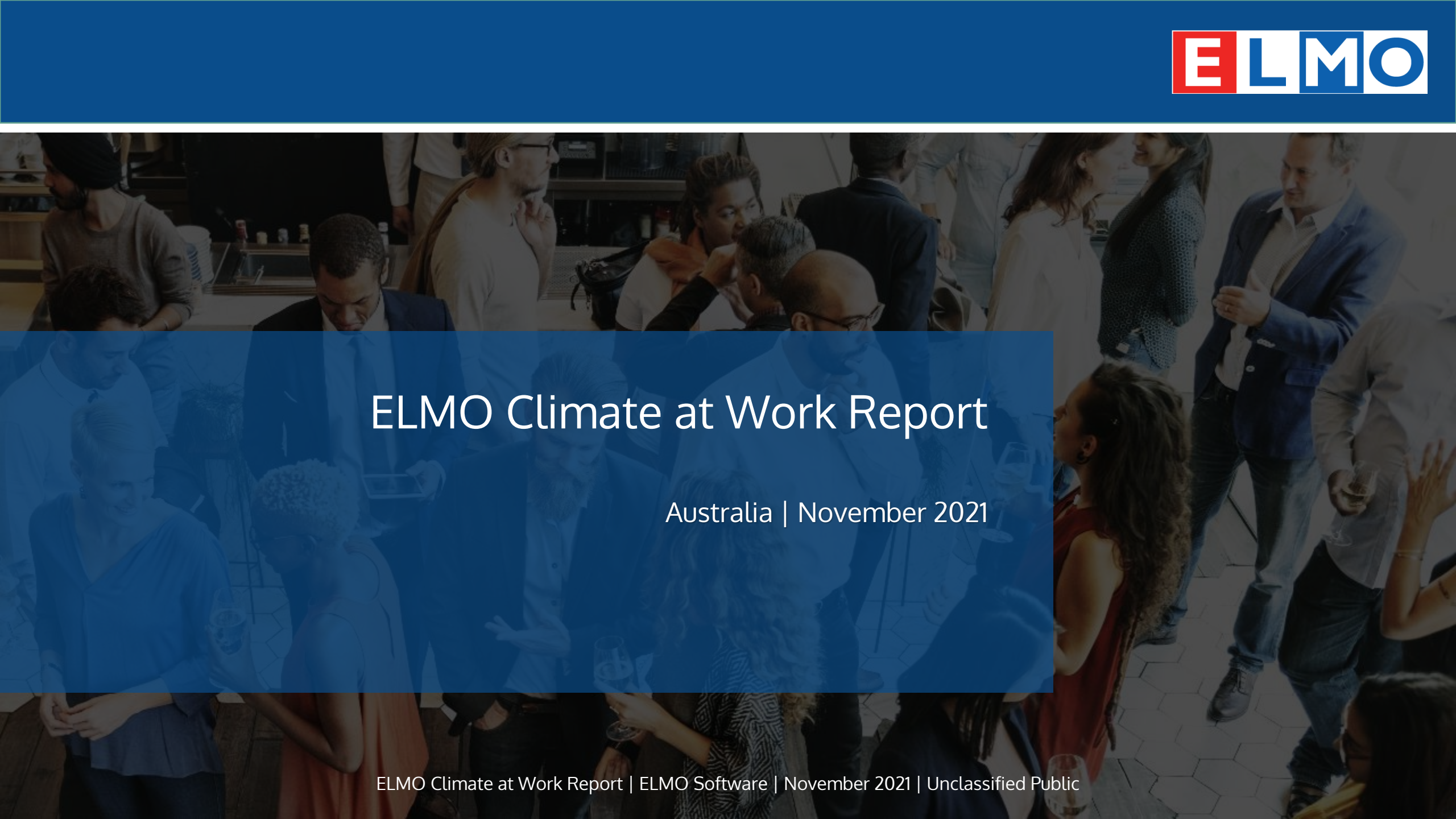


The background of the slide is a photograph of a group of people at a social gathering, possibly a conference or networking event. The image is dimmed and has a blue overlay. People are seen in various poses, some talking, some looking at their phones, and others holding drinks. The setting appears to be an indoor space with a modern, casual atmosphere.

ELMO Climate at Work Report

Australia | November 2021

Summary: Australians want businesses to do more



As world leaders gather in Glasgow for COP26 to discuss global efforts to address climate change, the '*Climate at Work*' Report explores Australians' sentiment towards climate change. The report seeks to provide actionable insights for employers to best support their existing employees and attract new candidates.

External factors have long had an impact on the attitudes and actions of workers. While this has traditionally been manifested through heightened anxiety during periods of economic downturn, this report shows that environmental factors are a considerable concern for Australians.

Importantly, the report finds that not only is climate change causing concern among Australians, it is also influencing their behaviour. In particular, it is influencing almost half of Australians in their decisions of which business to work for. It is a stark message to employers that inaction on climate change will be viewed poorly by candidates.

Australians have expectations that businesses and governments could do more to address climate change. Employers need to take heed of this message and consider what they can do differently to address climate change.

The '*Climate at Work* Report' found:

- Almost half (48%) of Australians - 71% of Gen Z and 52% of Millennials - would not work for a business that did not take action to address climate change.
- Seven out of eight (84%) Australians believe Aussie businesses should do more to reduce their emissions and carbon footprint.
- Climate change makes almost three out of four (74%) Aussies worry about the future with 46% worried about their own and their families physical and mental wellbeing.
- Four out of five (82%) Australians believe the Federal Government should do more to address climate change.
- Over two fifths (44%) of Australians rated the Federal Government efforts in addressing climate change as poor.
- Three quarters (75%) of Aussies believe that climate change action could generate new jobs

The ELMO Climate Change Omnibus research was conducted to gain data and insights into the attitudes, actions and concerns of Australians in regards to climate change and climate change action.

The research was commissioned by ELMO Software and conducted by Lonergan Research in accordance with the ISO 20252 standard.

Lonergan Research surveyed 1,009 Australians aged 18 years and over, between 22 October and 26 October, 2021. The research was conducted through a 5-question online survey. Respondents were members of a permission-based panel, geographically disbursed throughout Australia including both capital city and non-capital city areas.

After surveying, data was weighted to the latest population estimates sourced from the Australian Bureau of Statistics.

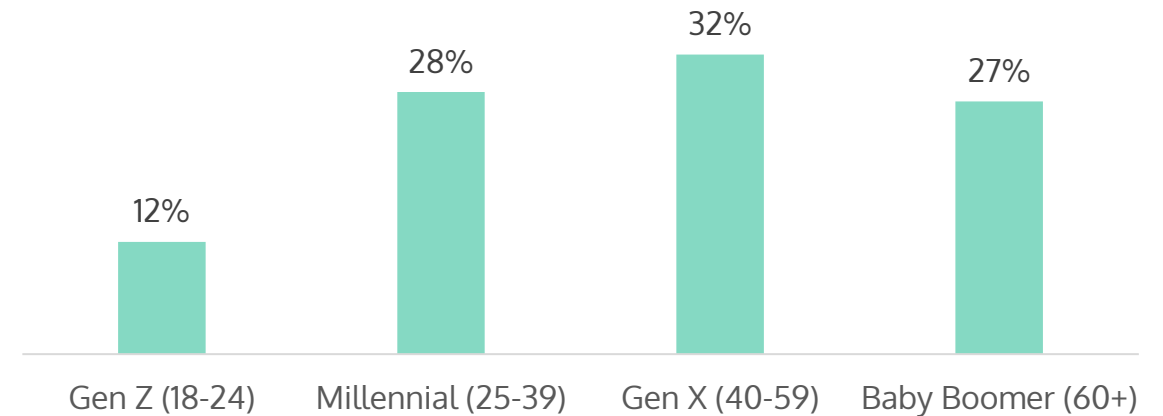


Sample breakdown / demographics

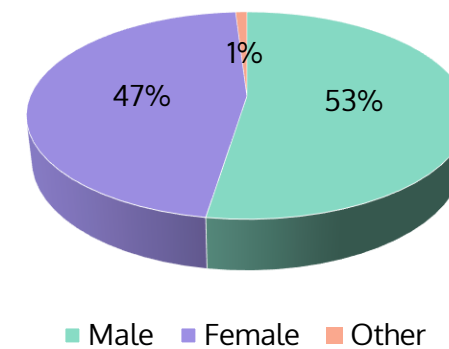


Location	Sample Size (n= 1009)		
	Overall (n= 1009)	Capital City (n= 651)	Regional Area (n= 358)
New South Wales & ACT	337	208	129
Queensland	197	96	101
Victoria	258	199	59
South Australia	72	57	15
Western Australia	114	91	23
Tasmania	23	-	23
Northern Territory	8	-	8

Generational Breakdown



Gender



ELMO Climate at Work Report



Businesses must do more

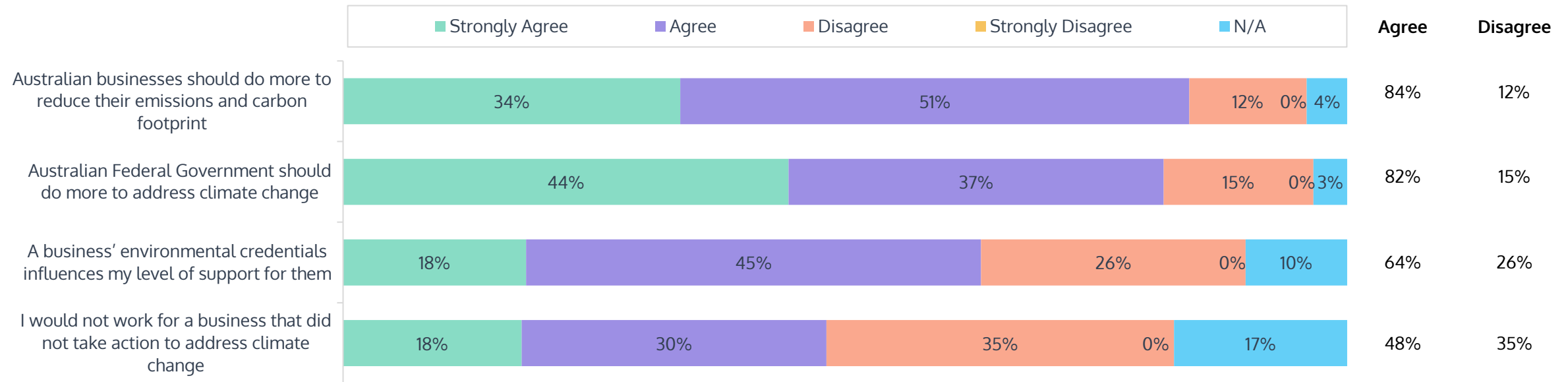


Almost half of Australians (**48%**) **won't work for a business that doesn't address climate change** while seven out of eight Australians think **businesses need to do more to take action on climate change**.

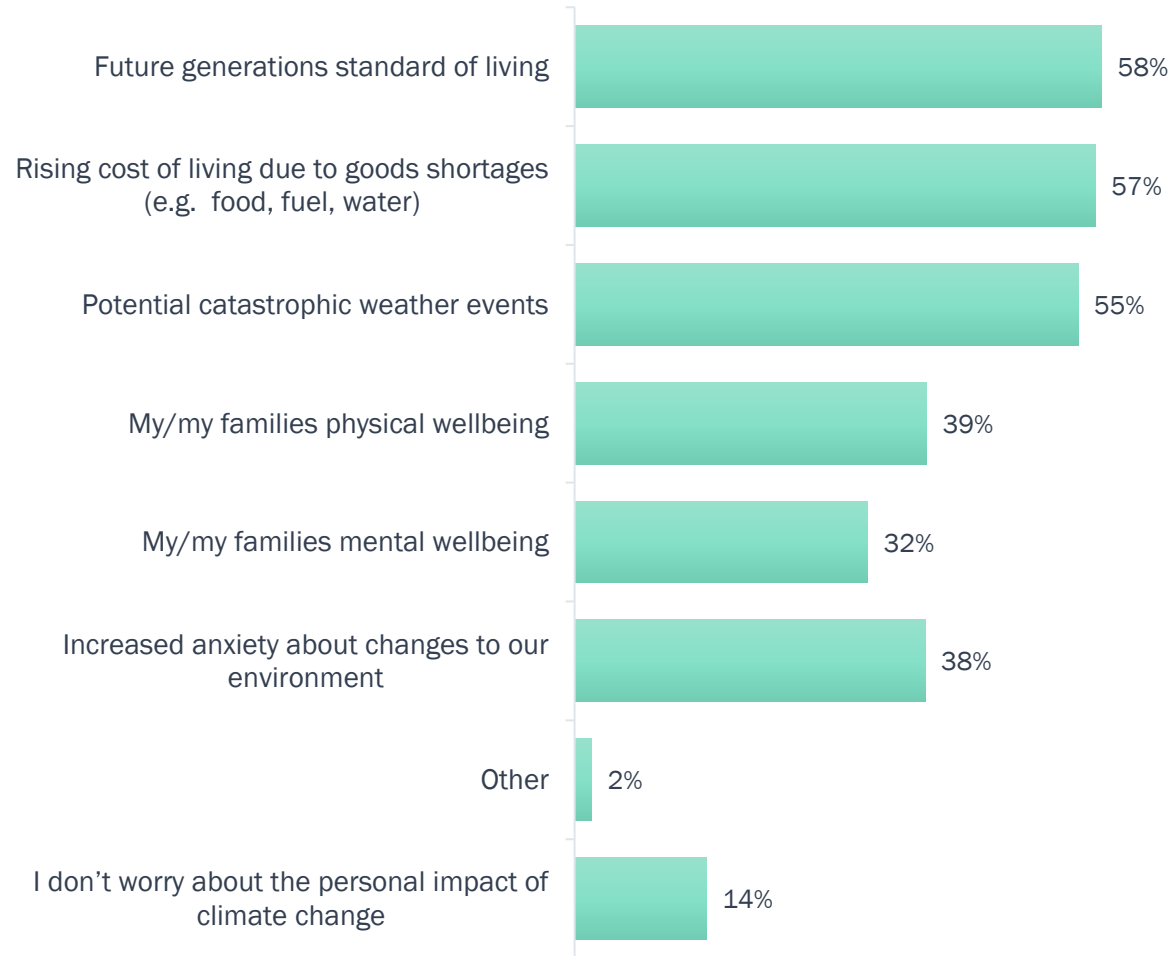
In a warning sign for employers, half (48%) of Australians say they will not work for a business that is not doing enough to address climate change. **Gen Z (71%) are the most likely to refuse to work for a business that does not take action to address climate change** followed by Millennials (52%), Gen X (36%) and Baby Boomers (37%).

A businesses' environmental credentials also influence the amount of support they can expect from the community. **Close to two thirds (64%) of Australians' level of support for a business is influenced by their environmental credentials**. This is higher among Gen Z (83%) and Millennials (70%) while Gen X and Baby Boomers were slightly less influenced at 62 per cent and 50 per cent respectively.

Four out of five (82%) Australians believe the Federal Government should do more to address climate change.



Climate change is making Australians worried



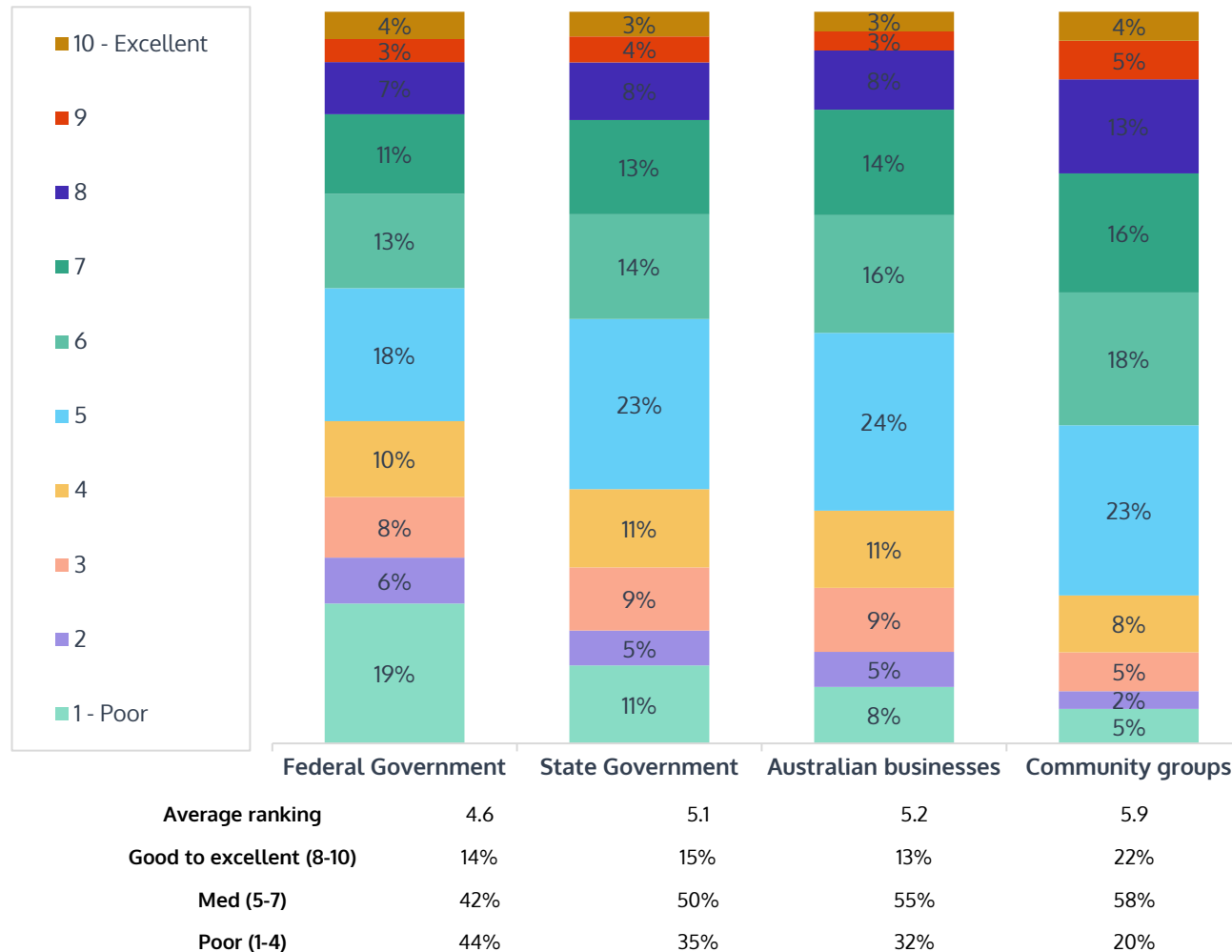
The personal impacts of climate change is making **86 per cent of Australians worried**.

The standard of living for future generations is the primary concern (58%). This is followed by concerns about good shortages causing a rising cost of living (57%) and potential catastrophic weather events (55%).

Australians are worried about the physical wellbeing (39%) and mental wellbeing (32%) of themselves and their families.

As an outdoors loving nation, it's unsurprising that **38 per cent are concerned about the potential changes to the environment.**

Ranking the actors on climate change



Australians think community groups and businesses are doing a better job of addressing climate change than Federal and State Governments.

Over two fifths (**44%**) of **Australians** rated the **Federal Government efforts in addressing climate change as poor** and just over a third (35%) think State Government has done similarly.

While Governments are the perceived laggards, community groups are believed to have given the best efforts in addressing climate change as a fifth (22%) of Australians rate their efforts as excellent.

While still achieving a higher average score than Governments, **businesses have largely scraped by with a medium pass mark according to 55 per cent of Australians.**

Benefits of achieving emissions targets

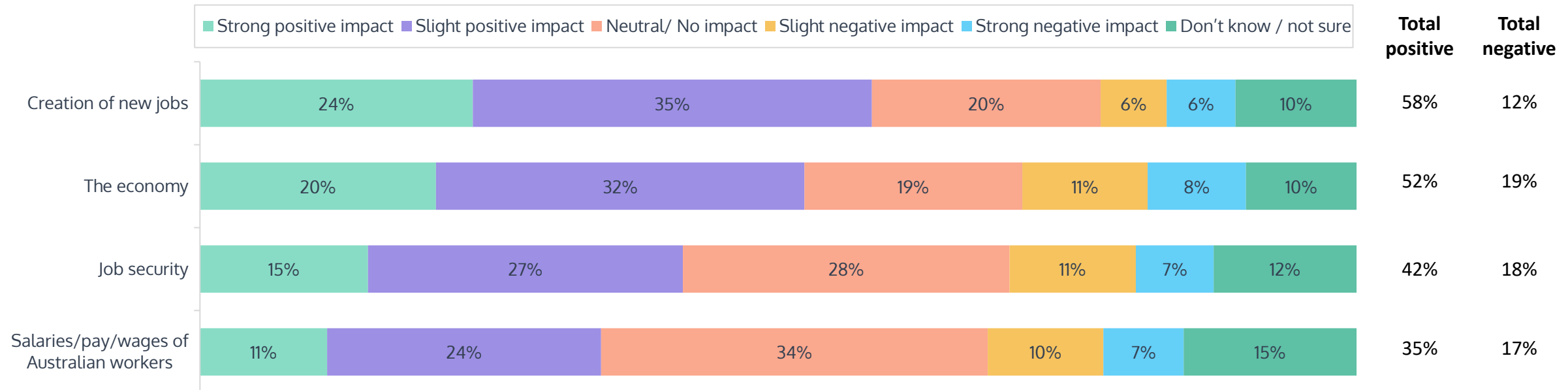


Achieving globally agreed emissions targets could be a positive thing for the economy, job security, wages, and the creation of new jobs.

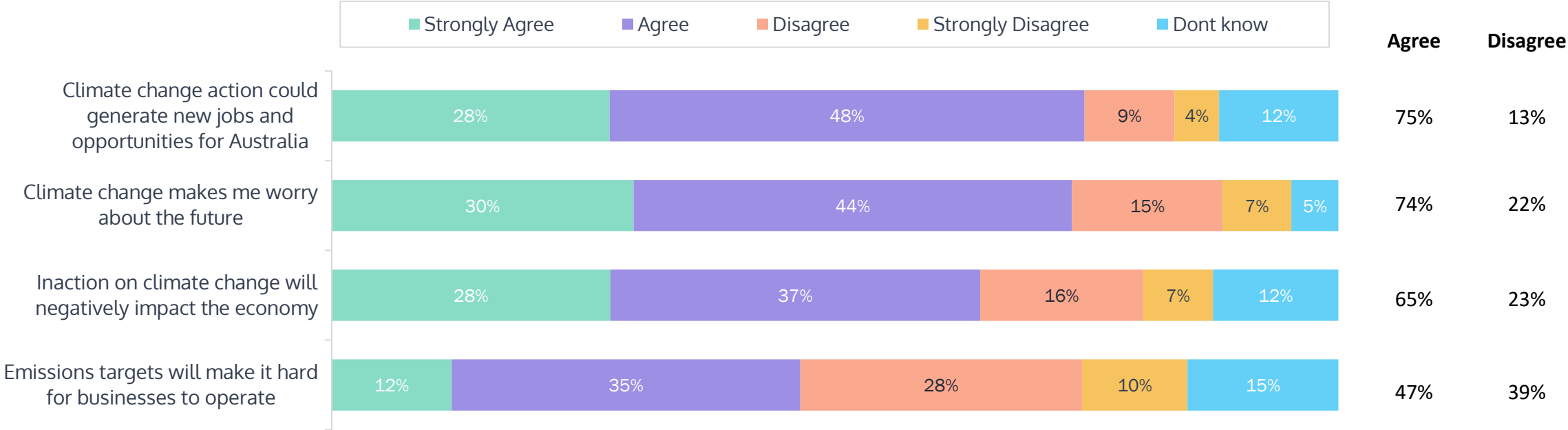
Close to three in five (**58%**) **Australians believe the creation of new jobs would be positively impacted if we reached globally agreed emissions targets.** While close to a quarter (24%) believe it will have a strong positive impact.

Over half (52%) of Aussies believe that the economy will be positively impacted with a third (35%) believing it will even benefit the salaries/pay of workers.

Two fifths (42%) of Australians believe achieving globally agreed emissions targets will have a **positive impact on their job security with 51% of Australians from Gen Z and Millennials agreeing** (cf. Gen X 39%, Baby Boomers 32%).



Taking action on climate change



Acting on **climate change could be a jobs and opportunities generator according to three quarters (75%) of Australians**. When it comes to rural and regional Australia and the capital cities, both groups think there are jobs and opportunities to be had with 74 per cent and 76 per cent agreeing, respectively.

Meanwhile, **65 per cent of Australians believe not taking action on climate change is likely to impact the economy**. In fact, climate change makes almost three out of four (74%) Aussies worry about the future, with close to a third (30%) strongly agreeing with this

Less than half of Australians (47%) believe that emissions targets will make it hard for businesses to operate.

Questions?



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