



PUBLIC DISCLOSURE STATEMENT

SEEK LIMITED


**ORGANISATION CERTIFICATION
FY2023–24**

Australian Government
Climate Active
Public Disclosure Statement



An Australian Government Initiative



NAME OF CERTIFIED ENTITY	SEEK Limited
REPORTING PERIOD	Financial year 1 July 2023 – 30 June 2024 Arrears report
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></p>
	Rachel Agnew Company Secretary & Head of Governance 02.12.2024



Australian Government
**Department of Climate Change, Energy,
the Environment and Water**

Public Disclosure Statement documents are prepared by the submitting organisation. The material in the Public Disclosure Statement document represents the views of the organisation and do not necessarily reflect the views of the Commonwealth. The Commonwealth does not guarantee the accuracy of the contents of the Public Disclosure Statement document and disclaims liability for any loss arising from the use of the document for any purpose.
Version 9

1. CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	16,402 tCO ₂ -e ¹
OFFSETS USED	100% VCU's
RENEWABLE ELECTRICITY	SEEK Electricity Australia - 35.17% Australia, N/A International Base Building Electricity- 55.29% Australia, N/A International
CARBON ACCOUNT	Organisation
TECHNICAL ASSESSMENT	13 September 2022 Amélie Uhrig Point Advisory Next technical assessment due: September 2025

Contents

1. Certification summary	3
2. Carbon neutral information	4
3. Emissions boundary	5
4. Emissions reductions	7
5. Emissions summary	11
6. Carbon offsets	13
7. Renewable Energy Certificate (REC) Summary	17
Appendix A: Additional Information	18
Appendix B: Electricity summary	20
Electricity	21
Bespoke - Base building electricity (Australia)	23
Appendix C: Inside emissions boundary	26
Appendix D: Outside emissions boundary	27

¹ SEEK has taken a conservative approach to offset its total emissions for the period ending 30 June 2024 of 16,402 tCO₂-e due to rounding and decimal places.

2. CARBON NEUTRAL INFORMATION

Description of certification

The inventory has been prepared for SEEK's global business operations. It covers the business operations owned and controlled by SEEK Limited (ACN 080 075 314) in Australia, New Zealand, Thailand, Hong Kong, Singapore, Philippines, Malaysia, Indonesia, Mexico and Brazil. In June 2024, SEEK sold its Latin American businesses, Brasil Online (Brazil) and OCC (Mexico). The Latin American businesses have been included in this reporting period and will be excluded in future reporting periods.

This Public Disclosure Statement includes information for the FY2024 reporting period.

Organisation description

SEEK is listed on the Australian Securities Exchange (ASX:SEK) with headquarters in Melbourne, Australia. Founded in 1997, SEEK operates market-leading online employment marketplaces in eight countries across the Asia Pacific region. SEEK facilitates the matching of people with job opportunities and other related services via websites and apps referred to as online employment marketplaces.

The certification boundary applied for greenhouse gas (GHG) emissions reporting under Climate Active comprises SEEK Limited's (ACN 080 075 314) operations and activities, including the subsidiaries over which it has operational control. This includes the Asia Pacific online employment marketplaces held under the subsidiary SEEK AP&A Pty Ltd (ACN 626 880 037) and the Latin American businesses that were held under the subsidiary SEEK International Investments II Cooperatie UA until their sale in June 2024.

SEEK also has an interest in the SEEK Growth Fund (the Fund) which is held under the subsidiary SEEK International Investments Pty Ltd (ACN 121 858 231). The operations and activities of the Fund and assets managed by the Fund are excluded from this certification because the Fund operates independently of SEEK and is not under SEEK's control. This is supported by relevance testing results. The table below provides a summary of the businesses that sit within the certification boundary and countries in which their offices are located.

Business	Country in which offices are located
SEEK, Jora, SEEK Pass	Australia
SEEK	New Zealand
Jobstreet	Malaysia
Jobstreet	Indonesia
Jobstreet	Singapore
Jobstreet, WorkAbroad	The Philippines
Jobsdb	Thailand
Jobsdb	Hong Kong
OCC	Mexico
Brasil Online	Brazil

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 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.

Inside emissions boundary

Quantified

Transport fuel (fleet)
Stationary energy
Electricity
Office equipment and supplies
Food and catering
ICT services (cloud storage and data centres)
IT services and equipment (CAPEX and OPEX)
Building fixtures and fittings (CAPEX)
Office furniture (CAPEX)
Water
Waste
Flights
Ground transport (business travel associated with Taxi and Rideshare and purchased fuel)
Accommodation
Employee commuting
Working from home
Base building services
Climate Active certified carbon neutral products and services

Non-quantified

N/A

Outside emission boundary

Excluded

Refrigerants
Cleaning services
Clothing and merchandise
Investments
Marketing and digital advertising
Postage and courier
Professional services
Regulatory fees and taxes

4. EMISSIONS REDUCTIONS

Emissions reduction strategy

SEEK is committed over the longer term to reducing emissions to net zero by 2030 across its value chain (scopes 1, 2 and 3) from a 2022 base year. More recently SEEK has also set a short-term emissions reduction target of 40% across all scopes by 2025, which equates to a scope 1 reduction of 20%, scope 2 reduction of 100% and scope 3 reduction of 30%. To support its longer-term goal, SEEK is also committed to developing a science-aligned carbon reduction target by 2025.

SEEK's Emissions Reduction Strategy focuses on three key themes:

- **Reducing operational emissions:** focus on reducing absolute operational emissions (scope 1 and 2);
- **Smarter climate choices for our people:** empowering SEEK's leaders and supporting employees to make smarter climate choices; and
- **Supplier engagement and responsible procurement:** embedding climate considerations into responsible procurement.

SEEK's emissions reduction actions target the following priorities.

- **Reduce emissions across SEEK's own operations (scopes 1* and 2)**

Reduce scope 2 emissions through the purchase of 100% of tenancy electricity from renewable sources by 2025 (scope 2). Emissions from scope 2 electricity equated to approximately 8.5% of global emissions in FY2024.

*The majority of scope 1 emissions are from the OCC business in Mexico. With the sale of SEEK's Latin American businesses in FY2024, SEEK's FY2025 scope 1 emissions will be minimal (representing <0.03% of SEEK's global emissions profile for continuing operations in FY2024).

- **Reduce emissions that SEEK is indirectly responsible for across its value chain (scope 3)**

Reduce scope 3 emissions by actions by:

- purchasing renewable electricity certification for estimated working from home emissions and encouraging sustainable commuting by employees;
- continuing the transition to more sustainable technology services (cloud services and data centres);
- partnering with an external expert to assess and map the trajectory to net zero of SEEK's key suppliers;
- engaging with key suppliers to understand their climate transition and identify efficiency and optimisation opportunities;
- purchasing renewable electricity certification for other scope 3 emission sources including base buildings (leased offices) and data services; and
- and continuing to embed environmental considerations into office building selection and management and business travel.

SEEK monitors its emissions profile and targets annually using an online tool supported by SEEK's external climate consultant. The tool enables climate metrics and dashboards for internal reporting. Progress reporting is provided to the Climate Steering Committee and the Board (through the Audit and Risk Management Committee). In FY2025, monitoring will be expanded to more regular emissions collection and progress reporting.

SEEK's emissions targets are also due for review in FY2025 with the review of its science aligned plan and the development of a science aligned target for net zero. The review will incorporate scope 3 emissions assumptions and analysis for net zero including key supplier assessments.

Further updates on SEEK's targets and plans will be provided in FY2025. For more information, refer to SEEK's Climate Statement 2024.

Link: <https://www.seek.com.au/content/media/SEK-2024-Climate-Statement.pdf>

Emissions reduction actions

SEEK established its emissions baseline in FY2022 for its business operations. The material emissions sources are employees working from home and commuting; leased offices; business travel; purchased goods and services (including IT data services); capital equipment and electricity consumption.

In FY2024, SEEK's emissions decreased by approximately 2.5% compared to FY2023. The key emissions variances in FY2024 included emissions reductions in business travel (7%) and purchased goods and services (10%). Electricity consumption and base-building services remained steady.

During FY2024, SEEK took the following actions to progress reducing its emissions footprint:

- **Renewable electricity (scope 2): Finalised procurement of renewable electricity certificates from July 2024 for SEEK's office emissions.**

From July 2024, SEEK's key Australian operations are powered by renewable energy. The Cremorne headquarters is supplied by 100% renewable energy from three wind farms in regional Victoria. SEEK has also committed to purchasing further renewable energy certificates annually, which will contribute to reducing its energy emissions across its international operations in New Zealand and Asia. The Renewable Energy Certificates (RECs), which are traceable under Australia's Renewable Energy Target program and overseen by the Australian Government's Clean Energy Regulator, support SEEK's goal of achieving net zero emissions.

As a result, SEEK will continue to reduce its emissions by approximately 1,400 tonnes annually (approximately 8.5% of SEEK's emissions in FY2024).

- **Renewable electricity (scope 3): Finalised procurement of renewable electricity certificates for the calculated work-from-home impacts of SEEK employees from July 2024.**

SEEK finalised the purchase of renewable energy certificates for employees' work-from-home emissions from FY2025. This program has been designed to abate the scope 3 emissions related to the estimated energy usage of the hybrid work model that includes an ongoing working-from-home component. The program also engages employees on a periodic basis via the employee engagement survey on their work-from-home practices.

As a result, SEEK will reduce its emissions impact by approximately 3,000 tonnes annually from FY2025 (approximately 19% annually based on FY2024 emissions).

- **Transitioned to more sustainable technology solutions (Platform Unification program impacts)**

SEEK's Platform Unification program reduced SEEK's data service requirements due to the consolidation of data centre services in Asia as well as the employment platform and other services being predominantly run via cloud services (these emissions reductions are expected to be realised in FY2025).

SEEK predominantly stores its data in cloud-based platforms and its connectivity services in external data centres in Australia, Singapore, Hong Kong, the United States and Brazil. During FY2024, SEEK further transitioned from data centres to cloud-based IT services as part of Platform Unification with some key legacy data services decommissioned by mid-2024. SEEK monitors usage of Amazon Web Services (AWS) cloud data services and their renewable energy transition as an input to SEEK's emissions reduction plans. SEEK also holds regular employee events on sustainability in technology such as engineering for a low-carbon footprint.

SEEK procures a Climate Active carbon neutral service from NEXTDC in Australia (via the NEXTneutral program) offsetting approximately 44 tonnes during FY2024.

- **Ongoing transition to sustainable workspaces**

SEEK workspaces incorporate a range of standard sustainability features such as sensor lighting, indoor planting and environmentally certified furniture and finishes. SEEK utilises its office building ESG selection criteria and fit-out checklist for ongoing workspaces as a key part of office building selection and design fit-out processes.

In FY2024, the Jobstreet Indonesia, Jobstreet Philippines and SEEK Australia Queensland teams moved to new buildings in Jakarta, Manila and Brisbane. The Jakarta building holds a Platinum Green Building Rating from the Green Building Council Indonesia (GBCI), Manila has a Silver Green Building Index (GBI) Leadership in Energy and Environmental Design (LEED) building certification and the Brisbane building has a 5.5 Star National Australian Built Environment Rating System (NABERS) Energy Rating, 4 Star NABERS Water Rating and 6 Star Green Star Rating.

SEEK's Sydney and Brisbane leased offices also remain certified carbon neutral through Climate Active.

- **Assessing supplier emissions and engagement suppliers on SEEK's supply chain emissions**

A key component of SEEK's indirect emissions are its scope 3 supplier emissions. SEEK works with key suppliers on understanding their climate transition and identifying efficiency and optimisation opportunities.

During FY2024, SEEK partnered with an external expert to assess and map the trajectory to net zero of its key suppliers. SEEK is now prioritising engagement with suppliers that represent the largest opportunity to reduce scope 3 emissions. The analysis is also a key input into the FY2025 review of SEEK's science aligned target and climate transition plan. SEEK is also expanding its supplier management and selections processes to include environmental assessment criteria.

5. EMISSIONS SUMMARY

Emissions over time

SEEK's initial certification in FY2021 covered its ANZ operations only. SEEK's FY2022 certification expanded the organisational boundary to cover global operations and is SEEK's base year.

See the table below for emissions since 2022.

Emissions since base year		Total (t CO ₂ -e)
Base year	2022 (1 July 2021 – 30 June 2022)	11,053
Year 1	2023 (1 July 2022 – 30 June 2023)	16,825
Year 2	2024 (1 July 2023 – 30 June 2024)	16,402

In FY2025, SEEK plans to update its organisational boundary and recalculate the baseline due to the sale of the Latin American businesses in FY2024.

Significant changes in emission

The table below represents emissions sources greater than 10% of the total carbon account that have changed by 10% or more year on year.

Emission source	Previous year emissions (t CO ₂ -e)	Current year emissions (t CO ₂ -e)	Reason for change
No significant emissions changes to disclose			

Use of Climate Active carbon neutral products, services, buildings or precincts

The following certified products and services were procured by SEEK during this reporting period.

Certified brand name	Product or Service used
NEXTDC	Carbon Neutral electricity (data centre)
ISPT PTY LTD	Carbon Neutral electricity (base building)
Winc	Carbon Neutral paper (office equipment and supplies)

Emissions summary

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

	Sum of Scope 1 emissions (tCO ₂ -e)	Sum of Scope 2 emissions (tCO ₂ -e)	Sum of Scope 3 emissions (tCO ₂ -e)	Sum of Total emissions (t CO ₂ -e)
Accommodation and facilities	0.00	0.00	327.45	327.45
Climate Active carbon neutral products and services	0.00	0.00	0.00	0.00
Electricity ²	0.00	1423.37	3439.10	4862.47
Food	0.00	0.00	751.23	751.23
ICT services and equipment	0.00	0.00	2870.83	2870.83
Office equipment and supplies	0.00	0.00	266.17	266.17
Stationary energy (gaseous fuels) ²	5.69	0.00	101.00	106.69
Stationary energy (liquid fuels)	0.00	0.00	0.00	0.00
Stationary energy (solid fuels)	0.00	0.00	0.00	0.00
Transport (air)	0.00	0.00	2622.50	2622.50
Transport (land and sea)	119.64	0.00	1248.57	1368.21
Waste ²	0.00	0.00	93.78	93.78
Water ²	0.00	0.00	27.68	27.68
Working from home ²	0.00	0.00	3104.97	3104.97
Grand Total	125.33	1,423.37	14,853.28	16,401.98

²These emission sources include consumption from both SEEK's Australian and international locations.

6. CARBON OFFSETS

Eligible offsets retirement summary

Type of offset unit	Quantity used for this reporting period	Percentage of total units used
Verified Carbon Units (VCUs)	16,402	100.00%

Project name	Type of offset unit	Registry	Date retired	Serial number	Vintage	Total quantity retired	Quantity used in previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period	Percentage of total used this reporting period
Katingan, Indonesia Peatland Restoration and Conservation Project	VCU	Verra Registry	21/10/2024	6358-302994806-303000559-VCU-016-APX-ID-14-1477-01112015-31122016-1	2016	5754	0	0	5754	35.08%
Katingan, Indonesia Peatland Restoration and Conservation Project	VCU	Verra Registry	21/10/2024	6358-302989276-302989507-VCU-016-APX-ID-14-1477-01112015-31122016-1	2016	232	0	0	232	1.41%
Kuamut, Malaysia Rainforest Conservation Project	VCU	Verra Registry	21/10/2024	16542-770644678-770645327-VCS-VCU-1491-VER-MY-14-2609-01012020-31122020-1	2020	650	0	0	650	3.96%
Inner Mongolia, China Ximeng Zheligentu Wind Farm Phase 1 Project	VCU	Verra Registry	21/10/2024	9962-169594457-169595006-VCS-VCU-259-VER-CN-1-849-01012017-31122017-0	2017	550	0	0	550	3.35%

Inner Mongolia, China Ximeng Zheligentu Wind Farm Phase 1 Project	VCU	Verra Registry	21/10/2024	9651-115163823-115164014-VCS-VCU-259-VER-CN-1-849-01012018-20072018-0	2018	192	0	0	192	1.18%
Inner Mongolia, China Ximeng Zheligentu Wind Farm Phase 1 Project	VCU	Verra Registry	21/10/2024	9667-116247883-116252303-VCS-VCU-259-VER-CN-1-849-01012018-20072018-0	2018	4421	0	0	4421	26.96%
Inner Mongolia, China Ximeng Zheligentu Wind Farm Phase 1 Project	VCU	Verra Registry	21/10/2024	9962-169606785-169611387-VCS-VCU-259-VER-CN-1-849-01012017-31122017-0	2017	4603	0	0	4603	28.06%

Co-benefits

Peatland Restoration and Conservation Project, Katingan, Indonesia

The largest REDD+ natural forest restoration and protection program of its kind, the Katingan Peatland Restoration and Conservation project generates on average 7.5 million triple gold certified carbon credits annually, equivalent to removing 2,000,000 cars off roads. Carbon revenues from Katingan ensure natural forest restoration and protection aligned to the UN Sustainable Development Goals, achieved through activities in partnership with local communities.

The project protects vital peatland habitats in Central Kalimantan, Indonesia for important species (five that are Critically Endangered, eight Endangered and 31 Vulnerable), which also includes 5 - 10% of the global population of the Bornean Orangutan, Proboscis Monkey and Southern Bornean Gibbon.

Link: <https://www.katinganmentaya.com/>



Rainforest Conservation Project, Kuamut, Malaysia

The Kuamut Rainforest Conservation Project is dedicated to protecting and restoring more than 80,000 hectares of tropical forest in Sabah, Malaysia. Annually, this project generates more than 800,000 tCO₂e-Verified Carbon Units (VCUs). The project is focused on delivering climate, community and conservation outcomes.

The project protects key forest habitats, preventing emissions from deforestation and forest degradation. The project also supports the long-term protection of the Bornean Orangutan, helmeted hornbills and other species. The project delivers benefits to two local communities (approximately 3,000 community members in the Karamuak and Kuamut Clusters), helping to improve the economic opportunities and wellbeing of these communities.

Link: <https://permianglobal.com/projects/kuamut-rainforest-conservation-project/>



Watchbox Australian Biodiversity Project, Australia

In addition to the carbon benefits associated with the offsets projects detailed in 'Eligible offsets retirement summary' table below, SEEK purchased and retired an additional 4,613 Australian Biodiversity Units (ABUs) that support local biodiversity conservation in Victoria, Australia.

The Watchbox Australian Biodiversity Project is a small-scale biodiversity conservation project located in central Victoria, Australia and is protected under a Trust for Nature conservation covenant. The purpose of the covenant is to permanently conserve and protect land with natural, cultural and scientific value. The project helps to protect endangered and threatened flora and fauna, including the Brush-tailed Phascogale (a marsupial). The conservation covenant is registered on the Certificate of Title and binds current and future owners of the land to the conditions of the covenant. The offsets contribute to the following Sustainable Development Goals: Climate Action (Goal 13) and Life on Land (Goal 15). This project produces ABUs that are registered and retired on the Native Vegetation Credit Register. Each ABU represents 1.5m² of protected habitat.



- Project name: Watchbox Australian Biodiversity Project
- Location: Central Victoria, Australia
- Serial numbers: 7991-12603
- Date retired: 22 October 2024
- Protection: Trust for Nature covenant (perpetuity)
- Registry: Native Vegetation Credit Register (AU)
- NVCR allocation reference: location reference: C1854_VOL003

For more information refer to Appendix A: Additional information.

7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) summary

N/A. No RECs have been surrendered to reduce electricity emissions under the market-based reporting method

APPENDIX A: ADDITIONAL INFORMATION

Additional offsets retired for purposes other than Climate Active 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 retirement
Watchbox Australian Biodiversity Project	Australian Biodiversity Units (ABUs)	Native Vegetation Credit Register (AU)	22/10/2024	C1854_VOL 003 7991-12603	n/a	4,613	Support SEEK's carbon neutral claim against the Climate Active Carbon Neutral Standard for FY2024. Stapled to: Inner Mongolia Ximeng Zheligentu Wind Farm Phase I Project units.

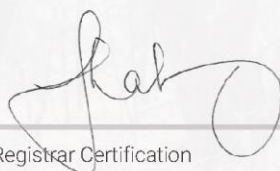
Please see below screenshot of certificate for the volume of ABUs (4,613) that were retired for this reporting period (FY2023-24).

Watchbox Conservation Project

4,613

Australian Biodiversity Units
(6,919.5 square metres)
were cancelled on behalf of:

SEEK Limited to support its carbon neutral claim
against the Climate Active Carbon Neutral Standard
for FY2024.



Registrar Certification

Date: 22 October 2024

NVCR Allocation Reference: C1854_VOL003

Serial Numbers: 7991-12603

Procurement Partner:



An Australian biodiversity unit (ABU) represents the permanent protection of 1.5 square meters of high conservation value native habitat.

APPENDIX B: ELECTRICITY SUMMARY

There are two international best-practice methods for calculating electricity emissions – the location-based method and the market-based method. Reporting electricity emissions under both methods is called dual reporting.

Dual reporting of electricity emissions is useful, as it provides different perspectives of the emissions associated with a business's electricity usage.

Location-based method:

The location-based method provides a picture of a business's electricity emissions in the context of its location, and the emissions intensity of the electricity grid it relies on. It reflects the average emissions intensity of the electricity grid in the location (State) in which energy consumption occurs. The location-based method does not allow for any claims of renewable electricity from grid-imported electricity usage.

Market-based method:

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.

For this certification, electricity emissions have been set by using **market-based approach**.

Electricity

Market Based Approach Summary			
Market Based Approach	Activity Data (kWh)	Emissions (kg CO ₂ -e)	Renewable Percentage 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)	0	0	0%
GreenPower	145,292	0	16%
Climate Active precinct/building (voluntary renewables)	0	0	0%
Precinct/Building (LRET)	0	0	0%
Precinct/Building jurisdictional renewables (LGCs surrendered)	0	0	0%
Electricity products (voluntary renewables)	0	0	0%
Electricity products (LRET)	0	0	0%
Electricity products jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	165,349	0	19%
Residual Electricity	572,635	521,098	0%
Total renewable electricity (grid + non grid)	310,642	0	35%
Total grid electricity	883,277	521,098	35%
Total electricity (grid + non grid)	883,277	521,098	35%
Percentage of residual electricity consumption under operational control	100%		
Residual electricity consumption under operational control	572,635	521,098	
Scope 2	509,708	463,834	
Scope 3 (includes T&D emissions from consumption under operational control)	62,927	57,264	
Residual electricity consumption not under operational control	0	0	
Scope 3	0	0	

Total renewables (grid and non-grid)	35.17%
Mandatory	18.72%
Voluntary	16.45%
Behind the meter	0.00%
Residual scope 2 emissions (t CO₂-e)	463.83
Residual scope 3 emissions (t CO₂-e)	57.26
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	463.83
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	57.26
Total emissions liability (t CO₂-e)	521.10

Location Based Approach Summary						
Location Based Approach	Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control	100%	(kWh)	Scope 2 Emissions (kg CO ₂ -e)	Scope 3 Emissions (kg CO ₂ -e)	(kWh)	Scope 3 Emissions (kg CO ₂ -e)
ACT	0	0	0	0	0	0
NSW	109,868	109,868	74,710	5,493	0	0
SA	6,717	6,717	1,679	537	0	0
VIC	726,461	726,461	573,904	50,852	0	0
QLD	33,739	33,739	24,630	5,061	0	0
NT	0	0	0	0	0	0
WA	6,491	6,491	3,440	260	0	0
TAS	0	0	0	0	0	0
Grid electricity (scope 2 and 3)	883,277	883,277	678,364	62,204	0	0
ACT	0	0	0	0		
NSW	0	0	0	0		
SA	0	0	0	0		
VIC	0	0	0	0		
QLD	0	0	0	0		
NT	0	0	0	0		
WA	0	0	0	0		
TAS	0	0	0	0		
Non-grid electricity (behind the meter)	0	0	0	0		
Total electricity (grid + non grid)	883,277					

Residual scope 2 emissions (t CO₂-e)	441.72
Residual scope 3 emissions (t CO₂-e)	46.25
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	395.89
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	42.88
Total emissions liability (t CO₂-e)	438.77

Bespoke - Base building electricity (Australia)

Market Based Approach Summary			
Market Based Approach	Activity Data (kWh)	Emissions (kg CO ₂ -e)	Renewable Percentage 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)	0	0	0%
GreenPower	162,159	0	27%
Climate Active certified - Precinct/Building (voluntary renewables)	67,387	0	11%
Climate Active certified - Precinct/Building (LRET)	0	0	0%
Climate Active certified - Precinct/Building jurisdictional renewables (LGCs surrendered)	0	0	0%
Climate Active certified - Electricity products (voluntary renewables)	0	0	0%
Climate Active certified - Electricity products (LRET)	0	0	0%
Climate Active certified - Electricity products jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	98,436	0	17%
Residual electricity	265,239	241,368	0%
Total renewable electricity (grid + non grid)	327,982	0	55%
Total grid electricity	593,221	241,368	55%
Total electricity (grid + non grid)	593,221	241,368	55%
Percentage of residual electricity consumption under operational control	100%		
Residual electricity consumption under operational control	265,239	241,368	
Scope 2	236,092	214,844	
Scope 3 (includes T&D emissions from consumption under operational control)	29,147	26,524	
Residual electricity consumption not under operational control	0	0	
Scope 3	0	0	

Total renewables (grid and non-grid)	55.29%
Mandatory	16.59%
Voluntary	38.69%
Behind the meter	0.00%
Residual scope 2 emissions (t CO₂-e)	214.84
Residual scope 3 emissions (t CO₂-e)	26.52
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	214.84
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	26.52
Total emissions liability (t CO₂-e)	241.37

Location Based Approach Summary						
Location Based Approach	Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control	100%	(kWh)	Scope 2 Emissions (kg CO ₂ -e)	Scope 3 Emissions (kg CO ₂ -e)	(kWh)	Scope 3 Emissions (kg CO ₂ -e)
ACT	0	0	0	0	0	0
NSW	109,868	109,868	74,710	5,493	0	0
SA	6,717	6,717	1,679	537	0	0
VIC	726,461	726,461	573,904	50,852	0	0
QLD	33,739	33,739	24,630	5,061	0	0
NT	0	0	0	0	0	0
WA	6,491	6,491	3,440	260	0	0
TAS	0	0	0	0	0	0
Grid electricity (scope 2 and 3)	883,277	883,277	678,364	62,204	0	0
ACT	0	0	0	0		
NSW	0	0	0	0		
SA	0	0	0	0		
VIC	0	0	0	0		
QLD	0	0	0	0		
NT	0	0	0	0		
WA	0	0	0	0		
TAS	0	0	0	0		
Non-grid electricity (behind the meter)	0	0	0	0		
Total electricity (grid + non grid)	883,277					

Residual scope 2 emissions (t CO ₂ -e)	678.36
Residual scope 3 emissions (t CO ₂ -e)	62.20
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO ₂ -e)	678.36
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO ₂ -e)	62.20
Total emissions liability (t CO₂-e)	740.57

Operations in Climate Active buildings and precincts		
Operations in Climate Active buildings and precincts	Electricity consumed in Climate Active certified building/precinct (kWh)	Emissions (kg CO ₂ -e)
100 Pacific Highway, North Sydney, NSW, 2060	67,387	0
<p><i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their building or precinct certification. This electricity consumption is also included in the market based and location based summary tables. Any electricity that has been sourced as renewable electricity by the building/precinct under the market based method is outlined as such in the market based summary table.</i></p>		
Climate Active carbon neutral electricity products		
Climate Active carbon neutral product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO ₂ -e)
N/A	0	0
<p><i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their electricity product certification. This electricity consumption is also included in the market based and location based summary tables. Any electricity that has been sourced as renewable electricity by the electricity product under the market based method is outlined as such in the market based summary table.</i></p>		

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

The following emissions sources have been assessed as relevant, are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. 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	Justification reason
N/A	N/A

Data management plan for non-quantified sources

There are no non-quantified sources in the emission boundary that require a data management plan.

APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

Excluded emission sources

The below emission sources have been assessed as not relevant to this organisation'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.

Emission sources tested for relevance	Size	Influence	Risk	Stakeholders	Outsourcing	Justification
Refrigerants	N	N	N	N	N	<p>Size: Unlikely to be a material emissions source relative to other emission sources within SEEK's current emissions boundary.</p> <p>Influence: SEEK has limited ability to influence the emissions from this source, including by shifting to a different lower-emissions supplier.</p> <p>Risk: No risk was identified for excluding this emission source from SEEK's emissions boundary.</p> <p>Stakeholders: Key stakeholders, including the public, are unlikely to consider this a relevant source of emissions for SEEK's business.</p> <p>Outsourcing: This has always been an outsourced service. Comparable organisations typically do not include within their boundary.</p>
Cleaning services	N	N	N	N	N	<p>Size: Unlikely to be a material emissions source relative to other emission sources within SEEK's current emissions boundary.</p> <p>Influence: SEEK has limited ability to influence the associated emissions, including by shifting to a different lower-emissions supplier.</p> <p>Risk: No risk was identified for excluding this emission source from SEEK's emissions boundary.</p> <p>Stakeholders: Key stakeholders, including the public, are unlikely to consider this a relevant source of emissions for SEEK's business.</p> <p>Outsourcing: This has always been an outsourced service. Comparable organisations typically do not include this activity within their boundary.</p>
Clothing and merchandise	N	Y	N	N	N	<p>Size: Unlikely to be a material emissions source relative to other emission sources within SEEK's current emissions boundary.</p> <p>Influence: SEEK recognises that it has some ability to influence its spend and associated emissions including by shifting to a different lower-emissions supplier.</p> <p>Risk: No risk was identified for excluding this emission source from SEEK's emissions boundary.</p> <p>Stakeholders: External stakeholders, including the public, are unlikely to consider this a relevant source of emissions for SEEK's business. SEEK employees are concerned with responsible sourcing, so lower impact and ethical sourcing is relevant for those stakeholders.</p> <p>Outsourcing: This has always been an outsourced service. Comparable organisations typically do not include this activity within their boundary.</p>
Investments	N	N	N	N	N	<p>Size: Unlikely to be a material emissions source relative to other emission sources within SEEK's current emissions boundary.</p> <p>Influence: SEEK does not have the potential to influence the emissions from this source, and has no operational control of SEEK's investments.</p> <p>Risk: No risk was identified for excluding this emission source from SEEK's emissions boundary.</p> <p>Stakeholders: Key stakeholders, including the public, are unlikely to consider this a relevant source of emissions for SEEK's business. SEEK's core business is focused on employment marketplaces and it is not an investment-focused business.</p> <p>Outsourcing: Investments operate independently of SEEK as part of the SEEK Growth Fund which has a separate ACN. Comparable organisations do not typically undertake this activity within their boundary.</p>

Marketing and digital advertisement	Y	N	N	N	N	<p>Size: This emissions source is likely to be material relative to other emissions sourced within SEEK's current emissions boundary.</p> <p>Influence: SEEK recognises that it has limited ability to influence the associated emissions (often large multinational suppliers).</p> <p>Risk: No risk was identified for excluding this emission source from SEEK's emissions boundary.</p> <p>Stakeholders: Key stakeholders, including the public, are unlikely to consider this a relevant source of emissions for SEEK's business.</p> <p>Outsourcing: This has always been an outsourced service. Comparable organisations typically do not include this activity within their boundary.</p>
Postage and courier	N	N	N	N	N	<p>Size: Unlikely to be a material emissions source relative to other emission sources within SEEK's current emissions boundary.</p> <p>Influence: SEEK recognises that it has limited ability to influence the associated emissions, including by shifting to a different lower-emissions supplier.</p> <p>Risk: No risk was identified for excluding this emission source from SEEK's emissions boundary.</p> <p>Stakeholders: Key stakeholders, including the public, are unlikely to consider this a relevant source of emissions for SEEK's business.</p> <p>Outsourcing: This has always been an outsourced service. Comparable organisations typically do not include this activity within their boundary.</p>
Professional services	Y	N	N	N	N	<p>Size: Emissions associated with this source may be likely to be large relative to SEEK's electricity and energy-related emissions.</p> <p>Influence: SEEK recognises that it has limited ability to influence the associated emissions (often large multinational suppliers).</p> <p>Risk: No risk was identified for excluding this emission source from SEEK's emissions boundary.</p> <p>Stakeholders: Key stakeholders, including the public, are unlikely to consider this a relevant source of emissions for SEEK's business.</p> <p>Outsourcing: This has always been an outsourced service. Comparable businesses typically do not include this activity within their boundary.</p>
Regulatory fees and taxes	N	N	N	N	N	<p>Size: Unlikely to be a material emissions source and not considered key to SEEK's operations.</p> <p>Influence: SEEK has recognised that it has limited ability to influence the associated emissions, without the option/ability to shift to a different lower-emissions supplier.</p> <p>Risk: No risk was identified for excluding this emission source from SEEK's emissions boundary.</p> <p>Stakeholders: Key stakeholders, including the public, are unlikely to consider this a relevant source of emissions for SEEK's business.</p> <p>Outsourcing: This has always been an outsourced service. Comparable organisations typically do not include this activity within their boundary.</p>



An Australian Government Initiative

