



Policy Statement ENVIRONMENTAL MANAGEMENT Star-Mites Gym Sports Pty Ltd

Policy Name: Environmental Management Policy
Date of Issue: August 2005
Date of review: January 2024
Policy Coverage: Star-Mites Gym Sports Management & Operations
Controlling Body: Star-Mites Gym Sports Pty Ltd – Directors

STATEMENT OF COMMITMENT

Our organisation is committed to providing a safe and stable sporting and work environment where risks are minimised through proactive management. Accordingly, Star-Mites Gym Sports Pty Ltd accepts environmental management as one of its responsibilities, integral to all decision-making processes.

Environmental Policy: All ecological activities will be carried out in line with the principles and guidelines set out in this policy document and further detailed within our ecological objectives

DEFINITION

Our organisation will continually improve its business performance and work in an environmentally responsible manner, clearly reflecting a commitment to foster the sustainable use of Earth's resources. Environmental management is the culture, processes and structures directed towards effectively managing our resources.

POLICY APPLICATION

This policy applies to Star-Mites Gym Sports Pty Ltd.'s management and day-to-day operations undertaken by the Board of Directors, their subcommittee (s), staff, and volunteers. Adoption of this policy will ensure consistency in environmental management principles and procedures.

POLICY COVERAGE

All activities undertaken by the organisation as part of its day-to-day operations, including competitions/events, gym sports, and related membership programs and services, are incorporated.

REPORTING

Communication between all levels is integral to the club's effective and efficient operation. Key representatives are required to report on activities related to our environmental policy.

Key representatives: Branch managers, Sports coordinators

Report to: CEO Liz Gardiner
Email: liz@starmites.com.au

ENVIRONMENTAL MANAGEMENT PRINCIPLES

Star-Mites Gym Sports Pty Ltd – Environmental Management is characterised by reliance on several principles. Adherence to these principles will encourage a good culture for environmental management. These principles make our Environmental Management plan an effective and reliable tool in providing information on which the club can act to improve its performance. These principles include: -

- Leading by example in responding to environmental issues
- Responding promptly to any concerns
- Trusting and empowering volunteers and paid staff to manage environmental issues at all levels
- Education and training
- Ensuring the correct values are instilled in young people
- Acknowledging, rewarding and publicising good environmental management
- Incorporate environmental better practices into our core business plans and management processes
- Develop a framework for reporting and reviewing our environmental objectives
- Ensure we work with our member's staff, volunteers, and community to improve environmental better practices continually
- Officially state that Star-Mites Gym Sports Pty Ltd facilities and immediate surrounds are smoke-free areas

Environmental Objectives

- To minimise the amount of waste generated by re-using materials and recycling as much waste as possible
- To minimise our use of energy, emission, water and materials
- To use cleaning products based on natural ingredients which have no adverse effects on the user or environment
- Incorporate environmental better practices into our core business plan and management processes
Incorporate a smoke-free policy within the Star-Mites Gym Sports Pty Ltd organisation.

ROLES AND RESPONSIBILITIES

All employees, volunteers and members are responsible for better environmental practices. The Directors, however, are responsible for successful environmental management, with the Club Manager taking day-to-day responsibility for the process. This section specifies the duties of all parties involved in ecological Management within the club:

Directors

- Ensure that the context of this policy is communicated to all levels via the distribution of the Club's Environmental Management Policy Statement
- Ensure that appropriate training is provided so that environmental practice is actively maintained
- Report annually on the year's achievements and on any future environmental risks that may threaten any aspect of the club's business

Manager

- Ensure that all sections of the club have the opportunity to engage in effective environmental management
- Actively encourage reporting of environmental issues, actual or potential, and ensure that appropriate action is taken with concern to the environment
- Ensure that when implementing environmental management actions, other related club policies are also adhered to
- Take day-to-day responsibility for environmental management within the club
- Provide appropriate induction on environmental issues management and all other associated policies to new members, staff and volunteers
- Alert the Directors of any new high-impact environmental risks or any other matters requiring attention outside the usual process

Staff & Volunteers

- To achieve sound environmental practices across our entire operations
- Report environmental issues, real or potential, and ensure appropriate action is taken with concern to the environment

Everyone

Successful Environmental management also relies on the personal knowledge, perception and behaviour of all involved in the club and sport of gymnastics.

REVIEW & IMPLEMENTATION

Regular monitoring and reviewing better environmental practices are essential in the club's business.

ADDITIONS AND CHANGES TO POLICY

Recommended changes to this policy may be submitted to Star-Mites Gym Sports Pty Directors for consideration at any time. Should changes be accepted, the policy will be updated, dated and circulated to all relevant stakeholders.

Star-Mites Gym Sports Pty Ltd will review this policy annually and ensure all members, staff, and volunteers Associated with the company are aware of the policy.

CEO: Liz Gardiner

Date: 11th January 2024