



Foreword by the Chair

Contributing to the sustainability of our communities is a vital part of St Margaret's purpose.

If we are preparing our students for their best futures, it encumbers us to lead by example and play our part in

contributing to more sustainable practices and a well-cared for planet, in which those students will live out their futures.

• e philosophy of our founders, the Sisters of the Society of the Sacred Advent, asks of St Margaret's to educate young women 'for an empowered future that contributes to the common good.'

Our mission states that we are 'preparing con' dent, compassionate, capable women able to contribute to a global community'; by

capable women able to contribute to a global community; by extension, our compassion for the planet and contribution to the global community through sustainable practices, for the best future of humanity and all of God's creations, must shine as part of this mission.

We have a unique opportunity as we transition to more sustainable practices and adapt to increase resilience to climate change to help equip the next generation to address the environmental and social challenges of the future. Today's students will advance climate solutions, and create a more sustainable, resilient, and equitable future. • ey will also be better equipped to create and expect to live in a world that continually strives for gender equality, inclusivity and social justice, promoting a better world for all.

calhe olf thild falty of



Message from the Principal



St Margaret's Anglican Girls School, in Brisbane inner northern suburbs, is an independent day and boarding school for girls from Pre-Prep to Year 12 and boys in Pre-Prep and Prep. • e school has a long and proud history of educating girls from across Brisbane, and a strong boarding tradition which has educated generations of women from all parts of Australia's rural and remote regions and international students from across the globe.

I am honoured to have led the school as Principal since 2011.

• ere are many elements of an ESG Statement that St Margaret's has been focused on, some for many years. We have implemented sustainability initiatives across multiple areas, always been highly cognisant of good governance, and consider both sta and student wellbeing the wellspring of good learning.

An ESG Statement gives us the opportunity to further examine our practices

against the holistic goals of such a document, institutionally embed goals that are achievable and measurable, develop strategies to meet them, and, crucially, monitor our progress.

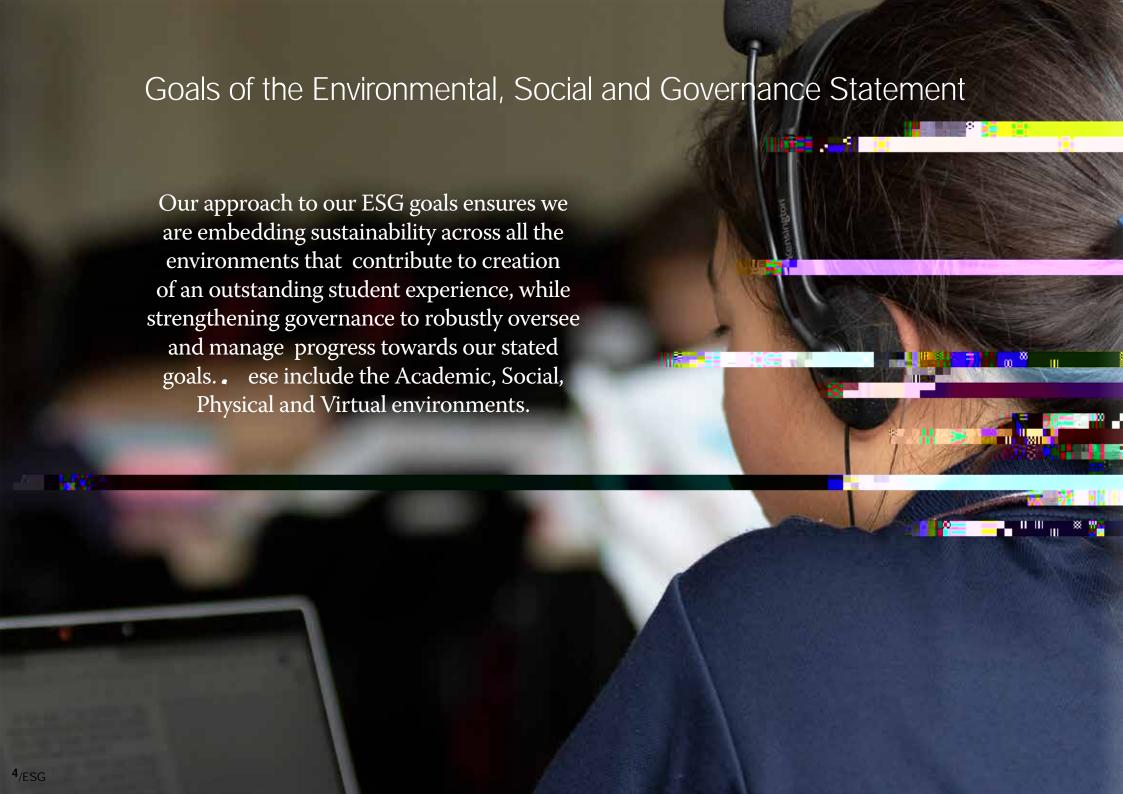
Guided by the philosophy of the Society of the Sacred Advent, the school has always sought to empower young women through education to contribute to the common good. us, St Margaret's aim is for its students to contribute not only through their god-given gifts and the gift of education, but through the gift of giving back, and a strong philanthropic culture is developed at school and nurtures the good citizens of tomorrow.

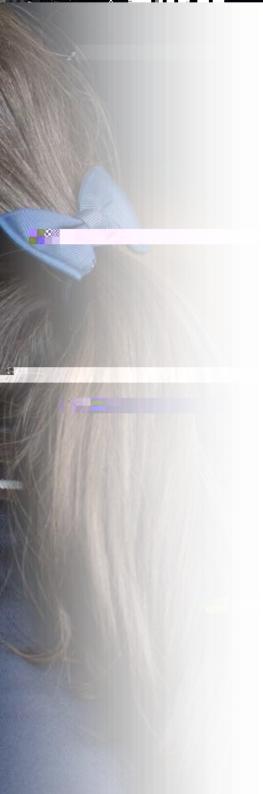
Just as our Strategic Priorities guide our direction, an ESG Statement can hold us to account as to how we get to where we are going.

• e ESG Statement will address all aspects of our operations and extend to all members of our community, who all be they teaching or support sta , parents or contractors have a role in educating the future custodians of the planet through modelling best practice across all areas of our in uence.

I am con dent the measures laid out in this document will be embraced by the St Margaret's community members and that we will embark on this journey together with commitment and diligence.

C Principal





There is an overarching commitment to contribute to the United Nations Sustainable Development Goals.



- Integrate ESG goals into the teaching program
- Commit to a circular economy approach to school operations
- Create a speci^{*} c food waste and carbon reduction strategy
- Focus on sustainability in uniforms and reduce branded 'merchandise'

Success in achieving the ESG goals outlined in this statement will require a coordinated and whole of school response in which the themes and priorities outlined in the statement are embedded into the school's strategic and operational planning and reporting.



- Continue supporting sta and student health and wellbeing
- Lead progress on gender equity and inclusion
- Advance Aboriginal and Torres Strait Islander peoples
- Address modern slavery issues
- Continue to develop a culture of philanthropy to help address disadvantage in our communities



- Decision making underpinned by the school's values and the Philosophy of the Sisters of the Sacred Advent
- Continue to uphold the highest of standards of ethics and integrity
- Ensure accountability and e ective decision making

Our contribution to the UN Sustainable Development Goals



- e United Nations Sustainable Development Goals (SDGs) or the Global Goals are a globally agreed blueprint to achieve a better and more sustainable future for all by 2030.
- e 17 goals and 169 targets encompass the social, economic, and environmental dimensions of sustainable development and provide an internationally agreed framework to build an inclusive, sustainable, and resilient future for people and planet.





Professional development programs provide teachers with instructional tools to improve teaching and learning about climate change, climate solutions and sustainability. We will increase professional development opportunities for sta in order to support how these topics can be incorporated across the curriculum.

It is important to educate sta and students on the importance of conserving energy and what they can do to conserve energy. We will provide opportunities for hands-on learning and student leadership on energy eciency and climate mitigation. is can also be accessed outside the curriculum through membership of the Student Enviro Group and the Sta Sustainability Committee.

Commit to a circular economy approach to school operations and resource use with a strong focus on waste reduction

Towards net zero

With a campus that has been developed over the past 125 years, the school's built environment is a signi cant contributor to carbon emissions, therefore, we will enhance investment in the school by ensuring the sustainability credentials of acquired assets.

all new construction on the campus will be undertaken with an emphasis on energy e ciency and a low environmental footprint

St Margaret's has a . eet of nine vehicles and contracts 125 hours per week for school buses to transport children both to/from school and to school events held o -campus. . ere are also a signi cant number of students travelling to and from school by car, and the rowing program uses 13 boats with outboard motors.

- e school has a commitment with our bus contractors to reduce bus idling. In sourcing external providers into the future, high priority will be given to those who can provide loweremission options such as hydrogen or electric.
- For future purchases of any motor vehicles, lower carbon options will be pursued.

- Action around pick-up/drop-o tra c congestion: We are a member of the Brisbane City Council Active School Travel program that is aimed at creating healthier, more active students and families, increasing road safety awareness, safer streets and continuing to address tra c congestion.
- Provide more bicycle racks and space for bicycle storage to enable students and sta to ride to school. Ensure shower space remains su, cient for growing sta numbers. Allowances to be made for students who are riding to school to be able to wear their sports under their sports under the sports under



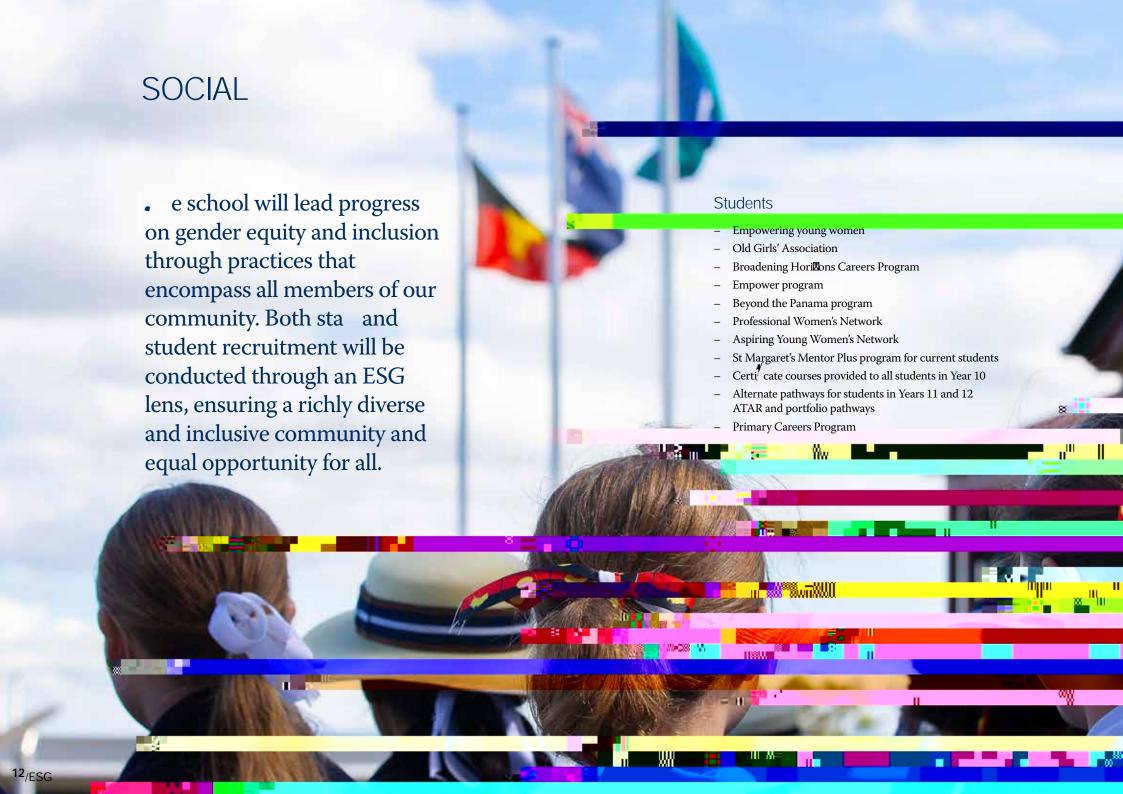


Waste Reduction Areas:

- Second-hand uniforms and textbooks Minimise waste to land ll
- Eliminate single-use plastics
- Recycle bins
- Nude Food Days
- Water saving and paper reduction initiatives

Waste Recycling Strategies:

Recycling bins for bottles and cans placed in key locations around the school. • e Scouts



GOVERNANCE

Ensuring accountability and efective decision making

Our success requires robust governance practices that set out clear lines of accountability and facilitate e ective decision-making and controls.

Founded and developed by the hard work and dedication of the Sisters, in recent years, the remaining Sisters in the Order have taken on a less hands-on role in the running of the school while setting in place protocols which ensure their legacy and philosophy endure. Today, the Society of the Sacred Advent Schools Pty Ltd is the Trustee of separate Trusts established for both St Margaret's and St Aidan's Anglican Girls schools. St Margaret's School Council is the Trustee's agent which operates St Margaret's and is governed by its Constitution and takes guidance and direction from the Philosophy and Mission Statement of the Society of the Sacred Advent.

In addition, where possible, St Margaret's is represented at various levels in peak industry bodies, such as Independent Schools Queensland, Alliance of Girls School, Qld Girls Secondary School Sports Association, the Association of Heads of Independent School of Australia to name a few. A seat at these tables ensures not only that St Margaret's has a voice, but that it also bened to from the experience and expertise of other member schools within these associations.

St Margaret's School Council provides the school with vision, strategic guidance, resources and nance for operations and development. • e substantial, broad-based and intentionally diverse skills and expertise of School Council members provide support and con dence in all decision-making processes.

Council includes? ve sub-committees and working parties: Nomination and Renumeration, Finance Audit and Risk Management, Ethos, Master Planning, and Corporate Partnerships.

- e Senior Leadership Team has responsibility for the implementation of the strategy and day-to-day management. It comprises all members of the Educational Leadership Team, which includes the Principal, Deputy Principal, Chaplain, Head of Primary and two Assistant Heads of Primary, the three Deans (of Students, Studies, and Academics), and the Head of Boarding, together with core ancillary department Directors (Business, IT, Human Resources and Marketing and Communications).
- e Principal and Deputy Principal are the ESG Sponsors and voice for ESG matters on the Senior Leadership Team. e diverse representation on the Senior Leadership Team enables e ective provision of leadership, guidance, and support to our school with a focus on delivering an outstanding student experience. e y ey are the keepers of the strategic goals and liter these down through their areas of responsibility and work collaboratively and collegially to seamlessly bring together the many areas of operation required to deliver an exceptional education.

Continue to uphold the highest of standards of ethics and integrity

We take extremely seriously our responsibilities as educators and corporate citiZens.

St Margaret's is committed to the very highest standards of ethics, integrity, and transparency and in all interactions with our stakeholders: students, colleagues, educators, regulators, authorities, collaborators, and business partners. We have a code of conduct and policies and procedures that are reactive of applicable laws and regulations and the Philosophy of the SSA.

- We have dero tolerance for all forms of bribery and corruption and have strict procedures to ensure avoidance of con. icts of interest and nancial fraud.
- 2. We act in accordance with all applicable laws and regulations
- We remain vigilant to protect the rights and freedoms of all individuals involved in our school and supply chains, including strict procedures to ensure no child or forced labour practices.
- We apply commercially reasonable means and precautions to protect the personal data entrusted to us
- 5. We treat everyone with dignity, fairness, and respect, providing safe and inclusive environments to work, study and collaborate free from harassment and diFF0009 de2ong strae

