Why not? Nothing to lose, may have some interesting facts that I didn't know about... Though, honestly, probably not really useful for us....
-

- Attended the course... real "eye opener" ... This was at the time ETS was first being discussed, therefore Environment was in the news a lot.
- In all honesty, the more that was taught and presented to us, the more depressed I felt about the state of the world. Equally, I knew that, learning what I was learning, I would need to turn this „scary“knowledge into a „positive“within my sphere of influence.



Role of Education in Embedding Sustainability

- The way the subject matter was taught by the Swinburne staff
 - pitched to audience at a very practical everyday level
 - encouraged very strong interchange of ideas, views and thoughts
 - excellent use of industry experts
 - in fact created the „hunger“ in all of us to find out more (I subsequently undertook 2 more units and Carbon Accounting) and in my case (which is not unique), to implement into action.
-
- Armed with this new found knowledge, to effectively turn ideas into action. Within any organisation, what is needed is ...
 - a champion for the cause (who has a little bit of clout)
 - a sympathetic CEO and Executive Board
 - a positive corporate culture, where staff are able to be easily motivated and feel empowered to make a difference.
 - Swinburne have trained an additional 15 people at SS, incl. 3 Carbon Accts.
 - also I have felt that the staff at Swinburne, have truly shown an interest in our journey, which further re-enforces our determination.



Role of Education in Embedding Sustainability



One formal bit of advice on the above heading, that I would give before handing over to Donald Munro, our newly hired Sustainability Manager to outline some of the progress made by Salvos Stores since this time last year from a zero base.

Have formal „Sustainability“ classes taking place throughout Primary and Secondary schooling

Only by doing that, will we quickly grow the interest and expertise needed to develop a greatly more Sustainability friendly society

Over to Donald....



First – „a story from my research“

“Just as charitable organisations like **the Salvation Army would not be expected to attend to environmental issues** or pay a cash dividend ... business should not be expected to take on concerns outside its core expertise”

“... at least in areas where a business doesn't do obvious harm to people or the planet”





- **Graduate Diploma in Sustainability**
- **Short Course: Carbon Accounting**



Sustainability and Salvos Stores

- 1. Why does it / or should it matter to us?**
- 2. What has been achieved by Salvos Stores to date?**
- 3. What are the next steps?**





Why does it matter to us?

- **We already recycle – so it fits**
- **We should be seen as a socially responsible organisation**
- **We have a duty not to waste money we generate nor waste resources**



The Public Expects:

“Global awareness of climate change doubled in 6m in 2007”

Randall Pearce, **Managing Director, THINK:**
Insight & Advice
 Co-Founder, Thermometer Surveys



Public expects action:

- 41% says from government
- 32% says from business/industry
- 24% says from individuals
- 3% says from no-one

Carbon Solutions Forum 2008 –
www.thermometersurvey.com



Against that backdrop – our business case:

Add to our „recycle“ credentials

Do the right thing for future generations

Be first major charity to „go green“

Advertising opportunities

Respect in government

Employer of choice

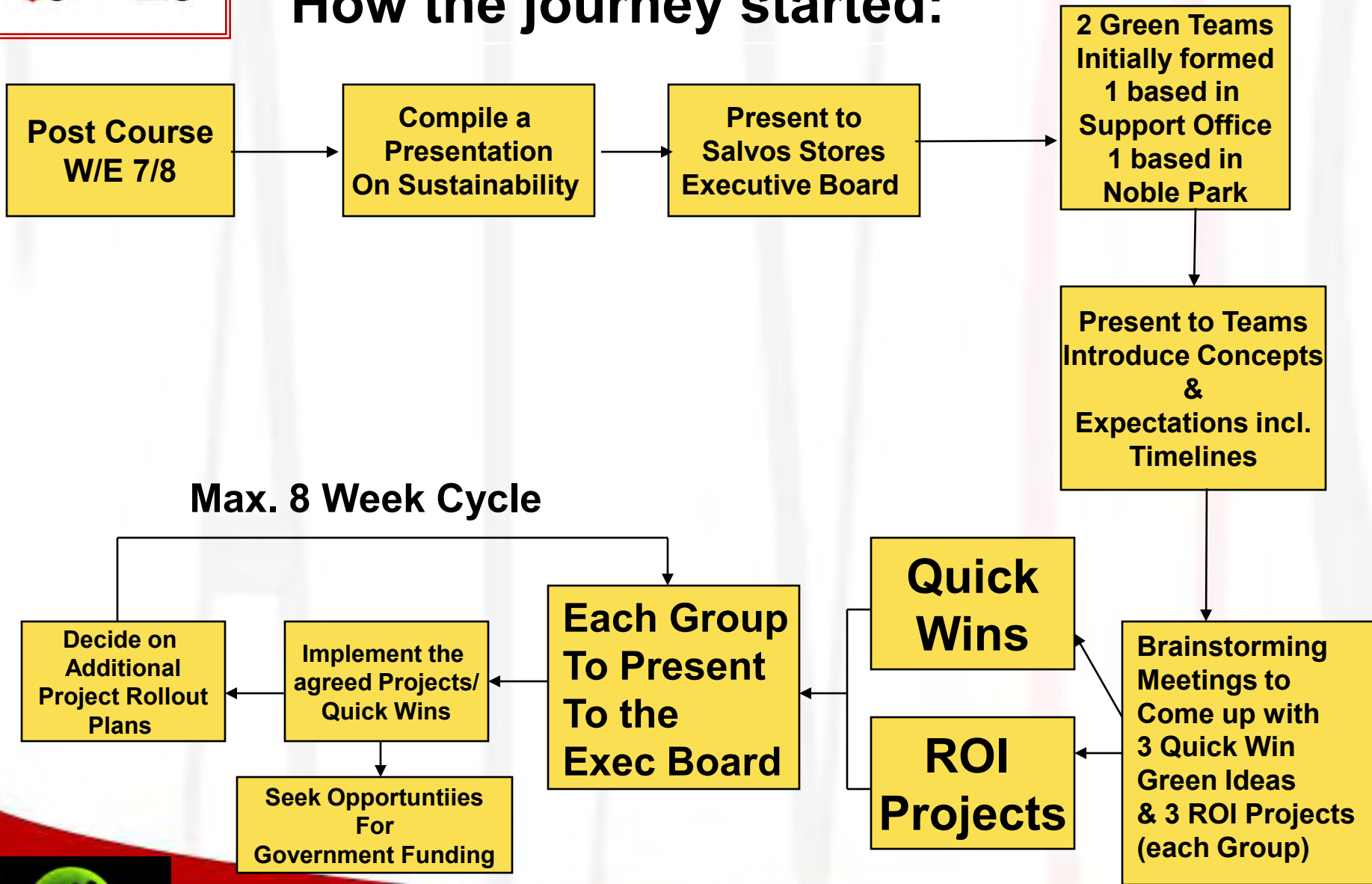
More volunteers

Customer loyalty

**Value of each of the above positive spin offs difficult to calculate,
However, jointly the benefits are enormous
Therefore it makes Business sense also.**



How the journey started:



The ball is now rolling...



What has been achieved so far?



- **5 Hybrid trucks purchased – more to come**
- **T5 lighting installed in offices**
- **Skylights installed in call centre & offices**
- **Rainwater tanks installed in 2 locations**
- **Energy efficient hand dryers installed in distn. centre**
- **Sensor lighting installed in offices**
- **Double sided printing in office**
- **Wheat based paper trial taking place**
- **„Sustainability“ presentation given to all Area Managers**



What has been achieved so far?



- Carbon inventory prepared for 07/08 FY (see next slide)
- Inventory tool commissioned for future reporting
- Environmental sustainability now included in 2010-2013 Strategic Plan
- Sustainability Manager employed! 😊
- Sharing our journey – e.g. Today & NACRO conference in November
- Salvos Stores „Values“ & „Mission Statements“ re-written to include reference to environmental factors
- Sustainability Strategy written & approved by Board – to maintain the progress



Draft Carbon Inventory

Data Type (tonnes CO ₂ -e)	2008-09	2008-09 Total per FTE
Electricity	4,965.58	3.72
- Tenant	4,965.58	3.72
- Base building		
Natural Gas	30.79	0.02
- Tenant	30.79	0.02
- Base building		
Air Travel	277.90	0.21
Fleet Travel	940.67	0.70
Waste & Recycling	10,971.23	8.21
Personal & Hire vehicle use		
Taxi Travel	0.42	0.00
Synthetic gases	0.72	0.00
Paper	10.73	0.01
Stationary Fuels	23.22	0.02
Water	0.21	0.00
- Tenant	0.21	0.00
- Base building		
Total	17,221.47	12.89



We have a long road ahead...



What's next?

Our Sustainability Strategy includes 6 high levels goals:

1. Embed the new Mission & Values statements
2. Removal of „recyclable“ products from waste
3. Engage government, business & community in waste issues
4. Further quantify & reduce ghg emisisions
5. Identify & implement further cost effective sustainability initiatives
6. Introduce sustainability reporting quarterly & annually



