PUBLIC DISCLOSURE STATEMENT

FINITY CONSULTING PTY LIMITED

ORGANISATION CERTIFICATION
FY2024–25

Australian Government

Climate Active
Public Disclosure Statement

An Australian Government Initiative

NAME OF CERTIFIED ENTITY	Finity Consulting Pty Limited
REPORTING PERIOD	1 July 2024 – 30 June 2025 Arrears report
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.*
	Scott Collings Managing Director 21 December 2025

Australian Government
Department of Climate Change, Energy, the Environment and Water

Version 10.

1.CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	692 tCO_2-e
CARBON OFFSETS USED	72.8% VERs, 27.2% VCUs
RENEWABLE ELECTRICITY	100%
CARBON ACCOUNT	Prepared by: Finity Consulting Pty Limited
TECHNICAL ASSESSMENT	17 October 2024 Sustainable Business Consultants Next technical assessment due: FY 2026-27 report

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2. CERTIFICATION INFORMATION

Description of organisation certification

This organisation certification is for the business operations of Finity Consulting Pty Limited, ABN 89 111 470 270. This certification covers all business operations across its offices in Australia and New Zealand.

The emission inventory in this public disclosure statement (PDS) has been developed in accordance with the Climate Active Carbon Neutral Standard for Organisations. Finity's emission boundary has been defined in accordance with the operational control approach, which is limited to operational activities in Finity's three physical locations.

This Public Disclosure Statement includes information for the FY2024-25 reporting period. The services provided by Finity are not included under this organisation certification.

Organisation description

Finity is a strategic analytics firm specializing in actuarial and insurance consulting. With over 250 people and presence in Sydney, Melbourne, Canberra and Auckland, we are a trusted partner of tech start-ups through to large scale organisations. Our team helps business leaders navigate complex challenges and bring clarity to decision making.

We are committed to managing our business in ways that are both socially responsible and environmentally sustainable. We bring this commitment to life through our values, diversity, equity and inclusion policies and code of professional conduct.

At Finity, we understand that we have an important role to play in environmental stewardship. We recognise the importance of climate action and strive every day to reduce our environmental footprint as much as we can. We practice the highest level of ethics, procure supplies and services sustainably and empower our people to give back to their communities. Our climate practice area is committed to promoting industry awareness of decarbonisation strategies and climate issues, including challenges from the physical and transitional impacts of climate change.

As a firm we are committed to driving societal change and promoting environmental sustainability by working with businesses, government and not-for-profit organisations to deliver solutions that contribute to a sustainable future - for everyone.

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 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

Accommodation

Business travel – taxis, rented vehicles and flights

Carbon neutral products

Cleaning and chemicals

Construction materials and services

Electricity

Food (catering and after-hour staff meals)

Paper

Fuel and energy related activities

ICT services and equipment

Employee commuting

Office equipment & supplies

Postage, courier and freight

Professional services

Waste disposed to landfill

Working from home

Non-quantified

Electricity and waste for Adelaide and Wellington offices.

Natural gas (Note: No stationary energy sources exist within the operational boundary)

Outside emission boundary

Excluded

Refrigerants

Water

4. EMISSIONS REDUCTIONS

Emissions reduction strategy

Finity is committed to reducing our total carbon emissions intensity per full-time equivalent (FTE) by 30% by 2030, from a 2020 base year emissions intensity of 5.5 tCO2-e per FTE. Major components of our emissions are from purchased goods and services and business travel.

Over the last year, Finity approved its first Environmental Social Governance (ESG) policy which includes our approach to sustainability. This policy defines governance structures, reporting standards, and accountability measures to ensure transparency and continuous improvement. The policy underpins our emission reduction strategy, which builds on actions already achieved to date:

- Finity will continue to regularly engage with our suppliers to understand their sustainability principles, preferencing those who can demonstrate commitment to reducing their carbon footprint. This process will allow us to better measure the emissions in our value chain, encourage awareness about carbon neutrality and Climate Active, and support suppliers with a credible emissions reduction strategy. We will measure this by reporting on the number of suppliers who have committed to an emissions reductions target. **Timeframe:** Next round of supplier engagement to be completed in 2026.

- As a consultancy, business travel is an integral component of our service offerings, however we will continue to encourage fewer same-day trips, visiting multiple clients in a single trip if possible, and preferences around lower-emissions forms of travel. Over the last year, Finity has reduced the emissions arising from business travel by 50%. **Timeframe:** Business travel guidance to be refreshed in 2026, with travel emissions monitored annually.

- Finity will continue implementing staff awareness programs to engage employees in energy and waste reduction efforts. This will include programs around minimizing power consumption, improving recycling awareness, and providing recommendations that encourage sustainable lifestyle choices. This has been already established, and we will keep updating Finity's intranet page with more articles and information. **Timeframe:** Intranet updates and staff awareness activities to be delivered progressively.

- Finity will conduct a waste audit in the Sydney office to identify any efficiencies with waste management and collection. The data gathered will be used to inform waste management policies. Finity will also organise recycling facilities in all offices for soft plastics and battery recycling. **Timeframe:** Sydney recycling facilities reviewed and expanded by June 2026.

- Finity will organise a staff survey to update information on staff commuting and working from home practices. This information will improve the details of reporting, and provide opportunities to engage with employees. **Timeframe:** Staff commuting and working from home survey to be issued in 2026.

We remain committed to reducing our emissions and fostering a culture of environmental responsibility within Finity. The progress we've made over the past year builds upon the achievements of previous years, and we are excited to continue our journey toward a more sustainable and eco-conscious future.

Emissions reduction actions

Over the past year, Finity has reaffirmed its commitment to reducing emissions and promoting sustainability. As part of our continued efforts to minimize our carbon footprint, we have introduced several new initiatives and actions, building on the progress made in previous years.

- Finity has achieved and exceeded our commitment to reduce emissions intensity per FTE. Over the last 5 years, Finity has reduced our emissions intensity by over 50% relative to our base year of FY20. This compares to our target reduction of 30% by 2030.
- For all offices where electricity is within our operational control, we have switched to fully using Greenpower certified electricity.
- We conducted a review of single use plastics and have transitioned from using single use plastic cutlery and plates, and have significantly reduced the number of staff amenities with single portion packaging. We will be continuing to support products and brands that are committed to sustainable packaging practices.
- We have implemented clear signage on office waste bins to ensure employees recycle correctly.
- We have in previous years introduced novated leases for electric vehicles (EVs) as an employee benefit, which is part of our ongoing commitment to reducing emissions from transportation and offering sustainable lifestyle choices for our employees. As of 30 June 2025, 10 employees had novated EVs.
- We have rolled out series of sustainability articles on our internal intranet page celebrating significant days connected to Climate Action and Sustainability initiatives. This will engage employees in making more sustainable choices in their everyday lives and support them in making smart decisions around procurement of solar panels, batteries and other household improvements.

5.EMISSIONS SUMMARY

Emissions over time

Emissions since base year					
		Total tCO_2-e (without uplift)	Total tCO_2-e (with uplift)	FTE	Emission Intensity per FTE (tCO2-e)
Base year:	2019-20	876	876	160	5.5
Year 1:	2020-21	597	597	188	3.2
Year 2:	2021-22	641	641	215	3
Year 3:	2022-23	891	891	243	3.7
Year 4:	2023-24	959	959	276	3.5
Year 5:	2024-25	692	692	266	2.6

Significant changes in emissions

Significant changes in emissions			
Emission source	**Previous year emissions** (t CO_2-e)	**Current year emissions** (t CO_2-e)	**Reason for change**
Food & catering	107.34	75.23	Reduced spending on staff entertainment, compared to last year.
Short economy class flights (>400km, ≤3,700km)	248.59	120.42	Reduced staff travel between our Sydney, Melbourne and Auckland offices.

Use of Climate Active carbon neutral products, services, buildings or precincts

Certified brand name	Product/Service/Building/Precinct used
Energy Australia	Large Business Carbon Neutral Electricity

Emissions summary

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

Emission category	Scope 1 emissions (tCO_2-e)	Scope 2 emissions (tCO_2-e)	Scope 3 emissions (tCO_2-e)	Total emissions (t CO_2-e)
Accommodation and facilities	0.00	0.00	15.89	15.89
Cleaning and Chemicals	0.00	0.00	11.98	11.98
Climate Active carbon neutral products and services	0.00	0.00	0.00	0.00
Construction Materials and Services	0.00	0.00	29.11	29.11
Electricity[1]	0.00	3.75	0.00	3.75
Food	0.00	0.00	113.65	113.65
Horticulture and Agriculture	0.00	0.00	0.00	0.00
ICT services and equipment	0.00	0.00	86.11	86.11
Machinery and vehicles	0.00	0.00	0.00	0.00
Office equipment & supplies	0.00	0.00	7.78	7.78
Postage, courier and freight	0.00	0.00	1.22	1.22
Products	0.00	0.00	0.00	0.00
Professional Services	0.00	0.00	71.68	71.68
Refrigerants	0.00	0.00	0.00	0.00
Roads and landscape	0.00	0.00	0.00	0.00
Stationary Energy (gaseous fuels)	0.00	0.00	0.00	0.00
Stationary Energy (liquid fuels)	0.00	0.00	0.00	0.00
Stationary Energy (solid fuels)	0.00	0.00	0.00	0.00
Transport (Air)	0.00	0.00	132.88	132.88
Transport (Land and Sea)	0.00	0.00	151.98	151.98
Waste	0.00	0.00	50.77	50.77
Water	0.00	0.00	0.00	0.00
Working from home	0.00	0.00	14.53	14.53
Total emissions (tCO_2-e)	**0.00**	**3.75**	**687.58**	**691.32**

Uplift factors

N/A

[1] Note: Electricity figures listed include international New Zealand electricity, set using the location-based approach.

6. CARBON OFFSETS

Eligible offsets retirement summary

Offsets retired for Climate Active certification

Type of offset unit	Quantity used for this reporting period	Percentage of total units used
Verified Emissions Reductions (VERs)	504	72.8%
Verified Carbon Units (VCUs)	188	27.2%

Project name	Type of offset unit	Registry	Date retired	Serial number	Vintage	Total quantity retired	Quantity used in previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period	Percentage of total used this reporting period
Promoting Improved Cooking practices in Nigeria	VER	Gold Standard Impact Registry	23/10/2024	GS1-1-NG-GS7312-16-2021-22147-326744-327143	2021	400	196	0	204	29.47%
Promoting Improved Cooking practices in Nigeria	VER	Gold Standard Impact Registry	11/12/2025	GS1-1-NG-GS7312-16-2021-22147-327144-327281	2021	138	0	0	138	19.94%
Promoting Improved Cooking practices in Nigeria	VER	Gold Standard Impact Registry	11/12/2025	GS1-1-NG-GS7312-16-2021-22147-326582-326743	2021	162	0	0	162	23.41%
Katingan Peatland Restoration and Conservation Project	VCU	Verra	11/12/2025	11397-325189374-325189773-VCS-VCU-263-VER-ID-14-1477-01012019-31122019-1	2019	400	0	212	188	27.16%
						1100	**196**	**212**	**692**	**100%**

Co-benefits

Co-benefits of offsetting projects supported by Finity are outlined below:

Project 1: Katingan Peatland Restoration and Conservation Project (Katingan Project)

The Katingan Peatland Restoration and Conservation Project (Katingan Project) is an ecosystem restoration initiative on a peat swamp forest which is surrounded by villages dependent on traditional livelihoods such as farming, fishing and non-timber forest product harvesting. Based in in Central Kalimantan, Indonesia, the project promotes community and biodiversity benefits through the creation of economic opportunities for communities within the project zone and the enhancement of natural habitats and ecological integrity through ecosystem restoration.

Project 2: Promoting Improved Cooking practices in Nigeria

The Promoting Improved Cooking practices in Nigeria project was created on the initiative of local women, providing clean and efficient cookstoves in Nigeria and involving women as important stakeholders and sales agents. In addition to less smoke, the new cookstoves also have other benefits for the local population: due to the higher efficiency of the stoves, local people save time and money – cooking is faster and less fuel is needed. Better indoor air quality decreases respiratory diseases and families can save time and money as less fuel is needed. Depending on the model, an improved cookstove can reduce fuel consumption by up to 70 percent, which significantly saves CO2 emissions and can lower the pressure on local forests as less firewood needs to be harvested.

7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) summary

N/A

APPENDIX A: ADDITIONAL INFORMATION

APPENDIX B: ELECTRICITY SUMMARY

There are two international best-practice methods for calculating electricity emissions – the location-based method and the market-based method. Reporting electricity emissions under both methods is called dual reporting.

Dual reporting of electricity emissions is useful, as it provides different perspectives of the emissions associated with a business's electricity usage.

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 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.

For this certification, electricity emissions have been set by using the market-based approach. The New Zealand electricity emissions have been set using the location-based approach and is not included in the following tables.

Market Based Approach Summary

Market Based Approach	Activity Data (kWh)	Emissions (kg CO_2-e)	Renewable Percentage of total
Behind the meter consumption of renewable electricity generated	0	0	0%
Total non-grid renewable electricity	**0**	**0**	**0%**
LGC purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	254,616	0	85%
Climate Active certified - Precinct/Building (voluntary renewables)	0	0	0%
Climate Active certified - Precinct/Building (LRET)	0	0	0%
Climate Active certified - Precinct/Building jurisdictional renewables (LGCs surrendered)	0	0	0%
Climate Active certified - Electricity products (voluntary renewables)	0	0	0%
Climate Active certified - Electricity products (LRET)	0	0	0%
Climate Active certified - Electricity products jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	3,610	0	1%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	826	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	47,563	0	16%
Residual electricity	-8,311	-7,646	0%
Total renewable electricity (grid + non grid)	**306,615**	**0**	**103%**
Total grid electricity	**298,304**	**0**	**103%**
Total electricity (grid + non grid)	**298,304**	**0**	**103%**
Percentage of residual electricity consumption under operational control	0%		
Residual electricity consumption under operational control	**0**	**0**	
Scope 2	0	0	
Scope 3 (includes T&D emissions from consumption under operational control)	0	0	
Residual electricity consumption not under operational control	**-8,311**	**-7,646**	
Scope 3	-8,311	-7,646	

Total renewables (grid and non-grid)	**102.79%**
Mandatory	**16.22%**
Voluntary	**86.56%**
Behind the meter	**0.00%**
Residual scope 2 emissions (t CO_2-e)	**0.00**
Residual scope 3 emissions (t CO_2-e)	**-7.65**
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**0.00**
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**0.00**
Total emissions liability (t CO_2-e)	**0.00**

Figures may not sum due to rounding. Renewable percentage can be above 100%

Location Based Approach Summary

Location Based Approach	Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control	0%	(kWh)	Scope 2 Emissions (kg CO_2-e)	Scope 3 Emissions (kg CO_2-e)	(kWh)	Scope 3 Emissions (kg CO_2-e)
ACT	4,540	0	0	0	4,540	3,178
NSW	250,664	0	0	0	250,664	175,465
SA	0	0	0	0	0	0
VIC	43,100	0	0	0	43,100	37,066
QLD	0	0	0	0	0	0
NT	0	0	0	0	0	0
WA	0	0	0	0	0	0
TAS	0	0	0	0	0	0
Grid electricity (scope 2 and 3)	**298,304**	**0**	**0**	**0**	**298,304**	**215,709**
ACT	0	0	0	0		
NSW	0	0	0	0		
SA	0	0	0	0		
VIC	0	0	0	0		
QLD	0	0	0	0		
NT	0	0	0	0		
WA	0	0	0	0		
TAS	0	0	0	0		
Non-grid electricity (behind the meter)	**0**	**0**	**0**	**0**		
Total electricity (grid + non grid)	**298,304**					

Residual scope 2 emissions (t CO_2-e)	**0.00**
Residual scope 3 emissions (t CO_2-e)	**215.71**
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**0.00**
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO_2-e)	**193.06**
Total emissions liability (t CO_2-e)	**193.06**

Climate Active carbon neutral electricity products

Climate Active carbon neutral electricity product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO_2-e)
Energy Australia – Large Business Carbon Neutral Electricity	**32,357**	**0**

Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their electricity product certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the electricity product under the market-based method is outlined as such in the market-based summary table.

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

Adelaide and Wellington coworking spaces: Electricity consumption and waste generated from the Adelaide and Wellington coworking spaces are used on an ad hoc basis when required and are not permanent locations where staff ordinarily work. Actual activity data was not available for the reporting period and the associated emissions are expected to be immaterial relative to the total inventory. These sources have therefore not been separately quantified in the inventory and are included as non-quantified emissions for this reporting period.

Stationary energy – natural gas: Stationary energy from natural gas has been assessed as a non-relevant emissions source. Finity does not expect to have natural gas emissions from its office operations, apart from one gas barbecue located on the Sydney office balcony, which is expected to be immaterial.

Relevant non-quantified emission sources	Justification reason
Adelaide and Wellington coworking spaces	Immaterial
Stationary energy – natural gas	Immaterial

Data management plan for non-quantified sources

Finity will continue to review data availability for these sources in future reporting periods.

APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

Excluded emission sources

The below emission sources have been assessed as not relevant to this organisation'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.

Excluded emissions sources summary

Emission sources tested for relevance	Size	Influence	Risk	Stakeholders	Outsourcing	Justification
Water	N	Y	N	N	N	**Size:** As a consulting firm, we would expect emissions from water use to be immaterial relative to Finity's total emissions. Additionally, water use is charged to the landlord and distributed to Finity based on the floor area occupied. There is a lack of data on water usage to calculate this reliably. **Influence:** We may be able to reduce water usage to a small extent, by implementing staff awareness campaigns. **Risk:** There are no relevant laws or regulations that apply to limit emissions specifically from this source, the source does not create supply chain risks, and it is unlikely to be of significant public interest. **Stakeholders:** Key stakeholders, including the public, are unlikely to consider this a relevant source of emissions for our business. **Outsourcing:** Not applicable.
Refrigerants	N	N	N	N	N	**Size:** Refrigerants within building system attributed to Finity use likely to be immaterial. **Influence:** We do not have the potential to influence the emissions from this source, including by shifting to a different lower-emissions supplier for our business. Furthermore, there is a lack of information available on refrigeration systems in the buildings in which Finity is located in order to calculate emissions reliably. **Risk:** No significant risks identified as per reasons above. **Stakeholders:** Key stakeholders, including the public, are unlikely to consider this a relevant source of emissions for our business. **Outsourcing:** Not applicable.

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