



VISION

We strive to deliver commercially grounded, yet ambitious sustainable solutions for the built environment while being conscious of our impact on each other and the natural environment. We strive to use less more responsibly.

At HIP V. HYPE, sustainability is inherent to everything we do. We aim to lead by example, delivering projects that achieve strong sustainability outcomes, providing advice to governments, institutions and organisations that can accelerate action, and enabling workshare spaces that bring together professionals looking to create the future we deserve.

OUR COMMITMENT

Our natural systems are out of balance meaning that economic and social prosperity are no longer a given. We are committed to making decisions that seek to restore the balance as rapid climate change directly impacts the projects we deliver and the advice we provide. The action we take as a business is more important than ever.

We recognise the climate emergency and are genuinely committed to challenging ourselves to explore innovative solutions that enable exceptional sustainability outcomes.

OBJECTIVES

We are committed to embedding sustainability principles in the work we do, including:

_ Minimising our operational footprint by:

- + Minimising our general waste, with the aim of being 99% waste free by the end of FY20
- + Eliminating single use plastics (including bottles, straws, cups and plastic bags) from our operations by the end of FY20
- + Encouraging the Collective to be paper 'lite' and minimise the printing of marketing collateral where possible, and recycling what we do produce
- + Encouraging transport to meetings and to our events via cycling, public transport or car shares
- + Ensuring all car rentals are hybrid at a minimum (where available), and full electric where possible
- + Purchasing products that are highly recyclable and/or made with recycled content
- + Reducing reliance on grid energy for the Barkly Street Studio by installing solar by mid 2021
- + Minimising flights by enabling effective video conferencing and purchase offsets for all unavoidable flights
- + Undertaking a calculation of our total carbon account for FY20 in accordance with the Climate Action Carbon Neutral Standard
- + Hosting events that enable others to make positive change within our Collective and beyond

_ Minimising the footprint of our Projects by:

- + Undertaking a calculation of the total carbon account for all our new Projects (including construction and operational carbon emissions) in accordance with the Climate Action Carbon Neutral Standard
- + Proactively working with DC bins to recycle at least 90% of all demolition and construction waste
- + Seeking to purchase products that are highly recyclable and contain recycled content
- + Proactively seek partners that align with our values and commitment to create the better future we all deserve, and actively communicate the value of our position to those who don't

APPLICATION

This policy applies to all our operations, including the projects we deliver, the advice we provide, the workshare spaces that we enable, and the events we run internally and externally. Our People and the people who use our workshare spaces are encouraged to uphold the objectives under this policy.

OPERATIONS

- _ We will actively reduce our carbon footprint and seek to compensate our remaining footprint by purchasing high quality carbon credits through local projects, where possible
- _ Undertake as-built monitoring to test the sustainability outcomes of our Projects, reporting on outcomes to key stakeholders
- _ The Head of Operations is responsible for ensuring the objectives of this policy are met
- _ The objectives of this Policy will be reviewed quarterly reporting results to Our People and co-develop new actions

Approved by Liam Wallis [Director] February 2020

Review date January 2021