



PUBLIC DISCLOSURE STATEMENT

SEEK LIMITED


ORGANISATION CERTIFICATION

FY2021–22

Australian Government

Climate Active Public Disclosure Statement



NAME OF CERTIFIED ENTITY	SEEK Limited
REPORTING PERIOD	Financial year 1 July 2021 – 30 June 2022 Arrears report
DECLARATION	<p><i>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.</i></p> <p></p> <p>Rachel Agnew Company Secretary & Head of Governance 15 February 2023</p>



Australian Government
**Department of Industry, Science,
Energy and Resources**

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Version March 2022. To be used for FY20/21/CY2021 reporting onwards.



1.CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	11,053 tCO ₂ -e
OFFSETS BOUGHT	100% VCU's
RENEWABLE ELECTRICITY	24.63% (Australian electricity) N/A (International)
TECHNICAL ASSESSMENT	13 September 2022 Amélie Uhrig Point Advisory Next technical assessment due: September 2025
THIRD PARTY VALIDATION	Type 1 20 October 2022 Adina Cirtog Pangolin Associates Pty Ltd

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2. CARBON NEUTRAL INFORMATION

Description of certification

The inventory has been prepared for the financial year from 1 July 2021 to 30 June 2022 and represents the new base year to expand measurement beyond the Australia and New Zealand (ANZ) operations and incorporate emissions from its global business operations. It covers the business operations owned and controlled by SEEK Limited (ACN 080 075 314) in Australia, New Zealand, Thailand, Hong Kong (China), Singapore, Philippines, Malaysia, Indonesia, Mexico and Brazil.

Organisation description

SEEK is an Australian public company listed on the Australian Securities Exchange (ASX:SEK) and headquartered in Melbourne. Founded in 1997, SEEK is a market leader in online employment marketplaces in Australia and New Zealand, and also operates employment marketplaces in South-East Asia, Hong Kong and Mexico and Brazil. This activity focuses on the online matching of candidates with career opportunities and enabling hirers to fill vacancies. SEEK employs a professional workforce.

The certification boundary applied for greenhouse gas (GHG) emissions reporting under Climate Active comprises SEEK Limited's (ACN 080 075 314) operations and activities, including the Australian and international activities that sit under the subsidiaries over which SEEK Limited has operational control. This includes subsidiaries of SEEK AP&A Pty Ltd (ACN 626 880 037) and SEEK International Investments II Cooperatie UA. The table below provides a summary of the business entities that sit within the certification boundary and countries in which their offices are located.

This boundary excludes subsidiaries of SEEK International Investments Pty Ltd (ACN 121 858 231).

These were excluded from SEEK's operational boundary during relevancy testing and are owned by SEEK and managed by the SEEK Growth Fund's Manager.

“SEEK aims to reduce its carbon emissions then offset the remaining under Australia’s governing standard, Climate Active to demonstrate accountability for its impact on climate change.”

Business	Country of operation
SEEK, Jora, Certsy	Australia
SEEK	New Zealand
JobStreet	Malaysia
JobStreet	Indonesia
JobStreet	Singapore
JobStreet, WorkAbroad	Philippines
JobsDB	Thailand
JobsDB	Hong Kong
OCCMundial	Mexico
Catho Online	Brazil

3.EMISSIONS BOUNDARY

Inside the emissions boundary

All emission sources listed in the emissions boundary are part of the carbon neutral claim.

Quantified emissions have been assessed as relevant and are quantified in the carbon inventory. This may include emissions that are not identified as arising due to the operations of the certified entity, however are **optionally included**.

Non-quantified emissions have been assessed as relevant and are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. All material emissions are accounted for through an uplift factor. Further detail is available at Appendix C.

Outside the emissions boundary

Excluded emissions are those that have been assessed as not relevant to an organisation's or precinct's operations and are outside of its emissions boundary or are outside of the scope of the certification. These emissions are not part of the carbon neutral claim. Further detail is available at Appendix D.

Inside emissions boundary

Quantified

Transport fuel

Stationary energy

Electricity

Office equipment and supplies

Food and catering

ICT services (cloud storage and data centres)

IT services and equipment (CAPEX and OPEX)

Building fixtures and fittings (CAPEX)

Office furniture (CAPEX)

Water

Waste

Flights

Ground transport

Accommodation

Employee commuting

Working from home

Base building services

Non-quantified

N/A

Outside emission boundary

Excluded

Refrigerants

Cleaning services

Clothing and merchandise

Investments

Marketing and digital advertising

Postage and courier

Professional services

Regulatory fees and taxes

Data management plan for non-quantified sources

There are no non-quantified sources in the emission boundary that require a data management plan.

4. EMISSIONS REDUCTIONS

Emissions reduction strategy

SEEK is committed over the longer term to reduce emissions to net zero by 2030 across its value chain (scopes 1, 2 and 3) from a 2022 base year. To support its goal, SEEK is committed to develop a science-aligned carbon reduction target by 2025.

The Emissions Reduction Strategy establishes SEEK's pathway to achieving net zero and focuses on three key themes.

- **Reducing operational emissions:** Focus on reducing absolute operational emissions (scope 1 and 2);
- **Smarter climate choices for our people:** Empowering our leaders and supporting employees to make smarter climate choices; and
- **Supplier engagement and responsible procurement:** Embedding climate considerations into responsible procurement.

SEEK's emissions reduction actions target the following priorities.

- **Reduce emissions across SEEK's own operations (scopes 1 and 2)**
Reduce scope 1 and 2 emissions through the:
 - purchase of 100% of tenancy electricity from renewable sources by 2025 (scope 2). Emissions from scope 2 electricity equated to 10% in FY2022 base year; and
 - transition to greener fleet solutions, noting that fleet emissions (scope 1) are <1% of SEEK's global emissions profile.
- **Reduce emissions that SEEK is indirectly responsible for across its value chain (scope 3)**
Reduce scope 3 emissions by actions to:
 - purchase renewable electricity for scope 3 emission sources including data services, base buildings and working from home;
 - embed further environmental considerations into business travel and office building selection and management;
 - continue the transition to more sustainable technology services (cloud services and data centres); and
 - encourage sustainable commuting and working from home for employees.

SEEK is currently developing a science-aligned emission reduction target due for finalisation in 2025. Timeframes associated with reduction activities will be established and disclosed as part of this target.

SEEK continues to enhance climate governance, including actions to improve data collection and measurement practices to improve emissions reporting in line with the data management hierarchy for greenhouse gas reporting. For more information refer to SEEK's Sustainability Report 2022 'Environment' section.

Link: <https://www.seek.com.au/content/media/2022-SEK-Sustainability-Report.pdf>

Emissions reduction actions

In FY2022, SEEK re-established its baseline for emissions reporting to expand beyond ANZ operations and incorporate emissions from its global business operations.

COVID-19 impacts continue to drive year-on-year variances in SEEK's ANZ emissions from business travel (+177%), employees working from home (-54%), employee commute (+56%), leased assets (+27%), purchased goods and services (+41%), and electricity (-7%).

These variances and the expanded baseline impacted reported emissions. Overall, SEEK's Climate Active inventory decreased 18% from FY2021 (with no office fit out during FY2022).

During FY2022, SEEK took the following actions to progress emissions reductions:

- Opened new SEEK headquarters in Cremorne: The building was designed to minimise environmental impacts, and to achieve a six-star Green Star rating and a five-and-a-half star NABERS energy performance rating. Key features of the building include:
 - natural light - over half the working spaces are lit by daylight for 80% of the working day;
 - solar power - a 40Kw rooftop solar system provides a proportion of power for the base building;
 - solar shading - roof glazing helps prevent heat entering the building;
 - building design - airtight features help save energy.In addition, SEEK purchases 20% GreenPower for its energy consumption at its headquarters.
- Embedded Environmentally Sustainable Design (ESD): SEEK's Workspaces Strategy now includes sustainable design criteria to guide future office selection. Two offices leased by SEEK during FY2022 in Sydney and Brisbane are certified as carbon neutral through Climate Active for their base building.
- Continued transition to more sustainable technology solutions: In FY2022, SEEK further increased the proportion of cloud-based data services to approximately 99% in ANZ. For external data centres, SEEK procures a Climate Active carbon neutral service from NEXTDC in Australia, part of the NEXTneutral program offsetting approximately 51 tonnes. Overall, emissions from 'purchased goods and services: ICT Services (cloud services and data centres)' associated with the Australian and New Zealand businesses decreased by 24% from FY2021.
- Awareness raising through communications and engagement: In early 2022, SEEK communicated both internally and externally to raise awareness of its first carbon neutral certification. Staff engagement sessions were also held on SEEK's climate commitments and climate strategy including emissions reduction.

In FY2023, SEEK will focus on reduction of scope 1 and 2 emissions to progress towards meeting its goals to 2025, as well as commencing priority actions to reduce scope 3 emissions.

5.EMISSIONS SUMMARY

Emissions over time

SEEK's initial certification in FY2021 covered ANZ operations only. SEEK's FY2022 certification has expanded the organisational boundary to cover global operations. Due to this change SEEK's FY2022 certification is considered a baseline recalculation under the Climate Active Organisation Standard. Therefore, a comparison between FY2021 and FY2022 has not been included.

Use of Climate Active carbon neutral products and services

The following certified products and services were procured by SEEK during this reporting period.

Certified brand name	Product or Service used
NEXTDC	Carbon neutral data centre services
ISPT PTY LTD	Carbon neutral electricity (base building)
Hub Australia	Carbon neutral electricity (base building)

Organisation emissions summary

The electricity summary is available in the Appendix B. Electricity emissions were calculated using a market-based approach.

Emission category	Sum of Scope 1 (tCO ₂ -e)	Sum of Scope 2 (tCO ₂ -e)	Sum of Scope 3 (tCO ₂ -e)	Sum of total emissions (tCO ₂ -e)
Accommodation and facilities	0.00	0.00	126.06	126.06
Cloud services	0.00	0.00	451.90	451.90
Data centres	0.00	0.00	304.60	304.60
Electricity (Australia)	0.00	704.13	0.00	704.13
Electricity (base building, Australia)	0.00	0.00	1312.61	1312.61
Electricity (International)	0.00	406.29	30.46	436.76
Electricity (base building, international)	0.00	0.00	824.77	824.77
Electricity (data centre)	0.00	0.00	66.10	66.10
Food	0.00	0.00	821.14	821.14
ICT services and equipment	0.00	0.00	1001.16	1001.16
Natural gas (base building)	0.00	0.00	220.61	220.61
Natural gas (tenancy)	1.57	0.00	0.89	2.46
Office equipment and supplies	0.00	0.00	453.22	453.22
Transport (Air)	0.00	0.00	596.96	596.96
Transport (Land and sea)	66.10	0.00	1157.66	1223.75
Waste (worldwide)	0.00	0.00	70.00	70.00
Water (Australia)	0.00	0.00	4.31	4.31
Water (International)	0.00	0.00	1.04	1.04
Working from home (worldwide)	0.00	0.00	2430.92	2430.92
Total	67.67	1,110.43	9,874.40	11,052.50

Bespoke emission factors have been sourced for international locations and used for supplier specific emissions.

Uplift factors

N/A

6. CARBON OFFSETS

Offsets retirement approach

In arrears		
1.	Total number of eligible offsets banked from last year's report	0
2.	Total emissions footprint to offset for this report	11,053
3.	Total eligible offsets required for this report	11,053
4.	Total eligible offsets purchased and retired for this report	11,053
5.	Total eligible offsets banked to use toward next year's report	0

Co-benefits

In addition to the carbon benefits associated with the offsets projects detailed in the offsets retirement table, SEEK purchased and retired an additional 3,316 Australian Biodiversity Units (ABUs) that support local biodiversity conservation in Victoria, Australia.

The **Watchbox Australian Biodiversity Project** is a small-scale biodiversity conservation project located in central Victoria, Australia and is protected under a Trust for Nature conservation covenant. The purpose of the covenant is to permanently conserve and protect land with natural, cultural and scientific value. The project helps to protect endangered and threatened flora and fauna, including the Brush-tailed Phascogale (a marsupial). The conservation covenant is registered on the Certificate of Title and binds current and future owners of the land to the conditions of the covenant. The offsets contribute to the following Sustainable Development Goals: Climate Action (Goal 13) and Life on Land (Goal 15). This project produces ABUs that are registered and retired on the Native Vegetation Credit Register. Each ABU represents 1.5m² of Protected habitat.

- Project name: Watchbox Australian Biodiversity Project
- Location: Central Victoria, Australia
- Serial numbers: 0001-2101, 8786-10000
- Date retired: 25 October 2022
- Protection: Trust for Nature covenant (perpetuity)
- Registry: Native Vegetation Credit Register (AU)
- NVCR allocation reference: location reference: C1854_VOL003, C1854_VOL002



Peatland Restoration and Conservation Project in Katingan, Indonesia

The largest REDD+ natural forest restoration and protection program of its kind, the Katingan Peatland Restoration and Conservation project generates on average 7.5 million triple gold certified carbon credits annually, equivalent to removing 2,000,000 cars off roads. Carbon revenues from Katingan ensure natural forest restoration and protection aligned to the UN Sustainable Development Goals, achieved through activities in partnership with local communities.

The project protects vital peatland habitats in Central Kalimantan, Indonesia for important species (five that are Critically Endangered, eight Endangered and 31 Vulnerable), which also includes 5 - 10% of the global populations of the Bornean Orangutan, Proboscis Monkey and Southern Bornean Gibbon.

Link: <https://www.katinganproject.com/>



Eligible offsets retirement summary

Offsets retired for Climate Active Carbon Neutral Certification											
Project description	Type of offset units	Registry	Date retired	Serial number (and hyperlink to registry transaction record)	Vintage	Stapled quantity	Eligible quantity (tCO ₂ -e)	Eligible quantity used for previous reporting periods	Eligible quantity banked for future reporting periods	Eligible quantity used for this reporting period	Percentage of total (%)
Katingan Peatland Restoration and Conservation Project, Indonesia	VCUs	VERRA	25/10/2022	6358-302980075-302980954-VCU-016-APX-ID-14-1477-01112015-31122016-1 6358-302986002-302989252-VCU-016-APX-ID-14-1477-01112015-31122016-1 6358-302980955-302981059-VCU-016-APX-ID-14-1477-01112015-31122016-1 6358-302952675-302952859-VCU-016-APX-ID-14-1477-01112015-31122016-1	2016	0	4,421	0	0	4,421	40%
Inner Mongolia Ximeng Zheligentu Wind Farm Phase I Project	VCUs	VERRA	25/10/2022	9962-169589202-169591653-VCS-VCU-259-VER-CN-1-849-01012017-31122017-0 9962-169621938-169622801-VCS-VCU-259-VER-CN-1-849-01012017-31122017-0	2017	0	3,316	0	0	3,316	30%
<i>Stapled to</i> Watchbox Australian Biodiversity Project (Land Conversation)	Australian Biodiversity Units (ABUs)	Native Vegetation Credit Register (AU)	25/10/2022	C1584_VOL003 0001-2101; C1854_VOL002 8786-10000	n/a	3,316	0	0	0	0	n/a

Inner Mongolia Ximeng Zheligentu Wind Farm Phase I Project	VCUs	VERRA	25/10/2022	<u>9962-169591654-169594456-VCS-VCU- 259-VER-CN-1-849-01012017- 31122017-0</u> <u>9962-169621425-169621937-VCS-VCU- 259-VER-CN-1-849-01012017- 31122017-0</u>	2017	0	3,316	0	0	3,316	30%
Total offsets retired this report and used in this report										11,053	
Total offsets retired this report and banked for future reports										0	

Type of offset units	Quantity (used for this reporting period claim)	Percentage of total
Verified Carbon Units (VCUs)	11,053	100%

7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) summary

N/A. No RECs have been surrendered to reduce electricity emissions under the market-based reporting method.

APPENDIX A: ADDITIONAL INFORMATION

Please see below screenshot of certificate for the volume of ABUs (3,316) that were retired for this reporting period (FY2021-22).

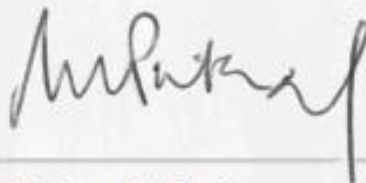


Watchbox Conservation Project

1,215

Australian Biodiversity Units
(1822.5 square metres)
were cancelled on behalf of:

**SEEK Limited to support its carbon neutral
claim against the Climate Active Carbon Neutral
Standard for FY2022.**



Registrar Certification

Date: 25 October 2022

NVCR Allocation Reference: C1854_VOL002

Serial Numbers 8786-10000

Procurement Partner:



APPENDIX B: ELECTRICITY SUMMARY

Electricity emissions for Australia are calculated using a **market-based approach**. The tables below show the combined electricity consumption and emissions for tenancy and base building electricity.

Location-based method:

The location-based method provides a picture of a business's electricity emissions in the context of its location, and the emissions intensity of the electricity grid it relies on. It reflects the average emissions intensity of the electricity grid in the Australian location (State) in which energy consumption occurs. The location-based method does not allow for any claims of renewable electricity from grid-imported electricity usage.

Market-based method:

The market-based method provides a picture of a business's electricity emissions in the context of its renewable energy investments. It reflects the emissions intensity of different electricity products, markets and investments. It uses a residual mix factor (RMF) to allow for unique claims on the zero emissions attribute of renewables without double-counting.

Market-based approach summary			
Market-based approach	Activity Data (kWh)	Emissions (kgCO ₂ -e)	Renewable percentage of total
Behind the meter consumption of electricity generated	0	0	0%
Total non-grid electricity	0	0	0%
LGC Purchased and retired (kWh) (including PPAs & Precinct LGCs)	0	0	0%
GreenPower	162,307	0	6%
Jurisdictional renewables (LGCs retired)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	499,918	0	19%
Residual electricity	2,026,950	2,016,741	0%
Total grid electricity	2,689,174	2,016,741	25%
Total electricity consumed (grid + non grid)	2,689,174	2,016,741	25%
Electricity renewables	662,225	0	
Residual electricity	2,026,950	2,016,741	
Exported on-site generated electricity	0	0	
Emissions (kgCO ₂ -e)		2,016,741	
Total renewables (grid and non-grid)	24.63%		
Mandatory	18.59%		
Voluntary	6.04%		
Behind the meter	0.00%		
Residual electricity emission footprint (tCO₂-e)	2,017		
<i>Figures may not sum due to rounding. Renewable percentage can be above 100%</i>			

Location-based approach summary

Location-based approach	Activity Data (kWh)	Scope 2 Emissions (kgCO ₂ -e)	Scope 3 Emissions (kgCO ₂ -e)
ACT	0	0	0
NSW	103,103	80,420	7,217
SA	27,189	8,157	1,903
VIC	2,524,469	2,297,266	252,447
QLD	10,225	8,180	1,227
NT	0	0	0
WA	24,190	16,207	242
TAS	0	0	0
Grid electricity (scope 2 and 3)	2,689,174	2,410,230	263,036
ACT	0	0	0
NSW	0	0	0
SA	0	0	0
VIC	0	0	0
QLD	0	0	0
NT	0	0	0
WA	0	0	0
TAS	0	0	0
Non-grid electricity (Behind the meter)	0	0	0
Total electricity consumed	2,689,174	2,410,230	263,036

Emissions footprint (tCO₂-e)	2,673
<i>Scope 2 emissions (tCO₂-e)</i>	2,410
<i>Scope 3 emissions (tCO₂-e)</i>	263

Climate Active carbon neutral electricity summary

Carbon neutral electricity offset by Climate Active product	Activity Data (kWh)	Emissions (kgCO ₂ -e)
<i>ISPT PTY LTD (carbon neutral base building electricity – NSW office)</i>	1,565,553	0
<i>Hub Australia (carbon neutral base building electricity – QLD office)</i>	23,603	0
<i>NEXTDC (carbon neutral data centre electricity– VIC)</i>		0

Climate Active carbon neutral electricity is not renewable electricity. The emissions have been offset by another Climate Active member through their own certification.

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

The following sources of emissions have been assessed as relevant and captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. These emissions are accounted for through an uplift factor. They have not been quantified due to one of the following reasons:

1. **Immaterial** <1% for individual items and no more than 5% collectively
2. **Cost effective** Quantification is not cost effective relative to the size of the emission but uplift applied.
3. **Data unavailable** Data is unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.
4. **Maintenance** Initial emissions non-quantified but repairs and replacements quantified.

All relevant emissions sources that have been assessed as relevant are captured within the emissions boundary and are quantified in the carbon inventory.

Relevant-non-quantified emission sources	(1) Immaterial	(2) Cost effective (but uplift applied)	(3) Data unavailable (but uplift applied & data plan in place)	(4) Maintenance
N/A	N/A	N/A	N/A	N/A

APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

Excluded emission sources

The emission sources below have been assessed as not relevant to SEEK's operations and are outside of its emissions boundary. These emissions are not part of the carbon neutral claim. Emission sources considered for relevance must be included within the certification boundary if they meet two of the five relevance criteria. Those which only meet one condition of the relevance test can be excluded from the certification boundary.

Emissions tested for relevance are detailed below against each of the following criteria:

1. **Size** The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions
2. **Influence** The responsible entity has the potential to influence the reduction of emissions from a particular source.
3. **Risk** The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.
4. **Stakeholders** Key stakeholders deem the emissions from a particular source are relevant.
5. **Outsourcing** 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.

The following emissions sources have been excluded as they have been assessed as not relevant according to the relevance test (refer to table below for additional justification):

- Professional services (e.g., IT services, legal services, accounting, other consultants)
- Marketing and digital advertisements
- Cleaning services
- Uniforms and merchandise (SEEK branded merchandise, t-shirts etc.)
- Postage and couriers
- Investments

Emission sources tested for relevance	(1) Size	(2) Influence	(3) Risk	(4) Stakeholders	(5) Outsourcing	Included in boundary?
Refrigerants	No	Yes	No	No	No	No
Regulatory fees and taxes	No	No	No	No	No	No
Professional services	Yes	No	No	No	No	No
Marketing and digital advertisements	Yes	No	No	No	No	No
Cleaning services	No	Yes	No	No	No	No
Uniforms and merchandise	No	Yes	No	No	No	No
Postage and courier	No	No	No	No	No	No
Investments	No	No	No	No	No	No



An Australian Government Initiative

