



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.

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





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HISTORY

THE ANCIENTS

Our ancestors understood the importance of our environment to humankind. Ecological awareness first appeared at least 5,000 years ago. Some of the earliest human stories contain lessons about the sacredness of wilderness, the importance of restraining our power, and our obligation to care for the natural world.

The Ancient Greek philosophers provided the foundations for what we now know as environmental science. 'Natural history' (the study of plants and animals in the wild, and the environments and geography they live in) is the beginning of environmental science as we now know it.

THE FOUR ELEMENTS OF NATURE

The Greek Philosopher Aristotle declared the existence of only four elements: fire, air, water and earth. All matter is made up of these four elements.



HISTORY

THE ENLIGHTENMENT

From the ancient Greeks until the 'The Enlightenment', natural historians studied plants and animals, but knowledge tended to stay in the academic silos of pure botany or zoology. People had little knowledge or interest in the environment as such.

Environmental science emerged from the fields of 'natural history' and medicine during this period. This New Concept developed into an interdisciplinary academic field that draws on ecology, geology, meteorology, biology, chemistry, engineering, and physics to study environmental problems and human impacts on the environment.

*The Enlightenment was an intellectual, cultural and scientific movement in the 17th and 18th centuries in Europe -a time of great change and new ideas. The Enlightenment started the movement from superstition to reason, and from blind faith to science.



HISTORY

SILENT SPRING

Environmentalism as we now understand it arose from the growing public awareness and concern about environmental problems in the 1960s and '70s.

Rachel Carson was a founder of the environmental movement when she published *Silent Spring* in 1962. Her book described the impact of chemical pesticides on biodiversity. “For the first time in the history of the world,” she wrote, “every human being is now subjected to contact with dangerous chemicals.”

With the impetus of *Silent Spring* and other writers, the environmental movement gathered pace and adherents. It’s hard to imagine now, but in 1969, most people did not know what the word ‘Ecology’ meant.

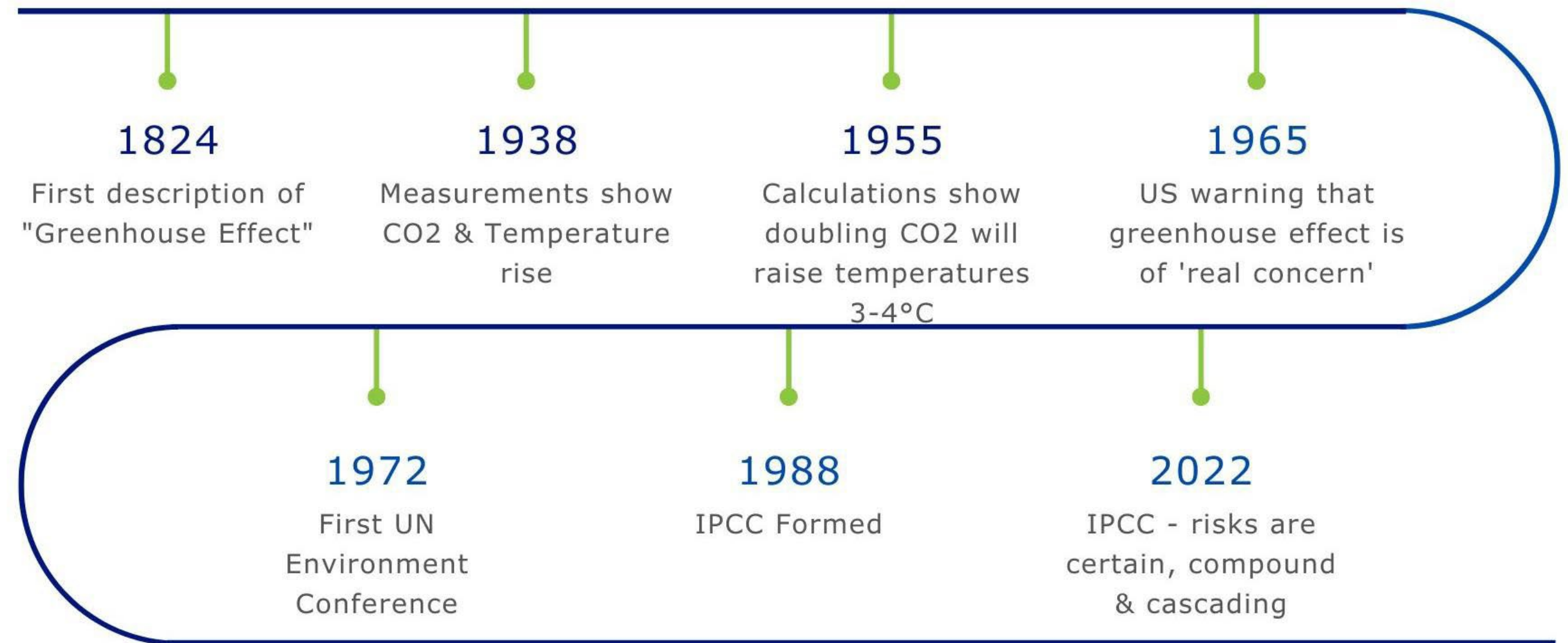
Now climate change and the depletion of natural resources are the biggest challenge facing mankind - ever.



HISTORY OF CLIMATE CHANGE SCIENCE

The biggest environmental issue we all face now is human-induced Climate Change.

We think that we have only recently become aware of the effect of rising atmospheric CO₂. On the contrary, the first mention of earth's natural Greenhouse Effect was in 1824.



OUR HISTORY

4t started in 1997 with a 4WD, a map, and a commitment to good science.

Founders Ian and Bronwyn had a clear objective – reliable, accurate data and information for the managers our natural resources and environment.

Our vision was to assist clients to obtain economic and sustainable production from natural resources – soil, water, air, minerals, and with the least environmental damage possible.

In the beginning, 4t was formed to continue our work in developing countries, promoting Best Management Practices for long-term sustainable production and natural resource management. 25 years on, our team and resources have flourished into a multi award-winning business.

GOOD SCIENCE

A simple term, with a big meaning for 4t. The quality of the decisions that need to be made by environmental managers are directly linked to the quality of the data collected. True environmental management must be based on facts and good information – it is too important for guesswork.

4Ts commitment to Good Science began from Day One, has continued over the decades, and will be one of our core values into the future.



OUR HISTORY

4t is established, and wins first contract writing 4 manuals on BMP in Agriculture.

4t secures a major, multi-level government project - Integrated Area Wide Management.

First Oil & Gas Industry Contract – Arrow Energy. Middlemount Flood Emergency.

4t Global Outreach Groundwater Project in Vanuatu.

EDMS Project Data Visualisation EFS & Compass



<https://youtu.be/hzMbMYU9Efo>

HOW OUR BUSINESS OPERATES

What are the outcomes we want?

Make a difference, secure and interesting work, profit, personal growth

Who do we need to achieve those outcomes?

Our team, customers, partner companies, suppliers, financiers ...

How do we convince those people to work and engage with us?

TRUST – they must trust us to engage with us

What makes them trust us?

Our Actions: How we do our work, talk to others ... What we contribute. Our Strategy

What drives Our Actions?

Our Virtues, Vision, Mission, Values, Principles

What makes us decide on actions?

Our purpose!



OUR PURPOSE

Our **Purpose** is achieving sustainability of our natural resources – meeting mankind's needs without compromising the ability of future generations to meet their own needs.

We recognise that, in order to exist on our planet, we have to utilise these resources around us – our soil, water, air and minerals.

But Earth's resources are finite. We must use them responsibly and sustainably.

We support the managers of our natural resources who are responsible for sustainability:
Miners, Farmers, Government Utilities, Business Owners ...

To do this we use our Assets: **Equipment, Training & Mentorship, & Quality Systems.**



OUR VISION

Our **Vision** is that Environmental Monitoring and Management will be an integral part of **all** production and planning decisions, across **all** areas of life.

Good science is essential in order to achieve this vision.

For too long, environmental monitoring and management has been seen as simply an obstacle to production –an unwanted cost.

We do not subscribe to this paradigm –natural resource managers must monitor, measure and manage every aspect – then adapt management practices based on good science in order to improve sustainability.



OUR MISSION

Our part in that Vision, and our Mission, is to provide the managers of our natural resources with accurate, reliable data, information and knowledge so they can make sound environmental decisions.

We do this by always working to the highest standards of scientific and ethical integrity.

Only reliable and verifiable data and information will allow managers to make good production and planning decisions with confidence.

Everything we deliver to our clients must be accurate, reliable and replicable. This is the focus of our work and the commitment we bring to those who work with us.



OUR VIRTUES VALUES & PRINCIPLES

Together, we have decided on the Virtues, Values and Principles that will guide our interactions with each other, our families and friends, our clients, our suppliers, and all others who come into contact with 4t. First, let’s be clear on what Virtues, Values & Principles are ...

VIRTUES	VALUES	PRINCIPLES
Virtues are qualities that are considered to be good or desirable in all people	Values are qualities or standards of behaviour that a person or group consider to be important	Principles are rules or beliefs governing our behaviour
Virtues are universally accepted	Values are subjective, and accepted by a group, or can be personal	Principles are based on our personal values
Virtues have high moral value	All values may not be desirable or have moral goodness	Principles are based on our values, so may or may not be desirable
Virtues come to us from the ancients	Values can change over time and are not as stern as Principles	Principles are stern and unyielding



PRUDENCE

Virtues are qualities that are universally considered to be good and desirable in all people. Adopting these virtues brings insights 2500 years forward to the situations we find ourselves in today.

To be prudent is to be careful but not timid –a cautious approach to uncertainty. It is being able to consider the long-term consequences of our actions.

Prudence also requires us to distinguish between what is right and what is wrong.

We live in a world with good and bad behaviour, with risks and certainties. So we need to be prudent in our dealings with others, and in the business decisions we take.

We want to ensure we give our value to those who value what we offer. When we are prudent in our dealings and take the time to connect first, we see people for who they are and meet them in the space of service and gratitude.

Business is risky, and Prudent decisions will ensure that we grow and continue to serve our clients and communities. Prudent decisions require us to take counsel, make sound judgements, and act on those judgements.



JUSTICE

Behind the concept of justice is the notion of balance - that people get what is right, fair and appropriate.

Justice is complex because there is no objective standard of what is “just”, and while Justice is important to almost everyone, it means different things to different groups.

Social Justice - everyone deserves equal economic, political, and social opportunities irrespective of race, gender, or religion.

Distributive Justice - equitable allocation of assets in society.

Environmental Justice - the fair treatment of all people

with regard to environmental burdens and benefits.

Restorative or Corrective Justice - seeks to make whole those who have suffered unfairly.

Retributive Justice - seeks to punish wrongdoers objectively and proportionately.

Procedural Justice - implementing legal decisions in accordance with fair and unbiased processes.

None of us are perfect but we can start our pursuit of Justice at a high level by asking, “how do I treat people fairly, with respect and dignity, even when they don’t plan to return the favour?”.



FORTITUDE

Fortitude is strength of mind that allows us to endure pain or adversity with courage - a demonstration of strong will in the face of fear, uncertainty, adversity, intimidation, pain or danger.

In business, we have many challenges to overcome. These can often be painful experiences as we deal with economic cycles, industry cycles, competitive forces, and our own internal struggles with ourselves and our businesses.

It takes great courage to start a business. It takes great courage to stay with a business through the tough times.

Fortitude is when we can face with courage the challenges we encounter through the business journey.

Now we face the biggest challenge in the history of mankind –changing climate. We must be strong, and have fortitude if we are to secure a better life in future.

When we instil fortitude in ourselves and others, we can share a journey of discovery, creating a rewarding experience and outcomes for all. It's through the tough times we learn and grow the most, and when we share this experience with others, we create enduring relationships.



TEMPERANCE

Temperance is moderation in action, thought or feeling.

It allows us to stay **calm** and **focused** on the difficult days.

It means we carry out our lives in a measured, thoughtful, and controlled manner, whatever the circumstances that confront us.

Sometimes life and relationships are not fair and can feel stressful. We can choose how we react to these situations. We could walk away and shut ourselves off, or explode and burn those around us. Neither of these choices will have a positive outcome.

Every interaction and connection is a chance to see what is inside ourselves. Sometimes this will create a reaction, as it's not what we want to see in ourselves.

Our path is not to run too hot or too cold. When we learn to feel our emotions and acknowledge our reactions for what they are, we can learn to lean into situations to see what the learning is for us and others.

The practice of Temperance bestows dignity and professionalism -qualities that befit our company and our people.

Temperance can also be seen as a 'green' virtue that emphasizes the importance of reducing consumption.



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.

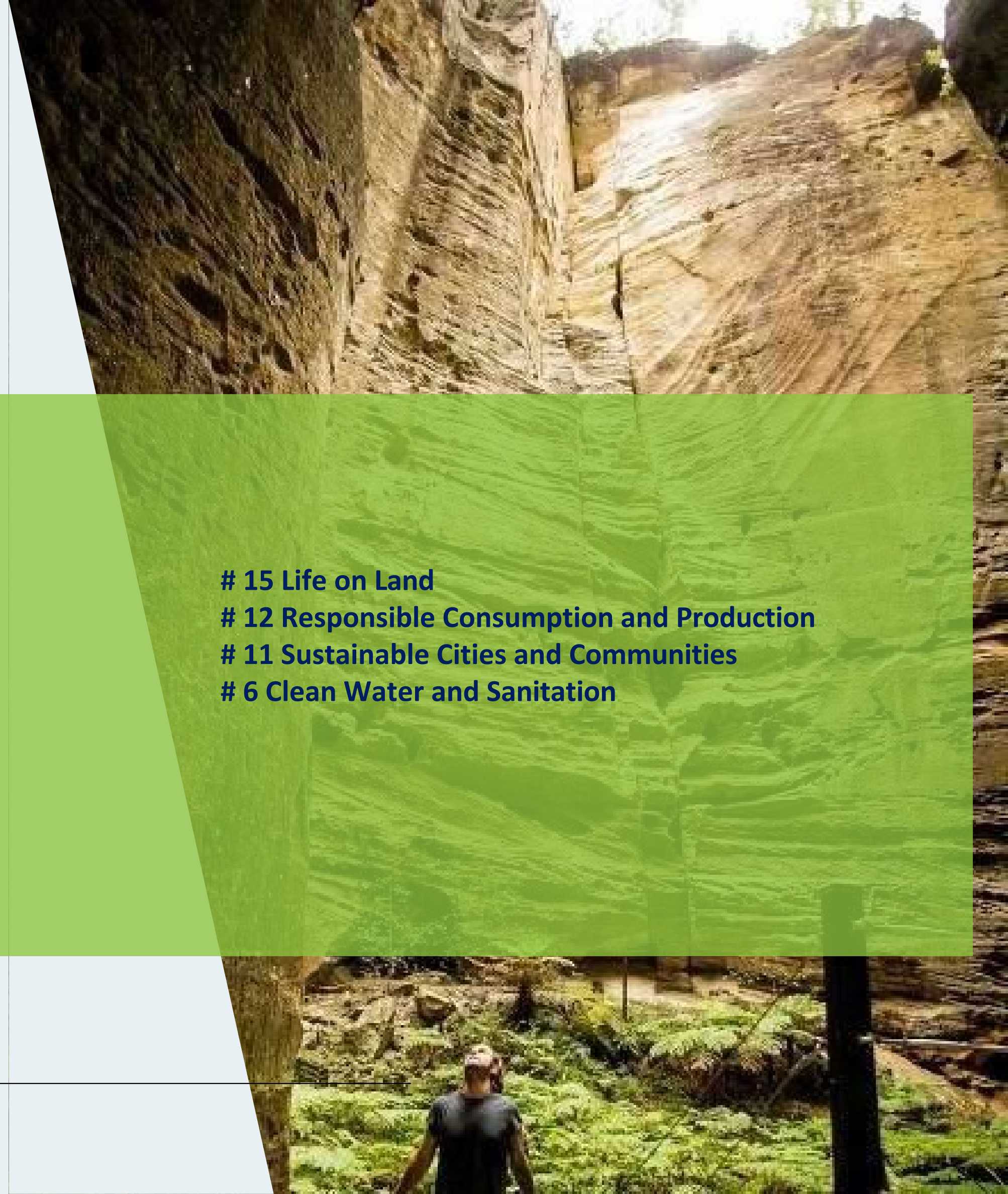
We will put our hand up and own the work we do

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



OUR RITUALS

We reinforce our Values by incorporating Rituals into our daily work. Rituals keep us connected and grounded in what we are here to do together.

MEETINGS



CELEBRATIONS



ACKNOWLEDGEMENTS



PLANNING



TRAINING



RITUALS



MEETINGS

The entire team meets fortnightly to connect, share, ensure we are all on the ‘same page’, and make aligned decisions.

Safety is an important part of every meeting. We are fanatical about the safety of all our team, and those who work with us.

CELEBRATIONS

We all love a celebration.

Babies, birthdays, weddings, holidays, a Tender win ... All are celebrated.

The office cow bell heralds a new contract won – the start of another journey with a client.

Rainy days? Fish and chips for lunch.

ACKNOWLEDGEMENTS

We’re big on shout-outs ...

For those who have excelled, helped others, or generally done something worth mentioning.

RITUALS



PLANNING

We plan a minimum of 3 months ahead to give our team and clients certainty

In years past, we would have a yearly planning meeting at a ‘destination’ resort or holiday spot.

Now is the time to re-start that ritual.

TRAINING

We believe in continually expanding our horizons and growing as individuals.

Everyone undertakes at least one educational training every quarter – not necessarily within their own discipline.

STRETCHING

Not just exercise stretching – but that’s good as well.

Every year, we make an effort to find one project that really stretches us – a project where we will learn new skills and expand our knowledge base.

WHAT MAKES US UNIQUE



TRAINING

We realise that a degree does not prepare a person for field techniques, and certainly not to the standards required.

4t has developed our own internal competency standards and all new team members are mentored until these standards are achieved. Ongoing training is a KPI for everyone.

SYSTEMS

All 4t's knowledge and IP is documented in meaningful policies, procedures and processes.

These impart clear, concise directions and knowledge, and ensure that data can be used with confidence for compliance and planning.

EQUIPMENT

4t has designed and built robust, safe, and reliable customized monitoring equipment to suit the harsh Australian monitoring conditions.

4t only use the latest technology and up-to-date equipment at all times.



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4t CONSULTANTS