

Environment, Social and Governance Report

The first six months,
and a work in progress

Prepared by
Belinda Chellingworth

Date
June 2023



Mally

Playing our part in Reconciliation

We are committed to listening, learning and seeking out ways to support First Nations people. We have been long term attendees of the Yabun Festival (annually on the 26th January), participate in NAIDOC and National Reconciliation Week activities.

In 2023, we have a once on a generation opportunity to take Australia forward, for everyone, and recognise that silence never made history.

We have accepted the [Uluru Statement from the Heart](#) from Aboriginal and Torres Strait Islander delegates, as an invitation to walk in a movement of the Australian people, for a better future.

With that in mind, and the very best of intentions, we have an official position of support for the Voice to Parliament. We will however, continue to listen, throughout this year where there will be views and voices we may not necessarily have heard, to respect, and aid our ongoing learning.

Since our operations began we have:

- Attended conferences on the land of the **Gadigal, Wurundjeri Woi-wurrung and Bunurong Boon Wurrung peoples**
- Delivered training on the land of the **Gweagal and Bidjigal peoples**
- Delivered a conference presentation on the land of the **Gumbaynggirr people**
- Completed facility visits on the land of the **Darug and Gadigal peoples**
- Visited clients and peers on the land of the **Gadigal, Turrbal and Jagera, Wurundjeri Woi-wurrung and Bunurong Boon Wurrung peoples**

Our business Offices are on the land of the Gadigal people, of the Eora Nation.

Molly Wallace, 2021, 'Gindjurra'

- Gamilaraay (Kamilaroi language) is the word for frog

Artist's Statement:

I am a Kamilaroi woman from the small rural town of Dungog and have just finished my masters by research in fire ecology. My art incorporates traditional painting practices and symbols along with modern techniques to create a cohesive piece that represents my relationship with culture, nature and the world today.



Disclaimer

All reasonable efforts have been made to ensure the information contained in this report is accurate. However, we accept no liability for any errors or omissions.

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How to use this report

The scope covers BC Consulting, a one-person consultancy, based in an Australian inner city suburb, and details what we have achieved, what we would like to, and what we are struggling with, in our own operations.

Unless stated otherwise:



All data for the period is conservatively calculated.

All references to a property are our Head Office, not coworking spaces or client sites.

Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) were developed at the United Nations Conference on Sustainable Development, held in Rio de Janeiro, Brazil, 2012. They are an urgent call for action by all countries, developed and developing – in a global partnership, for peace and prosperity for people and the planet, now and into the future.

We have inserted the SDG each initiative aligns with.



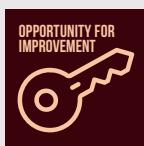
The symbols explained

Throughout this report, you will see the following symbols on certain initiatives or discussions.



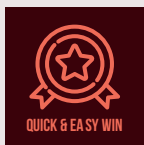
Do this!

This report is all about doing. This marks an action our business has taken to implement the circular economy in a practical way across our operations, and we hope others will too!



Opportunity for improvement

We didn't quite nail it, and note we can improve.



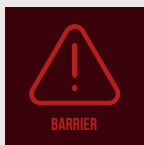
Quick and easy win

This marks initiatives that are relatively simple and little to no cost to implement – great for any small business owner.



Green Hushing

We did not have the data, skills, capital or knowledge to write confidently or disclose anything accurate or of value. However, we did not omit the subject matter from the report, and they are marked accordingly. In 2023, green hushing is a hot topic.



Barrier

Implementation isn't always straight forward, this notes where we encounter barriers, and a brief commentary on their specifics.

Welcome from our Principal Consultant

Photography credit: Jacqueline Kuek, Managing Director of Persuaders and Avid Wastler



It was never my plan to start a business, but here we are...

Greetings and Hello!

If we haven't met before, I'm Bel, and just over 6 months into owning and operating my own business, following twenty years of progressing ESG in various contexts in Australia and abroad.

I'm thrilled you've taken an interest in this report, and appreciate I may have some explaining to do, particularly as a solopreneur of a startup microbusiness. The business itself – I gave little thought to before commencing. Uncharacteristically, I didn't do much research or planning – I thought I'd give it a go and see what happened. This report, however, has been months in the making.

Here's how it all started...

Whilst on leave in 2022, I purchased a preloved Ebike to reduce car mileage, and made a (failed) attempt to log the car share and public transport kms displaced by riding around. I started the company ('BC'), got my act (and spreadsheet) together, logged the kms thoroughly, and thought it would be fun to publish them. But then my mind wandered, to all the ways I had gone about my business operations, almost on autopilot, to further the SDGs and actively implement the circular economy framework.

Before I knew it, I had a full ESG report.

I'm particularly proud of my Supplier and Procurement Strategy.

I needed help from the outset, or I would burn out quickly. I sought out First Nations and female owned small businesses, invested in their superpowers, and I'm so glad I did.

This report was also an opportunity to publish my own personal waste and recycling footprint, a long term project.

As for many aspects of the report, despite having ample practice during the pandemic, it's a rather strange affair when your own private residence suddenly becomes the official headquarters of a business, and now the subject of a self-imposed ESG report.

As a relatively private person with perfectionist tendencies, if someone had told me five years ago:

- I published photos of my own home
- I signed off on an ESG report with no carbon footprint, no formal Reconciliation Action Plan, and a half-finished degasification project

I would have fallen off my swivel chair. But I am a changed woman.

This decade is the critical window of time to tackle climate change,¹ and a once in a generation opportunity for Australians to better our society for all.

So there is just no room for ego – only action, generosity in learnings, care and the inevitable mistakes incurred along the way.

Having said that, I am also an unchanged woman in many ways.

This report may be peppered with a little 'light wit' – but I promise you, I've never been more serious about, or dedicated to this work, especially executing the principles in my personal and professional world.

I may no longer be accountable to Management, a Board or Shareholders, but I consider myself, and my business, accountable to past, present, and future generations. And luckily, it is also an exciting time; after a long wait, many critical drivers are falling into place. So have a read, have fun and keep rocking on!

Thank you, Bel

Belinda Chellingworth,
Principal Consultant, Director,
Chief Procurement and
Sustainability Officer

¹ <https://www.climatecouncil.org.au/uploads/6d762163fc81535d1813585d8ad43854.pdf>

Who we are

KEY SDG IMPACT AREAS:



Our mission

To deliver strategies, project management and consultancy which operationalise projects aligning with Circular Economy principles.

Our Values and Approach

We thrive on authenticity, integrity and data driven decision making, whilst maintaining good humour, focus and a collaborative mindset.

Our Services

We work with citizens and businesses operating in the real world.

Our services are:

- Bespoke and relevant to each client
- Practical and considered
- Focused on capacity building
- Pragmatic with lasting impact
- Evidence based



We contribute with, and to, the Coalition of the Willing

We thrive on working with those bettering life on earth. The task ahead is no small remit, it will take a thousand (+!) villages for the transformation ahead.

We firmly believe in support and collaboration, sometimes it's just the simple act of being a familiar and friendly face in the crowd for a peer speaking at a conference or expo.

Just prior to formalising BC, our Director volunteered at the Purpose Conference, attended the NSW Electric Vehicle day, judged the NSW Banksia Awards (Biodiversity category) and provided pro bono advisory to some circular startups. She wrote several LinkedIn articles with a focus on demystifying, and the practical implementation of the circular economy.

BC is a paid member of [One Roof](#), [Fishburners](#), and the [Green Building Council of Australia](#) ('GBCA'). We have attended the ACE Hub's Circularity Awards, the Sustainability Leaders Summit, GBCA's TRANSFORM, the Build Expo, live recordings of the Powerhouse Museum's [100 Climate Conversations](#), the launch of our Marketing Director's Book: '[Marketing Launchpad](#)' and multiple events furthering social enterprise, impact led business and climate justice.

We are a delivery partner for the Bambuddha Group, a social responsibility training and advisory group, who champion kindness in leadership.

We have enjoyed learning about and highlighting the work of the rescue, reuse, sharing economy and repair sectors, **personally visiting over 20 enterprises.**



BEL WAS THRILLED TO ACCIDENTALLY ENCOUNTER, AND VOLUNTEER WITH ANNIKA STOTT AT THE PURPOSE CONFERENCE.

Safety, Governance and Policy

Rest First, Then Create Company

By 2022, many people just needed a proper holiday.

Prior to starting BC, our Director took some time out, following the completion of parental leave contracts for two of Australia's largest retailers, commencing, and completing the majority of both tenures remotely, in pandemic induced lockdowns. Phew!

The period of rest was used to focus on physical health, see long lost friends and family domestically and overseas, and acquire preloved, and responsibly re-purpose household items, following a move and a bundle of joy from the Puppy Stork (to be clear, he was not repurposed).

There was much 'Gumtree-ing', Facebook Market Placing, Clothes Swapping, and a few donations to the Animal Welfare League of NSW and trip or two to Reverse Garbage and the Bower.

A second-hand stick vacuum and Ebike were among two treasured purchases, and still bring much joy to date.

And what is a holiday, without a little shameless 'fangirling'...

Clothes Swapping

Bel was elated to meet Clare Press, completely by chance at a Clothing Swap in Sydney. Clare is a journalist, filmmaker, author and international presenter, and specialises in sustainable fashion.

Among her achievements, she created the Wardrobe Crisis podcast and has written 3 books, with a fourth to be published in 2023.



PICTURED IS CLARE (RIGHT) WITH ANOTHER FAN (MIDDLE), AND BEL, WEARING A SWANS SCARF SHE'D JUST PURCHASED SECOND HAND VIA GUMTREE – YOU JUST COULDN'T MAKE IT UP!

Plastic Free July

Two other great events 'book-ended' our Director's Annual Leave – the launch of Plastic Free July and the Plastic Free Foundation's solutions showcase in October. The showcase featured reusable coffee cup systems, packaging minimisation, mug libraries and businesses procuring out single use.



BEL IS ALWAYS THRILLED TO SEE REBECCA, AND SUPPORT HER WORK.

Bel is standing with Rebecca Prince-Ruiz, the founder of Plastic Free July, a global movement that helps over 100 million people and organisations be part of the solution to plastic pollution. At time of publish, Rebecca was awarded a Medal of the Order of Australia (OAM).

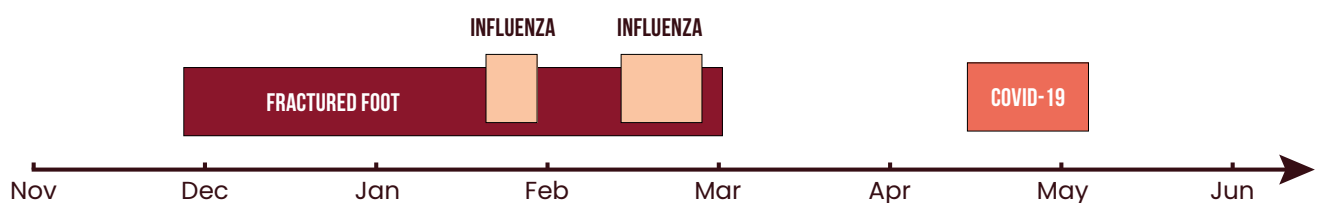
In Operation

Safety

As a sole operator, safety is very important. Key risks we identified for the business included:

1. Burnout, particularly in the start up phase. A key mitigation strategy was investing in suppliers to assist with business critical activity (see the next page)
2. Physical harm caused by cycle commuting, which is our primary mode of transport. We wear personal protective equipment (PPE) at all times, and have eliminated cycling on some parts of major arterials that we consider high risk. We leave sufficient time so we do not feel rushed.

We had not identified illness and injury by other causes, and lost time to the following:



Governance

Governance for a small business comes with its own unique challenges. The measures we put in place include:

- We engaged book-keeping services for all aspects of financial management
- We bank with, and use a super fund that do not invest in fossil fuels
- We consider publishing this report, and associated data as a demonstration of our commitment to transparency

We do not have a formal Board of Directors, but have sought the advice, mentorship and oversight of several long serving Consultants, whose wisdom we are very grateful for.

Detail of governance for operational waste and recycling is on page 24.

Policy

We have not published formal policies, but have noted our policy approach through this document, as they relate.

Procurement and Supplier Strategy

We intentionally procure services from small, Australian based businesses. The following have played a critical role in our first six months.

Natalie Ducki, Owner, Founder & CEO Of Collective Works

Collective Works provides production accounting, boutique accounting, bookkeeping, business advisory and taxation services. Focusing on small to medium-sized businesses, Collective Works assists with everyday financial, commercial and business requirements.

Collective Works is a Certified Practising Accounting firm and BAS Agent with a team of qualified accountants, bookkeepers and Xero advisors.



Heather Bain, Accredited Associate, Genratec



Heather Bain provides one on one Generative coaching and leadership. She is passionate about individuals developing capabilities to respond to circumstances in the world with power and effectiveness. How we think and act in our current market is going to determine who grows and who doesn't. Our ability to handle, rather than being at the affect of circumstances, will determine who will be top of their game.

**Racquel Collard,
Founder &
Chief Marketer,
SMB Marketing**



SMB Marketing provides powerful marketing solutions to women in business. Racquel is MBA qualified, and a Certified Practising Marketer. Racquel shows purpose-led entrepreneurs and small business owners how to leverage the potential of a strategic marketing roadmap customised to their unique business needs. Her book, Marketing Launchpad was released in March 2023.



**Meghan McBain, Founder & Director,
Wide Open Co.**

Meghan leads a small bunch of creatives, based in Bacchus Marsh — nestled between the (sometimes) mighty Werribee and Lerderberg rivers.

Wide Open Co provides high quality communication design services, including branding, print, digital and everything in between. Her personal favourites include: branding for start-ups and professional services firms; book design and layout for self publishers; and collaborative design with dynamic organisations, generating all manner of project outcomes.

We love our work and pride ourselves on looking beyond the superficiality of design and marketing for strategic, ethical and holistic solutions. We strive to over-deliver while never missing a deadline.



**Celia Bickmore-Hutt, Owner,
Comb Cleaning**

Comb Cleaning is a boutique cleaning service company, specialising in Strata, Office and domestic cleaning.

COMB Cleaning is all about family:

- C - Celia
- O - Oliver
- M - Millie
- B - Bernard



Inclusion

We endeavour to respect all humans.

Taking part in World Pride Activities

As an ally to the LGBTQIA+ community, we show up in solidarity. In 2023, Sydney Mardi Gras and Sydney WorldPride united to present a global LGBTQIA+ pride festival – the very first in the Southern Hemisphere.

The theme for the festival, GATHER, DREAM, AMPLIFY, was developed with First Nations and LGBTQIA+ communities. It acknowledged the traditional custodians of Australia and was a calling to come together to represent commitment to equality and inclusion, and participate in a global movement.

We invited the world to Sydney and they came, to experience and celebrate safety, compassion, open hearts, kindness and partying with purpose.

We started off in February by attending Bambuddha Group's event: LGBTQIA+ – Ask anything, and enjoyed the Opera Up Late experience at the Sydney Opera House.

Unfortunately due to illness, we could not take part in as many activities as we would have liked, but finished off with the following:

World Pride March

We marched across the Sydney Harbour Bridge for equality on Sunday the 5th March 2023.

We gathered in the first wave at 6:30AM, welcomed by Elder Uncle Greg Simms, and joined 50,000 people marching for global equality and on behalf of those who cannot.²



Following the welcome, thanks and acknowledgements were given to the Federal Government for their announcements at the Human Rights Conference, and thanks given to Lord Mayor Clover Moore for her long term allyship.

Closing Concert

The same day, we enjoyed the Closing Concert, and took the opportunity to dazzle up in our trusty single use face gems, turned reusable, of course.

We have a long way to go to reach global equality, but we are committed to playing our part, and supporting all humans beings.

² <https://nit.com.au/05-03-2023/5169/tens-of-thousands-follow-footsteps-of-indigenous-solidarity-for-pride-march-in-sydney>

Circular Economy – Practical Implementation

We are dedicated practitioners and implementers of our subject matter expertise. We believe not only in operational excellence, but also leadership. It also helps us understand the opportunities, risks, challenges, stakeholders and suppliers in the current market, so we can best advise, and empathise with our clients.

We understand in 2023, it's all about execution, so the remainder of this report outlines the practical ways our business executes the principles of the framework. So if you're already well versed in, or not interested in the theory, just the doing, turn over.

If you are interested in the theory, read on:

We require the framework to transition from our current economic practice of taking resources from the Earth, making products or services, and throw them away as 'waste' – which contributes to climate change, biodiversity loss, pollution and poor health outcomes. It requires a transformation of responsibilities, economies and a collective mindset.

The following are the principles of the Circular Economy Framework, and the '10 R's' which give guidance in prioritising options higher on the circularity ladder.

What is the Circular Economy?

"The circular economy is based on three principles, driven by design:

- **Eliminate waste and pollution**
- **Circulate products and materials (at their highest value)**
- **Regenerate nature**

Underpinned by a transition to renewable energy and materials, the circular economy is a resilient system that is good for business, people, and the environment."³

The 10 R's of Circularity

1	Refuse	Prevent raw materials' use
2	Reduce	Decrease raw materials' use
3	Redesign	Reshape product with a view to circularity principles
4	Reuse	Use product again (as second hand)
5	Repair	Maintain and repair product
6	Refurbish	Revive product
7	Remanufacture	Make new from second-hand product
8	Re-purpose	Reuse product but with other function
9	Recycle	Salvage material streams with highest possible value
10	Recover	Incinerate waste with energy recovery

Credit: Dr Jacqueline Cramer ⁴

³ <https://ellenmacarthurfoundation.org/topics/circular-economy-introduction/overview>

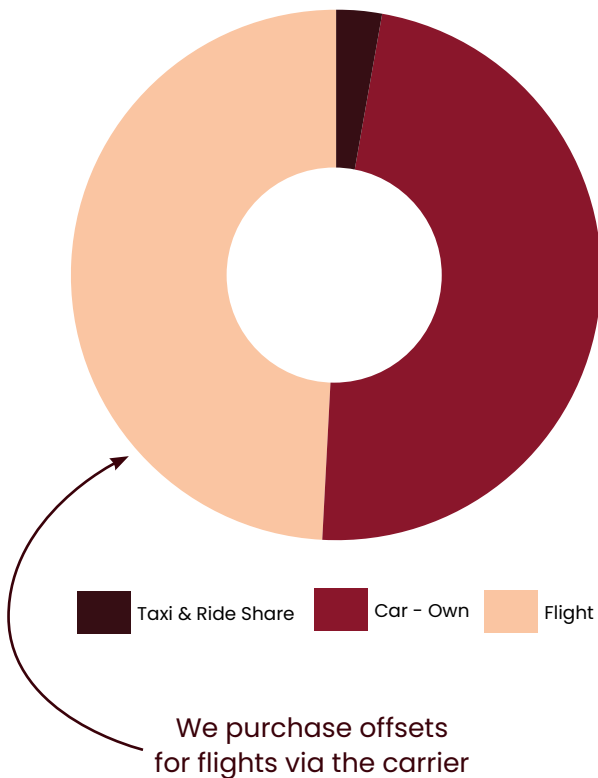
⁴ <https://circulareconomy.europa.eu/platform/sites/default/files/building-a-circular-future-jacqueline-cramer-amsterdam-economic-board.pdf>

Fleet and Travel

We enjoy meeting people face to face and visiting operational sites, which helps us to understand our stakeholders, their needs, operations and opportunities.

Our policy and strategy is to prioritise walking, cycling and taking public transport, over driving and flying where feasible. We look forward to challenging our need to fly in coming months.

Interstate Travel – Km's



Borrow via, or contribute own vehicle to the Sharing Economy platforms

We have challenged the need to own a car at all, consistently at BC, but our heavy fleet consists of one car ('Bluebird').



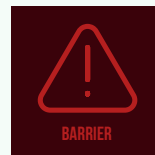
We retained ownership due to the specialised utility it serves via roof racks and a tow bar, installed to carry equipment.

The car has been shared with neighbours, via a peer to peer car sharing platform since 2020.

Car sharing reduces the demand (and associated emissions and resource depletion) for new cars, mitigates the amount of 'stranded assets' not being used, saves space and affords opportunity for others to access vehicles sporadically, and avoid the financial and administrative burden of owning a car.

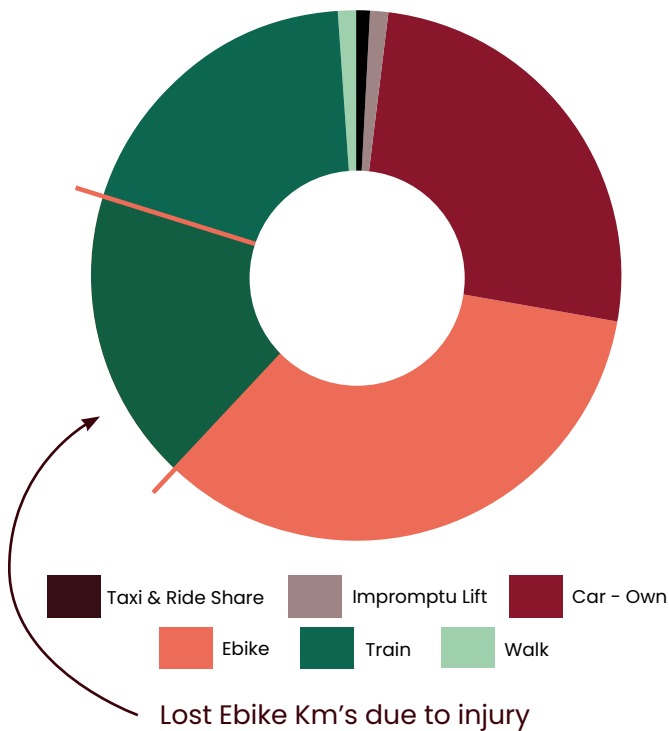
Sharing our car has its challenges in a multi-unit, security access building, but we have persisted. We operate from an inner city, high density suburb – it is the right thing to do.

It also places us well to advise, and help design out barriers for car sharing in future.



Our primary issue, as a sharer, is broad user access to the vehicle as it is garaged in a secure basement.

Sydney Metro Travel – Km's



Purchase preloved and preference travel methods that minimise impact

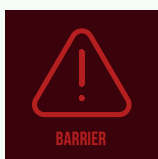


Our prime mover, a preloved Ebike ('JB'), gets us around the Sydney metro area and displaces driving, car sharing and public transport.

This form of travel saves considerable amounts of time – very important for any small business owner.

Sadly, we did however, lose considerable kms due to illness and injury.

We have had one component of the bike stolen (the kickstand – but the dears were nice enough to reattach its bolt attachments back onto the bike!)



Safe and secure storage at Head Office and end destinations.

Donate what isn't being used, to allow others access and value their materials



We like to keep things in use. Our logistics department conducted a strategic review of all our fleet, and found one bike was not being used enough to warrant ownership, and it was donated on to Revolve Recycling, who:

“Refurbish and recycle bikes and equipment, give people access to high-quality, safe and affordable rides, create jobs for people with disadvantaged backgrounds and encourage cycling and active transport. It's sustainability on wheels!”



The 'Silver Bullet' was originally rescued from a skip, refurbished, and served for nine years.



Energy

We have some work to do here. Our current and primary focus is transitioning away from using gas, where possible. Following this, we would like to:

- Find opportunity to improve lighting
- Commission a carbon footprint, for residual emissions, by an external party, and purchase offsets via Australian projects which work with local communities and Traditional Owners
- Revisit our electricity contract



Switch gas appliances to electric ones



We are committed to transitioning to safe, clean energy. Gas, a polluting fossil fuel, remains the dominant cooking fuel globally,⁵ and is currently in place in the Head Office kitchen stovetop. At time of publish, we are transitioning to an electric induction cooktop, however this is not complete. We are looking forward to it – we hear good things.⁶



Time and knowledge to navigate and source suppliers, time to project manage, and capital investment required



We would also like to highlight the challenge that renters face, who do not have authority to make changes to their residence

Our hot water is also gas dependent, however via a centralised system servicing the entire building, so we are unclear how we can improve that.



Our building has centralised hot water, which we can not control



THE 'CAPITAL WORKS CORNER' – OUR PROJECT IS UNDERWAY, BUT CLEARLY NOT COMPLETE.

⁵ <https://cooksafecoalition.org/executive-summary/>

⁶ <https://www.afr.com/property/commercial/lendlease-gpt-to-cut-gas-out-of-buildings-by-2040-20221121-p5bzcg>

Water is a precious resource and every drop counts. Our Director grew up on a property off mains water supply, reliant on rainfall collected in rainwater tanks, during one of most severe Australian droughts in the 20th century⁷ – water was the first resource she learned to value as finite.

We feel privileged – globally 1 in 3 people do not have access to safe drinking water.⁸

We also feel uneasy that we actually flush our toilets with potable water here in Head Office, whilst not all Australians have access to safe, clean drinking water.⁹

Reduce water consumption



We would like to improve this, but historically have not had access to our consumption rates.

Recently we have learned that Head Office, and all other tenancies within the Building, do have individual water meters, however reporting and invoicing systems were never set up.

We look forward to receiving not only our consumption rates, but usage charges also – which will motivate us to reduce water use.



Lack of data and financial driver to incentivise performance



The recent, and prolonged intense rainfall of La Niña on the Australian east coast makes for a ‘tempting forgetfulness’ that water should be treated as finite – we are proud of what we have achieved and look forward to more improvements.

Capture unused water



We have an uncomplicated, manual system to routinely capture the initial (cold) water in our start of trip facility shower block. Water is used in our garden, bathroom and rehydration facilities (catering to human and dog – to be clear, not combined).



We have captured at least 1,440 litres.

This is a relatively simple initiative to implement.

Water capture system requirements:

- ✓ 9L Buckets x 2 – 3
- ✓ Two arms
- ✓ A working memory before 9AM
- ✓ Enthusiasm and care



7 <http://www.bom.gov.au/climate/drought/knowledge-centre/previous-droughts.shtml>

8 <https://www.who.int/news/item/18-06-2019-1-in-3-people-globally-do-not-have-access-to-safe-drinking-water-unicf-who>

9 <https://www.nature.com/articles/s41545-022-00174-1>

Our Director's Science degree was in drum roll Biodiversity! Following an early career in environmental education and Zookeeping, she continues her everyday plight to care for nature and all creatures great and small.



Remove weeds

There are now more foreign plants in Australia than native ones.¹⁰

Several garden beds and nature strips near Head Office are planted with natives, however many weeds try to steal the show.

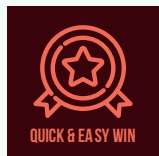
One lunchtime a week is spent removing them, but sometimes we are limited on an affective way to dispose of them, i.e. a garden organics bin nearby.



We have removed 240 weeds



Intermittent lack of access to organics disposal for plants removed



¹⁰ <https://www.dpi.nsw.gov.au/biosecurity/weeds/weed-categories>



Take 3 for the sea – anywhere you are!

We pick up litter where safe and possible. Litter has widespread negative impacts on the environment and industry – from choking wildlife, devaluing tourism, damaging the shipping industry's assets – to name a few.¹¹

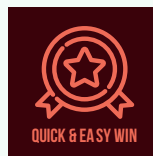
Despite having a Container Deposit Scheme in NSW, and a vigilant local who collects beverage containers – we are always surprised how many drink cans we collect on walks around Head Office. The local demographic are generally young adults in their 20s – so Mondays are a guaranteed haul. We like to see aluminium circulated back into production,¹² not in garden beds, to reduce the need for more mineral extraction.

We also collect a large number of unused dog poo bags; quite convenient as their 'first use' can be capitalised on.



We have collected:

- ✓ 90 cans for recycling
- ✓ 96 dog poo bags for 'first use'



¹¹ <https://www.unep.org/explore-topics/oceans-seas/what-we-do/addressing-land-based-pollution/marine-litter-issue>
¹² <https://theconversation.com/weve-smelted-a-billion-tonnes-of-recyclable-aluminium-do-we-need-to-make-more-166784>



Host and care for Native Bees

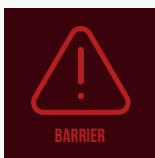
We have a hive of native bees – important pollinators of native plants and crops.¹³

The hive is on ‘permanent loan’ from friend, Science teacher and bee enthusiast Richard Isley.

Visitors often joke with us, asking “how much rent do they have to pay?” Given the vital role they play in maintaining the ecosystems that support human life, we just joke back that maybe we should be paying them...



LEFT: OUR RESIDENT NATIVE BEE HIVE
RIGHT: NATIVE AUSTRALIAN BEE (IMAGE: CREEL SHUTTERSTOCK), BEE NOT TO SCALE.



Native bee hives are quite expensive, so not accessible for all

13 <https://www.environment.nsw.gov.au/get-involved/sydney-nature/wildlife/insects-in-sydney/bees>



Catch, but don't kill

We are frequented by Huntsman Spiders – our friendly neighbourhood insect control!¹⁴

We prefer them outside though.

Our ‘please kindly leave’ policy is to catch and release them to the garden; not to kill them with chemicals.

We have deliberately bypassed an image, as we understand this may be unsettling for some.



We have rehomed 24 spiders



For the willing and skilled

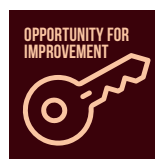
14 <https://www.australiangeographic.com.au/topics/wildlife/2021/07/australian-huntsman-spiders-your-friendly-neighbourhood-insect-control/>

(How do you?) Regenerate a depleted area

Head Office's outdoor area is a paved concrete slab with little biodiversity.

At time of publish, all vegetation is potted, with only one native.

We look forward on embarking on the ‘nature positive’ journey, and how Indigenous knowledge will inform regenerating this area to best reflect the original ecosystem and play its role in the wider one.



Uniform, Personal Protective Equipment (PPE), and Apparel

As a boutique consultancy, we do not have a uniform – so to speak. Every day is mufti day!

However we do need to dress appropriately to engage with clients and industry events, and of course wear our PPE (all originating from previous work lives) for the many industrial

and materials sorting and reprocessing facilities we frequent (we live for a site visit!).

Did you know?

Australians buy about 56 items of clothing per person, per annum.¹⁵ Mature recycling and recovery systems for clothing just do not exist in Australia. And irrespective, our policy aligns with our others – to eliminate and minimise impact from the outset.

Love and wear the clothes you already have

Our industry is not always known for celebrating but we had the chance to recognise and cheer others on at several events in 2022 – 2023.

It would be tempting to purchase a new outfit for each event, but we choose to wear and love ‘old faithful’ greenie – now over 10 years

of service (on and off depending on chocolate consumption rates)!



CIRCULAR TODAY

WHO WORE IT BEST?



¹⁵ <https://www.dcceew.gov.au/environment/protection/waste/product-stewardship/textile-waste-roundtable#:~:text=The%20Australian%20Fashion%20Council%20has,donated%20or%20re%2Dused%20annually.>

DO THIS!



Maintain a 'Circular Wardrobe'

How to implement a 'Circular Wardrobe' will vary. Clothing is very personal, and needs to be dynamic, like life. Our aim is to minimise purchases (whether preloved or new), and wear what we own. When we do buy, we do with care, considering what we already own and how it will work to create outfits. If we need something we will wear infrequently, we rent.



We have purchased 2 clothing items:



1. One top (preloved)
2. One pair of pants (new, but a cornerstone piece, and in a colour that matches everything)



DO THIS!



Repair what you already own

We repair to keep things in use. But we have found challenges, particularly finding willing and available suppliers, and the repair cost often towers the overall value of the item – but of course, we love our things and it is the right thing to do.



THANKS TO THE CRAFTPERSONSHIP AND SERVICE OF KALMAR ANTIQUES AND HER BANANA



Two items repaired.



Access to skilled suppliers, and repair cost outweighing original value of item

IT & Equipment

This equipment is critical for us to do our job.

DO THIS!



Choosing to reuse - and recharge!

All IT equipment is powered by rechargeable batteries.



DO THIS!



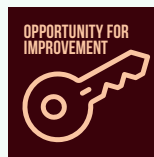
Repair, or purchase refurbished or pre loved

The preloved market for IT equipment is well formed, but we have had to replace broken items unexpectedly at short notice – and there is not a moment to lose as a startup founder.



All IT equipment was purchased new:

- ✓ Keyboard
- ✓ Laptop charger



Time and easy access to preloved and refurbished goods

Day to Day Operations

We are committed to eliminating and minimising the use of all materials where feasible.

Choose to refuse all (not just plastic) single use packaging

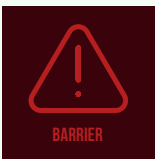


We thrive on not creating 'waste' in the first place; to reduce unnecessary resource consumption (materials, water, labour, emissions) through all aspects of the value chain, and avoid landfill generation.

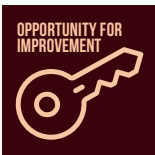
We have been long term users of reusable coffee cups and cutlery, and actively participate in Plastic Free July – all year round!



CHOOSING TO REUSE – A TOOL KIT FOR THE GARBAGE FIGHTING GAL ON THE GO



Using and accepting single use packaging is still a cultural norm



How did we do?

We anticipated a perfect record in this aspect of our operations, but unfortunately, even the most committed can slip up, our business generated 3 pieces of single use packaging:

- 1 x straw – Root cause: Requested no straw, but the server placed one in anyway and our Director wasn't paying attention and hence didn't intervene
- 1 x coffee cup – Root cause: Purchased on behalf of our Director, who anticipated a reusable due to the nature of the restaurant

IN SCOPE	NOT IN SCOPE
Coffee cups, straws, cutlery, beverage	Serviettes, takeaway packaging



Minimise paper use



We aim to operate a 'Paperless Office' – but in reality it has proven to be a 'minimal paper office' – sometimes to proof read a document a PDF doesn't suffice.

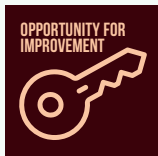


We have printed 240 pages of paper via 4 suppliers.

We do not know any detail of recycled content, or certifications of the paper.



Sourcing sporadically from external suppliers



Take responsibility for, and recover belongings



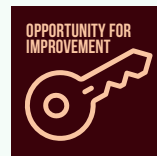
We're all human, and sometimes you leave something behind.

It may be tempting to think that one woman's trash is another's treasure, and that your forgotten belongings will be gratefully swept up, used and loved by someone else – or that someone may enjoy that food you left in the staff kitchen (ewwww!).



We have recovered one piece of clothing, and one moisturiser (thanks to our gracious Airbnb Host who helped)

We did however, lose one piece of forgotten frittata to (at least) the organics recycling, not landfill.



Operational Waste and Recycling

Nowhere to Hide...

We are pleased to present our operational waste and recycling footprint and a fireside chat with Bel, our Principal Consultant.

It's a pleasure to speak today. I understand this work followed a divorce with your red landfill bin, tell us about that?

A long time ago I decided not creating waste in the first place seemed logical, less faff, and I'd save some money too. Over the years, I phased out unrecyclable and single use products – shopping bags, cling wrap, cotton wool, coffee cups, reduced my food waste – all the low hanging fruit. By 2017, I no longer needed a red landfill bin, swapping it for a Tupperware container for the small amount left.

Wow! That's great, sounds hard?

Thanks. It didn't feel too hard as it was incremental, over a long period of time. Funnily enough, when I did evict my landfill bin, I didn't think too much of it – I just started noting I was 'Zero Waste to Landfill' on job application cover letters, clearly stating that I still produced < 1kg landfill per quarter, as that's what I'd estimated was left by sight.

Less than 1kg per quarter, that sounds very ... specific?!

Yes. I felt it was misleading to say I was 'Zero Waste to Landfill' without the caveat, as it was simply not true in literal terms. I also started weighing it, to verify my visual estimates.



Looks like you went a little further than landfill on the weighing though?

Guilty as charged. One day I started weighing my commingled recycling ('yellow bin') contents – just out of interest, and et voila! That, and the residual landfill tonnages are detailed on the next page. When I was putting this report together, I figured I could include them. There's no apportioning of an amount to the business though – too hard to apply logic. So they're absolute figures.

Intriguing. This is self-supervised activity though, how can we be confident the data is correct?

So glad you asked – this is dear to my heart. After collecting the data for well over a year, I looked at my handiwork, and thought 'Anyone could have just made this up!' – so I instated a Governance Committee. Innocent friends and family were recruited to come and observe the weekly weighing process, to apply rigour.

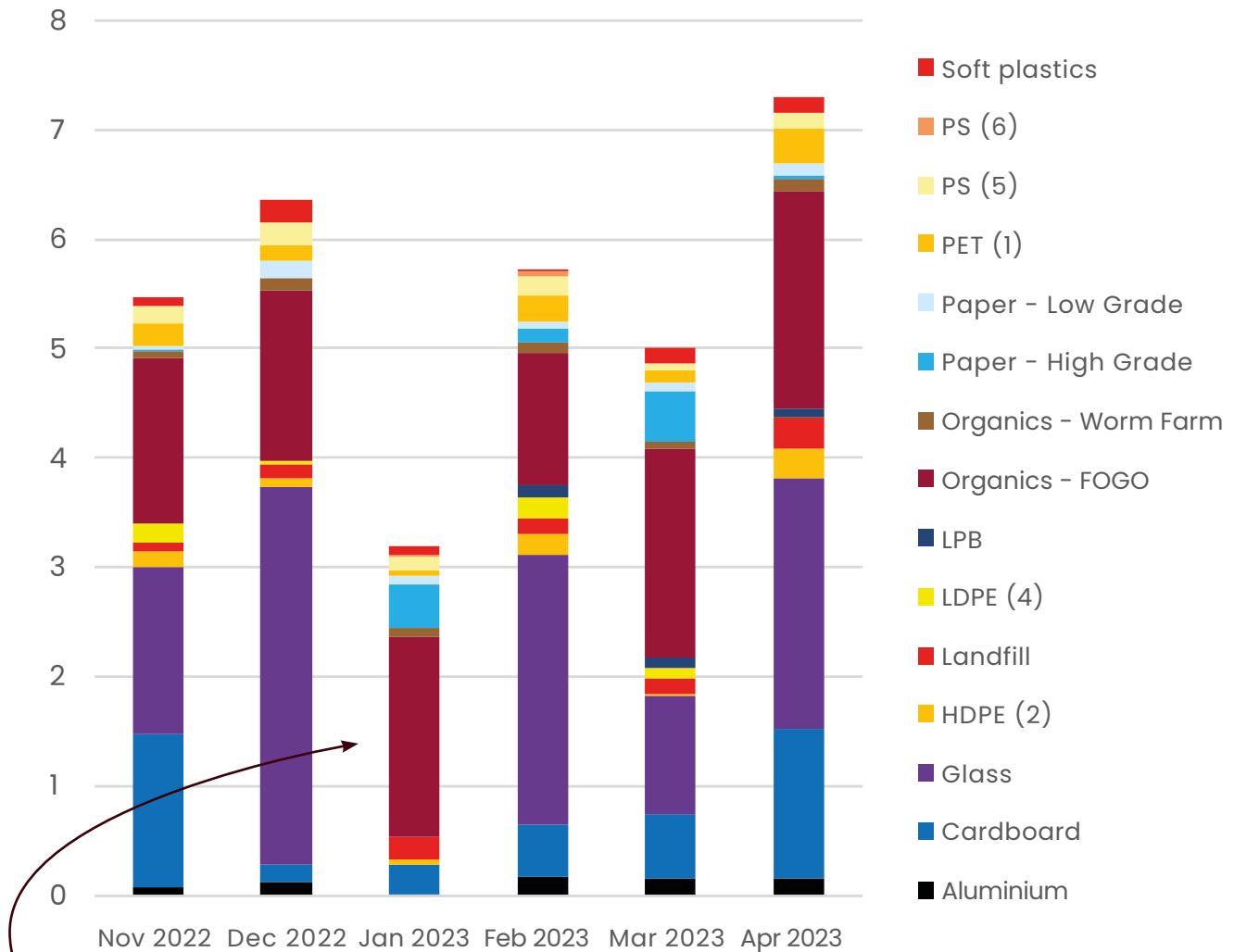
Not your standard Sunday afternoon visit...

True that. As a side, the conversations that have flowed, have been insightful for me too. I really must thank the Committee (always hiring!) thus far: Kate, Fiona, G, Bernard, Elizabeth, Rowena, Flip and Celia.

Tonnages

Figure 1.

Monthly Performance (Kgs)



Travelling on holidays, data missing.



Look at that graph, lots of detail. Do elaborate.

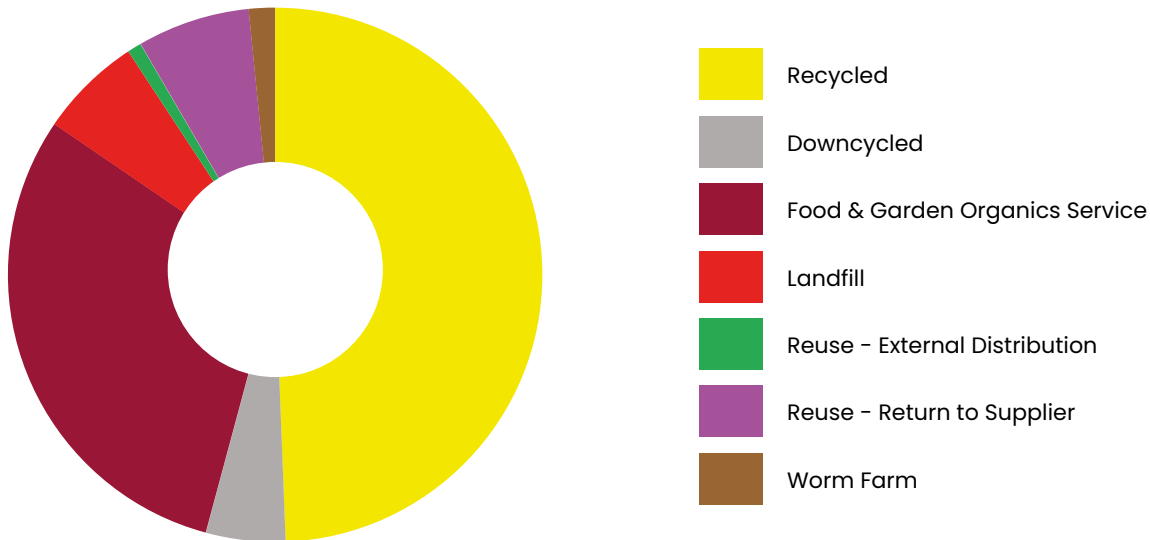
Most subject matter experts have a nerdy outlet, this is mine. Weekly, all materials are weighed (most of the commingled, piece by piece) and classified into material types (Figure 1). Based on my knowledge of NSW recovery systems, classified into outcomes (Figure 2).

Smashing. What have been some of your key learnings?

It's given me a better understanding of the technical attributes of packaging, and my organics tonnages. The standout thing was a 93% reuse and recycling rate, I expected it to be higher, given landfill tonnages are so low. It's reminded me that using a recycling rate as a sole KPI for materials can undermine your avoidance program, if it exists. If you've minimised landfill and plateaued, the proportion of landfill will increase relative to total materials, and your recycling rate decreases – have fun explaining that to the Board and Customers if you haven't already set up expectations – yikes!

Figure 2.

Outcomes of Materials



🗨️ I notice you have two reuse components detailed?

Yes – long live reuse. It’s higher up the 10 R’s, I’m always looking for a way to reuse over recycle.

The section named ‘Return to Supplier’ is my Veggie Box delivery service – they take the cardboard boxes and rubber bands back to be reused in their operations – amazing!

The section named ‘External Distribution’ is egg cartons I give to a choir buddy. She has chickens and reuses them to gift eggs.

🗨️ So, what’s next?

Two big dreams – both to develop strategy.

1. Delineate ‘avoidable’ and ‘unavoidable’ food waste – I still waste edible food and seeing this separated would help identify root causes. I have just started using OzHarvest’s Use It Up! tape on items in the fridge as a visual cue – so far it’s a great help.
2. Categorise packaging based on source and type, rather than material composition, to better inform what to focus on next.

🗨️ Thanks for your insights Bel, no doubt we’ll hear more in the future.

Cheers Bel.

Closing Remarks from the Director's Office

I hope you have enjoyed this report, and look forward to working alongside or with you.

Preparing this report has certainly reminded me of the sheer task it is to put one of these together, and will no doubt help me further empathise with clients.

I also hope it will spark thought and conversation in the 'big end of town' around how we engage with, and what we ask of small suppliers, and its reasonability, on ESG topics.

All in all, I am really enjoying my new professional life, but there have certainly been some challenges along the way competing for my attention – two pictured to the right and both self-inflicted!

On a serious note, I'd like to leave you with some learnings I gathered over the Summer, following injury, and experiencing life with a mobility impairment. Whilst the primary impact my business has via its consultancy is on materials, I look forward to seeing how it can help people, especially those underrepresented in our current world.



PHOTOGRAPHY: BERNARD CHELLINGWORTH;
ANIMAL CURATION: ELIZABETH CHELLINGWORTH ; DOG: AS HIMSELF

Reflections for societal and property design from a fractured foot

About a month after starting my business, I fractured my foot (not from cycling). Being an active person, it was a struggle. As a startup founder, I was relieved that I could still work; if I had broken an arm or wrist, it would have been so much worse. I focused on my ability – I could think, speak to clients and peers, use my computer, still crack a joke (for better or worse), and was hobbling about town without crutches, and even completed a 2hr tender walk around one of Sydney's top 20 tallest buildings!

But I was forced from my beloved cycle commuting, and away from stairs – onto public transport, into lifts and into cars, whilst carrying the chronic anxiety that I may be bumped, or trip on something, fall over and break my arm.

So for a blip in time, I experienced the world mobility impaired, and it was eye opening. I appreciate what I have to say has been said before, and people are working to design these experiences out.



I felt nervous that it wasn't my place to be commentating, but in the end, decided it was important to document my observations. Now they're here, I'll be able to draw on them during my career.

NB: At the time of this report's publish, we were alerted to an article written by Romilly Madew, who had a very similar experience, albeit with more severe injuries, and also wrote about it. Her article is available on LinkedIn and is an insightful read.

Here is what I noticed:

Signage and way finding matters, and needs to be legible from a distance

When every step counts, it's frustrating to be led down the wrong hallway, to the wrong meeting room, or not be able to read where you should be going, standing puzzled and disorientated, in a raceway of busied humans rushing past

Lift access

The disabled lifts were generally further from the entrance than the primary ones

Handrails

Sometimes absent, and often noticeably at heights that would not serve all

No disability access at all to the disabled toilets(!)

I hobbled into a pub, saw the disabled toilets sign close by, in relief turned the corner to them, and faced a whopping great set of steep stairs right down to them

Lift doors closing too quickly

I would call the lift, and by the time I reached it, the lift doors had closed on me! I mainly experienced this in larger, older buildings

Wayfinding Apps

Those I used don't offer an option to take longer transfer times into account – e.g. in Central Station it took 8 extra minutes to get between platforms than usual

Pick up points when using ridesharing apps

Ride sharing became necessary, and certainly dented my wallet. Safe pick up and drop off points can be scarce in a big city

Kerbs and Gutters

Broken and narrow walkways, gutters without ramp access, ramp access that forces you to partially walk on the road – it's phenomenally difficult

Shelter from the elements

Standing in the 40 degree heat or rains of La Niña adds stress, we need refuges in the built ecosystem

Bikes from sharing schemes blocking access

So many times discarded bikes from (active) sharing schemes would be completely blocking a pathway and I wasn't able to lift them out of the way. Other large cities like London and Quito have these schemes with dedicated docking stations. Is it time, dear Sydney?

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