

**THE  
MILL  
CASTLEMAINE**

# OUR VALUES



The owners of The Mill Castlemaine, Phil and Ronnie, and staff believe we are responsible to the communities in which we live and work and to the world community as well. We act in ways that respect the dignity, uniqueness, and intrinsic worth of every person.

We will maintain in good order the property we are privileged to use, protecting the environment and natural resources.

The following values embody our culture, spirit and declaration to doing what's right.

**WE ACKNOWLEDGE THE TRADITIONAL OWNERS OF THIS LAND**, the Dja Dja Wurrung, and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past, present and emerging.

We support the establishment of a First Nations Voice to be enshrined in the Australian Constitution. Always was, always will be, aboriginal land.



**WE ACKNOWLEDGE THE EXISTENCE OF CLIMATE CHANGE** and will work to reduce our carbon footprint (e.g. by reducing energy use and increasing energy efficiency, switching to renewable energy, reducing waste).

#### *What we have done so far*

- Installed 200kW solar power generation system.
- Installed water tanks for use on gardens and toilet flushing.
- Majority of the site lighting has been changed to LED – this is continuing.
- Planted hundreds of native trees and shrubbery around the site.
- Site recycling and waste removal is contracted to Veolia, who convert waste to energy.

#### *What we will do in the future*

- Ensure that all the site's power requirements are generated on site or sourced from renewable suppliers.
- Install water tanks sufficient to collect enough water to service all site toilet and garden requirements.



**WE CELEBRATE DIVERSITY AND ARE COMMITTED TO CREATING AN INCLUSIVE ENVIRONMENT** for people of all abilities. Your gender identity, sexuality, skin colour and gods don't make a difference here.

We stand for every woman to live and work equally and free from discrimination.

We will stand up, speak out and act to prevent all domestic abuse – physical, sexual, verbal, psychological/emotional, financial and discriminatory.

We acknowledge that the majority of domestic abuse is perpetrated against women.



#### **WE GIVE BACK**

We appreciate our success and we give back by supporting our community.