



**BRONWYN REID**  
*Small Company Big Business*

ESG: Just another thing I have to do?  
Or will it actually help me?

Mar 13 2025 | 09:30 AM AEST

Every single decision  
you make today goes  
beyond you.





# RESPONSIBILITIES

Environmental  
&  
Social  
Governance

✓ What's it all about?

✓ Why do I need to know?

✓ What do I have to do?

✓ What is happening now?





*Me!*



- ➡ 27 years in Small Business
- ➡ Author
- ➡ Speaker
- ➡ Small Business  
Mentor/Advocate
- ➡ Small Biz – Big Biz





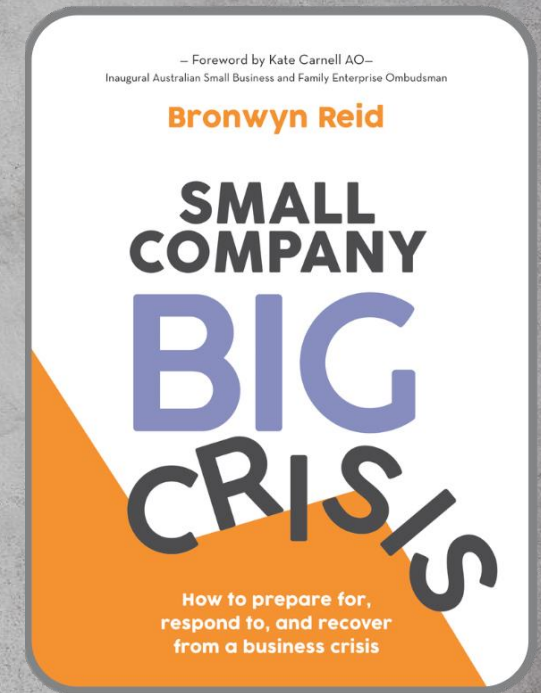
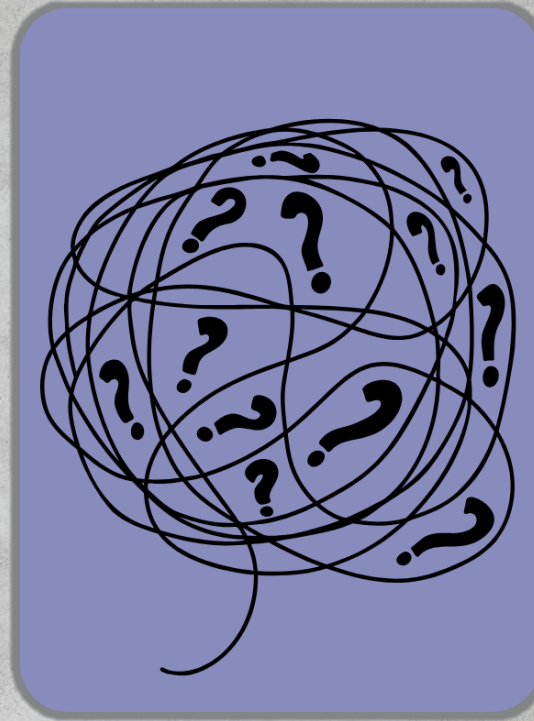
**ABA100**  
**BUSINESS  
SUSTAINABILITY  
WINNER 2024**



**4t.com.au**

- ➔ Small supplier to big biz
- ➔ Corporate escapee
- ➔ Nomad
- ➔ Award-winning business







➡ It really matters ...







What's it all  
about ?

# The Acronyms ...

✓ ESG (R)

✓ CSR\*

\* A company's obligation & commitment to be a positive force in society







What do I  
need to  
know ?



- ➔ It's the right thing to do!
- ➔ Even when nobody is looking ...
- ➔ Cost
- ➔ Finance
- ➔ Stakeholders





- ➡ Competitive advantage
- ➡ Innovation & collaboration
- ➡ Prepare for the future
- ➡ Reputation
- ➡ Trust. It's up to us ...

# It's The Law!

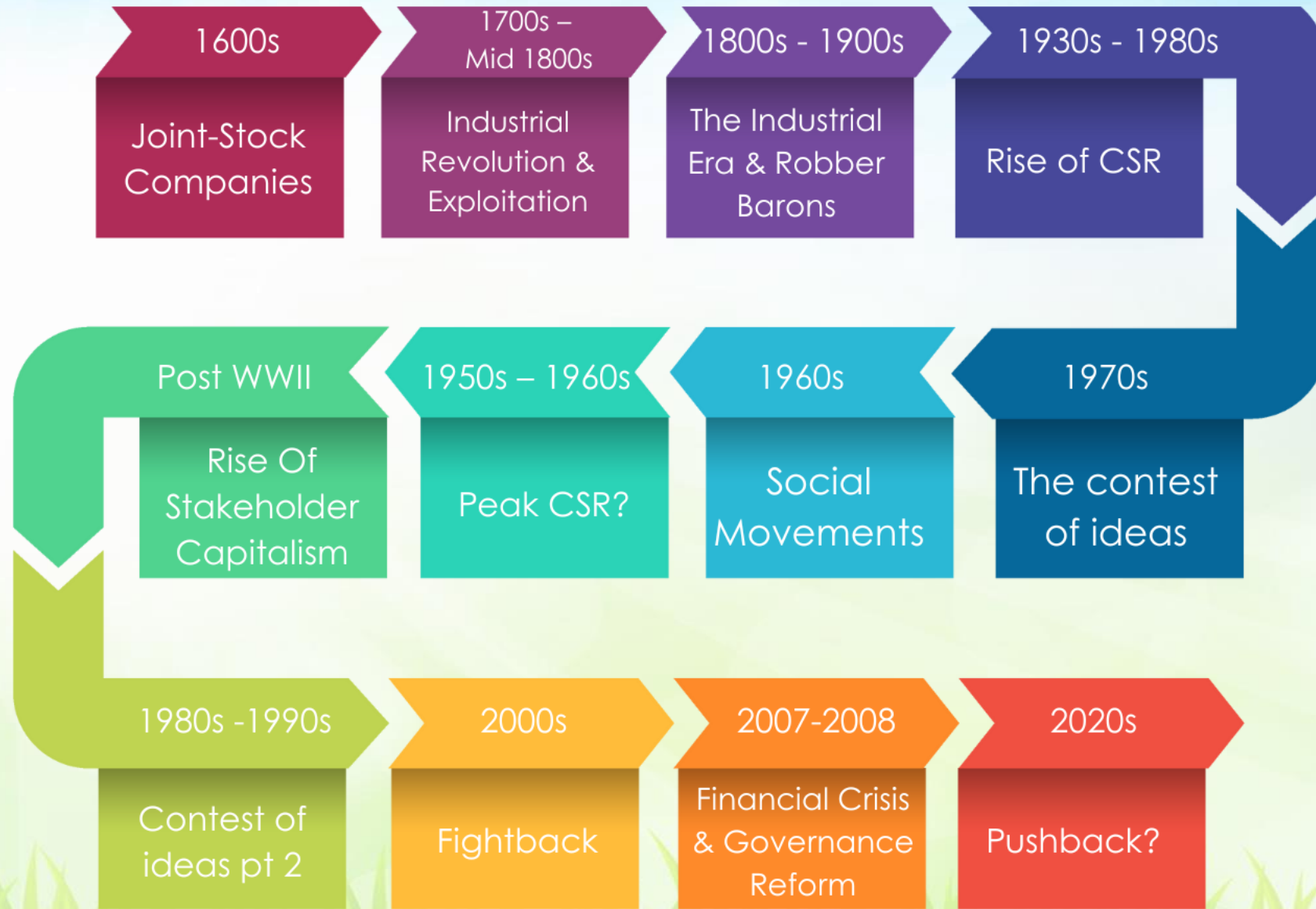
- Modern Slavery Reporting
- Climate reporting
- But I'm not BIG!





And ...

it's not new







Start with E...



This is what we do  
Sometimes we don't think about it









# But ...

There's a lot more – the 1% gains

- Renewables
- Fossil fuels
- Efficiency
  - Energy, Water
  - Changing habits







# What can you do?

➡ Remove

➡ Reduce

➡ Repair

➡ Repurpose

➡ Rot

➡ Recycle





# What can you do?

- ➔ Solar
- ➔ Recycle – paid
- ➔ Packaging
- ➔ Maintenance
- ➔ Technology
- ➔ Cost of disposal
- ➔ Ecobiz





No Greenwashing!



Now the S...







# Social...

- ➔ Labour practices
- ➔ Human rights
- ➔ Local impact



# Social...

- Pay
- Fair Work
- Discrimination
- Harassment
- Work conditions
- OHS & HR Systems

- 
- ➡ Modern slavery      Social...
- ➡ Modern Slavery Act 2018
- ➡ Full supply chain transparency
- ➡ Ag, Construction, Cleaning,  
Hospitality, Meat processing\*



# What can you do?

- ➡ Risk audit
- ➡ Review policies/certifications
- ➡ Audit suppliers
- ➡ Case study

And lastly, the G...





# Governance...

- ➔ Systems, Policies, Procedures, Processes, Practices
- ➔ NOT Red Tape!
- ➔ Ethical, Transparent, Accountable
- ➔ Risk Management



# What can I do?

- ➔ Culture & Purpose
- ➔ Business Systems
- ➔ Advisors
- ➔ Prioritise Risk Management







Because the Environment deserves more than a 'Tick & Flick'

**GOOD SCIENCE**

**4t.com.au**



We want to  
share our culture &  
the ties that bind us  
together as people,  
and as colleagues.

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**This is the culture  
that gets us where  
we're going, and  
gives us the strength  
to continue on.**







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# THE VALUES WE LIVE BY

## Efficiency

All our work is undertaken in the most effective and efficient manner. We always aim for absolute accuracy the first time. We do not waste clients' and company time.

## Trustworthiness

We are 100% accountable for everything we do. We do our work with honesty, reliability, and fairness. We are true to our own strengths and weaknesses and are there for each other. We do what we say we will do.

## Integrity

We will make ethical choices regardless of convenience, profit, or personal benefit. We will always deliver to the highest professional and ethical standards in a reliable, transparent, and honest manner. We do the right thing when no one is watching.

## Making a Difference

We will always leave behind some good wherever we work – actively contributing to our community and future generations. We acknowledge the 17 Sustainable Development Goals.

## Expertise

We advance our 25+ years of scientific knowledge and experience by continually improving our services. We assist our clients to see the 'big picture', enabling them to take a proactive approach to environmental management. ?"

We do the right thing when no one is watching.



# THE PRINCIPLES WE ADHERE TO

## Completion

We do not compromise on our legislative and client obligations. Our project work and reporting meet Standards and agreed milestones for both external and internal stakeholders .

## Efficiency

We undertake our work in the most efficient and effective manner. We always aim for absolute accuracy, first time. We do not waste client's and company time. We prioritise projects to meet every agreed timeline.

## Rigour

We adopt a rigorous approach to all work we undertake, whether it be scientifically, administratively, or personally.

## Teamwork

We collaborate and support each other respectfully, including being reliable, dependable and committed. We use clear communication, put our hands up to help, and look out for each other without being asked & without complaint.

**We will put our hand up** and own the work we do

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# THE UN GOALS WE SUPPORT

We Acknowledge the **UN Sustainable Development Goals**

**4t** actively contributes to and enhances four of these goals.

**# 15 Life on Land**  
**# 12 Responsible Consumption and Production**  
**# 11 Sustainable Cities and Communities**  
**# 6 Clean Water and Sanitation**



**1** NO  
POVERTY



**2** ZERO  
HUNGER



**3** GOOD HEALTH  
AND WELL-BEING



**4** QUALITY  
EDUCATION



**5** GENDER  
EQUALITY



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**SUSTAINABLE  
DEVELOPMENT  
GOALS**



✓ What's it all about?

✓ Why do I need to know?

✓ What do I have to do?

✓ What is happening now?



# How you are feeling?

- Confused?
- Frightened?
- Run away?
- Another thing to do?





# Challenges & Misconceptions



- I can't do it!!
- Time?
- Money!
- Push-back ...
- Priorities

# So, what CAN you do?

- Lots!
- Culture
- Small & Strategic
- Your customers?
- Marketing
- What's important to YOU?
- Employee training
- Monitor & Measure



- “I never thought of that ...”



# Today's Resources

Please type your email  
into the Chat Box so  
we can send you a link  
to the resources

[bronwyn@bronwynreid.com.au](mailto:bronwyn@bronwynreid.com.au)



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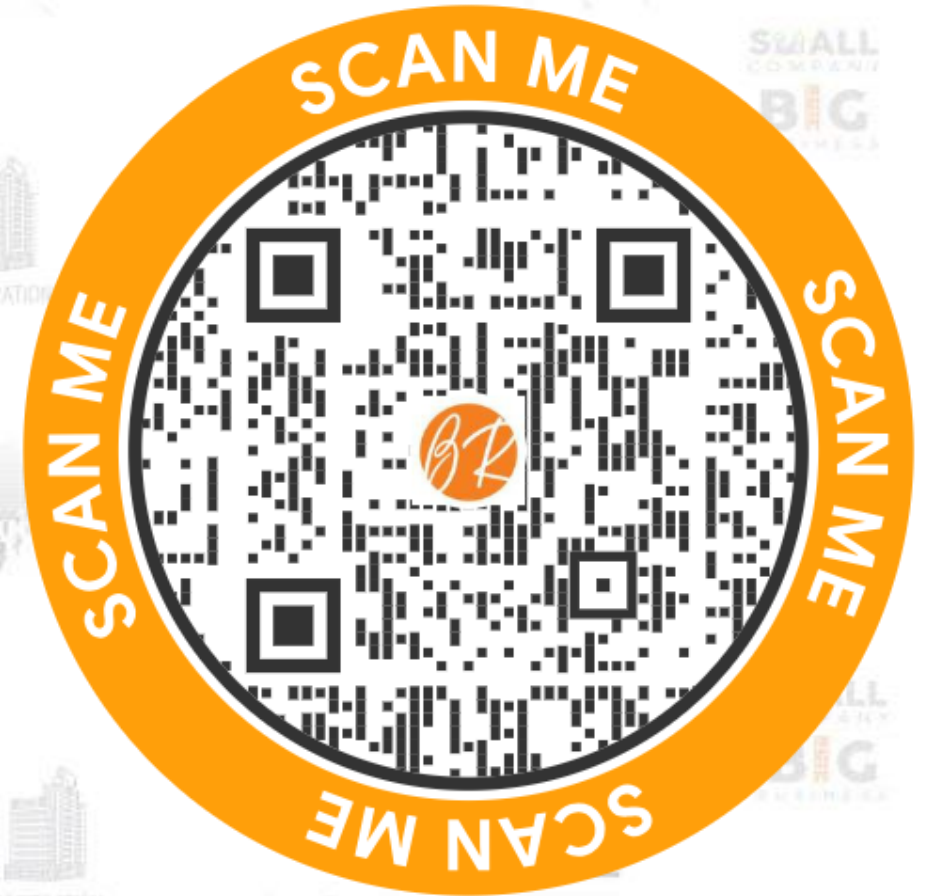
<https://bronwynreid.com.au/>



# Book an **UP** Session

**50%** Discount for today's participants

Book before Friday March  
**21<sup>st</sup> March 5:00PM**  
to access the discount



# Where does your organisation sit?

