



ROYAL
FACILITIES AUSTRALIA

EMPOWERING COMMUNITIES THROUGH SUSTAINABLE PRACTICES

At Royal Facilities, we are committed to not only providing exceptional janitorial and facilities maintenance services but also to making a positive impact on our communities and the environment. Through our social procurement initiatives, we uphold values of sustainability, local support, and ethical business practices. Here's how we achieve this:

SUSTAINABILITY COMMITMENTS

Environmental Practices:

We prioritise the use of eco-friendly cleaning products and practices that minimise our environmental footprint. Our teams are trained to utilise efficient cleaning techniques that conserve water and energy, reducing our impact on natural resources.

Resource Efficiency:

We are dedicated to optimising resource use across our operations. By implementing efficient processes and technologies, we minimise waste generation and maximise resource utilisation, contributing to a cleaner and more sustainable environment.

Waste Reduction:

Through comprehensive recycling programs and waste reduction strategies, we aim to divert as much waste as possible from landfills. Our commitment to waste reduction extends to educating our clients and staff on sustainable practices.

Carbon Footprint:

Royal Facilities sets ambitious goals to reduce our carbon emissions. From using energy-efficient equipment to promoting alternative transportation options for our staff, we continuously strive to lessen our environmental impact.



ISO14001: ENVIRONMENTAL MANAGEMENT SYSTEM

ISO14001 is the internationally recognised standard for environmental management systems (EMS). It provides a framework for organisations to design and implement an EMS. **Royal Facilities is proudly ISO14001 certified, demonstrating our commitment to environmental responsibility and sustainability.**



HOW WE ACHIEVED ISO 14001

1. Developed a comprehensive environmental policy which established clear sustainability goals and compliance measures.
2. Implemented effective environmental management systems, monitoring and improving resource efficiency, waste management, and energy conservation.
3. Conducted regular audits and assessments which evaluated our environmental risks and opportunities for continuous improvement.
4. Trained employees on sustainable practises, ensuring all staff contribute to the environmentally responsible operations.

SUPPORTING LOCAL BUSINESSES

Subcontracting:

We actively engage local businesses as subcontractors for various services and supplies. By partnering with local suppliers, we support the economic growth of our community while ensuring high-quality services for our clients.

Supplier Diversity:

We value supplier diversity and actively seek partnerships with minority-owned, women-owned, and veteran-owned businesses. These partnerships not only enrich our supply chain but also promote economic inclusivity within our industry.

COMMUNITY ENGAGEMENT

University Student Hiring:

We believe in nurturing talent from within our community. We offer internship opportunities and part-time jobs to university students, providing them with valuable hands-on experience and mentoring.

Skills Development:

We prioritise the professional development of our employees through training programs and career advancement opportunities. By investing in our team's skills, we ensure they deliver the highest standards of service to our clients.

Charitable Initiatives:

Giving back is a core part of our ethos. We actively participate in community projects and charitable initiatives that benefit local organizations and causes. By supporting these initiatives, we strengthen our community ties and make a meaningful difference.

ETHICAL STANDARDS

Fair Employment Practices:

Royal Facilities upholds fair employment practices, offering competitive wages, safe working conditions, and equal opportunities for all employees. We believe in creating a supportive and inclusive workplace environment.

Ethical Sourcing:

We hold our suppliers to high ethical standards, ensuring they adhere to fair trade principles and ethical sourcing practices. By maintaining transparency and accountability in our supply chain, we uphold our commitment to ethical business conduct.



GENDER EQUALITY

Royal Facilities is committed to promoting gender equality. We prioritise gender diversity across all levels of our organisation, ensuring equal opportunities for career advancement and leadership roles. Our policies and practices aim to create an inclusive workplace where all employees feel valued and empowered, regardless of gender. We actively monitor and report on our progress towards achieving gender parity, reflecting our ongoing commitment to fostering a diverse and equitable workplace culture.

SUPPORTING AUSTRALIANS

Encouraging Aboriginal and Torres Strait Islander people to obtain fulfilling jobs with leadership development and career progression is a priority for Royal Facilities. 3.8 per cent of our team members self-identify as an Aboriginal and/or Torres Strait Islander.

During the year, Royal Facilities continued to offer Indigenous employment programs to support Aboriginal and Torres Strait Islander candidates with the recruitment and onboarding process. The Transition to Work Program aims to recruit Aboriginal and Torres Strait Islander people from highly disadvantaged backgrounds to transition into permanent and rewarding work at Royal Facilities.

Royal Facilities also aims to support Indigenous businesses and communities in three key areas: direct and indirect procurement of goods and services, supporting Indigenous customers, and supporting all customers and suppliers with their commitment to reconciliation initiatives. Additionally, we utilize Supply Nation to source new suppliers and subcontractors, broadening opportunities for Aboriginal and Torres Strait Islander communities within our company.



Royal Facilities is in the process of creating a Reconciliation Action Plan (RAP) and endeavours to have this implemented by 2026. This further demonstrates our efforts to support our Indigenous community and our commitment to achieving a higher standard of diverse social procurement.

Royal Facilities continued to facilitate cultural awareness training for team members, which during the year was completed by the entire executive team, and all team leaders.



22,800 Hours worked
3.8% out of 185+ of Employees
20% of our Suppliers/Contractors
in 2024

A horizontal bar chart with four bars of varying lengths, representing the data points in the text above. The bars are light grey and are positioned to the right of the text. The longest bar corresponds to "22,800 Hours worked", followed by "3.8% out of 185+ of Employees", "20% of our Suppliers/Contractors", and the shortest bar for "in 2024".

SUSTAINABILITY POLICY

COMMITMENT TO SUSTAINABILITY

We are committed to integrating sustainable practices into every aspect of our operations. Our goal is to reduce our environmental footprint while delivering high-quality cleaning and facility services that support the health and well-being of our clients, employees, and the broader community.

OUR KEY SUSTAINABILITY PRINCIPLES

Green Cleaning Practices

- We use eco-friendly cleaning products that are non-toxic, biodegradable, and certified for environmental safety.
- We minimise the use of harsh chemicals to protect indoor air quality and human health.
- We implement sustainable cleaning methods that reduce water and energy consumption.

Waste Reduction & Recycling

- We actively reduce waste by using refillable and reusable cleaning supplies where possible.
- We encourage recycling programs at all worksites and ensure proper disposal of materials.
- We train employees on waste management best practices to minimise environmental impact.

Energy & Water Conservation

- We use energy-efficient equipment and promote best practices to reduce electricity usage.
- We implement water-saving techniques to minimise water waste in our cleaning processes.

Sustainable Procurement

- We source cleaning products and equipment from environmentally responsible suppliers.
- We prioritise using products that carry eco-certifications, such as GECA, Green Seal, or EcoLogo.
- We collaborate with vendors who share our sustainability values.

Carbon Footprint Reduction

- We optimise transportation routes to reduce fuel consumption and emissions.
- We encourage the use of digital communication and paperless processes to limit paper waste.
- We support initiatives that promote carbon neutrality and offsetting emissions.

Employee & Community Engagement

- We provide sustainability training for employees to enhance environmental awareness and responsibility.
- We engage with clients and partners to promote sustainable practices in facility management.
- We support local environmental initiatives and corporate social responsibility programs.

MEASURABLE TARGETS

We have established clear, measurable targets to track our progress and ensure accountability in our social procurement efforts:

- **Percentage of Local Subcontractors:** Aim to increase the percentage of services sourced locally each year.
- **University Student Engagement:** Set annual targets for the number of university students hired as interns or employees.
- **Environmental Impact Reduction:** Regularly monitor and report on our progress towards reducing carbon emissions and waste generation.

MONITORING AND REPORTING

We are dedicated to transparency and accountability in our social procurement practices. We regularly monitor our performance against set targets and report our achievements and challenges to stakeholders. Your feedback and input are crucial as we continue to refine and improve our practices.

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At Royal Facilities, we are committed to making a positive difference in our communities and the environment through sustainable and socially responsible practices. Together, we can build a cleaner, brighter future.

for more information regarding our commitment to sustainability and our social procurement target, contact us at

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