



BLUESALT
Consulting

2022/2023

Annual Impact Report

Insights | Strategy | Impact



Welcome

Welcome to our second Annual Impact Report, summarising an exciting year for our team.

Before I go any further, I must acknowledge that things look a little different compared to last year.

In June 2023, we completed our rebrand from Anna Dixon Consulting to BlueSalt Consulting, reflecting our team's collaborative approach (it's not all 'me').

While things may look different, our values and our dedicated team remain the same.

At BlueSalt Consulting we focus on partnering with clients to activate opportunities and solve problems of strategic importance. This year, our team of five permanent staff worked on over 50 projects across Australia.

At the core of what we do is our commitment to support regional communities thrive. To further deliver on this, we launched our social impact program this year, advocating on topics of importance for regional communities.

Thank you for your support of our business. Your commitment to work with us allows us to continue to enhance our commitment to sustainability.

Read on to find out more about our impact this year and our future plans.

Yours Sincerely



Anna Dixon

Director, BlueSalt Consulting



2022-23 At A Glance: Our Work

51

Successful
client projects
completed



OVER

90%

of clients based in regional
Australia or delivering
regional projects



OVER

\$27M

Grant and contract
funding secured for clients



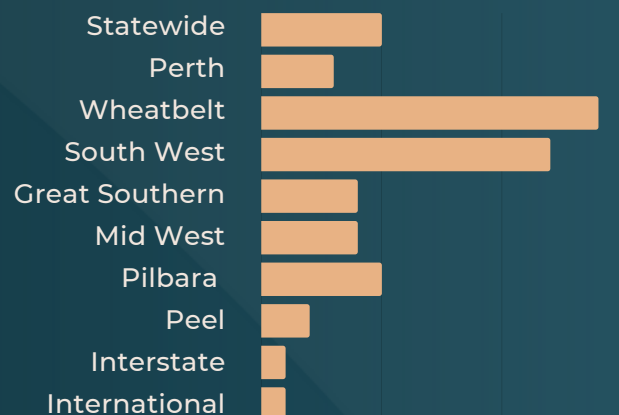
5 KEY SECTORS

- State + Local Government
- Industry / Peak Bodies
- Primary Production + Food & Beverage Manufacturing
- Manufacturing + Engineering + Science
- Education



OUR REACH

(number of projects per region)



2022-23 At A Glance: How We Worked

OVER

95%



of our expenditure was within Western Australia (including wages).

OVER

\$8K



of advocacy or pro-bono advice provided for regional communities.

WE ARE

100%



female owned, offering permanent, remote, flexible work.

OVER

41,000

Slack* messages sent within our team - we are digital first and collaborative!

*Slack is a workplace communication tool - instant messaging, calling and file sharing.



WE ARE
**CARBON
NEUTRAL**

Emissions from operations (scope 1, 2 & material scope 3) measured and an accredited offset (with co-benefits) purchased.

Our Year: Insights to Inform Decisions

Our approach to sustainability is underpinned by considering both negative impacts and opportunities for positive impact.

The first step for us is **avoiding** and **reducing** negative impacts from our operations. To guide our actions, a BlueSalt Consulting [Sustainability Insights Report](#) provided detailed insights into our own supply chain, material topics, risks and opportunities.

Our greenhouse gas emissions are already very small, but that doesn't stop us from trying to improve.

We continued to champion remote work and online project delivery, offering this as an option for clients. Through remote working practices we avoided approximately 4 tonnes* of CO2e (avoided commutes).

As a service business, we recognise our staff have a big influence on our impact, and we developed and launched our internal staff sustainability program.

Actions completed this year include:

- ✓ Mapped our supply chain and identified key sectors. Assessed ESG credentials of media and telecommunications suppliers' and commenced finance and insurance.
- ✓ As part of our rebrand, stewardship is articulated as one of our core values, guiding the work we do and how we do it.
- ✓ Developed and launched internal staff sustainability program, including updated position descriptions, internal sustainability support and guidelines for project design and work practices.
- ✓ Launched our [Sustainability Planning Services](#), so we can assist you to leave a positive impact and future-proof your business or organisation.
- ✓ Reaffirmed our commitment to four of the UN Sustainable Development Goals.

*based on average commute distance 16.5km one way (ABS)

The BlueSalt Approach

We strive to support our clients to grow sustainably by focusing on their strengths.

At BlueSalt Consulting, we are dedicated to providing our clients with the highest level of service and ensuring their success.

We understand that our clients' success is our success, and we are committed to delivering results that exceed expectations.

Each client project is rooted in three pillars – **Insights, Strategy and Impact.**

BlueSalt Values

- ✓ Consistency
- ✓ Integrity
- ✓ Collaboration
- ✓ Creativity
- ✓ Stewardship



Our Year: Making a Positive Impact

After avoiding and reducing any negative impacts, the next step for us is considering how we can make a **positive impact**.

Based on the findings in our [Sustainability Insights Report](#), we finalised a corporate giving framework to assist us to target direct support to causes that align with our business values. We chose a social impact program which has now been launched.

Our work this year ranged from regional economic development strategies, policy positions for advocacy, through to business planning to support greater resilience and innovation. In addition, our work secured over **\$27 million of funding** for important regional projects in the 2022/2023 financial year.

Last year, we became carbon neutral (scope 1 and 2) but this year we've gone even further. We measured scope 3 emissions (all travel undertaken by employees, nights of accommodation, catering and offices) and the resulting emissions have been offset with an accredited gold standard offset. Our chosen offset not only helps reduce GHG emissions but has co-benefits, particularly for women and children with the program specifically targeting support for this group.



Our Year: Project Impacts

Internal activities and projects undertaken this year:

- ✓ Measured and offset scope 3 emissions (all employee travel, nights of accommodation, catering, offices).
- ✓ Launched our social impact program, so far providing over \$8,000 in advocacy or pro-bono advice for regional communities.
- ✓ Made a submission to the Commonwealth Government on the terms of reference for the Aviation White Paper and a submission to the Commonwealth Government on Measuring What Matters - what will ultimately be Australia's first national framework on wellbeing.
- ✓ Shared industry insights, business expertise, funding and consultation opportunities.
- ✓ Supported regional events and information sharing, attending the Planning Institute of WA regional conference in Albany and business networking events in Busselton and Bunbury.

Snapshot of client projects completed this year with high environmental, social and economic impact:

- ✓ Lead consultancy developing Regional Drought Resilience Plans, to support regional communities in becoming more prepared for and resilient to the impacts of drought in WA.
- ✓ Supported leading industry body secure major funding for ag-sector related projects including soil health, rangelands revitalisation and cropping risk management.
- ✓ Delivered a practical Economic Development Strategy for a regional local government area, incorporating the use of our bespoke economic, social and environmental development profile tool.
- ✓ Worked with SMEs in Advance Manufacturing/Renewables, and Premium Food and Beverage sectors to secure over \$5m in funding through the Investment Attraction Fund and the Value Add Investment Grant Fund.

Looking Ahead: Actions for 2023/24

5 GENDER EQUALITY



Achieve gender equality and empower all women and girls

- Continue to offer a flexible, family friendly workplace to help reduce barriers to workforce participation (particularly regionally).
- Support other female-led businesses as service delivery partners and professional service providers.
- Offer professional development opportunities for all staff.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

- Work on at least one infrastructure upgrade or industry retrofit project to improve sustainability, increase resource-use efficiency, and support up-take of clean and environmentally sound technologies.
- Complete an ESG assessment of all finance and insurance providers, realigning providers if needed.

11 SUSTAINABLE CITIES AND COMMUNITIES



Make cities and human settlements inclusive, safe, resilient and sustainable

- Maintain a minimum 90% spend in WA (incl wages).
- Achieve a minimum 50% spend in regional WA.
- Apply our bespoke economic, social and environmental development profile tool to at least two projects in regional WA.
- Work on at least one project that contributes to adequate, safe and affordable housing in WA.

15 LIFE ON LAND



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

- Respond to four calls for submissions or other advocacy or social impact opportunities.



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Get in touch