

Group Sustainability Policy

Our purpose is to build outstanding people, strong customers and great communities.

Programmed recognises that Sustainability (Environment, Social and Governance – ESG) management is an integral element of our responsibility to our employees, our customers, and the community at large. Programmed is committed to taking the necessary actions to making our sustainability contributions purposeful and felt.

We will commit to:



Achieving our goal of Net Zero CO₂-e emissions for our Scope 1 and Scope 2 operations by 2030.



Procuring sustainable goods and services through our supply chain to maximise the life cycle of Programmed's and our customer assets.



Identifying our organisational aspects and impacts and taking action to mitigate the risks of environmental harm as part of our duty to the community and to meet our legislative obligations and responsibilities.



Supporting and encouraging our suppliers and contractors to adopt more environmentally friendly offerings that also consider circular economy opportunities.



Encouraging our teams to adopt a continuous improvement mindset and proactively seek innovations that can be adopted to reduce our environmental impact and improve our sustainability position.



Investing in technologies that support the adoption of renewable energy strategies.



Raising the awareness of our stakeholders of their environmental responsibilities through training, promotions, and communication.



Measuring our greenhouse gas emissions footprint in a transparent manner.



Identifying and implementing opportunities that contribute to the circular economy that allow us to minimise our generated waste.



Ensuring our Corporate Social Responsibility programs extend across our Equal Employment Opportunities, Inclusion and Diversity, Whistle Blower and Modern Slavery Policies.

This policy applies to all activities undertaken by Programmed.

Takayuki Yamazaki
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