PUBLIC DISCLOSURE STATEMENT

CARE SUPER PTY LTD

ORGANISATION

FY2019-20

Australian Government

Climate Active
Public Disclosure Statement

An Australian Government Initiative

NAME OF CERTIFIED ENTITY: CARE Super Pty Ltd (thereafter referred to as CareSuper)

REPORTING PERIOD: 1 July 2019 – 30 June 2020

Declaration

To the best of my knowledge, the information provided in this Public Disclosure Statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.

Signature

Date 15 January 2021

Name of Signatory

Julie Lander

Position of Signatory

Chief Executive Officer

Australian Government
Department of Industry, Science, Energy and Resources

1. CARBON NEUTRAL INFORMATION

Description of certification

The emission inventory in this public disclosure summary covering the 1 July 2019 to 30 June 2020 reporting period has been developed in accordance with the Climate Active Carbon Neutral Standard for Organisation (CACNSO).

The operational boundary has been defined based on an operational control approach. This certification covers the Australian business operations of CARE Super Pty Ltd (ABN: 91 006 670 060). The following locations are included in the emissions boundary:

- Melbourne office
- Sydney office
- Brisbane office
- Canberra office

"Climate Active certification formalises CareSuper's commitment to reduce our operational carbon emissions and supports our engagement with members, staff and the community".

Organisation description

CareSuper is Australia's largest industry super fund for professionals and is driven by a clear and genuine purpose: helping its members achieve their goals in life and specifically to experience a comfortable lifestyle in retirement. For over 30 years, CareSuper has become the super fund of choice for professionally minded people, across all occupations and sectors, who want a high-performing fund that fulfils their needs and aspirations. CareSuper has offices in Melbourne, Sydney, Brisbane and Canberra, and members in every State and Territory.

CareSuper published its Corporate Responsibility and Sustainability Policy in April 2019 and commits to implementing the policy through a range of initiatives, which includes reducing and offsetting its operational carbon emissions. It has taken initiatives such as offsetting carbon emissions for air travel since 2014 and using green energy since 2011. In 2019 CareSuper gained carbon neutral accreditation for the 2017-18 period and has maintained its commitments. This is CareSuper's third public disclosure statement. The report demonstrates our approach to maintaining accreditation through our emissions reduction strategy.

2. EMISSION BOUNDARY

Diagram of the certification boundary

Quantified

Ancillary transport services

Business travel – accommodation

Business travel – flights

Business travel – ground

Electricity

Fleet vehicles – petrol

Food and catering services

Furniture

Work from home

IT equipment and services

Office renovation

Paper

Postage and courier

Printing and publishing

Staff commuting

Telecommunications

Waste

Water

Non-quantified

Refrigerants

Excluded

Investments

Non-quantified sources

The potential emissions from refrigerants are estimated to be less than 1% of the total carbon account which is regarded as being immaterial; therefore, it has been non-quantified.

Data management plan

The non-quantification of refrigerants is due to the emissions being immaterial to the total carbon account. Therefore, a data management plan is not required.

Excluded sources (outside of certification boundary)

CareSuper's Corporate Responsibility and Sustainability Policy covers all aspects of the Fund's operation, including investing. The Fund also has a Responsible Investing Policy, which outlines its commitment to integrating environmental, social and governance factors into its investment processes, including integrating material climate change risks and opportunities.

However, as the investment process is separate from operations and is largely outsourced, it has not met the criteria of the relevance test outlined by the Climate Active Carbon Neutral Standard for Organisation (Appendix 1).

CareSuper is committed to carbon emission reduction to play its part in creating a sustainable environment into which its members will retire and to meet their expectations.

3. EMISSIONS SUMMARY

Emissions reduction strategy

CareSuper published its 'Corporate Responsibility and Sustainability Policy' in April 2019. As stated in the policy, while CareSuper's operational footprint is small, it always looks for ways to reduce the use of energy and resources and minimise waste. The improvements to resource efficiency lessen CareSuper's environmental impact and may represent a direct cost saving to CareSuper, and ultimately to its members, while also providing a positive impact on the environment and community by supporting a low carbon economy.

CareSuper's organizational emissions reduction strategy includes:

- Continuing to develop online functionality for members to interact online and defaulting members to access online information and opt-out of receiving hard copy communications such as annual statements. This reduces paper, printing and postage emissions – one of CareSuper's higher emission sources
- Ensuring that our workforce operates from energy efficient buildings and looking for high Green Star and NABERS' ratings when considering any changes in location. The largest of CareSuper's offices, in Melbourne, is now in a building that is targeting a 5.5 Star NABERS Energy rating and a 6 Star Green Star rating).
- Considering energy ratings when purchasing or leasing appliances
- Maintaining and monitoring a comprehensive recycling system, with appropriate labelling to ensure effectiveness of the program
- Encouraging staff and partners to use online communications and reporting systems, thereby reducing paper usage
- Embracing digital workstyles that more broadly allow for digital meetings, to reduce travel and enable efficient work from home capabilities to meet staff needs and reduce commute emissions
- Promoting the use of public transport amongst staff, by offering discounted annual Myki passes via the commuter club. Also, by providing excellent end of trip facilities such as showers, lockers, and bike storage to encourage cycle or run to work, etc.
- Using 100% Green energy for office electricity in our Melbourne and Sydney offices
- Engaging with CareSuper's service providers about their sustainability initiatives
- Considering carbon emissions/sustainability in procurement decisions
- Choosing LED lighting, occupancy sensors and rezoning for after-hours air conditioning where possible

The table below summarises quantifiable actions for CareSuper's ongoing emission reduction strategies.

Table 1

Ongoing emission reduction strategies		
Emission source	Reduction measures	Calculation method
Electricity	• Maintain percentage of renewable electricity to 100% (Melbourne & Sydney office) • Office energy efficiency initiatives: LED lighting, occupancy sensors, daylight harvesting, rezoning for after-hours/holiday air conditioning, etc. • Purchase energy efficient appliances	Energy bills
Electricity & Water consumption	• Transform employee behaviors by raising awareness and providing basic training to reduce energy and water consumption	Bills
Waste	• Transform employee behaviors by raising awareness and providing basic training to reduce waste generation, • Implement monitoring and reporting system to ensure effectiveness of program • Improve and maintain waste bin labelling • Encourage staff to use in-house coffee machine rather than take away drinks to reduce disposable coffee cup waste. Staff have also been provided with re-usable cups for takeaway drinks and drink bottles for water	Waste report
Business travel	• Provision of technology, guidelines and training for virtual meetings and video conferences	Business travel expense records
Staff commuting	• Maintain policies to encourage the use of public transport, biking, walking and co-travelling to work • Work-from-home arrangements	Employee commuting survey
Print and Publishing, Postage and Couriers, Paper	• Raise awareness to reduce consumption, and increase the usage of recycled and carbon neutral paper • Default settings for members to receive their information electronically rather than in paper form • Increase functionality of online systems to enable members to transact online without requiring hardcopy print and mail	Amount of paper consumption, printing/publishing/postage expense records

Emissions over time

CareSuper's emissions over time have increased in 2019/20, due only to a 'one off' fit-out of a new Melbourne office to facilitate growth. Excluding office renovation emissions, CareSuper maintained a decreasing trend. The COVID pandemic and resulting restrictions contributed to the reduction of emissions. Although the emission factor used to calculate print, publishing and postage changed in 2020 reporting, resulting in an increase, the actual activity data saw decreases in this area, partly attributable to our reduction measures for communications to members (one of CareSuper's larger emission sources). However, in superannuation, there are legislative requirements to compulsorily communicate with members so this factor can vary from year to year.

CareSuper's emissions over time from FY2017-18 to FY2019-20 are summarized in Table 2. Please note that the figures are reported as net total CO_2-e to be in line with the Climate Active inventory, which was applied in the current reporting year. The description and justification of new and removed emission sources are listed in Table 3, whereas the nature of emission changes for existing emission sources is described on Table 4.

Table 2

Emissions since base year			
Emission source category	Base year: FY2017-18	Year 1: FY2018-19	Current year Year 2: FY2019-20
Ancillary transport services	n/a	n/a	1
Business travel – accommodation	40	15	25
Business travel – flights	273	257	155
Business travel – ground	8	1	7
Net electricity	244	236	142
Fleet vehicles – petrol	81	140	117
Food and catering services	12	22	24
Furniture	n/a	n/a	248
Work from home	n/a	n/a	27
IT equipment and services	32	28	37

Office renovation	n/a	n/a	858
Paper	5	9	5
Postage and courier	124	101	125
Printing and publishing	60	58	175
Staff commuting	431	567	73
Telecommunications	37	39	48
Waste	17	23	5
Water	2	2	1
Office rent	2	2	n/a
Total net emissions tCO2e	1,367	1,501	2,074

Table 3

New and removed emission sources		
Emission source category	Change	Reasons for change and future comparability
Ancillary transport services	New	Ancillary transport services were added for completeness of CareSuper's inventory. It has a small impact but will be included in future reporting years.
Furniture	New	Furniture was added as it relates to new office fit-out (renovation) and fulfills the criteria of relevance. Furniture will be included in future reporting years. Emission from furniture is expected to fluctuate annually.
Work from home	New	Work from home was added to include the impact of the work-from-home (WFH) policy that was put in place on 23 March 2020 due to the COVID-19 pandemic. This emission source may remain relevant in future reporting years.

Office fit-out/renovation	New	Office fit-out/renovation was added due to its relevance for the reporting period. Office renovation does not occur annually and varies in scale; therefore, the emissions are expected to fluctuate annually.
Office rent	Removed	Office rent was considered in previous reports due to energy data unavailability for Brisbane and Canberra offices. In FY19-20, all office energy data is based on actual energy bills or Climate Active calculator.

Table 4

Emission trends compared to previous reporting year		
Emission source category	Trend	Reasons for change
Business travel – accommodation	Increase	Change of emission factor for domestic hotels in line with Climate Active (decreased activity data)
Business travel – flights	Decrease	Organic reduction
Business travel – ground	Increase	Organic growth
Electricity	Decrease	Increased renewable energy percentage and reduced consumption
Fleet vehicle – petrol	Decrease	Organic reduction
Food and catering services	Increase	Change of emission factor in line with Climate Active (decreased activity data)
IT equipment and services	Increase	Higher proportion of monitors and laptops from the purchased IT equipment
Paper	Decrease	Organic reduction
Postage and courier	Increase	Change of emission factor in line with Climate Active (decreased activity data)
Printing and publishing	Increase	Change of emission factor in line with Climate Active (decreased activity data)

Staff commuting	Decrease	The significant decrease can be attributed to a calculation error made in the two previous years, which was corrected for FY19-20. Staff commuting was overestimated in FY17-18 and FY18-19 by five-fold. Staff commuting calculations and emission reductions in FY19-20 have been rectified and reviewed by a third-party verifier. Factoring out the calculation error, staff commuting still decreased due to organic reduction.
Telecommunications	Increase	Organic growth due to increase in working-from home arrangements
Waste	Decrease	Actual waste audit data in Sydney office was used as the basis of calculation, instead of the industry-average data used in previous years.
Water	Decrease	Organic reduction
Total net emissions	Increase	New emission sources (Table 2) amounted to 1,135 tonnes CO_2-e (54.7% of total net emissions). In addition, several emission factors were changed to align with Climate Active methodology.

Many of the emission changes on Table 3 may have been directly or indirectly affected by COVID-19 pandemic, which resulted in office shutdown/occupancy restrictions, travel restrictions, and more employees working from home. CareSuper has taken these into account in the carbon inventory calculations as much as possible. However, there is a limitation on decoupling the effect of COVID-19 pandemic from other possible reasons for change.

Emissions reduction actions

The table below summarizes the reduction in activity data and the reasons of change.

Table 5

Activity data reductions compared to previous reporting year			
Emission source category	Reduction change	Status	Activity data reduction %
Electricity	100% Green energy electricity for Melbourne and Sydney offices	Completed	n/a
Electricity consumption	Office energy efficiency initiatives – LED lighting, lighting sensors, after-hours zoning /COVID-19 restrictions on office use	Implemented in Melbourne office	10%

Business travel – flights	Increased usage of digital meeting technology/COVID-19 travel restrictions	Ongoing	8%
Business travel – accommodation	Increased usage of digital meeting technology/COVID-19 travel restrictions	Ongoing	1%
Fleet vehicle – petrol	Increase usage of digital meeting technology/ COVID travel restrictions	Ongoing	16%
Paper	Reduction in office printing due to COVID-19 office restrictions and change in employee behaviours to work digitally	Implemented/ Ongoing	30%
Postage and courier	The 2019 Financial Year required more mandatory member communication than a normal year. Default members to electronic communications and promote online transactions.	Implemented/ Ongoing	42%
Printing and publishing	The 2019 Financial Year required more mandatory member communication than a normal year. Default members to electronic communications and promote online transactions.	Implemented/ Ongoing	42%
Staff commuting	There was an overcalculation of staff commute in FY18-19 that this reduction (80%) is largely attributable to. Actual activity data reductions (4%) are due to increases in staff using public transport and COVID related office restrictions.	Implemented/ Ongoing	84%

Waste	Actual data was used for the FY19-20 report rather than the more conservative assumptions used in FY18-19. More effective use of recycle stations. Decrease in office use and therefore waste due to COVID restrictions.	Implemented/ Ongoing	80%
Water	Decrease in office use due to COVID restrictions. Move to more efficient building for CareSuper's main office Employee behavior change to decrease water consumption	Implemented/ Ongoing	27%

Emissions summary (inventory)

Table 6

Emission source category	tonnes CO_2-e
Ancillary transport services	1
Business travel – accommodation	25
Business travel – flights	155
Business travel – ground	7
Electricity	142
Fleet vehicles – petrol	117
Food and catering services	24
Furniture	248
Work from home	27
IT equipment and services	37
Office renovation	858
Paper	5
Postage and courier	125
Printing and publishing	175

Staff commuting	73
Telecommunications	48
Waste	5
Water	1
Total Net Emissions	2,074

Please note that due to rounding of numbers the figures may not add up exactly to the total net emissions provided.

Uplift factors

Table 7

Reason for uplift factor	**tonnes CO_2-e**
n/a	0
Total footprint to offset (uplift factors + net emissions)	2,074

Carbon neutral products

CareSuper used the following Climate Active carbon neutral products in the FY19-20 reporting period:

- Australian Paper - Office based printing
- Biopak disposable packaging – Office kitchen

Electricity summary

Electricity was calculated using a market-based approach.

The Climate Active team has been consulting on the use of a market vs location-based approach for electricity accounting and was expected to finalise a policy decision for the carbon neutral certification by July 2020. Given a decision is still pending on the accounting way forward, a summary of emissions using both measures has been provided for full disclosure and to ensure year on year comparisons can be made.

Market-based approach electricity summary

Table 8

Electricity inventory items	kWh	Emissions (tonnes CO2e)
Electricity Renewables	173,611	0.00
Electricity Carbon Neutral Power	0	0.00
Electricity Remaining	131,304	141.95
Renewable electricity percentage	57%	
Net emissions (Market based approach)		141.95

Location-based summary

Table 9

State/ Territory	Electricity Inventory items	kWh	Full Emission factor (Scope 2 +3)	Emissions (tonnes CO2e)
ACT/NSW	Electricity Renewables	16,748	-0.90	-15.07
ACT/NSW	Electricity Carbon Neutral Power	-	-0.90	0.00
ACT/NSW	Netted off (exported on-site generation)	-	-0.81	0.00
ACT/NSW	Electricity Total	43,258	0.90	38.93
Vic	Electricity Renewables	100,149	-1.12	-112.17
Vic	Electricity Carbon Neutral Power	-	-1.12	0.00
Vic	Netted off (exported on-site generation)	-	-1.02	0.00
Vic	Electricity Total	256,203	1.12	286.95
Qld	Electricity Renewables	-	-0.93	0.00
Qld	Electricity Carbon Neutral Power	-	-0.93	0.00
Qld	Netted off (exported on-site generation)	-	-0.81	0.00
Qld	Electricity Total	5,453	0.93	5.07
	Total net electricity emissions		*0.00*	*203.71*

4. CARBON OFFSETS

Offset purchasing strategy: in arrears

Offsets summary

Table 10

1. Total offsets required for this report	2,074
2. Offsets retired in previous reports and used in this report	75
3. Net offsets required for this report	1,999

Project description	**Type of offset units**	**Registry**	**Date retired**	**Serial number (and hyperlink to registry transaction record)**	**Vintage**	**Quantity (tonnes CO2-e)**	**Quantity used in previous report**	**Quantity banked for future years**	**Quantity used in this report**
Huóshui Grouped Hydropower Plants in Chongqing, Yunnan, Sichuan and Guizhou Provinces, China	VCUs	APX	12 Dec 2019	7151-374912211-374913786-VCU-051-APX-CN-1-438-01012017-31122017-1	2017	1,576	1,501	0	75
82 MW Lau Renun Hydro Power Plant, North Sumatra, Indonesia	VCUs	VCS	12 Jan 2021	9408-95983031-95984030-VCS-VCU-842-VER-ID-1-488-01012017-30042017-0	2017	1,000	0	0	1,000
Renewable Power Project by Axis Wind Farms (MPR Dam) Private Limited, India	VCU	VCS	12 Jan 2021	8555-30097151-30098149-VCS-VCU-997-VER-IN-1-1790-01012019-01102019-0	2019	999	0	0	999
				Total offsets retired this report and used in this report					2,074
				Total offsets retired this report and banked for future reports				0	

Co-benefits

Huóshui Grouped Hydropower Plants in Chongqing, Yunnan, Sichuan and Guizhou Provinces, China

This project relates to 4 per cent of the total amount of offsets purchased and retired for this reporting period and consists of multiple small-scale hydropower plants that generate renewable energy for rural Southwest and South-Central China. By supplying clean hydroelectric power to the local grid, the project displaces greenhouse gas emissions, helping mitigate climate change. The project helps to improve the lives of local people through funding a number of initiatives, including a social fund and sustainable agricultural workshops.

Huóshui Grouped Hydropower helps diversify China's energy sector and provides local employment opportunities in power plant construction and operation, helping to alleviate regional poverty. The project activities also fund social initiatives in cooperation with local organisations, including disaster relief funds and educational programmes, such as those aimed at improving the lives of children whose parents have migrated to the cities for work. Sustainable agricultural workshops create increased income opportunities for local farmers, while the reliable electricity supplied by the project gives remote communities better access to electrical appliances that ameliorate their daily life.

Below is the contribution towards the United Nations Sustainable Development Goals made by the Huóshui Grouped Hydropower Plants:

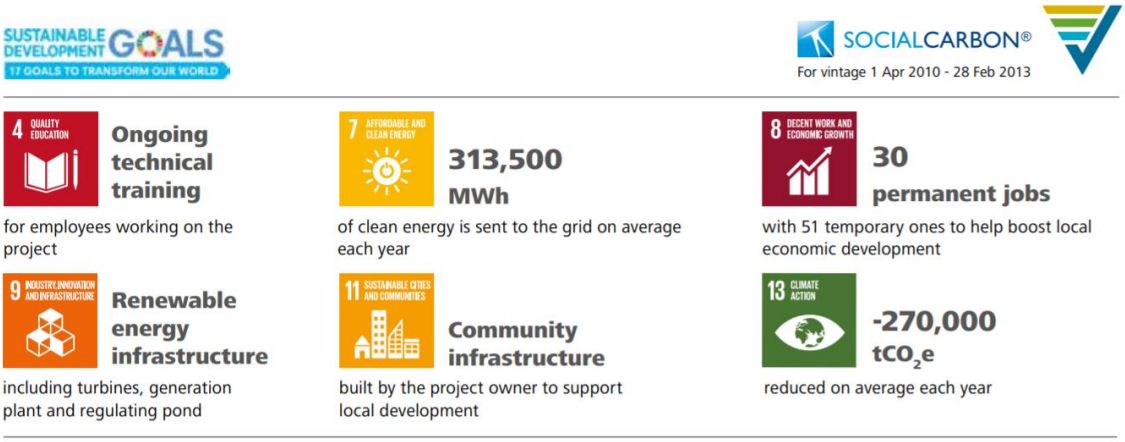
82 MW Lau Renun Hydro Power Plant, North Sumatra, Indonesia

This project relates to 48 per cent of the total amount of offsets purchased and retired for this reporting period and harnesses the power of Rerun River to generate renewable energy. The grid-connected project displaces energy derived from burning fossil-fuels and therefore avoids the associated greenhouse gases. Built on the banks of Lake Toba, the project has been designed with careful consideration of the natural environment: making use of a natural height difference of about 500 metres means that power is generated without a retaining dam. The project uses the natural river flow to generate energy using 2 turbines and a regulating pond. In total the project has an installed capacity of 82 MW.

The project also provides job opportunities and training and the project owner has also funded many

initiatives to directly benefit the surrounding community. The local population of this remote region, 100 kilometers away from the regional capital, are benefitting from more job opportunities, with technical training also offered. The project owner has funded public facilities such as toilets, roads and bridges; helped finance a new school, and in this multi-religious region a church and mosque have been supported. Finally, the project owner has helped to upgrade the local health clinic and provide free medicine, which for remote communities is crucial.

Below is the contribution towards the United Nations Sustainable Development Goals made by the Lau Rerun Hydropower Plant:

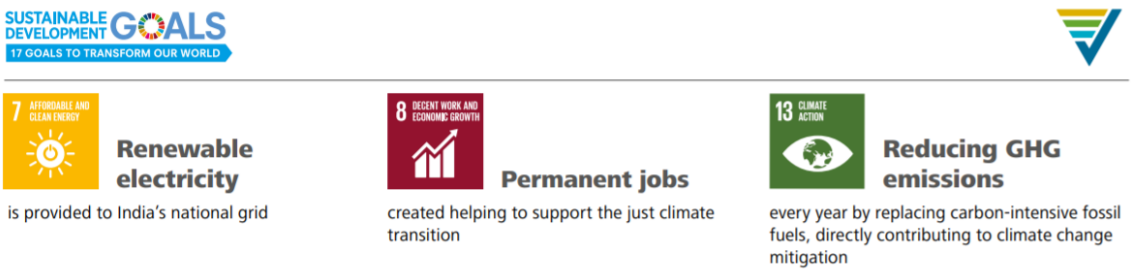


Renewable Power Project by Axis Wind Farms (MPR Dam) Private Limited, India

This project relates to 48 per cent of the total amount of offsets purchased and retired for this reporting period. Wind projects involve installing and operating turbines that are placed strategically to catch strong prevailing winds, as well as other necessary infrastructure such as generators, roads, and transmission lines. By generating renewable power for the national electricity grid, they replace the share of fossil fuels. Wind turbines take up relatively little space therefore other traditional activities, such as farming, can continue around the turbine unhindered.

The project is both reducing greenhouse gas emissions and transferring technology and know-how to India, ensuring the country can continue to develop in a sustainable and low-carbon manner. For the local communities, employment opportunities in both the construction and operation phase are created and project owners will often support local and regional initiatives aimed at improving local health, education, and employment. Improvements in local infrastructure such as roads, bridges and access to portable water further improve local living conditions.

Below is the contribution towards the United Nations Sustainable Development Goals made by the Wind Farms in India.



5. USE OF TRADE MARK

Table 11

Description where trademark used	Logo type
Company website	Certified organisation
Company marketing materials	Certified organisation
Certificate to be displayed at the company headquarters	Carbon Neutral Organisation certificate

6. ADDITIONAL INFORMATION

CareSuper's Corporate Responsibility and Sustainability Policy can be viewed at CareSuper's website

APPENDIX 1

Excluded emissions

To be deemed relevant an emission must meet two of the five relevance criteria. Excluded emissions are detailed below against each of the five criteria.

Table 12

Relevance test					
Excluded emission sources	*The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions*	*The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.*	*Key stakeholders deem the emissions from a particular source are relevant.*	*The responsible entity has the potential to influence the reduction of emissions from a particular source.*	*The emissions are from outsourced activities previously undertaken within the organisation's boundary, or from outsourced activities typically undertaken within the boundary for comparable organisations.*
Investments	No	No	No	No	No

APPENDIX 2

Non-quantified emissions for organisations

Please advise which of the reasons applies to each of your non-quantified emissions. You may add rows if required.

Table 13

Non-quantification test				
Relevant-non-quantified emission sources	*Immaterial <1% for individual items and no more than 5% collectively*	*Quantification is not cost effective relative to the size of the emission but uplift applied.*	*Data unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.*	*Initial emissions non-quantified but repairs and replacements quantified*
Refrigerants	Yes	No	No	No