



ANZAM

AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT

CONFERENCES & DOCTORAL WORKSHOPS

Sustainability Statement

Australian and New Zealand Academy of Management

ANZAM is committed to planning and delivering conferences and doctoral workshops in a manner that is **environmentally responsible, socially inclusive, ethically governed**, and supportive of positive long-term legacy outcomes.

In line with the principles of **ISO 20121:2024 Event Sustainability Management Systems**, ANZAM integrates sustainability into decision-making across the full conference lifecycle, including planning, procurement, delivery, evaluation, and post-event learning. We particularly emphasise **climate change, inclusivity, human rights, children's rights, and event legacy** in all our sustainability considerations.

ANZAM recognises that conference sustainability is not limited to environmental impacts alone. It includes the way events affect participants, workers, suppliers, host communities, and future systems. We will consider the needs and expectations of all relevant stakeholders, including delegates, presenters, students, staff, volunteers, venues, sponsors, suppliers, and local communities.

TRAVEL TO, FROM AND DURING A CONFERENCE

ANZAM recognises that participant transport is often the largest source of conference-related greenhouse gas emissions. ANZAM encourages the use of public transport, shuttle services, car sharing, active transport, and combining conference travel with other professional activities where appropriate.

Travel choices have significant carbon impacts. Different forms of transportation have varying levels of carbon intensity depending on factors such as how electricity is generated in each country. At the same time, ANZAM acknowledges that travel decisions are shaped by equity, accessibility, disability, caring responsibilities, cost, geography, and time constraints. Our approach encourages lower-emissions options *without imposing unrealistic or exclusionary expectations* on participants.

Carbon Mitigation Hierarchy — For event-related flights, ANZAM Office Staff and Executive will apply the following priority order:

1. **Avoid** emissions where possible
2. **Reduce** emissions that cannot be avoided
3. **Substitute** with lower-emissions options where feasible

4. **Maximise** activities when we do fly — combining multiple purposes in one trip
5. **Offset** residual emissions using only high-integrity carbon credits, applied only after genuine mitigation efforts

ANZAM encourages conference participants to follow this protocol. We acknowledge that participants from universities and other organisations will have their own protocols to follow.

VENUE

ANZAM will favour venues and event formats that support sustainability objectives, including energy efficiency, walkability, accessibility, waste minimisation, and convenient access to accommodation and transport.

Conference venues require energy for operations, influenced by the age, design, and electricity source of the facility. ANZAM aims to ensure that once you arrive at the venue, your accommodation and social activities are within walking distance.

Where feasible, ANZAM will support lower-impact conference design including hybrid participation options, efficient use of space and resources, and practical measures that reduce unnecessary material and energy consumption.

SOCIAL INCLUSION

ANZAM will seek to ensure that conference participation is not only environmentally responsible but also equitable and inclusive. This includes attention to physical and digital accessibility, affordability where possible, respectful participation, cultural sensitivity, and the creation of safe and welcoming environments for diverse participants.

This broader social framing explicitly strengthens the role of inclusivity, rights, and legacy in event sustainability practice and recognising that equity considerations influence who can attend and how they participate.

CATERING & PROCUREMENT

ANZAM and conference organisers collaborate with caterers and suppliers who prioritise sustainability. We seek to embed sustainability considerations into key purchasing and contracting decisions — working, where feasible, with venues, caterers, printers, technology providers, and merchandise suppliers whose practices support ANZAM's objectives.

Catering choices will favour seasonal, locally sourced, and organic ingredients, in order to reduce transport-related carbon, support biodiversity and water stewardship, and offer we will offer inclusive options that accommodate dietary, cultural, religious, and health needs.

Venues will provide access to water refill stations to reduce waste and lessen the environmental impact of bottled water production and transport.

MATERIALS, MERCHANDISE & WASTE

ANZAM aims to reduce unnecessary consumption by prioritising digital communication and event materials, while acknowledging that digital systems also have environmental impacts and should be used thoughtfully. ANZAM conducts paper submissions and registrations using digital event management applications, and provides digitised conference materials through an app.

Where physical materials are required, ANZAM will encourage and prefer reusable, recyclable, or lower-impact options and will seek to minimise single-use plastics and unnecessary promotional items.

BADGES & LANYARDS	MERCHANDISE	OPT-OUT
Recycled materials used; attendees encouraged to return items for reuse at the end of events.	Sourced from sustainable organisations. Options include reusable water bottles, coffee mugs, and eco-friendly notebooks.	Participants may opt out of receiving merchandise entirely, reducing unnecessary consumption.

ANZAM collaborates with sustainable vendors and reuses marketing materials such as registration tablecloths, media walls, and banners. We discourage the use of plastics. When paper is necessary, we ensure it is recycled and print only what is essential.

MEASUREMENT, REVIEW & CONTINUAL IMPROVEMENT

ANZAM is committed to measurement, review, and continual improvement. We document relevant learnings from each event, seek feedback from participants and partners, and use this information to improve future conference planning and delivery.

Where appropriate, ANZAM may identify sustainability objectives and indicators for events — such as travel, waste, procurement, accessibility, participation, and legacy outcomes — so that progress can be assessed over time.

Attendee feedback is actively encouraged. Please contact ANZAM if you would like to provide feedback or have further questions.