



Balance Recruitment Pty Ltd  
Level 8, 9-13 Young Street  
Sydney 2000  
Tel: 02 9251 5166  
[www.balancerecruitment.com.au](http://www.balancerecruitment.com.au)

## **Environmental Statement and Goals**

Energy usage by Balance comprises office electricity usage and energy consumption from vehicular transport to and from client sites; and between branch offices.

In the 2010 financial year, total office energy consumption was approximately 19250 kWh, where the average monthly energy consumption per employee was 162 kWh. In the period July 2010 to Jan 2011 total office energy consumption was 13161 kWh, which averages 135.1 kWh/employee per month. This is a reduction of 16.5% compared to last year. Scope 2 GHG for this financial year currently stands at 6973 kg. A month by month comparison of these emissions shows that they are falling, with a 25% reduction since July 2010.

From March 2009, Balance instigated a high level of less carbon-intensive and renewable energy resources; with 50% of on-site energy purchased from the accredited renewable energy supplier, GreenPower. Sources utilised for energy generation include solar, hydroelectric and wind.

Further, Balance has an active program of supporting employees working from home, which both reduces the energy consumption requirements of a larger work space, and also GHG resulting from travelling to and from the workplace. For those employees that do travel to and from the workplace, we encourage the use of car-pooling and use of public transport where possible.

At present, Balance Recruitment does not measure energy consumption from vehicular transport to and from client sites, and between offices, but as described below, goals are being developed to enable energy efficiency to be monitored, and aims at reduction where possible.

## **Goals for Energy Efficiency**

Balance Recruitment defines energy efficiency as energy use per employee as measured in kW hours and green house gas emissions (in kg).

Balance has achieved energy efficiency improvements of 16.5% this year compared to 2009-2010 FY; nevertheless we continue our efforts to further improve our energy performance and minimise GHG emissions.

### **Energy efficiency targets**

Balance Recruitment has set health, safety and environmental targets over a period of three years to allow better planning and sustainable implementation. Progress towards targets will be reviewed on a six monthly basis by the Management team. The 2011 goals are:

- Improve energy efficiency by a further 15% by 2014, compared to 2011 baseline.
- Eliminate all Scope 2 GHG from office energy consumption by 2014 by investment in further renewable energy supply.
- To establish a baseline measurement of energy consumption and GHG emission from both car and plane transport between offices and client sites.
- To introduce a program for the reduction of GHG emissions using carbon offset and changes in behaviour, where applicable.
- Establish behavior-based programs for employee education on energy reduction.