



## **Environmental Responsibility Statement**

Culture Shock (CS) partners with leaders in business and society to tackle their most important challenges and capture their greatest opportunities. As a leading management consulting firm in Papua New Guinea with global reach and an intellectual diversity that spans every significant industry and function, our greatest opportunity to have a positive impact on the environment is through the services we deliver to our clients.

We work with businesses and governments to help them transform and build a more sustainable, and resilient world. We have the capabilities to work with and support clients in all sectors, including those where social impact is greatest. Our aim is to help our clients find solutions that will spark the greatest change and speed up progress toward net-zero. By partnering with all those willing to take on the challenge, we have a unique opportunity to accelerate growth.

In addition to helping our clients reduce their climate and environmental impact, we are determined to minimise our own. We recognise that our activities, primarily the business travel we undertake and the energy consumed across our offices, have impacts on the natural environment. We have a responsibility to protect the environment, and we are committed to understanding and reducing our environmental impacts over time.

### **Our environmental sustainability commitments are to:**

- Achieve net-zero climate impact by 2030 by first reducing our value chain emissions and removing 100% of our residual emissions with the most effective carbon dioxide removal solutions
- Maintain carbon neutrality as we progress towards our 2030 net-zero target
- Reduce our business travel emissions by 50% per full-time equivalent employee by 2025 (against our 2020 baseline year)
- Reduce our direct energy and electricity emissions by 80% per full-time equivalent employee by 2025 (against our 2020 baseline year)
- Pursue powering all Culture Shock offices with 100% renewable electricity annually
- Promote the sustainable consumption of natural resources through procurement and operational efficiencies
- Adhere to the waste hierarchy principles by seeking to reduce the volume of waste generated through our business operations and re-using and recycling materials where possible
- Identify and comply with all legal and other relevant requirements relating to the environmental impacts of our operations
- Accurately measure and transparently report our environmental impacts to our stakeholders on an annual basis

**To ensure we meet our commitments we have:**

- Established a Steering Committee to oversee our internal sustainability strategy, objectives and performance
- Appointed a Chief Sustainability Officer (CSO) and internal sustainability team responsible for driving performance against the strategy and objectives set by the Steering Committee
- Developed an active network of "Green Teams" across regions that develop and implement local environmental initiatives in support of the global strategy

Signed: 

**Charlene Samuel**

Chief Executive Officer

Date: January 1, 2023

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