

YMCA Geelong – Sustainability & Environment Policy



OFFICE USE ONLY

Policy Number	Date Approved	Date Last Amended	Status
YG 185-G	17/10/2024	17/09/2024	APPROVED

1. SUSTAINABILITY & ENVIRONMENT POLICY

2. INTRODUCTION

YMCA Geelong (the Y) is committed to being a leading environmentally-responsible organisation, acting in a sustainable way, and minimising our environmental impact. We recognise the critical importance of caring for the environment for the future of humanity. In providing programs and services that delivery on our Vision and Mission we will also protect, sustain and restore our natural environment. This policy acknowledges that environmental impact applies to all employees, patrons, contractors, sub-contractors, volunteers, visitors and other personnel who are involved with the activities of the YMCA.

3. POLICY

Key Objectives

- Environmental Stewardship: Reduce environmental impact by implementing sustainable practices across all operations.
- Social Responsibility: Promote inclusivity, health, and well-being within the community.
- Economic Viability: Ensure financial stability while investing in sustainable initiatives.

Our environmental commitment will be achieved by:

3.1 Environmental Stewardship

- Energy Efficiency: **Implement energy-saving measures, including LED lighting, energy-efficient appliances, and renewable energy sources like solar panels.**
- Water Conservation: **Install water-efficient fixtures and implement water-saving practices, including rainwater harvesting and greywater recycling.**
- Waste Reduction: **Adopt a zero-waste approach by reducing, reusing, and recycling materials. Promote composting of organic waste and minimize single-use plastics.**
- Sustainable Sourcing: **Prioritize purchasing environmentally friendly products, including biodegradable cleaning supplies, recycled materials, and sustainably sourced food for programs and events.**

- Biodiversity Protection: **Protect and enhance natural habitats around YMCA facilities, particularly sensitive areas like sand dunes, through native vegetation planting and erosion control measures.**

3.2 Social Responsibility

- Community Education: **Engage the community through educational programs on sustainability, healthy living, and environmental stewardship.**
- Inclusive Practices: **Ensure programs and facilities are accessible to all, promoting social equity and inclusion.**
- Partnerships: **Collaborate with local organizations, schools, and governments to support community-wide sustainability initiatives.**

3.3 Economic Viability

- Cost Efficiency: **Implement cost-effective practices that reduce utility expenses and operational costs, reinvesting savings into further sustainability initiatives.**
- Funding and Grants: **Seek funding opportunities, including grants and partnerships, to support sustainability projects.**
- Long-Term Investment: **Plan for the long-term sustainability of YMCA Geelong by investing in durable, high-quality infrastructure and resources.**

3.4 Community Leadership and Advocacy: we actively encourage public education & awareness – for our staff, customers and partners.

The YMCA seeks the co-operation, commitment and support of all employees in achieving and maintaining a safe working environment.

4. DEFINITIONS

Nil

5. SCOPE

This policy applies to all employees, volunteers and contractors of YMCA Geelong Inc. and subsidiaries and the Geelong and District YMCA Youth Services.

6. ROLES AND RESPONSIBILITIES

Department/Area	Role/Responsibility
Management	Senior Leadership Team is responsible for the development, monitoring and review of the Policy and related systems.

CEO	Is responsible for ensuring suitable resources and support systems to enable compliance with this policy.
Site Management- Camp Wyuna, Newton/North Geelong, Bannockburn, Community Programs	Responsible for: the promotion of environmental sustainable operations that encourage effective health and safety performance and the integration of health and safety into all YMCA operations.
All employees (including Managers, Directors, Coordinators, Team Leaders) and staff	Responsible for adhering to the requirements of the Environment Policy

7. MONITORING, EVALUATION AND REVIEW

Adherence to this policy will be monitored through YMCA's OHS Management System procedures including: OHS Management System Review Procedure (Internal audit) and OHS Compliance Program Procedure. Review of this policy will be undertaken in accordance with the requirements of the OHS Document Control Procedure and Register.

The Policy will be reviewed every two years in consultation with the Board and other stakeholders. A monthly report will be prepared by the Health and Safety Change Agent and provided to the CEO for presentation to the Board and Senior Management Team.

8. SUPPORTING DOCUMENTS (LINKS TO PROCEDURES, LEGISLATION, FORMS, WORK PRACTICES)

- YMCA Risk Management Policy
- Occupational Health and Safety Act 2004 and Regulations 2007
- YMCA OHS Management Review Procedure

9. DOCUMENT HISTORY

Approved by: YMCA Geelong Inc. Board

Meeting date: 29/04/2026

Resolution Number:

Effective date: 01/07/2016, 07/10/2024

Review date: 28/06/2018, 31/05/2019, 17/9/2024

Policy Owner: Shona Eland

Contact Details policy owner: Email: geelong@ymca.org.au; Ph: 5223-2714

Amendment history:

Version	Date	Author	Change Description
V1	27/07/2011	Alli Carr	Environment Policy template
V2	30/10/2012	Colin Hunt	Environment policy Statement drafted and approved by YMCA Geelong Board
V3	31/05/2016	Shona Eland	Policy updated and transferred into new policy template
V4	17/09/2024	Shona Eland	Added Clause 3 Key Objectives Added Clauses 4.1,4.2,4.3

As Adopted by the YMCA Geelong on 07/10/2024



Chief Executive Officer YMCA Geelong Inc.