



PUBLIC DISCLOSURE STATEMENT

CARE SUPER PTY LTD

ORGANISATION CERTIFICATION

FY2020–21

Australian Government
Climate Active
Public Disclosure Statement



NAME OF CERTIFIED ENTITY	CARE Super Pty Ltd (thereafter referred to as Care Super)
REPORTING PERIOD	1 July 2020 – 30 June 2021
DECLARATION	<p><i>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.</i></p> <p><i>Julie Lander</i></p> <hr/> <p>Julie Lander Chief Executive Officer 29 November 2021</p>



Australian Government
**Department of Industry, Science,
 Energy and Resources**

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Version September 2021. To be used for FY20/21 reporting onwards.



1. CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	650 tCO ₂ -e
OFFSETS BOUGHT	100% VCUs
RENEWABLE ELECTRICITY	0%
TECHNICAL ASSESSMENT	Next technical assessment due: 31 October 2023

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2. CARBON NEUTRAL INFORMATION

Description of certification

The emission inventory in this public disclosure summary covering the 1 July 2020 to 30 June 2021 reporting period has been developed in accordance with the Climate Active Carbon Neutral Standard for Organisation (CACNSO).

The operational boundary has been defined based on an operational control approach. This certification covers the Australian business operations of CARE Super Pty Ltd (ABN: 91 006 670 060). The following locations are included in the emissions boundary:

- Melbourne office
- Sydney office
- Brisbane office
- Canberra office

CareSuper is committed to carbon emission reduction to play its part in creating a sustainable environment into which its members will retire and to meet their expectations.

Organisation description

CareSuper is Australia's largest industry super fund for professionals and is driven by a clear and genuine purpose: helping its members achieve their goals in life and specifically to experience a comfortable lifestyle in retirement. For over 35 years, CareSuper has become the super fund of choice for professionally minded people, across all occupations and sectors, who want a high-performing fund that fulfils their needs and aspirations. CareSuper has offices in Melbourne, Sydney and Brisbane, and members in every State and Territory.

CareSuper published its Corporate Responsibility and Sustainability Policy in April 2019 and commits to implementing the policy through a range of initiatives, which includes reducing and offsetting its operational carbon emissions. It has taken initiatives such as offsetting carbon emissions for air travel since 2014 and using green energy since 2011. In 2019 CareSuper gained carbon neutral accreditation for the 2017-18 period and has maintained its commitments. This is CareSuper's fourth public disclosure statement. The report demonstrates our approach to maintaining accreditation through our emissions reduction strategy.

3. EMISSIONS BOUNDARY

Inside the emissions boundary

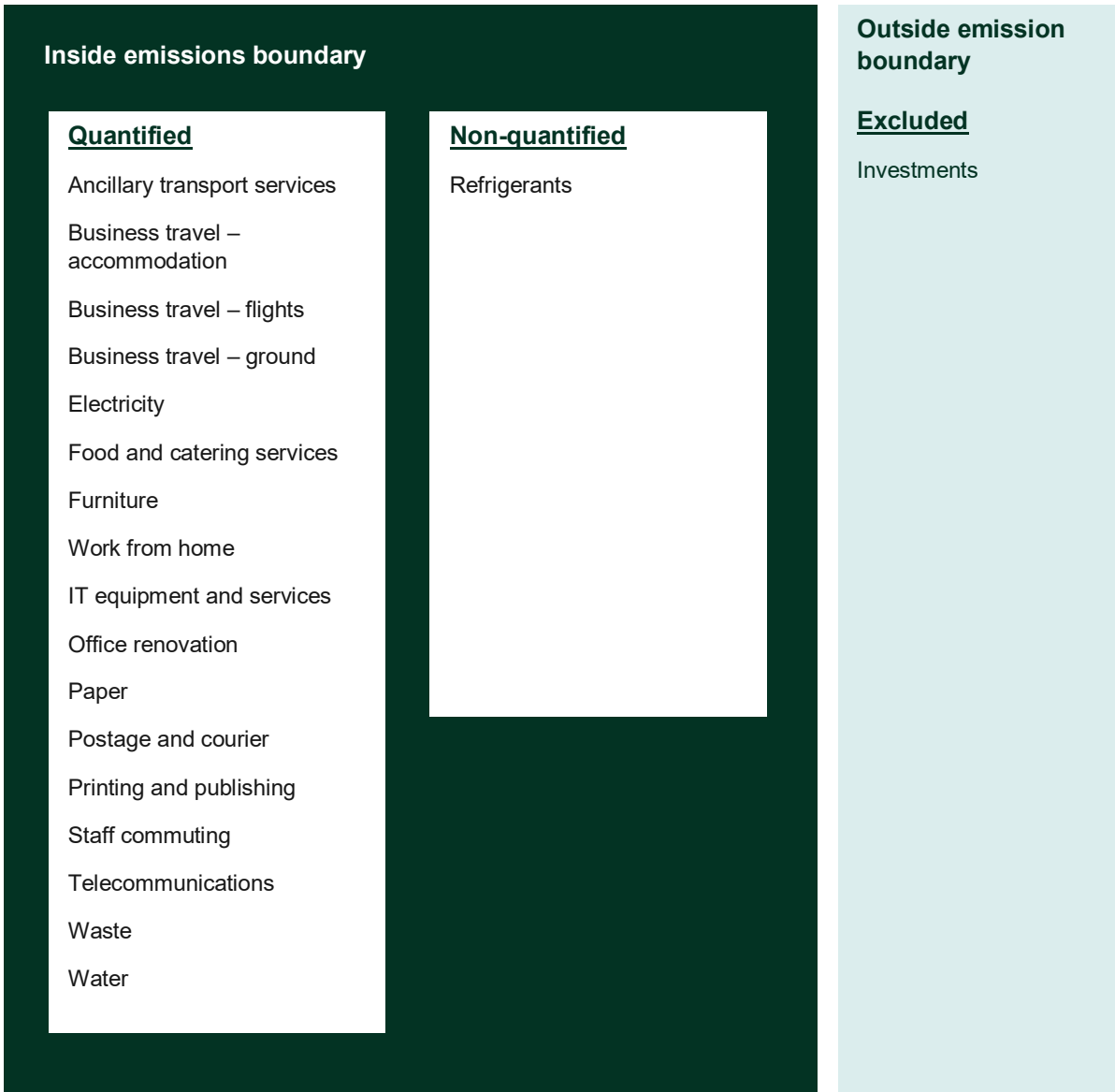
All emission sources listed in the emissions boundary are part of the carbon neutral claim.

Quantified emissions have been assessed as relevant and are quantified in the carbon inventory. This may include emissions that are not identified as arising due to the operations of the certified entity, however are **optionally included**.

Non-quantified emissions have been assessed as relevant and are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. All material emissions are accounted for through an uplift factor. Further detail is available at Appendix C.

Outside the emissions boundary

Excluded emissions are those that have been assessed as not relevant to an organisation's or precinct's operations and are outside of its emissions boundary or are outside of the scope of the certification. These emissions are not part of the carbon neutral claim. Further detail is available at Appendix D.



Data management plan for non-quantified sources

The non-quantification of refrigerants is due to the emissions being immaterial to the total carbon account. Therefore, a data management plan is not required.

4. EMISSIONS REDUCTIONS

Emissions reduction strategy

CareSuper published its 'Corporate Responsibility and Sustainability Policy' in April 2019. As stated in the policy, while CareSuper's operational footprint is small, it always looks for ways to reduce the use of energy and resources and minimise waste. The improvements to resource efficiency lessen CareSuper's environmental impact and may represent a direct cost saving to CareSuper, and ultimately to its members, while also providing a positive impact on the environment and community by supporting a low carbon economy.

CareSuper's organizational emissions reduction strategy includes:

- Continuing to develop online functionality for members to interact online and defaulting members to access online information and opt-out of receiving hard copy communications such as annual statements. This reduces paper, printing and postage emissions – one of CareSuper's higher emission sources
- Ensuring that our workforce operates from energy efficient buildings and looking for high Green Star and NABERS' ratings when considering any changes in location. The largest of CareSuper's offices, in Melbourne, is now in a building that is targeting a 5.5 Star NABERS Energy rating and a 6 Star Green Star rating.
- Considering energy ratings when purchasing or leasing appliances
- Maintaining and monitoring a comprehensive recycling system, with appropriate labelling to ensure effectiveness of the program. CareSuper's Melbourne Office participates in a waste management program aiming to achieve 6 star NABERS Waste rating
- Encouraging staff and partners to use online communications and reporting systems, thereby reducing paper usage
- Embracing digital workstyles that more broadly allow for digital meetings, to reduce travel and enable efficient work from home capabilities to meet staff needs and reduce commute emissions
- Promoting the use of public transport amongst staff, by offering discounted annual Myki passes via the commuter club. Also, by providing excellent end of trip facilities such as showers, lockers, and bike storage to encourage cycle or run to work, etc.
- Using 100% Green energy for office electricity in our Melbourne and Sydney offices
- Engaging with CareSuper's service providers about their sustainability initiatives and ensuring that CareSuper's material service providers' practices align with CareSuper's Corporate Responsibility and Sustainability Policy
- Considering carbon emissions/sustainability in procurement decisions

- Choosing LED lighting, occupancy sensors and rezoning for after-hours air conditioning where possible

Emissions reduction actions

Table 1 below summarises quantifiable actions for CareSuper’s ongoing emission reduction strategies.

Table 1

Ongoing emission reduction strategies		
Emission source	Reduction measures	Calculation method
Electricity	<ul style="list-style-type: none"> • Maintain percentage of renewable electricity to 100% (Melbourne and Sydney office). • Consider Climate Active energy product alternatives • Office energy efficiency initiatives: LED lighting, occupancy sensors, daylight harvesting, rezoning for after-hours/holiday air conditioning, etc. • Purchase energy efficient appliances 	Energy bills
Electricity and water consumption	<ul style="list-style-type: none"> • Transform employee behaviors by raising awareness and providing basic training to reduce energy and water consumption 	Bills
Waste	<ul style="list-style-type: none"> • Transform employee behaviors by raising awareness and providing basic training to reduce waste generation • Continue to monitor the waste reporting and audits to ensure effectiveness of program and communicate any areas for improvement to staff • Maintain clear waste bin labelling to avoid contamination • Encourage staff to use in-house coffee machine rather than take away drinks to reduce disposable coffee cup waste. Staff have also been provided with re-usable cups for takeaway drinks and drink bottles for water. • Implement Simply Cups collection stations for recycling of coffee cups 	Waste report

Business travel	<ul style="list-style-type: none"> Provision of technology, guidelines and training for virtual meetings and video conferences 	Business travel expense records
Staff commuting	<ul style="list-style-type: none"> Maintain policies to encourage the use of public transport, biking, walking and co-travelling to work Work-from-home arrangements/ facilitation 	Employee commuting survey
Printing and publishing, postage and courier, paper	<ul style="list-style-type: none"> Raise awareness to reduce consumption, and increase the usage of recycled and carbon neutral paper Default settings for members to receive their information electronically rather than in paper form Increase functionality of online systems to enable members to transact online without requiring hardcopy print and mail 	Amount of paper consumption, printing/publishing/postage expense records

Table 2

Activity data reductions compared to the previous reporting year			
Emission source	Reduction change	Status	Activity data reduction %
Electricity	100% Green energy electricity for Melbourne and Sydney offices	Completed	n/a
Business travel – flights	Increased usage of digital technology for meetings/COVID-19 travel restrictions	Implemented/Ongoing	90%
Business travel – accommodation	Increased usage of digital technology for meetings/COVID-19 travel restrictions	Implemented/Ongoing	96%
Fleet vehicle – petrol	Increased usage of digital technology for meetings/COVID-19 travel restrictions	Implemented/Ongoing	45%

Waste	More effective use of recycle stations/ COVID-19 office restrictions	Implemented/Ongoing	78%
Paper	Change in employee behaviors to work digitally/ COVID-19 office restrictions	Implemented/Ongoing	83%
Postage and courier	Default members to electronic communications and promote online transactions.	Implemented/Ongoing	32%

5. EMISSIONS SUMMARY

Emissions over time

CareSuper's results show a large drop in emissions in 2021, largely attributable to covid restrictions reducing travel and office occupancy significantly. In addition, the one off emissions for office fit-out in 2020 contributed to a larger total in that year. Pleasingly, CareSuper has reduced its electricity consumption relative to office space, due to the move to a more energy efficient building in April 2020. Despite the Melbourne office being significantly larger in floor space, overall electricity consumption increased by only 7% for the year.

CareSuper's emissions over time from FY2019-20 to FY2020-21 are summarized in Table 2. Please note that the figures are reported as net total CO₂-e to be in line with the Climate Active inventory, which was applied in the current reporting year. The description and justification of new and removed emission sources are listed in Table 4, whereas the nature of emission changes for existing emission sources is described on Table 5.

Table 3

Emissions since base year		Total tCO ₂ -e
Base year:	FY 2017–18	1,367
Year 1:	FY 2018–19	1,501
Year 2:	FY 2019–20	2,074
Year 3:	FY 2020–21	650

Table 4

New and removed emission sources		
Emission source category	Change	Reasons for change and future comparability
TV	Removed	Not relevant for this year's inventory.
Small electrical items	Removed	Small electrical items (ie. switches and tape libraries) have been reported in separate categories by brand to improve granularity in future reporting years.
Switch	New	Switches were previously accounted for under small electrical items. It has been accounted for in a separate category this year to improve granularity in future reporting years.
Tape library	New	Tape libraries were previously accounted for under small electrical items. It has been accounted for in a separate category this year

		to improve granularity in future reporting years.
Printer	Removed	Not relevant for this year's inventory.
Storage	Removed	Not relevant for this year's inventory.
Laptop	Removed	Laptops have been reported in separate categories by brand to improve granularity in future reporting years.
ipad	New	iPads were previously accounted for under laptops. It has been accounted for in a separate category this year to improve granularity in future reporting years.
Macbook	New	Macbooks were previously accounted for under laptops. It has been accounted for in a separate category this year to improve granularity in future reporting years.
Dell laptop	New	Dell laptops were previously accounted for under laptops. It has been accounted for in a separate category this year to improve granularity in future reporting years.
Work station	Removed	Not relevant for this year's inventory.
Domestic 2 star	Removed	Not relevant for this year's inventory.
Domestic 3 star	Removed	Not relevant for this year's inventory.
Food waste	New	New waste for this reporting year.
Diesel car	Removed	Not relevant for this year's inventory.
Long-haul flights	Removed	Not relevant for this year's inventory.
Medium-haul flights	Removed	Not relevant for this year's inventory.

Significant changes in emissions

Table 5

Emission source name	Current year (tCO ₂ -e and/ or activity data)	Previous year (tCO ₂ -e and/ or activity data)	Detailed reason for change
Work from home	28,110 days worked from home	7,865 days worked from home	Increase in the number of work from home days due to COVID-19 office restrictions.
Petrol	26 kL	48 kL	Reduction in petrol consumption due to COVID-19 travel restrictions, along with restrictions on office occupancy impacting in person meetings.
Telecommunications	AUD 265,916	AUD 302,708	Decrease in telecommunications spend partly due to COVID-19 restrictions impacting data usage at office locations.
Furniture	AUD 157,738	AUD 1,057,215	Reduction in furniture spend due to a one-off fit-out of CareSuper's HQ in FY 2019-20 when CareSuper relocated to a larger office.
Printing and publishing	AUD 220,192	AUD 242,599	Reduction in printed member communication. CareSuper continues to encourage online interaction and to obtain more email addresses from members to increase electronic communication

Electricity	265,682 tCO ₂ -e	141,952 tCO ₂ -e	Increase in electricity consumption due to CareSuper's main office in Melbourne being larger in floorspace due to organic growth
Postage and courier	AUD 236,857	AUD 345,850	Reduction in printed member communication. CareSuper continues to encourage online interaction and to obtain more email addresses from members to increase electronic communication.

Use of Climate Active carbon neutral products and services

CareSuper used the following Climate Active carbon neutral products in the FY20-21 reporting period:

Products

- BioPak compostable packaging

Services

- South Pole Australia

Organisations

- PwC
- Next DC

Organisation emissions summary

The electricity summary is available in the Appendix B. Electricity emissions were calculated using a market-based approach.

Emission category	Sum of Scope 1 (tCO ₂ -e)	Sum of Scope 2 (tCO ₂ -e)	Sum of Scope 3 (tCO ₂ -e)	Sum of total emissions (tCO ₂ -e)
Accommodation and facilities	0	0	0.85	0.85
Air transport (fuel)	0	0	0	0
Air transport (km)	0	0	15.80	15.80
Bespoke	0	0	0	0
Carbon neutral products and services	0	0	0	0
Cleaning and chemicals	0	0	0	0
Construction materials and services	0	0	9.09	9.09
Electricity	0	151.56	0	151.56
Food	0	0	9.53	9.53
Horticulture and agriculture	0	0	0	0
ICT services and equipment	0	0	70.38	70.38
Land and sea transport (fuel)	61.27	0	3.26	64.53
Land and sea transport (km)	0	0	8.04	8.04
Machinery and vehicles	0	0	0.12	0.12
Office equipment & supplies	0	0	197.14	197.14
Postage, courier and freight	0	0	85.52	85.52
Products	0	0	0	0
Professional services	0	0	0	0
Refrigerants	0	0	0	0
Roads and landscape	0	0	0	0
Stationary energy	0	0	0	0
Waste	0	0	1.91	1.91
Water	0	0	4.48	4.48
Working from home	0	0	30.23	30.23
Total	61.27	151.56	436.34	649.17

6. 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	650 tCO ₂ e
3. Net offset balance for this reporting period	650 tCO ₂ e
4. Total offsets to be forward purchased to offset the next reporting period	65 tCO ₂ e
5. Total offsets required for this report	650 tCO ₂ e

Co-benefits

Musi River Hydro, Indonesia

Located in rural Sumatra, this run-of-river hydroelectricity project harnesses the flow of the Musi River to generate clean energy for the grid. This project addresses issues in rural Sumatra such as poor electricity access and the lack of quality employment opportunities – as well as fostering sustainable economic development. The Musi River Hydro plant has created quality jobs and upskilling opportunities for locals in what has been traditionally a farming community. A portion of project revenue is reinvested in the local community, building an orphanage, constructing new roads, bridges, and a traditional marketplace – giving local farmers better access to their rice paddies and the opportunity to pursue additional income. A reforestation program has also been established in the surrounding catchment area to safeguard the natural landscape.



Lau Renun Hydro Power Plant, North Sumatra

As well as providing clean energy to power sustainable development, the Renun River project reduces GHG emissions by displacing fossil-fuel derived energy that currently provides a large share of power to Sumatra's grid. The local population of this remote region, 100k away from the regional capital, are benefitting from more job opportunities with technical training also offered. The project owner has funded public facilities such as toilets, roads and bridges; helped finance a new school, and in this multi-religious region a church and mosque have been supported. Finally the project owner has helped to upgrade the local health clinic and provide free medicine, which for remote communities is crucial.



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 (%)
210 MW Musi Hydro Power Plant, Bengkulu	VCU	Verra	29 October 2021	11611-344912125-344912724-VCS-VCU-262-VER-ID-1-487-01012017-30092017-0	2017	600	0	30	570	87.7%
82 MW Lau Renun Hydro Power Plant, North Sumatra	VCU	Verra	15 November 2021	11739-354273774-354273888-VCS-VCU-842-VER-ID-1-488-01012017-30042017-0	2017	115	0	35	80	12.3%
Total offsets retired this report and used in this report									650	
Total offsets retired this report and banked for future reports								65		
Type of offset units			Quantity (used for this reporting period claim)				Percentage of total			
Verified Carbon Units (VCUs)			650				100%			

APPENDIX A: ADDITIONAL INFORMATION

N/A

APPENDIX B: ELECTRICITY SUMMARY

Electricity emissions are calculated using a market-based approach.

The market-based method provides a picture of a business's electricity emissions in the context of its renewable energy investments. It reflects the emissions intensity of different electricity products, markets and investments. It uses a residual mix factor (RMF) to allow for unique claims on the zero emissions attribute of renewables without double-counting.

Market-based approach summary

Market-based approach	Activity data (kWh)	Emissions (kgCO ₂ -e)	Renewable % of total
Behind the meter consumption of electricity generated	0	0	0
Total non-grid electricity	0	0	0
LGC purchased and retired (kWh) (including PPAs & Precinct LGCs)	0	0	0
GreenPower	123,546	0	0
Jurisdictional renewables (LGCs retired)	1,049	0	0
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	245	0	0
Large Scale Renewable Energy Target (applied to grid electricity only)	61,808	0	0
Residual electricity	141,239	151,561	0
Total grid electricity	327,888	151,561	1
Total electricity consumed (grid + non grid)	327,888	151,561	1
Electricity renewables	186,648	0	
Residual electricity	141,239	151,561	
Exported on-site generated electricity	0	0	
Emission footprint (kgCO ₂ -e)		151,561	

Total renewables (grid and non-grid)	56.92%
Mandatory	19.25%
Voluntary	37.68%
Behind the meter	0.00%
Residual Electricity Emission Footprint (TCO₂e)	152

Figures may not sum due to rounding. Renewable percentage can be above 100%

Location-based approach summary

Location Based Approach	Activity Data (kWh)	Emissions (kgCO ₂ e)
ACT	1,294	1,165
NSW	36,380	32,742
SA	0	0
Vic	285,607	311,312
Qld	4,606	4,284
NT	0	0
WA	0	0
Tas	0	0

Grid electricity (scope 2 and 3)	327,888	349,503
ACT	0	0
NSW	0	0
SA	0	0
Vic	0	0
Qld	0	0
NT	0	0
WA	0	0
Tas	0	0
Non-grid electricity (Behind the meter)	0	0
Total Electricity Consumed	327,888	349,503
Emission footprint (tCO₂-e)	350	

Climate Active carbon neutral electricity summary

Carbon neutral electricity offset by Climate Active product	Activity data (kWh)	Emissions (kgCO ₂ -e)
n/a	0	0

Climate Active carbon neutral electricity is not considered renewable electricity. The emissions have been offset by another Climate Active carbon neutral product certification.

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

The following sources emissions have been assessed as relevant, are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. These emissions are accounted for through an uplift factor. They have been non-quantified due to one of the following reasons:

1. **Immaterial** <1% for individual items and no more than 5% collectively
2. **Cost effective** Quantification is not cost effective relative to the size of the emission but uplift applied.
3. **Data unavailable** Data is unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.
4. **Maintenance** Initial emissions non-quantified but repairs and replacements quantified.

Relevant-non-quantified emission sources	(1) Immaterial	(2) Cost effective (but uplift applied)	(3) Data unavailable (but uplift applied & data plan in place)	(4) Maintenance
Refrigerants	Yes	No	No	No

APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

Excluded emission sources

The below emission sources have been assessed as not relevant to an organisation's or precinct's operations and are outside of its emissions boundary. These emissions are not part of the carbon neutral claim. Emission sources considered for relevance must be included within the certification boundary if they meet two of the five relevance criteria. Those which only meet one condition of the relevance test can be excluded from the certification boundary.

Emissions tested for relevance are detailed below against each of the following criteria:

1. **Size** The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions
2. **Influence** The responsible entity has the potential to influence the reduction of emissions from a particular source.
3. **Risk** The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.
4. **Stakeholders** Key stakeholders deem the emissions from a particular source are relevant.
5. **Outsourcing** 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.

CareSuper's Corporate Responsibility and Sustainability Policy covers all aspects of the Fund's operations, including investing. The Fund also has a Responsible Investing Policy, which outlines its commitment to integrating environmental, social and governance factors into its investment processes, including integrating material climate change risks and opportunities.

However, as the investment process is separate from operations and is largely outsourced, it has not met the criteria of the relevance test outlined by the Climate Active Carbon Neutral Standard for Organisation (below).

Emission sources tested for relevance	(1) Size	(2) Influence	(3) Risk	(4) Stakeholders	(5) Outsourcing	Included in boundary?
Investments	Yes	No	No	No	No	No



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