

Campsie RSL's ESG Strategy

What is ESG?

ESG stands for Environmental, Social, and Governance, a framework for responsible business that considers our impact on the planet, people, and ethical leadership.

Shaping a Sustainable Legacy

Campsie RSL is committed to building a better tomorrow for our people, members, community, and planet. Our ESG strategy reflects our purpose of being more than a club - we strive to be a responsible business that actively contributes to sustainability, social well-being, and ethical governance.

Guiding Statement

“To be at the forefront of sustainability within the Clubs industry by embracing responsible business practices that benefit our members, community, people and the planet.”

Purpose

To help build a better future, Campsie RSL started putting together a practical sustainability strategy in 2024. This plan outlines our commitment to reducing negative impacts on the environment and society, strengthening our positive contributions to the local community, and ensuring our operations are guided by ethical, responsible, and sustainable business practices.



Environmental responsibility means addressing the impact on the physical environment including climate change and greenhouse gas emissions, air pollution, water and waste management and biodiversity rehabilitation.



Social responsibility is about putting people first - supporting our employees, member wellbeing and the community by keeping in mind diversity, labour practices, health and safety, community engagement and relations.



Governance refers to how we lead with integrity, act transparently and follow ethical business practices to make effective decisions and govern itself.

Our ESG strategy is our roadmap to creating a positive impact - for our planet, our people, and our communities. It's about building a sustainable and responsible future for everyone. We are proactively embracing ESG so that we can deliver meaningful impact over the long term and want to bring you along on our journey!

Key ESG Commitments

1. Environment

Objective: Do our best to reduce harm and play a positive role in protecting the environment.

Focus Areas:

- **Waste:** Reducing the waste our club generates
- **Energy:** Managing our electricity and natural gas consumption
- **Emissions:** Tracking emissions and working toward reduction goals

2. Social Responsibility

Objective: Focus on supporting the needs of our communities, employees, members, and customers now and into the future.

Focus Areas:

- **Community First:** Community-focused decision-making
- **Our People:** Creating a safe, inclusive, and positive place to work and grow
- **Responsible Gaming:** Promote safe and responsible gaming for all members

3. Governance

Objective: Ensure longevity through ethical and responsible operations.

Focus Areas:

- **Sustainable Procurement:** Work with suppliers who do the right thing for people and the planet
- **Sustainable Investments:** Investment opportunities that provide long-term value while supporting positive environmental and social outcomes
- **Sustainable Diversification of Revenue Streams:** New income streams that support our sustainability goals and help us grow in a smart and balanced way