Aspect Policy

Environmental, Social and Governance Policy

This Environmental, Social and Governance Policy outlines Aspect's commitment to operating in a responsible, ethical, and sustainable manner and with appropriate governance structures. It establishes principles to guide decision-making, risk management, and organisational behaviour in alignment with Aspect's purpose and vision.

Implementation of this Policy positions Aspect to deliver better practice in relation to its environmental, social and governance approach, and supports Aspect to meet legislative and regulatory requirements across the organisation.

This Policy applies to:

- Board Members
- All staff, volunteers and contractors
- All activities, programmes, locations and business units across Aspect

Aspect is committed to:

- Appropriately considering environmental impact of Aspect operations and aligning with better practice among peer organisations in relation to impact on the environment
- Promoting positive social outcomes and inclusivity
- Maintaining strong governance and accountability mechanisms to support compliance with laws, standards, and better practices
- Operating with transparency around our environmental, social and governance approach

Aspect recognises that better practice environmental, social and governance management is integral to achieving our vision, maintaining trust from our participants, the community and broader stakeholders, and ensuring long-term sustainability.

Environmental responsibilities

Aspect is committed to reducing its environmental impact and promoting sustainable practices to meet better practices of peer organisations. Aspect focusses on environmental sustainability regarding business relationships, advocacy, procurement and investments.

Aspect has a range of controls in place to support this commitment, including its:

- Investment Policy Statement
- Enterprise Project Management Approach
- Property Asset Management Approach
- Capital Works Project Governance Approach
- Contract Management Process

Social responsibility

Aspect is committed to fostering a safe, inclusive, and respectful environment while delivering positive social outcomes in line with our vision. Aspect operates with honesty, integrity, transparency and respect for all stakeholders and the promotion of their human rights.

Aspect has a range of controls in place to support this commitment, including:

- the Aspect Code of Conduct
- reporting to the Board and Executive
- the Aspect Service Charter
- the Aspect Ways of Working Policy
- monitoring stakeholder feedback
- Work Health and Safety Policy
- the Safeguarding Policy and safeguarding governance and oversight

In addition, Aspect policies are made available in standard and Easy English on the Aspect website.

Governance

Aspect is committed to complying with Australian and Human Rights laws, NDIS and Education standards, and upholds high standards of governance consistent with Australian not-for-profit regulatory requirements, including the Australian Charities and Not-for-profits Commission (ACNC) Governance Standards, including:

- ensuring that people appointed to responsible person positions (or equivalent) have a high standard of fitness and propriety
- ensuring that potential, perceived or real conflicts of interests and duties are well managed across the Board and the organisation or avoided where necessary
- related-party transactions (if any) are conducted on an arm's-length basis and properly approved

Aspect has a range of controls in place to support these standards, including:

- reporting to the Board and Executive
- a Conflict of Interest and Related Party Transactions Procedure
- the Aspect Policy Framework
- the Risk Management Framework
- the National Redress Scheme Procedure
- the Aspect Constitution and Regulations
- a Board Charter, Board Position Profiles, Director Code of Conduct, and Board Committee Terms of Reference
- a Delegations of Authority Matrix and procedure

Aspect Advisory Council

Integral to Aspect's commitment to high standards in environmental and social impact and governance is the Aspect Advisory Council. The council is an advisory body comprising of Autistic adults. The Council provides direct advice to the Board and the Aspect Executive on Aspect's governance, strategy and risk, based on lived experience.

Aspect has controls in place to support the work of the Advisory Council, including:

- Advisory Council Terms of Reference
- Aspect Ways of Working Policy

Breach and consequences

Non-compliance with this Policy could result in Aspect breaching environmental, social and/or governance related legislation or regulations, and could result in financial penalties, reputational risk and/or other impacts on Aspect's operations which may impact delivery of Aspect services.

Deliberate non-compliance by staff may result in disciplinary action and will be managed in accordance Aspect's People Policy.

Definitions

Term	Definition
ACNC	The Australian Charities and Not-for-profits Commission (ACNC) is Australia's national regulator for charities and not-for-profit organisations, overseeing registration, compliance, and public reporting.
Social responsibility	Social responsibility for organisations refers to the ethical obligation of organisations to act in ways that benefit society as a whole. It involves making decisions and behaving in a manner that contributes positively to social, economic, and environmental well-being, rather than focusing solely on financial gain.
National Redress Scheme	The National Redress Scheme is an Australian Government program established in 2018 to support people who experienced institutional child sexual abuse.
Aspect Advisory Council	The Aspect Advisory Council is a body consisting of Autistic adults that is in place to advise Aspect Board and Executive on strategy and other business matters, to make sure the voice of Autistic people is heard in decision making at Aspect.