



PUBLIC DISCLOSURE STATEMENT

GLOBAL SKILLS

**ORGANISATION CERTIFICATION
FY2020-21**

Australian Government
Climate Active
Public Disclosure Statement



NAME OF CERTIFIED ENTITY: Teldraw Pty Ltd. (trading as Global Skills)

REPORTING PERIOD: Financial year 1 July 2020 – 30 June 2021

Declaration

To the best of my knowledge, the information provided in this Public Disclosure Statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.

Signature

A handwritten signature in black ink, appearing to read 'Rebecca Nicholls'.

Date

26/11/2021

Name of Signatory: Rebecca Nicholls

Position of Signatory: Director



Australian Government
Department of Industry, Science,
Energy and Resources

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Version number February 2021

1. CARBON NEUTRAL INFORMATION

Description of certification

The Australian business operations of Teldraw Pty Ltd. (trading as Global Skills) ABN 21 058 558 464.

Organisation description

Global Skills has a strong history of partnering with job seekers to identify, secure and maintain sustainable employment. Our experienced staff take a person-centred approach to identify skills, strengths, education and interests to achieve career goals and aspirations.

For employers, we offer an extensive recruitment service by connecting an extensive database of qualified, experienced, pre-screened and work ready staff. We have a long and distinguished 30-year history of listening to employers needs and creating innovative solutions to service the Greater Western Sydney labour market and our local communities.

Global Skills has held a long term view that we have a responsibility to limit our business impact on the environment and on our local communities. Voluntarily choosing to be certified by Climate Active authenticates and drives our ongoing commitment to lessen our impact on the environment.

2. EMISSION BOUNDARY

Diagram of the certification boundary

This is a medium organisation certification, with the organisation emissions boundary shown below.



Non-quantified sources

All relevant emission sources have been quantified.

Data management plan

Not required as all relevant emission sources have been quantified.

Excluded sources (outside of certification boundary)

Not required as all relevant emission sources have been quantified.

Global Skills leads the way for our industry by confirming our commitment to deliver an environmentally responsible employment service through Climate Active certification.

3. EMISSIONS SUMMARY

Emissions reduction strategy

Global Skills has committed to reduce greenhouse gas emissions by promoting environmental sustainability with staff, suppliers and in the facilities we occupy. We are using the Climate Active process to establish a verified GHG baseline from which an actionable target will be developed aligned with the global goal of limiting anthropogenic climate change temperature increases to 1.5C above preindustrial levels. As such, we are committed to a net zero 2050 target and in the coming Climate Active reporting periods we will develop and set interim emissions reductions goals for 2030 and 2040 as we seek to realise our net zero goal.

Focus will also be placed on how we can work with our suppliers – both up and downstream – to reduce Scope 3 emissions, since a significant component of our emissions stem from our supply chain. As such our emissions reduction strategy is built around 3 main pillars:

- Energy Improvements.
- Waste Management.
- Supply Chain Engagement.

Energy Improvements

Global Skills has undertaken lighting upgrades at 17 of 19 of their offices, involving the retrofit of older T8 fluorescent fittings with more efficient LED lighting technology. The resulting electricity reductions equate to a saving of 100 tonnes of CO₂-e per annum. Since completing these upgrades, there has been one office move (Katoomba) and this new premise is being assessed for lighting upgrade eligibility. The remaining offices (Bankstown and Blacktown) have been deemed unsuitable for LED replacements. Global Skills has also installed an 8kW solar PV system at the Penrith office to reduce emissions associated with electricity consumption and held switch-off campaigns with staff. We will continue to monitor energy consumption at all our offices and seek to drive reductions where possible, inline with our net zero by 2050 goal.

Waste Management

Global Skills have developed a waste management plan, which is aligned to the National Waste Policy Action Plan – 2019. This action plan involves ongoing monitoring and performance verification of waste production at sites, to develop and benchmark site performance and quantify the impacts of waste reduction measures. The focus of this strategy is to reduce overall production of waste and increase the proportion of resultant waste streams that are diverted for recycling (where possible). We acknowledge that the waste strategy is in its infancy (endorsed in September 2021), however recognise that it is pivotal to reducing a large emissions source. Progress against the plan and the resultant reductions in Global Skills scope 3 emissions will be detailed in subsequent Climate Active PDS'.

Supply Chain Engagement

Global Skills will seek to procure lower carbon solutions from third party providers, including by making use of Climate Active Carbon Neutral products where they are available and practical in their substitution. This engagement strategy is in development and progress will be detailed in subsequent Climate Active PDS'.

Emissions summary (inventory)

Table 2

Emission source category	tonnes CO ₂ -e
Accommodation and facilities	2.263
Air Transport (km)	0.240
Cleaning and Chemicals	8.625
Electricity	132.564
Food	9.177
ICT services and equipment	85.805
Land and Sea Transport (km)	96.955
Office equipment & supplies	15.920
Products	0.022
Professional Services	2.955
Waste	32.131
Working from home	0.193
<i>Total Net Emissions</i>	386.849

Uplift factors

Table 3

Reason for uplift factor	tonnes CO ₂ -e
-	-
<i>Total footprint to offset (uplift factors + net emissions)</i>	386.849

Carbon neutral products

No carbon neutral products have been used.

Electricity summary

Electricity was calculated using a market-based approach.

Market-based approach summary

Market-based approach	Activity Data (kWh)	Emissions (kgCO2e)	Renewable %
Behind the meter consumption of electricity generated	0	0	0%
Total non-grid electricity	0	0	0%
LGC Purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	0	0	0%
Jurisdictional renewables	0	0	0%
Residual Electricity	125,899	135,100	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	29,388	0	19%
Total grid electricity	155,288	135,100	19%
Total Electricity Consumed (grid + non grid)	155,288	135,100	19%
Electricity renewables	29,388	0	
Residual Electricity	125,899	135,100	
Exported on-site generated electricity	3,251	-2,536	
Emission Footprint (kgCO2e)		132,564	

Emission Footprint (TCO2e)	133
LRET renewables	18.93%
Voluntary Renewable Electricity	0.00%
Behind the meter	0.00%
Total renewables	18.93%

Location-based approach summary

Location-based approach	Activity Data (kWh)	Emissions (kgCO2e)
NSW	155,288	139,759
Grid electricity (scope 2 and 3)	155,288	139,759
NSW	155,288	139,759
Non-grid electricity (Behind the meter)	155,288	139,759
Total Electricity Consumed	155,288	139,759

Emission Footprint (TCO2e)	140
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4. CARBON OFFSETS

Offsets strategy

Offset purchasing strategy:

In arrears

1. Total offsets previously forward purchased and banked for this report	0
2. Total emissions liability to offset for this report	387
3. Net offset balance for this reporting period	387
4. Total offsets to be forward purchased to offset the next reporting period	0
5. Total offsets required for this report	387

Co-benefits

In seeking this certification, Global Skills will be offsetting residual emissions by investing in two carbon offset projects, a native bush regeneration project in Western NSW and a cookstove project in Malawi, East Africa. Both projects deeply align with Global Skills sustainability values including land restoration, gender equality and improved health and education outcomes. These are outlined below.

Human Induced Regeneration – Goonery & Trigadee, Bourke NSW Australia

The project is located roughly 150km west of Bourke, NSW within the Mulgalands bioregion and is a collaboration between two farmers whose properties were suffering the effects of overgrazing and feral animal invasion. The project was established in February 2018 and covers an area of 20,745ha.

Revenue generated from the sale of carbon credits has enabled the property owners to upgrade existing fences and install new internal fences and water points that allow rotational grazing across the properties. Repairs to boundary fences have restricted the movement of feral goats and trapping efforts have been increased to keep the population under control. This, along with a small reduction in stocking numbers, has allowed native vegetation to regenerate including Mulga, Gidgee, Leopardwood, Rosewood, Hop Bush and Turpentine.

Malawi Cookstove Project – Malawi, East Africa

Most people in Africa cook on a three-stone cooking fire which typically uses three large bundles of firewood per week and is a cause of the devastating deforestation in much of Africa. Ripple Africa has developed a simple fuel efficient cookstove which is referred to by locals as a Changu Changu Moto (Fast Fast Fire). The cookstove is made out of mud bricks and mud, and the householder is taught how to make

it and maintain it. Each cookstove saves two bundles of wood per week and so far, Ripple Africa has provided 40,000 households with this simple technology helping save 80,000 bundles of wood per week, helping tackle deforestation.

Not only does the Changu Changu Moto save wood, but it also improves the health of women and children as it produces less smoke and reduces injuries from burns. According to the World Health Organisation, close to four million people die prematurely each year from illness attributable to smoke inhalation from inefficient cooking methods.

The improved burning efficiency of the stove means that time and money are saved, freeing up time to tend to other matters such as education, house maintenance and other activities.

Offsets summary

Proof of cancellation of offset units

Offsets cancelled for Climate Active Carbon Neutral Certification										
Project description	Type of offset units	Registry	Date retired	Serial number (and hyperlink to registry transaction record)	Vintage	Eligible Quantity (TCO ₂ -e)	Quantity used for previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period claim	Percentage of total (%)
Darling River Eco Corridor 27	ACCU	ANREU	6 October 2021	8,334,273,845 to 8,334,274,038	2021-22	194	0	0	194	50.1%
The Ripple Africa high impact cookstove project	CER	CDM	1 October 2021	MW51692022209933 to MW51693942209933	CP2	193	0	0	193	49.9%
Total offsets retired this report and used in this report										387
Total offsets retired this report and banked for future reports										
Additional offsets cancelled for purposes other than Climate Active Carbon Neutral certification										
Project description	Type of offset units	Registry	Date retired	Serial number (and hyperlink to registry transaction record)	Vintage	Eligible Quantity (TCO ₂ -e)	Purpose of cancellation			
-	-	-	-	-	-	-	-		-	-

Type of offset units	Quantity (used for this reporting period claim)	Percentage of Total
Australian Carbon Credit Units (ACCU)s	194	50.1%
Certified Emissions Reductions (CERs)	193	49.9%

5. USE OF TRADE MARK

Table 8

Description where trademark used	Logo type
Website	Certified organisation
Social Media (Facebook, Instagram, LinkedIn, Twitter)	Certified organisation
Marketing materials	Certified organisation
Tender responses	Certified organisation

6. ADDITIONAL INFORMATION

No additional information.

APPENDIX 1

Excluded emissions

To be deemed relevant an emission must meet two of the five relevance criteria. Excluded emissions are detailed below against each of the five criteria.

Table 9

Relevance test					
Excluded emission sources	<i>The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions</i>	<i>The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.</i>	<i>Key stakeholders deem the emissions from a particular source are relevant.</i>	<i>The responsible entity has the potential to influence the reduction of emissions from a particular source.</i>	<i>The emissions are from outsourced activities previously undertaken within the organisation's boundary, or from outsourced activities typically undertaken within the boundary for comparable organisations.</i>
Refrigerants	No	No	Yes	No	No

APPENDIX 2

Non-quantified emissions for organisations

Table 10

Non-quantification test				
Relevant-non-quantified emission sources	<i>Immaterial <1% for individual items and no more than 5% collectively</i>	<i>Quantification is not cost effective relative to the size of the emission but uplift applied.</i>	<i>Data unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.</i>	<i>Initial emissions non-quantified but repairs and replacements quantified</i>



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