Organisational Environmental Policy

Last Updated: May 2025

1. Introduction and Purpose

This policy establishes a clear framework to guide Think Pacific's approach to the environment and sustainability, ensuring consistency, compliance, and alignment with our organizational values. It defines key principles, outlines responsibilities, and sets expectations to support effective implementation. By standardizing practices across the organization, this policy promotes collaboration and succinct approach, mitigates risk, and enhances our ability to deliver high-quality outcomes. All employees and stakeholders are expected to familiarize themselves with this policy and integrate its principles into their daily work.

1.1 Policy Statement

Think Pacific is committed to protecting the environment, the health and safety of our employees, and the community in which we conduct our business. It is our aim to seek continual improvement throughout our business operations to lessen our impact on the local and global environment.

We are committed to environmental consciousness and pollution prevention, meeting or exceeding all environmental regulatory requirements and utilising an environmentally conscious network of suppliers.

This policy sets out Think Pacific's approach to minimising and reducing organisational environmental impact. It applies to all aspects of our projects, programs, internships and employment with us.

We recognise that the principle activities which impact the environment through our operations are the following:

- **Energy** – including the heating, lighting and electricity our staff and participants use in the buildings we occupy and when working from home.
- **Business travel** – emissions to air from our business-related travel, expensed travel, corporate travel and commuting.
- **Waste** – from within homes of staff, our offices but also programmes delivered in delivery locations.
- **Project Delivery Emissions** – Reliance on suppliers for programme delivery.

- **Participant Air travel** – Significant international travel to join our in-country programmes.

Due to the significance of our organisation's impact on global air travel for the delivery of international projects and the extent of which this outweighs our daily organisational operations with regards to environmental impact, we have separated our organisational policy to take a twofold approach:

1. **Organisational Environmental Policy**
2. **Carbon Offsetting Strategy**

For Carbon Offsetting Strategy, please see the linked document: Carbon Offsetting Strategy

The following document explains our approach to organisational operations under our internal Organisational Environmental Policy.

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2. Definitions

3.1 Terms used within this Policy - Definitions

a) *Prevention Measures* - Definition

Prevention measures are actions or regulations that are put in place to prevent something from happening, rather than responding to it after it has occurred. Measures aimed at environmental impact prevention aim to target the source of factors that create unsustainable impact and address the system itself to minimise future harm. Examples of preventative measures to reduce environmental harm can include:

- Waste management: Collect and dispose of waste safely to prevent it from contaminating the air, water, and soil.
- Waste storage: Store and transport waste in suitable containers, clearly label them, and separate hazardous waste from other types.
- Environmental cleaning: Clean environmental surfaces to reduce contamination and the risk of infection.

- Environmental management system: Help reduce waste in a company's production cycle and comply with environmental pollution regulations.
- Reduce emissions: Work to reduce energy consumption and carbon dioxide emissions.
- Avoid causing a nuisance: Reduce or stop dust, fumes, or noise emissions that may bother neighbours.
- Drainage: Maintain the water cycle to control the spread of communicable diseases.

b) *Adaptation Measures* - Definition

Adaptation means anticipating the effects of climate change and taking appropriate action to prevent or minimise the damage they can cause or exploit opportunities. Early action will save on damage and costs later. Adaptation strategies are needed at all levels of administration.

Adaptation affects most economic sectors and involves many levels of decision-making. It should be increasingly integrated in numerous policy areas: disaster risk reduction, coastal zone management, agriculture and rural development, health services, spatial planning, regional development, ecosystems and water management. Low-regret measures (suitable under every plausible scenario) and a variety of adaptation options should be considered, e.g. technological measures, ecosystem-based measures, and measures addressing behavioural changes. Adaptation measures include using scarce water resources more efficiently, adapting building codes to future climate conditions and extreme weather events, building flood defences and raising the levels of dykes, developing drought-tolerant crops, choosing tree species and forestry practices less vulnerable to storms and fires, and setting aside land corridors to help species migrate.

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3. Global, Regional and Local Context

3.1 Defining the problem

"Unless the world acts decisively to begin addressing the greatest challenge of our age, then the Pacific, as we know it, is doomed."

– Frank Bainimarama, COP23 President and Former Fijian Prime Minister

The threat of climate change is being addressed globally by the United Nations Framework Convention on Climate Change (UNFCCC), 2021:

The threat of climate change is being addressed globally by the United Nations Framework Convention on Climate Change (UNFCCC): the long-term objective is 'to stabilise atmospheric greenhouse gas concentrations at a level that would prevent dangerous anthropogenic interference with the climate system.'

a) Global Policies - Context

According to the Intergovernmental Panel on Climate Change (IPCC), to keep global warming below 2°C, emissions of carbon dioxide and other greenhouse gases (GHGs) must be halved by 2050 (compared with 1990 levels). G7 countries will need to reduce more – between 80% and 95% by 2050; advanced developing countries with large emissions (e.g. China, India and Brazil) will have to limit their emission growth.

EU emissions represent about 10% of total global emissions. The United States, which has a large share of total global GHG emissions, has not ratified the protocol. China and several other countries with large GHG emissions do not have binding emission targets under the protocol. Such countries are expected to meet their target mainly through domestic policies and measures. They may meet part of their emission reduction targets by investing in emission-reducing projects in developing countries (the Clean Development Mechanism, CDM) or in developed ones (Joint Implementation, JI). The CDM is also meant to support sustainable development, e.g. by financing renewable energy projects.

b) EU Policies - Context

Many European countries have adopted national programmes aimed at reducing emissions. Similar EU-level policies and measures include:

- Increased use of renewable energy (wind, solar, biomass) and combined heat and power installations;
- Improved energy efficiency in buildings, industry, household appliances;
- Reduction of CO2 emissions from new passenger cars;
- Abatement measures in the manufacturing industry;
- Measures to reduce emissions from landfills.

The EU climate and energy package was adopted in 2009 to implement the 20-20-20 targets endorsed by EU leaders in 2007 - by 2020 there should be a 20% reduction of GHG emissions compared with 1990, a 20% share of renewables in EU energy consumption, and energy improvement by 20%.

3.2 Delivery Destination Context for Policy

a) Fiji Context

Fiji is a country that is experiencing huge turbulence due to the effects of global warming and it is significantly disproportionately affected by it compared to the rest of the world. Its tropical climate has made it susceptible to increased flooding, tropical storms and coral bleaching among many other impacts. Climate change is affecting not only the natural land, but the economy of Fiji.

There is seen to be a big link between land degradation, sustainable land management, food security, and greenhouse gas fluxes in terrestrial ecosystems. Fiji has declining land standards and food security due to climate change and mismanagement of land, particularly coastal ecosystems. Fiji is therefore at a larger threat from big shocks due to climate change – there is a need to protect coastal environments from rising sea level and to protect agricultural livelihood as it makes up a large part of GDP.

The Fiji 2020 Agriculture Sector Policy was implemented in 2014, however research has shown that there is still a lot of miseducation surrounding climate change and advice and understanding of climate-resistant crops has increased and developed since then.
These aims will be achieved by a changing school curriculum in association with the Ministry of Education, training farmers on best land management and food storage practices in association with the Ministry of Agriculture and finally producing informative resources that will be distributed both electronically and physically throughout Fiji.

Temperatures have increased

Annual maximum and minimum temperatures have increased in both Suva and Nadi since 1950. In Suva, maximum temperatures have increased at a rate of 0.15°C per decade and at Nadi

Airport the rate of increase has been 0.18°C per decade. These temperature increases are consistent with the global pattern of warming.

No rainfall change

Data for Suva and Nadi Airport since 1950 show no clear trends in annual or seasonal rainfall. Over this period, there has been substantial variation in rainfall from year to year.

Sea level has risen

As ocean water warms it expands causing the sea level to rise. The melting of glaciers and ice sheets contribute to sea-level rise. Satellite data indicate sea level has risen in Fiji by about 6mm per year since 1993. This is larger than the global average of 2.8–3.6 mm per year.

Ocean acidification has been increasing

About one quarter of the carbon dioxide emitted from human activities each year is absorbed by the oceans. As the extra carbon dioxide reacts with seawater it causes the ocean to become slightly more acidic. This impacts the growth of corals and organisms that construct their skeletons from carbonate minerals. These species are critical to the balance of tropical reef ecosystems. Data show that since the 18th century the level of ocean acidification has been slowly increasing in Fiji's waters.

Energy Production and Consumption

Due to its lack of infrastructural capabilities, Fiji - like many other Pacific island nations - is still heavily dependent on oil imports to meet its energy needs. As such, 75% of Fiji's electricity was generated from oil, which accounted for 21.7% of its imports for 2019. In 2019, 25% of Fiji's energy came from renewable energy sources: 69% of renewable energy was generated from bioenergy, 30% from hydropower and the remaining 1% from solar.

Following the publication of the Climate Change Act 2021, which includes the commitment for all power to be generated from renewable sources by 2030, Fiji's renewable energy production

has increased substantially. In 2021, fossil fuel generation dropped to 38.5% of Fiji's energy mix, while 61.5% came from renewable sources.

b) Bali Context

Bali is Indonesia's most popular tourist destination. This small island constitutes only 0.3% of Indonesia's landmass, but is yet home to 1.4% of Indonesia's population - 80% of whom rely on income generation related to the tourism industry. The pace of development in Bali has been rapid, and increasing incomes from emerging sectors have lured Balinese away from the relative self-sufficiency of a traditional agrarian way of life.

The changes in weather patterns have caused severe floods in certain areas and more extreme droughts in others. It is feared that an explosion of diseases such as malaria, dengue fever and bird flu could occur in the future. Crop harvest reduction may lead to severe food shortages, while changes to habitat are damaging marine ecosystems, threatening extinction to 15-40% of species biodiversity. These effects, attributed to global warming, are exacerbated by the already acute pressures that humans are placing on the nation's environment. Small islands are threatened with submersion and erosion, which may cause internal displacement.

Increase of temperature and severe drought leads to a decrease in soil fertility which in turn threatens food security. Poor people, with low capacity to deal with change, fewer resources, and high dependency on tenuous resources, will suffer most.

Bali has seen severe environmental degradation in the past three decades due to changing land use and lifestyles. A warming of its microclimate appears evident in symptoms such as drought, floods and loss of marine habitat through coral bleaching.

Under IPCC scenarios, it is estimated that temperature may increase from 0.72 to 3.92°C. Up to a 2°C rise will have high impacts on Bali's coral reefs and much of its marine environment. Beyond a 2°C rise the impacts will be potentially catastrophic for Bali's natural resources and the people and industries that depend on them.

Solid Waste

Considering that the number of local and foreign visitors to Bali can total about 5 million and that the amount of waste generated per day is 0.5 kg/person per day on average, the projected 2,500 tons of waste create huge GHG emissions and opportunities to reduce this must be looked at. The largest volume of waste is generated in south Bali, especially Denpasar and Badung.

Integrated solid waste management for 4 regencies was established in Suwung with World Bank funding as part of the Bali Urban Infrastructure Project (BUIP) between September 1999 and June 2004. The scope of the BUIP was infrastructure development: road, drainage, water supply, wastewater and solid wastes infrastructure development for the whole island.

Overall, the solid waste management on the island remains poor, with much of the waste ending up in informal landfills or being dumped into rivers and ravines. However, with the Kyoto Protocol, proper waste management could become an investment opportunity.

Infrastructure

The development of services such as road networks, water, and electricity has not kept up with the growing demand. Without due attention to planning procedures and laws, burgeoning development continues to put a lot of pressure on the island's services. Only available in few locations and unreliable, public transport in Bali has deteriorated, forcing more people onto motorbikes and other private vehicles. Nationwide, nearly 100% of public and private transportation use fossil fuel.

To ensure sustainability or survival of its economy, Bali will need to address the following long term issues:

- By 2050, average temperatures in Bali will have increased, increasing the energy requirement for cooling unless improved building design through passive cooling is implemented;
- On the coasts, it will be necessary to address erosion from rising sea levels.
- Planning maps need revision to move building lines away from the beach.
- Tourism in the low-lying parts of Bali may be destroyed by inunda- tion by washing waves during extreme high tides. Most of these areas do not have much of a buffer zone separating built areas from the rav- ages of the sea.
- Displacement of Bali's population from low-lying areas would add unprecedented pressure and demand to the island's interior for housing land.

- The island’s infrastructure needs to be adapted to changing weather patterns.
- Crops need to be adjusted to suit new weather patterns to ensure food security.
- Water retention capacity and security of water supply needs to be improved, with priority to watershed protection. This requires conservation and restoration of forest resources.
- Address existing solid waste and wastewater management issues, allowing for potential changes in mean sea water level and available land.
- Prevention of communicable diseases by vector / vermin control.

c) Thailand Context

Thailand’s environmental challenges are mainly a result of a rapidly increasing population, industrial activities, and a growing economy, as well as being considered highly vulnerable to the effects of global climate change. Extreme heat and rising sea levels threaten parts of Thailand, including the capital city of Bangkok. Erosion is considered a major problem due to climate change within the country.

Deforestation

The Seub Nakhasathien Foundation reports that 53% of Thailand was covered by forest in 1961, but that forested areas had shrunk to 31.6% in 2015. An estimate by the World Wildlife Fund concluded that between 1973 and 2009, Thailand's forests declined by 43%. In July 2015, a Bangkok Post editorial summed up Thailand's forestry issues: "Forests have rapidly declined under state policies over the past four decades. Factors include logging, mining, anti-insurgency strategies, promotion of cash crops on the highlands, construction of big dams and promotion of the tourism industry. Corruption is also deep-rooted in forestry bureaucracy."[15] Valuable hardwood tree species, such as Siamese Rosewood, are being extracted illegally for sale, mostly to the Chinese furniture market. These trees are so valuable that poachers are armed and are prepared to fight forest rangers.

Pollution in Thailand

Air pollution is among the most severe pollution issues among Thai citizens. It accounted for the majority of complaints filed against environmental issues in 2022. Air pollution in Thailand is

mainly caused by traffic congestion and industrial emissions. The World Bank estimates that deaths in Thailand attributable to air pollution have risen from 31,000 in 1990 to roughly 49,000 in 2013.

Solid Waste

Aside from air pollution, solid waste management is also a pressing issue in the country. With more than 25 million metric tons of solid waste produced in Thailand in 2022, there are less than 400 proper waste disposal sites. Meanwhile, the number of improper waste disposal sites in the country amounted to almost two thousand units. Thailand's Pollution Control Department (PCD) estimates that each Thai produces a daily average of 1.15 kg of solid waste, amounting to over 73,000 tonnes daily nationwide. According to Interior Ministry statistics, refuse nationwide in 2016 amounted to 27 million tonnes, up about 0.7% from the previous year.

Pollution Management

The Pollution Control Department under the Ministry of Natural Resources and Environment is responsible for pollution control in Thailand. Several measures have been introduced to tackle pollution, such as detecting vehicles that produce black exhaust smoke, forbidding open burning, and cooperating with vehicle manufacturers to reduce air pollution. A reduction of plastic use is also encouraged nationwide. Certain retailers already adapted to this approach by offering paid-reusable bags instead of plastic bags to consumers. In addition, the development of a water drainage standard for industrial plants has also been initiated. In 2022, the government spent around ten billion Thai baht on environmental protection in Thailand, which was a decrease, compared to the previous year.

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4. Governance and Responsibility

4.1 Responsibility for Implementation and Review of this policy

a. The Think Pacific Board of Directors has overall responsibility for the effective operation of this policy and for ensuring compliance across all Think Pacific operations. Day-to-day operational responsibility for this policy, including regular review of this policy, has been delegated to the Global Development and Operations Manager.

b. All managers must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to environmental policy. Staff will be given appropriate training on equal opportunities awareness commensurate with their duties.

c. Questions about the content or application of this policy should be directed to the Global Development and Operations Manager.

d. This policy is reviewed annually by the Board of Directors. Any substantial changes to it will be made in consultation with Think Pacific's Senior Management team and communicated to our university partners.

e. Staff, students, university partners and participants are invited to comment on this policy and suggest ways in which it might be improved by contacting the Board of Directors.

f. Think Pacific will monitor the application of and compliance with this policy and assess the progress made in achieving its equality and diversity objectives at the annual board of Directors Meeting.

Key to the success of the review is consistency in process and accountability against deliverables. Think Pacific is aware that business activities or operations can change significantly in a short time, whilst being committed to maintaining the credibility and relevance of the policy here. This policy will be reviewed annually, as part of a wider organisational review period. The review process will be conducted by the Global Development and Operations Manager.

5. Operational Practices - Explanation and Acknowledgement

The first aspect of our organisational approach to climate accountability is the daily operational decisions that Think Pacific takes. We aim to integrate the concept of carbon neutrality and environmental consciousness in all areas.

These measures are multifaceted, but will focus on daily conserving of energy, water and other natural resources; reducing waste generation; recycling and; reducing our use of toxic materials. We will also favour suppliers who strive to improve their environmental performance, provide environmentally preferable products, and who can document the supply chain impacts of their efforts.

5.1 Employee and Participant Lifestyle Choices

One of our organisational strengths is our current working format for staff members, with full remote working conditions in the UK reducing commute emissions, online data storage reducing paper usage, and less waste in general related to the business.

However, as part of our commitment to reducing environmental impact, acknowledging work that is often undertaken within homes away from Think Pacific premises, we aim to empower employees and interns to practise sustainable life choices as part of their association with the organisation.

As an example of the impact that small changes can make within a UK setting, key life changes and their potential impact can be seen in the chart below (Aschwanden, 2020):

KEY BEHAVIOURAL CHANGE	CARBON FOOTPRINT REDUCTION OBTAINED
Switching to a renewable utility supplier	3200 Kg of CO_2 Per year
Changing 10 incandescent bulbs with LEDs	700 Kg of CO_2 Per year
Reducing rubbish output by 20% (by using less paper)	300 Kg of CO_2 Per year
Turning off lights when applicable	200 Kg of CO_2 Per year
Turning thermostat down 2°C in winter	300 Kg of CO_2 Per year
Turning off computers when not in use	200 Kg of CO_2 Per year
Installation of low-flow showerheads	200 Kg of CO_2 Per year
Planting Five Trees in a garden	300 Kg of CO_2 Per year

5.2 Organisational Operations

Further, the sustainability of our services is important for the people and communities we work with.

As part of delivering our mission in line with our values and objectives, we will assess the environmental impacts of our operations and set objectives and targets annually in order to improve our internal carbon emissions. We will review these targets annually.

This work will include:

- Monitoring utilities consumption in office buildings and home working.
- Promoting, encouraging and rewarding green travel choices from employees where possible.

- Conscious consideration of the amount of travel necessary for our services to go ahead, encouraging green transportation modes where possible and/or providing remote access to events. This includes reducing business travel miles through better journey planning
- Identifying and recording unavoidable emission sources during programme delivery. Calculations of unavoidable emissions will be calculated in each delivery destination and communicated to a central point, for reflection purposes.
    - For example, bus travel is one factor that makes up the majority of our carbon footprint during programme delivery. Based on current standards, this can be calculated as 97g CO2 emissions per passenger per kilometre (Department for Energy Security and Net Zero, 2022)
- Review our waste and educate employees about effective recycling and reducing use of single use plastic where possible.
- Reduce paper consumption through colleague awareness and increased use of electronic communication and data storage.
- Rationalise our use of ICT hardware and ensure that all waste electrical & electronic equipment is reused or recycled where possible
- Work with our strategic suppliers to understand their environmental impact and support them to reduce.
- Communicate with the communities we work with about climate breakdown and how it is relevant to our mission, vision and values.
- Generally increase communications about the climate crisis, to encourage awareness within our networks and the communities we work with.
- Comply with all relevant environmental legislation and regulations.

5.3. Supply Structures

The goal of this policy is to ensure that products and services purchased or contracted for conform to the goals of our company's environmental policy. We will strive, where feasible, to purchase environmentally preferable products and services to meet the organisational office and operational needs.

We recognise that although we may not be able to reject suppliers based solely on their sustainability credentials, asking questions raises the profile of this issue, and that we may partly influence behaviours through this action alone. Our engagement with suppliers is designed to identify suppliers with values which align with our own, and we will make public

our preference to work with organisations who minimise their environmental impact wherever possible.

5.4 Programme Participant Education on Sustainability

Think Pacific understands the responsibility and opportunity it has to educate programme participants on climate change and environmental sustainability. As an international organisation, doing so in a global lens we believe is of utmost importance.

Net Positive in Global Tourism

In addition, within this space, global tourism certainly has a noticeable impact on carbon emissions. However, this policy outlines our approach to our organisational operations and global tourism more broadly having the potential to not only meet the carbon neutral threshold, but actually utilise global opportunities to have a profound impact on the individuals involved; their perspectives on globalisation, the natural world, global challenges… beyond offsetting efforts or operational policies.

Global travel and culture has the potential to expose people to realities that they may be otherwise sheltered from and perspectives that they may have never encountered before, meaning that in the sector of eco-tourism, the net positive impact of the programme experience may in the future bring greater reward. We strive to ensure that the values of the experience themselves can supplement offsetting strategies in a net positive return from global opportunities.

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6. Organisational Commitments

Based on the categories explained above, Think Pacific makes the following commitments and declarations to achieve our goals:

6.1 Employee and Participant Lifestyle Choices

1. *Think Pacific commits to implementing annual incentives for high achievement in this space will be implemented in each team destination annually, in accordance with possibility in the context.*
2. *Think Pacific commits to outstanding achievements, with regards to the environment, being given recognition in the highlighting of staff choices outside of the workplace.*

6.2 Organisational Operations

1. *Decrease printer paper consumption by 30% by printing double-sided.*
2. *Utilise lowest carbon emitting transport options wherever possible for programme delivery or operational needs.*
3. *Reducing carbon emissions by 30% in team operational transport by 2028 through investing in new, economical company transport for the team in delivery destinations.*
4. *Maximising air conditioning usage by keeping all doors closed, turning off all appliances whenever possible.*
5. *Incorporating key targets in 'Environmental Workshops' in community development projects in Fiji.*
6. *Monitor and calculate all yearly carbon emissions as part of the annual assessment and make annual offsetting pledges accordingly.*
7. *Achieve zero waste to landfill by 2028 across all destinations.*
8. *Install solar panels to all offices by 2030, supplying at least 40% of electric needs*

6.3. Supply Structures

The suppliers of Think Pacific will:

- *Share environmental policies **or** describe planned actions if a formal policy is not in place when entering into any contract or agreement with Think Pacific. This will be done independently through our due diligence processes.*
- *Work with us to reduce the impacts of the goods and services purchased from them wherever possible.*

Key global targets for us in this operational space include our aims to:

1. *Purchase office equipment for the purposes of delivery, where possible, made of recycled plastic for our offices to replace 100% of the traditional ones.*
2. *Source environmentally friendly office equipment as a first choice (recycled laptops, etc.)*
3. *3rd party accountability through the sharing of environmental objectives and asking them to report annually on their own monitored impact.*

6.4 Programme Participant Education on Sustainability

We have implemented a 3 hour **"Sustainability Module"** in our Global Skills course that is mandatory for all to complete before joining any Think Pacific Programme. This boosts the concept of global citizenship but crucially educates on sustainable practices that can be immediately applied.

6.5 Organisational Commitment

The combined approach to Environmental policy implementation strategy, alongside our carbon neutral strategy, is in service of our organisational aim to be **carbon neutral by 2030.**

In 2026, we will undertake a full B Corp readiness audit to identify gaps and prepare for formal application.

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7. Monitoring and Review

Think Pacific is committed to ensuring that our environmental commitments are not only aspirational but are systematically measured, evaluated, and continuously improved.

7.1 Monitoring and Evaluation

Progress against our Environmental Policy will be reviewed **quarterly**, alongside the Annual Climate Policy Action Plan. Each quarter, selected objectives and strategies will be assessed as either:

- (C) Completed, or
- (FA) Further Action Required.

A **small set of Key Performance Indicators (KPIs)** will be maintained and updated annually. These will track core areas such as:

- Paper consumption reduction
- Carbon emissions from operational transport
- Waste to landfill metrics
- Renewable energy usage across offices
- Supplier engagement in environmental improvements
- Staff and participant engagement in sustainability training

An **Annual Environmental Impact Report** will also summarize progress publicly, outlining successes, challenges, and adjustments made.

7.2 Risk Management

Recognising that achieving our environmental goals involves external dependencies and internal operational challenges, Think Pacific will proactively manage risks to our environmental strategy by:

- Identifying potential risks quarterly during the Climate Policy Action Plan reviews. Example risks include:
    - Failure to meet emission reduction or waste targets
    - Supplier non-compliance with environmental expectations

    - Participant non-engagement with sustainability initiatives
    - External factors affecting offsetting or renewable energy projects
- Assigning a clear **Risk Owner** for any identified issue, typically a member of the Senior Management Team.
- Setting **mitigation plans** where risks are identified, ensuring a proactive rather than reactive response.
- Reporting on risk management progress annually to the Board of Directors as part of the environmental review.

Through rigorous monitoring, honest evaluation, and structured risk management, Think Pacific will maintain accountability and ensure we stay on track to achieve our environmental goals, including carbon neutrality by 2030 and B Corp certification by 2028.

<table>
<tr><td colspan="2">Annual Climate Policy Action Plan</td></tr>
<tr><td colspan="2">Vision:
Local impact, personal growth.</td></tr>
<tr><td colspan="2">Belief Based Goals:
<u>Partnerships:</u> Collaborations at all levels of planning, preparation and implementation, including:
• To promote integration of climate change issues in planning, budgeting and implementation processes • To guide partners and projects to develop appropriate climate change adaptation and mitigation strategies <u>Learning:</u> Emphasis on learning and understanding, before contributing.
• To provide guidance on government’s responses to climate change issues
• To provide resources and assistance in addressing national climate change issues
<u>Focus:</u> Local Focus creates meaningful relationships and specific local outcomes.
• To support the implementation of Fiji’s Climate Change Policy
• To contribute to Fiji’s regional actions for meeting international commitments</td></tr>
<tr><td>Selected Objectives and Strategies for Quarter One:</td><td><u>REVIEW:</u>
C – completed
FA – Further Action Required, detail and sign</td></tr>
</table>

Selected Objectives and Strategies for Quarter Two:	REVIEW: C – completed FA – Further Action Required, detail and sign
Selected Objectives and Strategies for Quarter Three:	REVIEW: C – completed FA – Further Action Required, detail and sign
Selected Objectives and Strategies for Quarter Four:	REVIEW: C – completed FA – Further Action Required, detail and sign
Signed:	Date: