

**POLLEN  
CORPORATE SOCIAL  
RESPONSIBILITY  
REPORT 2019**





# CORPORATE SOCIAL RESPONSIBILITY @POLLEN

Conducting business in a socially responsible way is engrained in the DNA of Pollen.

We believe that acting in a socially responsible and sustainable way is a driver for business success and we will strive to make the planet, our environment and our communities a better place than when we began.

In this report, we outline how we have contributed to the environment, taken care of our people and how we have conducted business with our clients and the community.





# PEOPLE & SAFETY

At Pollen, we stimulate our people to reach their full potential. We are a different consulting company with a flat management structure - employees are empowered to be entrepreneurial and to be accountable to each other.

What we have achieved:

- All employees have 15 days a year set aside for personal development - separate to annual leave or personal leave.
- All employees go through safety inductions and vaccinations to enable them to work safely in our client environments and to protect each other.
- Bi-weekly we share and support employee learnings through our “Pollenation” meeting.
- Employee are going through the Pollen Academy - through which all employees receive training on relevant topics and/or specific projects.
- Created an internal knowledge centre for sharing of work across projects and topics





# PEOPLE & DIVERSITY

At Pollen, we foster an inclusive culture driven by the diversity of our employees.

We have demonstrated this through:

- Our team being truly international - we have employees from 10 different countries.
- We attend monthly social activities outside of work hours to promote inclusion and teamwork.
- We have a flat management structure which stimulates collaboration and contribution from the whole team.
- We are open and transparent with all employees - employees have access to all company information.
- We established a 'buddy' program for new employees for both project work and personal support.
- We use internal social networking through WhatsApp and LinkedIn



# RECYCLING & THE ENVIRONMENT

Pollen is proud to have achieved a carbon negative footprint.

We have achieved this through:

- Planting 1700 trees across Australia
- Selecting renewable energy sources for electricity
- Active recycling in our office - every employee has their own Pollen “Keep-Cup” which is not only used in the office but also whilst travelling at client sites.
- Being a paperless office - there are no printers at Pollen limiting the use of paper
- Limiting e-waste by limiting the number of computer screens/monitors in our office.





# WORKING WITH THE COMMUNITY

Pollen values giving back to the community. We have achieved this through:

- Sponsoring Australia's leading food rescue charity “Oz Harvest”. They collect quality surplus food, distribute it to people in need and divert food waste from landfill.
- The planting of 1700 new trees via the “Fifteen Trees” organisation that plants trees in various areas to promote land re-generation, sustainable native forests, bushlands and grasslands, as well as productive land for crops and stock.
- Collaborating on a pro-bono basis with the Bread & Butter company. They specialize in educating refugees from across the world in the crafts of becoming skilled bakers.
- Pollen employees are frequently volunteering with community-based initiatives such as The Rural Fire Service and Surf Lifesaving Australia



POLLEN

