

ESG REPORT

July 2021 to June 2022

RESPECT FOR PEOPLES & COUNTRY

Australia

We acknowledge the Traditional Owners of the land on which we live and work in Australia; the Kurna people (Adelaide), the Yuggera people (Brisbane), the Ngunnawal people (Canberra), the Wurundjeri people of the Kulin Nation (Melbourne), the Whadjuk people of the Noongar Nation (Perth), and the Cammeraygal people of the Eora Nation (North Sydney). We pay our respect to Elders past, present and emerging.

Canada

We acknowledge that in Canada we live and work on the traditional, ancestral and unceded territory of the Coast Salish peoples—Skwxwú7mesh (Squamish), Stó:lō and Səlilwətaʔ/Selilwitulh (Tsleil-Waututh) and xʷməθkʷəyəm (Musqueam) Nations.

New Zealand Mihimihi

Ka tangi te tīfī
Ka tangi te kākā

Ka tangi hoki ko au
Tihei mauri ora

Ko Ranginui e tū iho nei, ko Papatūānuku e takoto nei tēnā kōrua
Tēnā koutou I o tatou tini mate. Haere ki te whare tuturu o tō tatou tipuna, Haere, Heare

E mihi ana ki ngā wāhi tapu o Aotearoa katoa

E mihi ana ki te Tangata whenua ngā Tangata Māori. Ko koutou te mana whenua, te kaitiaki, Kei te mihi, kei te mihi, kei te mihi

Ki ngā Tangata Tiriti. Tēnā koutou

E mihi ana ki nga manawhenua o matou rohe mahinga, ki Tāmaki Makaurau me Te Whanga-nui-a-Tara hoki. Kei te mihi aroha, mihi mahana ki a koutou

Nō reia, ko Norman Disney & Young tenei. He kaipūkaha, he kaitiaki, he kaiawhina matou

He aha te mea nui o te ao?

He tangata, he tangata, he tangata, ara,

He waka eke noa

Nō reira, tēnā koutou, tēnā koutou, tēnā koutou katoa.

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Cover photo: MC Centre, Auckland, New Zealand

THIS REPORT

Approval

This Environmental and Social Governance Report ("ESG Report", "this Report") has been prepared and approved by Norman Disney & Young ("NDY", "we") on behalf of the reporting entities: Tetra Tech Holdings Pty Ltd and NDY Holdings Pty Ltd. We have engaged external parties to provide limited external assurance where stipulated.

ESG Disclosures

This report encompasses information related to additional NDY disclosures as listed:

- NDY Ethical Statement
- 2021 Modern Slavery Statement
- 2022 Sustainability Policy
- Data Privacy Policy
- Business Continuity Policy
- Panel Pledge for Gender Equality
- Sustainable Procurement Policy
- Integrated Management Systems Policy
- NDY PAS 2060 Qualifying Explanatory Statement

Coverage

This Report reflects NDY's ESG actions between 1 July 2021 and 30 June 2022 with the exception of our Carbon Account which covers 1 October 2020 to 30 September 2021 in line with our parent company Tetra Tech's reporting year.

A message from our

GLOBAL SUSTAINABILITY DIRECTOR

We are pleased to present our annual sustainability report for the second year running. Our 2021 report served as the reference point for measuring ongoing ESG commitments, and our 2022 report shows demonstratable action as we accelerate our efforts in this decade of change.

Our commitment to sustainability is rooted in our company values and our clients' expectations. A key goal of our ESG strategy is to deliver leading, innovation and sustainable projects for our clients. We know that ESG is a top priority for nearly all of our clients, in nearly every market. It is our role to advance environmental, economic and social imperatives on every project no matter how large or small to shape a future where buildings, facilities and infrastructure contribute positively towards sustainable development.

Importantly, our report highlights the enormous efforts from staff across all our operating regions and levels to drive positive change: both within our business and for our valued clients.

This report confirms our commitment our promise to regularly communicate our ESG actions and the progress we are making against our objectives and strategy.



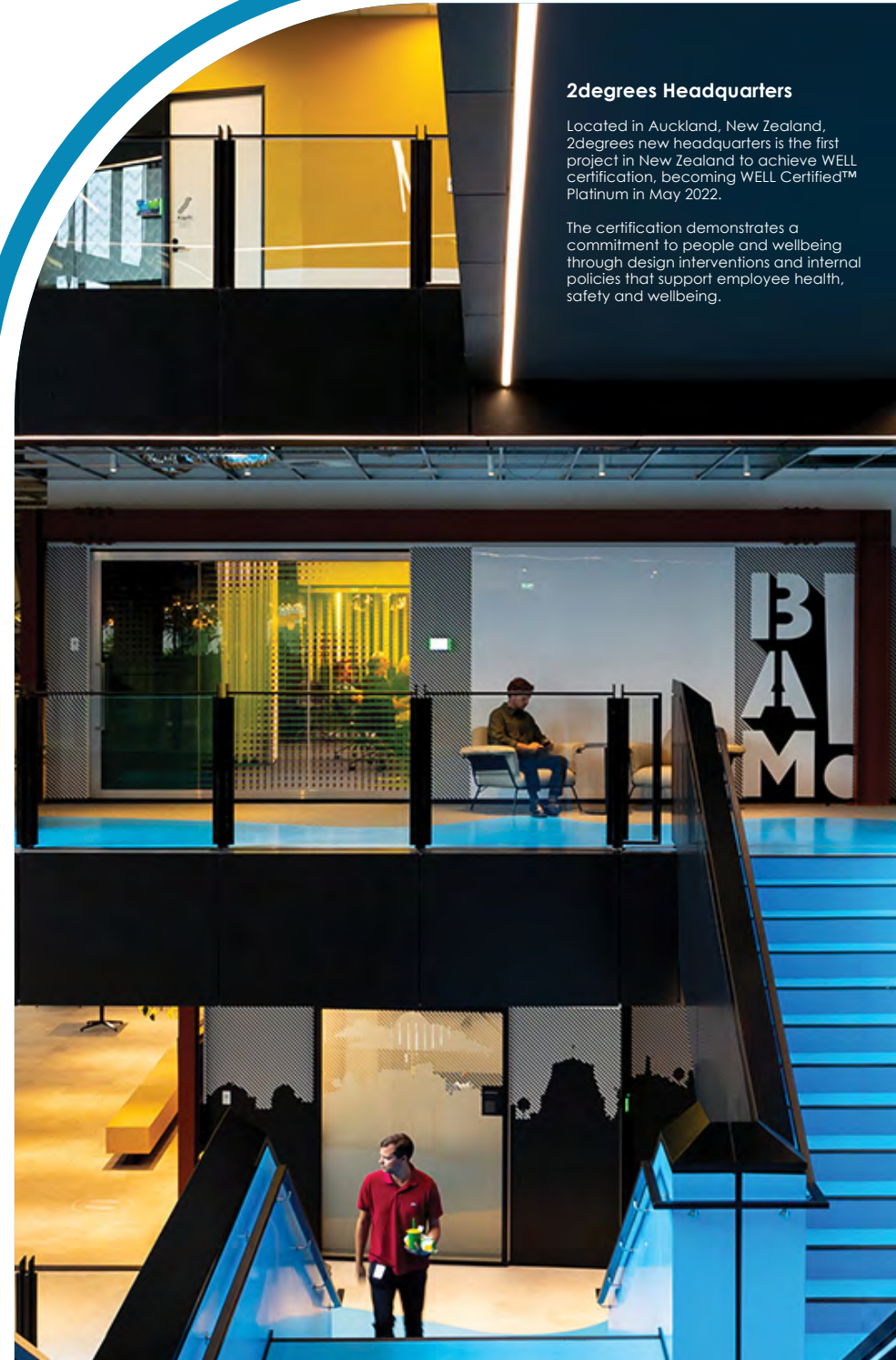
HAYLEY KOERBIN

Global Sustainability Director
Norman Disney & Young

2degrees Headquarters

Located in Auckland, New Zealand, 2degrees new headquarters is the first project in New Zealand to achieve WELL certification, becoming WELL Certified™ Platinum in May 2022.

The certification demonstrates a commitment to people and wellbeing through design interventions and internal policies that support employee health, safety and wellbeing.



**OUR
PURPOSE
IS MAKING
SPACES
WORK**

OUR VALUES

Excellence

Do it once, do it well

Leadership

Lead in our profession, industry and the community

Integrity

Treat others as we wish to be treated

Collaboration

Listen, share and contribute

Accountability & Ownership

Understand the impact of our actions and own the outcomes

Innovation

Inspired creativity to challenge the norm

OUR VISION

To enhance the lives of others, by engineering outstanding projects, mindful that every project matters.

To sustain deep and trusting relationships with our clients, through solving their problems and serving them with utmost reliability,

and

To engage our people with meaningful, rewarding and inspiring opportunities.

Our Guiding Principles

NDY has a proud tradition of upholding the highest ethical standards in the manner by which we conduct ourselves as a company, which is captured in our six values developed in 2011.

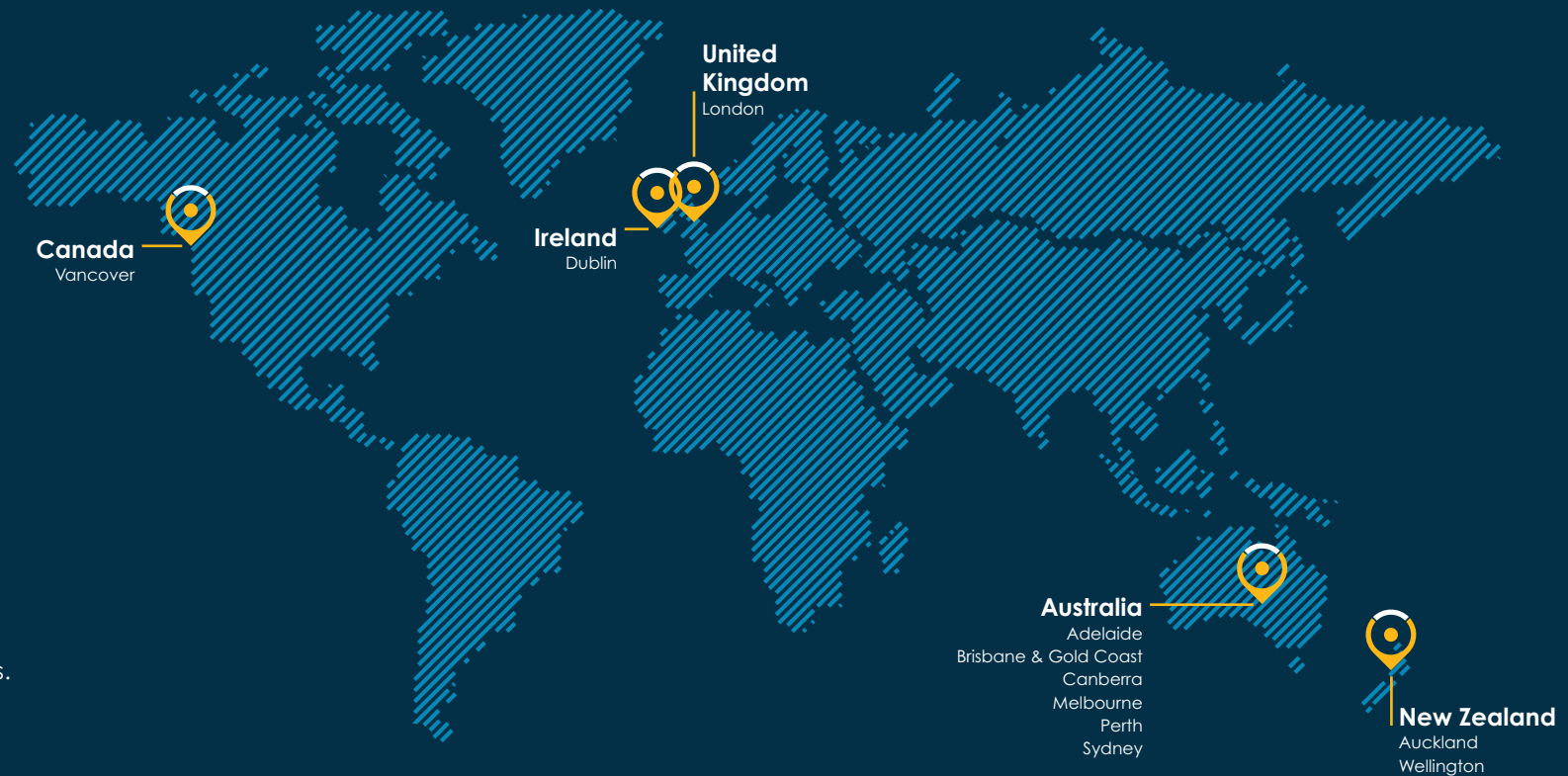
The ethical principles embodied in our values are the signposts by which our employees make business decisions each day. To help ensure that we conduct business according to these principles, we have specific policies and procedures in place that define what we expect of our people. We strive to be ethically, environmentally and socially responsible in all we do.

OUR BUSINESS

Norman Disney & Young is a Tetra Tech Company

Established in 1959, Norman Disney & Young (NDY), A Tetra Tech Company is a global firm of consulting engineers. With offices in Australia, Canada, Ireland, New Zealand and United Kingdom, NDY is able to deliver innovative, sustainable and tailored solutions for a diverse group of clients. With over 60 years' experience as consulting engineers, NDY has grown its reputation for professional excellence and innovation in building services to a broader suite of client-focused offerings.

Our longevity and growth as a leading consultancy is testament to our people and our reputation in the market.



MAKING SPACES WORK

OUR BUSINESS

Tetra Tech

Tetra Tech is a leading, global provider of consulting and engineering services. We are differentiated by Leading with Science® to provide innovative technical solutions to our clients. We support global commercial and government clients focused on water, environment, sustainable infrastructure, renewable energy, and international development. With more than 20,000 associates worldwide, Tetra Tech provides clear solutions to complex problems.

Tetra Tech Sustainability

The ultimate parent of the NDY Group is Tetra Tech Inc, a global engineering firm headquartered in California, U.S.A. In April this year Tetra Tech launched its 2022 Sustainability Report reaffirming a commitment to sustainability and improving the lives of 1 billion people around the world. This report presented comprehensive metrics, interim 2025 targets, and long-term 2030 goals aligned with a commitment to the United Nations (UN) Global Compact, UN Sustainable Development Goals (SDGs), and Science Based Targets Initiative (SBTi). The report also includes expanded reporting of operational greenhouse gas (GHG) emissions to encompass Scope 1, 2, and 3 CO₂e emissions.

NDY's ESG priorities, commitments and actions are aligned with and contribute to overall parent company performance.

[Read more](#)

Tetra Tech High Performance Buildings Group

Tetra Tech's High Performance Buildings Group brings together the expertise of talented engineers, commissioning agents, and energy analysts from around the world.

The Tetra Tech High Performance Buildings Group comprises of world leading expertise in the built environment from our affiliates at Hoare Lea in the United Kingdom as well as Tetra Tech in Europe plus Cosentini and Glumac in the United States. As part of the Tetra Tech High Performance Buildings Group, NDY is able to offer high-end building consulting and engineering services beyond our own operating footprint to clients around the world.

Tetra Tech HPBG serves blue-chip clients across every building sector, including commercial, residential, retail, industrial, government, higher education, healthcare, and data centre facilities. Our collective service offering include mechanical, electrical, hydraulic/plumbing, fire protection, energy analysis, lighting design, commissioning, vertical transportation, low voltage, information technologies, security, fire engineering, sustainability consulting, and acoustics. Specialists from across Tetra Tech are well positioned to collaborate and share expertise with colleagues around the world, providing a truly global reach.

Our experts have worked with leading developers and architects on some of the most iconic buildings of the 20th and 21st centuries. We help create sustainable, resilient buildings that work, using energy-efficient building technologies such as radiant heating and cooling, daylighting, rainwater harvesting, and renewable energy generation systems across our projects. We are committed to making spaces work, supporting our clients at the cutting edge of performance-based, sustainable design on all types of building projects.

We deliver on our commitment to sustainable design across market sectors, helping our clients create buildings that reduce water and energy usage and improve comfort, wellness, and quality of life for occupants.

[Read more](#)

OUR ESG PRIORITIES

The U.N Sustainable Development Goals

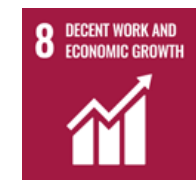
Organisations have an essential role to play in helping our world achieve the United Nations Sustainable Development Goals (SDG's).

NDY supports global progress towards achieving the Sustainable Development Goals, particularly as these relate to our business practices and operations.

We have identified twelve of these goals that our business contributes to the most through our client projects, our operations and charitable contributions.

Throughout this report we highlight examples of projects and initiatives that illustrate our contributions.

Appendix A details our alignment and primary actions our business is taking to support those focused 12 United Nations SDG's. These actions highlight our work as a commercial business through day-to-day operations, our charitable giving and contributions to client projects.



OUR ESG PRIORITIES

Material ESG Issues for our Business

In parallel with the SDG's, NDY has determined environmental and social issues that are material to track and report performance against to ensure our continued long-term success. Our priorities are those that have the highest likelihood and consequence of impacting our business; and our ability to create value for our people, clients, and communities.

Our ESG priorities form the basis for communicating our goal of continual improvement.

Stakeholder Engagement

We continuously engage with our stakeholders and use these views, together with research and evidence, to maintain a register of the material risks and opportunities that influence our ability to deliver on our vision and purpose. Key Performance Indicators that address material issues are included in the objectives of our CEO, Leadership Team and other relevant executives, and are directly linked to financial outcomes as part of their performance.

Client ESG Business Considerations

As a global consulting firm NDY's project portfolio spans several industry sectors and regions, and our client ESG business considerations vary. We embrace our role in working closely with our clients to determine how their physical, technological and community assets can benefit long-term business performance.

1

Reducing our environmental impact and continually improving business performance

2

Supporting the Health, Safety and Wellbeing of our People

3

Engaging and supporting our Communities

4

Governance: Leading by example - Conducting ethical and sustainable business practices

5

Delivering leading, innovative and sustainable projects for our clients

A YEAR IN REVIEW

July

- Launched NDY's Carer Policy and Carer Action Plan, demonstrating our support for employees who are Carers
- Parental Leave Policy improvements were implemented
- NDY celebrated NAIDOC Week across all Australian offices encouraging staff to volunteer for Engineers Without Border's Engineering on Country program
- Te Ao Maori Working Group established
- Corporate NAWIC membership promoted to all staff.

July

August

August

- NDY celebrated International Day for the World's Indigenous Peoples.

September

- Employees received mental health training in recognition of RUOK Day
- NDY raised awareness of Maori communication traditions on social media as part of Maori Language Week.

September

October

October

- NDY celebrated Carers Week, Black History Month and Mental Health Month.

November

- PwC Tower awarded the Rider Levett Bucknall Supreme Award and the RCP Commercial Office Property Award at the 2021 Property Council New Zealand Rider Levett Bucknall Property Industry Awards. The Hotel Britomart also received a commendation of excellence in the Resene Green Building Property Award
- NDY nominated for a NAWIC WA Crystal Vision Award for Excellence in Diversity and Inclusion.

November

December

December

- Achieved first WELL Health-Safety rated stadium in Asia-Pacific region.
- Two Global Sustainability Group members awarded 2021 WELL Community awards for their influential roles in advancing WELL around the globe.

2021

2022

March

- NDY hosted a hybrid International Womens Day 2022 event across ANZ celebrating the official theme of #BreakTheBias
- NDY received the recognition of being an Employer of Choice for Gender Equality citation holder by the Workplace Gender Equality Agency for the fifth year running
- 18 months of monthly 'Your Mental Health Matters' webinars were successfully delivered to staff globally
- NDY launched a Neurodiversity @ Work resource for staff on the corporate intranet during Neurodiversity Celebration Week.

January

February

March

April

May

June

February

- NDY successfully hosted three Indigenous Student CareerTrackers internships over the summer semester break.
- NDY released Whole of Life Carbon training for all staff.

April

- Tetra Tech's 2022 Sustainability report is released on Earth Day.

June

- First annual Matariki celebrations in Aotearoa with staff making manu tukutuku (kites)
- Achieved first WELL Certified project in New Zealand.

1

Reducing our environmental impact and continually improving business performance

Reducing our environmental impact and continually improving business performance is essential for our business and aligns with industry, customer and community efforts.



ENVIRONMENT

In FY21, NDY achieved an 18.7% reduction in GHG emissions, a 10.1% decrease in waste and a 19% decrease in water consumption. We also assisted numerous clients in enhancing the environmental performance of their own assets.

Performance Summary

A summary of our performance by recognised environmental metrics is provided below and covers the October 2020 - September 2021 reporting period (FY21) to align with our parent company, Tetra Tech. Results from the previous reporting period October 2019 - September 2020 (FY20) have also been provided.

Greenhouse Gas Emissions

Step 1 – Carbon Neutral Declaration

NDY has calculated its GHG footprint for its global business operations. This has included scope 1, 2 and 3 emissions where relevant and quantifiable. The distribution of emissions across the business locations have been provided under the relevant heading.

NDY has achieved Carbon Neutral status for its global operations for the 2021 financial year, our second year running.

Step 2 – Net Zero by 2026

NDY has committed to achieving Net Zero status for our business operations by FY26. Our commitment includes continual improvement on bottom-line environmental performance, expansion of our scope 3 footprint and investment in carbon removals to offset residual emissions.

Step 3 – Carbon Negative by 2030

In line with our parent company Tetra Tech's commitment, NDY intends to support attainment of Carbon Negative status by 2030.

[Read more](#)

Water Consumption

NDY has undertaken manual estimation of its office tenancy water consumption using industry benchmarking and peak body calculation methods for all regions.

Going forward, our business intends to work more closely with our landlords and ensure any new fitout works incorporate best practice efficiency fixtures and fittings.

Tenancy Electricity

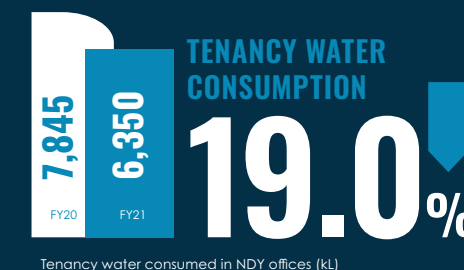
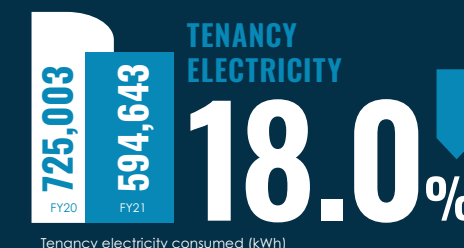
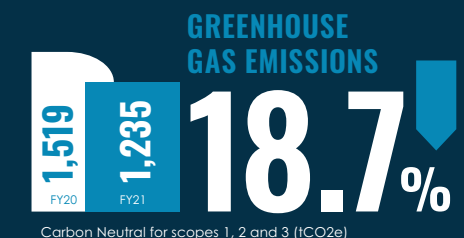
NDY's electricity consumption in FY21 was approximately 18% lower than the previous reporting period, for the most part owing to many of our locations operating remotely at varied capacities throughout the reporting year and the closure of one office location.

NDY is committed to powering all global offices using renewable electricity by 2024. Where possible, NDY aims to lease spaces within base buildings powered by 100% renewable electricity.

Waste Generation

For FY21, just over 25 tonnes of waste were generated across all offices which is 10.1% less than the amount of waste generated and sent to landfill in the previous reporting period. NDY offices have been implementing various waste recycling schemes to reduce the amount of waste sent to landfill, with offices having implemented recycling of multiple waste streams including bottles, cans, batteries, bottle lids, cork, toner cartridges, coffee pods, soft plastics, aluminium, and other electronic waste as well as organics.

ENVIRONMENTAL PERFORMANCE METRICS



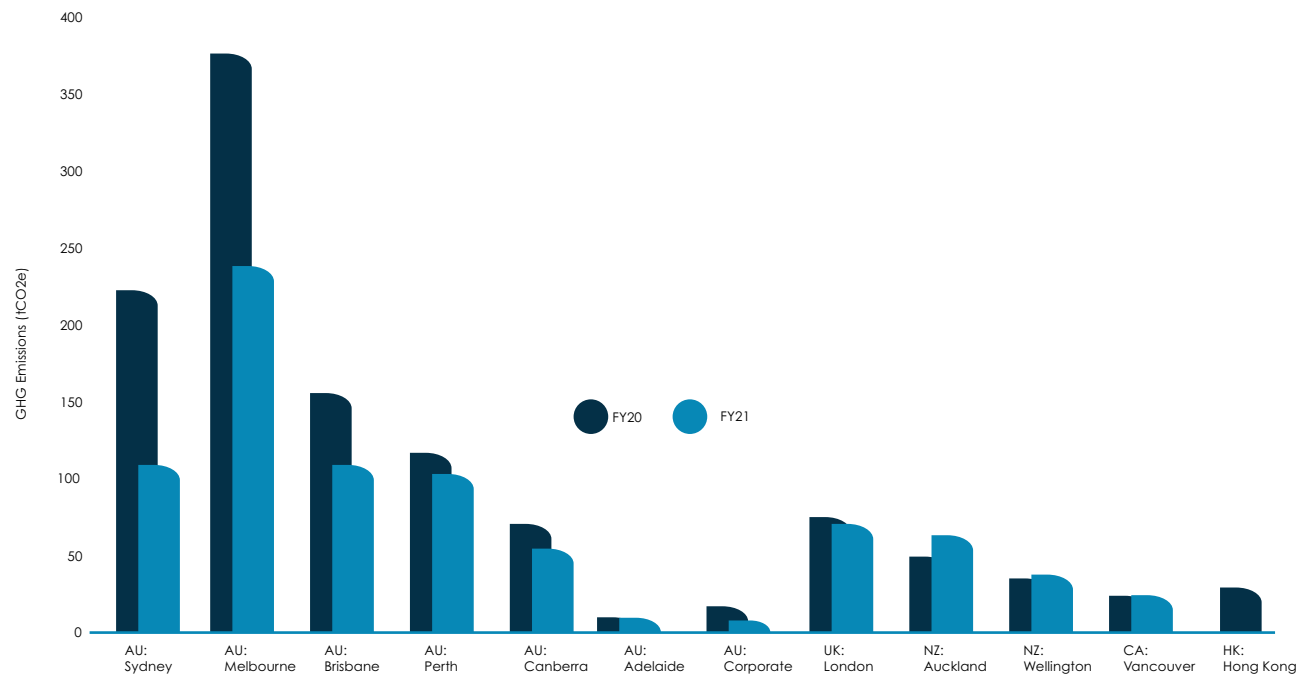
ENVIRONMENT

Performance Targets and Initiatives

PERFORMANCE METRICS	TARGETS	TIMELINE	FY21 PROGRESS
Greenhouse Gas Emissions (Scopes 1, 2 and 3)	30% reduction in FY 19 levels	FY25	18.7% reduction
	Net Zero Emissions	FY26	-
	Carbon Negative	FY30	-
Tenancy Energy	All tenancies to achieve 5.5 Star NABERS or equivalent ratings	FY23	-
	100% renewable electricity	FY24	-
Tenancy Water	5% reduction on FY19 levels	FY25	19% reduction
Tenancy Waste	25% reduction in waste to landfill	FY25	10.1% reduction

Total Equivalent GHG Emissions

(October 2019 - September 2021)



Cat Hiep Solar Power Project, Vietnam.



ENVIRONMENT

Offsetting Residual GHG Emissions

The investment in GHG offsets is a necessary part of any current sustainability strategy and NDY has made significant effort to ensure our approach is both meaningful and credible.

NDY's whole-of-business GHG emissions were offset in FY19 (scope 1 and 2) and FY20 (scope 1, 2 and 3) by purchasing accredited nature-based offsets. For FY21 NDY has continued to offset emissions through utilising accredited nature-based, global climate action and social enterprise schemes.

For FY21 the purchasing of offsets was divided between three projects. These projects were selected as they reflect areas in which our business operates in, and the NDY Charitable Trust contribute to.



Discover our Projects

We develop and finance projects around the world that reduce carbon emissions, protect biodiversity, and bring real benefits for local communities.

Efficient Cookstoves,
Malawi, Zambia & Tanzania.





PROJECT 1 (52%)

Jundra/Nulty Native Forest Regeneration Australia

Restoring native forests and sequestering carbon on degraded agricultural land

Livestock and feral animals on grazing properties across regional Australia can suppress forest growth. By excluding stock and managing pests in these areas, the Human-Induced Regeneration (HIR) method can restore forest cover. As trees grow, they improve habitat for native species and restore local ecosystem services. But that's not all – regenerated native forests also sequester carbon, thereby creating an alternative revenue stream for rural landholders in the form of Australian Carbon Credit Units (ACCUs).

Project benefits:

Carbon credits

- Are generated by HIR projects, creating alternative and additional revenue streams for regional communities

Emission reductions

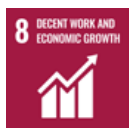
- Are achieved by Australian carbon farming projects using the HIR method as carbon is sequestered in regenerated trees

Improved land and water quality

- May result from HIR projects as local ecosystems regenerate

Increased biodiversity

- By promoting indigenous species and controlling pests, while increased forest cover provides food and shelter for native wildlife





PROJECT 2 (34%)

Efficient Cookstoves

Malawi, Zambia & Tanzania

Improving household health conditions, reducing emissions and supporting sustainable development

These carefully designed projects are on a social mission to address a daily challenge faced by many across sub-saharan Africa: access to healthy, easy cooking solutions. By replacing traditional open fires with efficient cookstoves, these triple-win projects promote the sustainable use of resources to improve the health and wellbeing of women and infants in particular, ease pressure on forests and cut harmful GHG emissions.

Project benefits:

Better health

- With toxic fumes inside the home reduced

Sustainable fuel switch

- To crop residues and small branches

Women and artisans

- Make their own stoves and can rebuild as necessary

Pressure on forests eased

- Thanks to switch to sustainable fuels

Women benefit

- As they are typically responsible for cooking

Employment opportunities

- Locally made stoves, mainly for women as stove champions

Less GHG emissions

- Are released into the atmosphere





PROJECT 3 (14%)

Cat Hiep Solar Power Project Vietnam

Powering Vietnam's economic development with solar energy

By installing a huge solar energy plant in Vietnam's sunny town of Hoi An, this project overcomes the country's challenge of electricity shortages by providing sustainable and affordable energy to the national grid. It displaces fossil fuel-derived energy, mitigating harmful greenhouse gas emissions and driving Vietnam towards a greener future.

Project benefits:

Training provided

- For skilled operations

Increase renewable energy

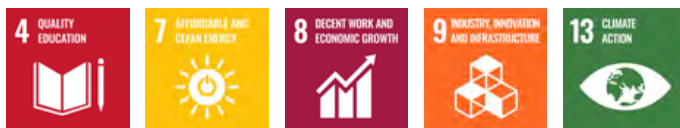
- 148,850 solar panels installed to generate 70,000 MWh's of clean and renewable energy per year

Employment opportunities

- For the local community

Less GHG emissions

- 59,000 tonnes of CO2e mitigated on average per year



ENVIRONMENT

NDY Workspaces

Our business is committed to improving the environmental performance of our workspaces, including working with our building landlords.

In addition to targets stipulated in this section, our business has committed to progressing the following initiatives going forward:

- Incorporating enhanced green leasing conditions in future workspace lease renewals
- Working with existing and new landlords to:
 - Tenant net zero carbon buildings by 2026
 - Tenant all electric buildings by 2030

Our Impact on Projects

Improving our environmental performance extends to our projects and we're proud to partner with engaging, integrity-driven clients to deliver leading sustainability project outcomes. Examples of some of our current and recently completed projects over the last year are showcased in Section 5 of this report.

Murdoch University – Boola Katitjin

Designed to achieve a 6 Star Green Star Design and As-Built v1.3 rating, the project demonstrates leadership in sustainability on a national scale. NDY has worked closely with the architect and facade consultant, through an iterative modelling process, to ensure the building's architecture will passively control solar gains to minimise cooling energy and enhance thermal comfort, incorporating deep eaves to the north, vertical fins to the southern facade, and horizontal fins to the eastern and western facades.

The combination of smart and informed passive design and high performance building fabric will result in a significant reduction in operational energy. Combined with mass timber construction to not only reduce embodied carbon but sequester (or store) carbon over its lifecycle, the overall carbon reductions achieved for this project is world leading.





2

Supporting
the Health,
Safety and
Wellbeing of
our People

Our talented people are the foundation of our long-standing success. We strive to provide our staff with the career defining opportunities, mentoring and support, and lasting connections to help them navigate through their personal and professional journey in life.



HEALTH, SAFETY & WELLBEING

Our people are key to our success. In FY21, NDY continued its rigorous training on work health and safety to new starters and existing staff, retained its employee of choice recognition for employee equality, and ran various initiatives to enhance employee wellbeing such as NDY Pride.

We Value our People

NDY's People and Culture team has implemented a range of strategies to support our staff. These activities include an annual employee engagement survey which measures employee satisfaction across a broad range of issues. Data from the survey is reviewed at the group executive level, areas of improvement identified, and strategic plans developed for each improvement area; in addition to more sophisticated talent management frameworks being implemented and the introduction of a comprehensive and detailed diversity and inclusion strategy and agenda.

These approaches have resulted in the:

- Reviewing and updating our NDY's Flex policy
- Being recognised as an Employer of Choice for Gender Equality by WGEA
- Implementation of our recognition program, NDY Shoutouts

Safety

As part of Tetra Tech, NDY believes in maintaining our standard of health and safety practices wherever we live or work, ensuring we can be safe every day and everywhere. Integrating these practices into our daily lives is crucial to our employees' wellbeing and our success as a company. We strive to ensure our staff have the training and resources needed to perform their work safely. In addition to keeping our teams safe in their work-from-home offices and in the field, we want our employees to feel safe bringing their whole selves to work.

Tetra Tech Safety Month

Each June, our employees show how they are committed to being Safe Every Day, making each Safety Month campaign more successful than the last. This year as our team resumed site visits and in office working our Safety Month Campaign focused on increasing awareness of hazards. Hazard identification is a leading safety indicator – being aware of potential hazards and mitigating them helps reduce injuries and time off.

During Safety Month we asked staff to actively identify hazards - at home, at work and on site - then log these hazards into our safety system. The campaign resulted in a record number of potential hazards and near misses being submitted. The hazards reported covered a wide range of issues which the office leadership teams are working to resolve.



HEALTH, SAFETY & WELLBEING

Supporting Our People During COVID-19

Supporting NDY's Strategic Framework, NDY continue to focus on employee health and wellbeing by maintaining a healthy, safe work environment, adopting a company culture that encourages holistic mental health and wellbeing. In support of this, this year's employee engagement survey saw a strong focus on employee wellbeing with 12 targeted questions dedicated to wellbeing. In addition, we have launched an NDY Wellbeing Committee, focused on reinvigorating the initiatives that sit within the wellbeing program, with a view to expand from a mental health and wellbeing focus to a holistic wellbeing approach. The committee has been established with 14 members representing each NDY location, with the group currently reviewing NDY's existing wellbeing initiatives as part of phase one of the strategy.

In the first quarter of 2022 we also undertook our annual employee engagement survey which measures employee satisfaction across a broad range of issues. Data from the survey is reviewed at the group executive level, areas of improvement identified, and strategic plans developed for each improvement area. This year we continued with specific questions related to flexibility and autonomy as well as wellbeing.

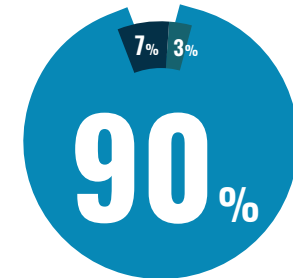
The results are shown below:

ENABLEMENT



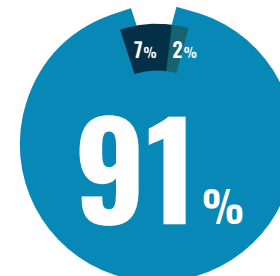
I have what I need (i.e. systems, technology, space set-up, internet connection) to work effectively from home

ENABLEMENT



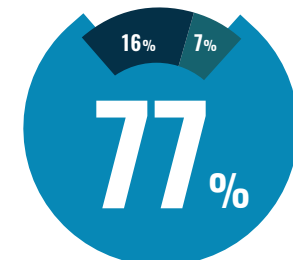
I have what I need to work effectively from home

WORK & LIFE BLEND



We are genuinely supported if we choose to make use of flexible working arrangements

WELLBEING



I know where to access the health and wellbeing resources available to me at NDY Group

● Favourable ● Neutral ● Unfavourable

HEALTH, SAFETY & WELLBEING

Global Gender Action Plan

Gender equality is a fundamental pillar in our diversity, equity and inclusion strategy. We are committed to improving gender representation in both the workforce and leadership, through initiatives with clear objectives, including pay parity, recruitment and gender targets and ongoing investment in our people.

In March 2022, NDY was again named an employer of choice for gender equality by the Workplace Gender Equality Agency (WGEA). This recognises NDY's visible commitment to gender equality and progress achieved over the past two years. As one of only 120 employers across Australia to receive this recognition in 2022, NDY is proud to have achieved this level of recognition since 2018.

To obtain the highly coveted acknowledgement, NDY met all criteria set out by WGEA across seven focus areas, including developing a gender-balanced workforce, mainstreaming flexible work, leadership, strategy and accountability, support for carers and gender pay equity.

The delivery of our Diversity, Equity and Inclusion (DEI) Strategy and Gender Action Plan is driven by the global DEI Working Group which is chaired by our CEO, Stuart Fowler, and whose efforts are directly supported by our senior leaders. Our strategy is informed by our engagement survey feedback, which is highly valuable each year.

NDY believes that encouraging gender equality and balanced gender representation within the workforce is first and foremost the right thing to do. There are roughly even numbers of men and women in our society. Therefore, it is reasonable to expect that NDY and our industry more broadly can achieve a gender balance that better reflects society as a whole.

Our key gender equality priorities and commitments include:

1. Continuing to improve our awareness of unconscious bias to break down unhelpful social norms that have the potential to impact decision making to the detriment of women across our operations. This includes when we make decisions regarding recruitment, promotions, organisational design, performance reviews, reward, recognition and procurement. We have zero tolerance for discrimination, sexual harassment and sexism in the workplace
2. Promoting gender equality within the workplace and our industry to ensure women and men have access to career enhancing opportunities equitably
3. Increasing support and engagement of females in leadership and development programs and experiences
4. Ensuring gender pay equity and closing the gender pay gap. The pay gap is a symptom of having a greater number of males in senior, higher paid roles and a predominance of females in lower level roles and in support functions. We have established targets and gender pay gap review mechanisms to support us in closing this gap over time.

HEALTH, SAFETY & WELLBEING

NDY Pride

In 2021 we launched NDY Pride, which aims to support our LGBTIQ+ employees by improving networks for our LGBTIQ+ team members, providing dedicated and focused resources, and increasing visibility of NDY employee diversity on the basis of gender identity and sexuality.

NDY Pride aims to:

- Connect, support, and inspire the career development of LGBTIQ+ people across NDY globally
- Provide a platform to share information regarding upcoming internal and external events and initiatives relevant to our LGBTIQ+ team members
- Increase the visibility of LGBTIQ+ populations at NDY, and in turn, better reflect the communities we work in and for
- Provide support and assistance for staff who are in or connected to the LGBTIQ+ community
- Share ideas that will influence positive change towards achieving greater diversity, inclusion, and participation for sexuality and gender diverse people within our industry

Employee Assistance Program

In addition to the 'Your Mental Health Matters' program we implemented as a result of impacts from COVID-19 on our employees mental health and wellbeing, we have continued to offer all NDY staff access to our Employee Assistance Program which offers our people and their immediate family members access to free, confidential counselling.

Group Health and Wellbeing Program

NDY is serious about putting our people first. We know that each and every one of our staff make NDY the successful company it is. As such, the health and wellbeing of our staff is our top priority.

The NDY Health and Wellbeing Program aims to encourage healthier lifestyle choices as a way of preventing chronic physical and mental illness. In addition, NDY aims to support the health and wellbeing goals of our staff by maintaining a healthy, safe work environment and a company culture that encourages health and wellbeing initiatives.

Healthy Life Challenge

Each September NDY joins other Tetra Tech affiliates in the 'Healthy Life Challenge' which is focused on encouraging a healthy lifestyle for people of all abilities through wellness and personal fitness goals to promote social sustainability.

In this 30-day challenge, teams from across Tetra Tech set and then work to collectively achieve their fitness goals. An additional element to the challenge is that in lieu of individual or team prizes for those meeting or exceeding their goals teams collectively select a regional or global charities to make a donation to.



HEALTH, SAFETY & WELLBEING

NDY Flex

NDY Flex forms part of NDY's Group Strategy, which recognises that flexible work supports business efficiency, performance, engagement, work/life balance, diversity, and inclusion by giving employees a meaningful level of control over when, where and how work is accomplished. It forms part of the Global Health and Wellbeing Program and our Diversity and Inclusion Strategy.

NDY Flex is supported by the Flexible Work Arrangements Policy and Procedure with support and guidelines provided to employees and managers to assist with smooth implementation.

Implementation of NDY Flex required the establishment and practice of network capability to support a 'work anywhere' approach for staff. This foundation served NDY and our clients during the onset of COVID-19 lockdowns across our operating regions, with most staff seamlessly transitioning to work from home arrangements with little or no impact on clients. This has resulted in many staff who had not previously taken advantage of Flex to see the advantages – with nearly 70% of NDY staff now expressing a desire to work remotely between two and five days per week.

NDY Carers

NDY recognizes that many of us have personal commitments outside of work that involve unpaid caring responsibilities. In fact, NDY's 2021 Staff Inclusion Survey found that 13% of respondents had caring responsibilities outside of routine childcare. 32% of respondents had routine parenting responsibilities, and 8% of those respondents had multiple caring responsibilities where they have caring responsibilities for both dependent adults as well as children.

NDY has established a carer policy and action plan which sets out our commitments to supporting carers and outlining the various supports that we offer to combine work with care.

A Carer Passport has been developed for NDY carers to use, in conversation with their manager, as a means of providing structure and certainty regarding flexibility and other support required to balance their work and caring commitments. The Carer Passport provides a document to record agreed solutions to those needs and enables this information to travel with the carer if they change roles or line manager. Carer Passport conversations involve balancing the needs of the employee with the needs of NDY, within existing company policies, such as the terms of the NDY Flexible Work Arrangements Policy and Procedure and other regional leave policies.

An NDY Carer Network has been established to provide practical peer-to-peer support and information for carers and works with NDY's People & Culture team to raise awareness about caring issues and the promotion of carer-friendly policies and practices at NDY.



HEALTH, SAFETY & WELLBEING

Cultural Leave

As an inclusive employer, NDY recognises that employees may wish to, or are obligated to, participate in or celebrate recognised days and events throughout the year that are unique to their culture or religion.

In 2022 NDY launched a new Cultural Leave Policy providing up to two weeks unpaid cultural leave each calendar year to attend to cultural obligations.

This policy was developed in support of our Reconciliation Action Plan commitments relating to the removal of barriers for employment that exist for Aboriginal and/or Torres Strait Islander peoples. NDY recognised that cultural ceremonies and obligations such as 'Sorry Business' necessitate the need for individuals to take more time off than is typically available as part of legislated leave entitlements.

NDY understands that these challenges are not unique to Aboriginal and/or Torres Strait Islander cultures, so have extended this policy to cover NDY staff globally. It is hoped that this policy will further help alleviate the pressures employees face when balancing work and home/community life.

This is a great example of where our work to improve inclusion in one area of our business has influenced better conditions for everyone at NDY.

Transitioning to Retirement

As lifespans increase, people are working well into their sixties, seventies and beyond. NDY want to retain and engage our valued employees who are in the late stages of their careers with meaningful work. So too, we want to enable our mature workforce to implement changing work-life goals that will enable them to remain socially connected, physically healthy and financially secure as they transition into retirement. This benefits both the employee and NDY.

We understand that retirement is one of the biggest lifestyle changes we will experience in our lifetime, therefore it is important to take a 'whole of life' approach when planning for the future. NDY offer a range of support to employees in the process of planning what their individual 'retirement' will look like, and recognise that plans can evolve over time. Our goal is to help our people to take action towards their changing goals so they can achieve their desired lifestyle outcomes.

This support can include a gradual reduction in the number of hours an employee works and transitioning to casual employment.



3

Engaging and supporting our Communities

NDY values our role in creating thriving communities in the locations we operate and beyond. We partner with industry leading businesses and peak bodies to achieve our common goals. We support community groups to improve culture of place and a sense of belonging for our people and stakeholders.

We also support vulnerable communities through our charitable giving.

Through the NDY Charitable Trust, NDY is helping to prevent modern slavery through a donation to Hope For Justice, who work on prevention, rescue and rehabilitation of victims of modern slavery.



OUR COMMUNITIES & SUPPLY CHAIN

NDY Charitable Trust

NDY's commitment to charitable causes inspired the establishment of the NDY Charitable Trust (the Trust) which provides support to communities in need.

The Trust delivers charitable efforts through a combination of pro-bono, in-kind and cash donations to causes that have a synergy with NDY's business. This complements the practical assistance NDY provides on a range of volunteering efforts around the globe, through its pool of skilled and talented engineers.

When considering charities for donations the Trust's committee use the following criteria for guidance:

- Assist charities which have a synergy with our business - an example might be aid work which requires our skills
- Value for money in terms of the benefit provided to the charity we support – a focus on charities that deliver tangible outcomes for those they aim to help
- Charities which are supported by NDY staff and have good support from the office involved
- Charities which have a low overhead In the case of third world countries, charities which have a strong track record of delivering
- Focus on specific programmes of work delivered by the charity rather than undefined donations to the charity

In the last year, the Charitable Trust has contributed to many charities and programs including:

- Engineering Aid in Australia, supporting Indigenous Australian high school students to become professional engineers

- The School of St Jude in Tanzania, providing scholarships to two students
- A Girls' Empowerment Program in Cambodia, providing scholarships for 50 girls
- Hope for Justice, who work on prevention, rescue and rehabilitation of victims of modern slavery
- CARE's Water, Sanitation and Hygiene (WASH) project, helping people in Zimbabwe's rural Chivi district with improved access to safe water and sanitation
- Rotary and SERES Water Program, creating access to water and resources through construction of a well in the remote community of Escuintla, Guatemala

Industry Memberships and Affiliations

In 2022, NDY is proud to continue our industry support and membership with the following national and international peak bodies:

- UK Green Building Council
- Energy Efficiency Council of Australia
- Green Building Council of Australia
- New Zealand Green Building Council
- Canada Green Building Council
- International Building Performance Simulation Association
- International WELL Building Institute (IWBI) Keystone Member (TT High Performance Buildings Group)
- Australian Passive House Institute
- Life Cycle Association of New Zealand
- National Association of Women in Construction (NAWIC) - Australia and New Zealand

CARE's Water, Sanitation and Hygiene (WASH) project.

Image © John Hewat/CARE



OUR COMMUNITIES & SUPPLY CHAIN

Our Action on Modern Slavery

As part of NDY's ongoing commitment to improving our sustainability performance in the last 12 months, NDY launched training that impacts our ESG performance, and this included a mandatory company-wide Modern Slavery Awareness module.

The training included modules on how to both identify and manage modern slavery risks.

Reconciliation Action Plan 2021 – 2023

In 2020, NDY in Australia launched its first Reconciliation Action Plan (RAP). Our RAP was developed in partnership with Reconciliation Australia, the lead body for reconciliation in Australia, who aim to inspire and enable all Australians to build relationships, respect and trust between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. Reconciliation Australia's RAP program provides a supporting framework for NDY to positively contribute to the social, cultural and economic outcomes and wellbeing of Aboriginal and Torres Strait Islander peoples and communities. More broadly, it is NDY's goal to benefit all Australians by fostering greater historical acceptance and cultural appreciation of Aboriginal and Torres Strait Islander peoples and communities, thereby improving respectful relationships with them.

Following implementation of actions included in our first Reflect RAP, NDY's second RAP, our Innovate RAP, was endorsed by Reconciliation Australia in May 2021.

This next phase in our reconciliation journey is focused on actions that work towards achieving our organisation's unique vision for reconciliation. Commitments within this RAP allow NDY to be aspirational and innovative in order to help us gain a deeper understanding of our sphere of influence and establish the best approach to advance reconciliation. An Innovate RAP focuses on developing and strengthening relationships with Aboriginal and/or Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation and developing and piloting innovative strategies to empower Aboriginal and/or Torres Strait Islander peoples.

As part of National Reconciliation Week (NRW), all NDY employees were invited to attend a NRW Panel discussion where we highlighted our RAP activities over the last 12 months which included our ongoing partnerships with Career Trackers, Engineering Aid and Tertiary scholarships for Indigenous engineering students; our contribution to the 'Stolen Generations - Keeping Places' project for the upgrade and refurbishment of three Stolen Generations places; and publishing of our RAP on a page. To mark NAIDOC week, we developed and launched our Employment and Professional Development Strategy, and offices participated in a local cultural learning experience.

The lessons learned by our Australian offices in both the development and delivery of our first RAP are now being actioned throughout our operating regions with particular emphasis on engagement with indigenous suppliers wherever relevant, for example with Māori suppliers in New Zealand and First Nations suppliers in Canada. In the UK this emphasis is on minority and gender diverse suppliers.



OUR COMMUNITIES AND SUPPLY CHAIN

Te Aō Māori Rautaki

The Te Aō Māori working group was established at the end of 2021 after the development of Te Rautaki Māori ō NDY earlier in the year. Te Rautaki Māori ō NDY served as the initial guidance for how NDY would undergo transformation, including understanding Te Tiriti o Waitangi and our role as treaty partners.

The working group comprises of representatives from both Tamaki Makaurau (Auckland) and Te Whanga-nui-a-Tara (Wellington). The moemoea (dream) of this group is to weave the values of Te Aō Māori into our offices and bring to light the symmetry that already exists between NDY and Te Aō Māori. From this understanding we aspire to connect on a personal level, one of aroha (affection and understanding) with Iwi. This is a journey of discovery that NDY is fully committed to undertaking.

Over the course of 2022 we have hit a number of milestones. We have held pepeha training sessions within our Tamaki Makaurau office (pepeha is how Māori introduce themselves). We have also hosted a Te Tiriti session with our working group members and Tamaki Makaurau staff, to educate our staff on the history of Aotearoa, with a second session for Te Whanga-nui-a-Tara to follow in September. Another first for NDY was celebrating Matariki both as an office and a country. Both offices built Manu tukutuku, traditional Māori kites to celebrate and shared in a hakari (feast) afterwards.

As we progress our long-term vision, incorporating lessons from NDY's RAP, we envision Te Aō Māori and reo Māori being business as usual. With the support of our global team and future engagement with Manawhenua, we believe NDY can become a leader in how Te Aō Māori positively evolves our business.



Flying of the Manu tukutuku with the Te Whanga-nui-a-Tara office.

4

Governance:
Leading by
example -
Conducting
ethical and
sustainable
business
practices

We strive to be ethically, environmentally, and socially responsible in all we do. Our core values shape the way we do business – sustainably, with integrity, and with client satisfaction at the heart of our project engagements.



LEADING BY EXAMPLE

NDY is committed to the highest ethical principles and standards of behaviour in the achievement of its objectives. As a global firm operating in diverse business and social environments, we are proud of our reputation for high ethical standards and we are mindful that they apply both in the way we deliver our services and the way in which we run our business. This is reflected throughout our internal policies and procedures, which encompass our core values.

NDY's Approach to Governance

The ethical principles embodied in our values, policies and procedures are the signposts by which our employees make business decisions each day.

To help ensure that we conduct business according to these principles, we have specific policies and procedures that define what we expect of our people. We strive to be ethically, environmentally and socially responsible in all we do.

Executive Leadership Team

The NDY Group executive leadership team holds ultimate responsibility for company ESG performance. The leadership team comprises regional and management function leaders from across the NDY Group (see Appendix A).

NDY Group Executive and Committees

The following committees and groups support the NDY executive leadership team:

- Safety, Health, Environment and Quality (SHEQ) Committee – Oversight of business risk and reporting obligations
- Diversity & Inclusion (D&I) Committee – Oversight and accountability for delivering company sponsored D&I initiatives
- Market Sector Leads – Oversight of client experience and key accounts
- Group Technical Directors – Oversight of engineering practices, engineering excellence, standards and practices
- Global Specialist Group – A collection of specialist disciplines who work effectively with our project leaders and clients, regardless of location, providing our best specialist expertise drawn from NDY's global resources
- Environmental Social and Governance (ESG) Committee – Oversight of business-wide environmental and social commitments and initiatives

The following sub-committees and task groups are responsible for driving specific business sponsored initiatives:

- Charitable Trust
- NDY PRIDE Network
- Decarbonisation Task Group
- Reconciliation Action Plan Committee
- Te Ao Māori Working Group
- APAC Women's Network Committee
- Quality in Design Committee

ESG Committee

The NDY ESG Committee comprises business and initiative leaders from across NDY's offices. The role of the committee is to coordinate, monitor and drive the delivery of NDY's environmental, social and governance performance and objectives, in-line with NDY's Sustainability Strategy.

This committee meets quarterly to review progress and discuss how it can support different business divisions, functions and units in implementing appropriate policies and systems.

Decarbonisation Task Group

NDY's Decarbonisation Task Group focuses on coordinating, tracking, and driving business-wide decarbonisation practices throughout NDY's operations. Task Group members are multidisciplinary with diverse skillsets and represent the majority of NDY offices.

While the goal of the Group is to reduce carbon emissions in alignment with NDY's Decarbonisation commitment, a key outcome is to create a Living Laboratory environment where NDY can test and learn from decarbonisation initiatives to both embed sustainability within our practice and use it as a testing ground for clients and projects.

Achievements since the Group's inception in October 2021 includes the continual quantification and offsetting of NDY carbon emissions, company-wide staff education, decarbonisation and review of electricity supply to our major Australian offices, waste reduction surveys and promotion, supply chain engagement.

LEADING BY EXAMPLE

Our Workforce

NDY has staff based across our 12 offices and 5 regions. A breakdown of our workforce is below.

NDY Group also relies on established and trusted relationships with several offshore partners to deliver our global suite of service offerings, which includes a staff pool of over 150 engineers, consultants and administrators.



- Casual
- Permanent
- Fixed term

Supply Chain and Procurement

NDY has developed policies and guidelines to support our staff in making responsible decisions. Our business has implemented numerous policies and procedures across our operations to ensure the procurement of goods or services are consistent with NDY's SHEQ, sustainability, gender equality and reconciliation objectives and targets.

Safety, Health, Environment and Quality

The NDY Safety Health Environment and Quality (SHEQ) management systems meet the requirements of:

- ISO 9001 for Quality Management
- ISO 45001 for Workplace Health and Safety Management
- ISO 14001 for Environmental Management
- Local legislation and regulations in the areas we operate.

The SHEQ management system formalises the policies, procedures and processes that will be implemented across NDY offices to meet its management systems compliance obligations and applies to all workers, contractors and offshore partners.

Staff Training

NDY and our parent company Tetra Tech conducts extensive theory-based and applied training for its staff, covering a broad range of environmental, social and governance related issues.

Employee Onboarding

Our company supports staff as they join NDY by providing ethics-based training, in line with our values and ethical business practices.

Online modules including:

- | | |
|--|---|
| • Workplace health & safety | • Diversity & inclusion (unconscious bias) |
| • Bullying & harassment | • Leading self through change |
| • Privacy & confidentiality | • Performance management (THRIVE) module |
| • Modern Slavery awareness | • Indigenous cultural training (Australian employees only). |
| • Building resilience | |
| • Managing mental health risks at work | |

Face to face and virtual onboarding induction including:

- Office orientation
- People & Culture
- Workplace health & safety
- Finance
- Legal
- Systems.

Sessions are tailored based upon the new employees role and requirements.

LEADING BY EXAMPLE

Graduate Development Program

The NDY Graduate Program seeks to provide our new graduates with the tools and experiences required to establish and build a fulfilling career with NDY. The program aims to:

- Give graduates the career boost needed to become a skilled professional who is passionate about creating innovative and sustainable solutions
- Provide graduates with a strong foundation of relevant skills, tools and experiences required to ensure a successful start to their career at NDY
- Build in-depth understanding and knowledge, working on live projects and getting on and off-the-job training across a variety of disciplines
- Provide opportunities to build an active support network of line managers, mentors, peers and subject matter experts - all on hand to help them get the most from their experiences.

The program consists of an induction program, introductory sessions to all NDY engineering and technical disciplines, opportunities to meet with executive leaders, networking/social events, mentoring opportunities, buddy program and a graduate rotation program with technical learning plan.

REVV Redevelopment

A new functional workspace comprised of a significant refurbishment to a heritage listed building and a new development connected via a large atrium space, this project is targeting LEED Platinum and International Future Living Institute Net Zero Carbon certification.



LEADING BY EXAMPLE

Management and Leadership Training

We invest in our current and future leaders, providing them with training and tools to support their personal and professional growth. This includes:

- **Manager 101 online training modules:** Including Managing Wellbeing, Onboarding & Inductions, Reward & Recognition, Managing Performance and Managing Exits
- **Emerging Leaders Program (ELP):** An introduction to leadership to provide participants with an overview of leadership theory and skills practice which serves as a foundation to the Senior Leadership Program. This program is targeted to those new to leadership who have the potential, ability and aspiration to fulfill a more complex senior leadership role in the future
- **Senior Leaders Program (SLP):** Nominees will already be displaying the potential, ability & ambition to reach a senior leadership role. Nominees typically have already attended the Emerging Leaders Program and this advanced leadership program provides an extension of their learning
- **C3 Foundations:** The program is designed for employees who are beginning their project leadership journey and showing an interest in further developing their business development skills. Topics include negotiation skills, presentation skills and building client relationships
- **C3 Advanced:** The program is designed for senior members of our team, who are active project leaders and wanting to further develop their business development and client relationship skills. Topics build on C3 Foundations and expand to include presenting with impact, communicating with influence and delivering win/win positions
- **PM1:** This 10-module course encompasses the fundamentals of project management. It provides valuable insight into the responsibilities, policies, processes and tools required to manage your projects. The course contains valuable instruction covering the complete project life cycle from the pre-proposal stage to the contract stage, to project startup, project execution, and closeout
- **PM2:** This three-day course is designed for PMs with at least 2 to 3 years of project and/or significant task management experience and who have completed PM1 training or hold other project management certifications. PM2 training uses a case study project that is taken from pre-proposal to project closeout and offers exercises to help project managers apply best practices and the enterprise tools, like those in the Project Center, to actual projects.

Whole-of-Life Carbon Design Training

As part of our ESG commitments outlined in this report, we released a company-wide mandatory training module in February 2022 to enhance individuals understanding of climate change and what it means for the buildings and spaces we design and maintain.

Developed by NDY's own subject matter experts, it covers a range of important subject matter issues including climate change vs similar phenomena, key concepts, electrification, demand response, refrigerants and upfront carbon.

This module also aligns with Sustainable Development Goal 13: Take urgent action to combat climate change and its impacts.

5

Delivering leading, innovative and sustainable projects for our clients

We thrive on delivering leading, innovative and sustainable solutions for our valued clients and their stakeholders.

NAB, 3 Parramatta Square, Sydney



LEADING INNOVATIVE, SUSTAINABLE PROJECTS



1. The Annex at 12 Creek Street

A finalist in the Excellence in Sustainability category for the 2021 AIRAH Awards, The Annex at 12 Creek Street provides a breathable façade that is seamlessly connected to the air conditioning system. Tenants of the 12 storey office building are able to take advantage of the city's subtropical climate, utilising natural ventilation and a connection to outdoors for significant portions of the year.



2. 2degrees Fitout

2degrees new headquarters is the first project in New Zealand to achieve WELL certification, becoming WELL Certified™ Platinum in May 2022. Design interventions that support employee health, safety and wellbeing included air quality monitors, restorative areas for meditation, prayer and yoga, and internal stair signage encouraging use over the lifts.



3. Eden Park

Eden Park is New Zealand's national stadium and the first stadium in Australasia to achieve the globally recognised WELL Health-Safety rating. This rating provides a platform to recognise, promote and in some cases bring facilities and buildings 'up to spec' to provide clean, safe, healthy and prepared spaces for occupants to return to across the world.



4. REVY Development

This all electric office development is targeting LEED BD+C Platinum certification, awarded to world leading holistically sustainable buildings. The project is also targeting the International Living Future Institute's Zero Carbon certification, which recognises projects that offset 100% of operational energy with renewable energy, and disclose and offset 100% of embodied carbon emissions associated with construction and materials.



5. Green Square School

Targeting a 5-star Green Star rating, this school has been designed with a focus on climate adaptation and resilience. Detailed modelling drove the design from concept stage, with a focus on passive elements of the building including increasing shading, reducing window to wall ratios and reducing solar gains into the building.



6. Murdoch Boola Katitjin

Boola Katitjin – which translates to 'lots of learning', is set to become the new heart of Murdoch University's South Street, Perth campus. When complete, Boola Katitjin will be the largest mass-engineered timber building in WA, enabling a significant reduction to the building's embodied carbon. The project also optimises operational energy efficiency through passive design principles, mixed-mode ventilation and an extensive solar PV array.

A sample of our recently completed and in-progress projects are provided.
For further information on these and other leading NDY projects please visit www.ndy.com

LEADING INNOVATIVE, SUSTAINABLE PROJECTS



7. 14-21 Rushworth Street

Located in Southwark, this new office building incorporates a number of high efficiency features and smart controls and has achieved an Energy Performance Certification rating of A. The project also achieved a BREEAM 'Outstanding' rating with a score of 86.7%.



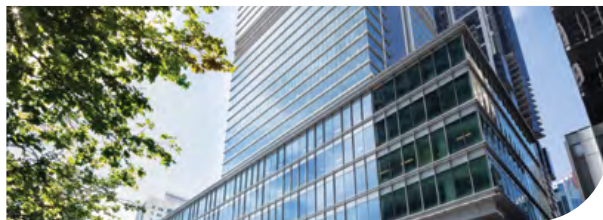
8. Constitution Place

Constitution place is the first WELL Certified™ Gold rated building in ACT. The rating was achieved through the culmination of many health and wellbeing initiatives including the use of demand control ventilation, low VOC paints and adhesives, and strict construction management processes; as well as an accessible design, end of trip provisions and constant stakeholder engagement.



9. Wurriki Nyal Civic Precinct

In collaboration with our project partners, NDY has designed a building that delivers both premium aesthetics and function, whilst adhering to the financial targets of our Client. In particular, all services run through either beam penetrations or via the raised access floor to minimise building heights.



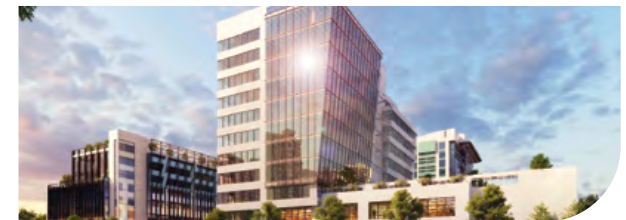
10. Arcadia

Arcadia manages the Australian Wholesale Property Fund (AWPF) and the PSS/CSS B Property Trust (PCB) Property funds. One of Arcadia's ESG targets (set through NDY's engagement to develop an ESG framework, commitments and initiatives) is their carbon neutral target. NDY developed a Zero Carbon Transition Plan for the funds' commercial, industrial and retail assets alongside improving the funds GRESB rating using Green Star Performance as a framework.



11. Queanbeyan Civic & Cultural Precinct





The new Queanbeyan Civic & Cultural Precinct is a mixed-use development including community library, commercial office space, council administration & shopfront, community space and public realm. Targeting 5-star Green Star and NABERS Energy for Offices ratings, the development has a strong focus on building performance and efficiency, whilst delivering high-quality placemaking opportunities and revitalising the Queanbeyan CBD.











12. Bridgeport Complex

This mixed-use development allows for future connection to the City of Richmond District Energy Utility to provide low-carbon energy for space and hot water heating. NDY completed modelling throughout design development to influence the mechanical and fabric designs to meet the City's ambitious energy efficiency targets.

APPENDIX A: ALIGNING OUR ACTIONS WITH SDG'S

SDG	DESCRIPTOR	NO.	NDY ALIGNMENT
3 GOOD HEALTH AND WELL-BEING 	Ensure healthy lives and promote wellbeing at all ages	3.3	NDY's Charitable Trust activities for this reporting period included allocation of funds to a community well in Escuintla, Guatemala , supporting access to fresh water.
		3.8	NDY provides a range of health and wellbeing amenities and benefits to its people through its People and Culture Peoplistream platform. See pages 17 to 21 for further information.
4 QUALITY EDUCATION 	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.1	NDY through its charitable trust is continuously identifying opportunities to support youth education. Last year, our business provided funds to support Engineering Aid in Australia . This program supports Indigenous Australian high school students to become professional engineers.
		4.4	
		4.6	NDY through its charitable trust has been a long standing supporter of the School of St Jude in Tanzania, providing financial support to their education programs since 2015. Regular donations from the NDY Charitable Trust are currently supporting the education of two primary school students. The NDY Charitable Trust are also very proud of the two recent graduates we sponsored through the Beyond St Jude's Program who graduated from the University of Dar es Salaam.
		4.a	NDY continually provides design services to support state and national governments to deliver sustainability, disability and gender sensitive education facilities.
5 GENDER EQUALITY 	Achieve gender equality and empower all women and girls	5.2	NDY launched its first Modern Slavery Statement in April 2021 and has committed to working and supporting our supply chain to reduce all forms of modern slavery, including violence against women. As a business, NDY also has a zero-tolerance policy for all forms of violence against women. During this reporting period NDY also donated funds to Hope for Justice , who work on prevention, rescue and rehabilitation of victims of modern slavery.
		5.5	NDY supports equal leadership opportunities for women and this is a key component of our company Global Gender Action Plan and DEI Strategy. Further details can be found on page 18. NDY's Charitable Trust activities for this reporting period included allocation of funds to CARE's Water, Sanitation and Hygiene (WASH) project. The project has encouraged women to lead their communities towards improved health and wellbeing aligning with CARE's mission to defeat global poverty by supporting women to create lasting change in their communities. The Trust also allocated to help provide scholarships for 50 girls at a Girls' Empowerment Program in Cambodia. The Trust also provided financial support towards books, stationery, student lunches, and teacher training at a Girls' Scholarship Program in Tanzania. Both initiatives were supported through Action on Poverty – a small charity that NDY has been supporting since 2015.
		5b	NDY engages with international and national organisations to promote the empowerment of women in engineering. Our company also holds annual events to communicate our support.
6 CLEAN WATER AND SANITATION 	Ensure availability and sustainable management of water and sanitation for all	6.1	NDY's Charitable Trust activities for this reporting period included allocation of funds to CARE's Water, Sanitation and Hygiene (WASH) project, helping people in Zimbabwe's rural Chivi district with improved access to safe water and sanitation and the Rotary and SERES Water Program , creating access to water and resources through construction of a well in the remote community.
		6.4	Our business is actively working with our clients to deliver improved water efficiency across a range of sectors globally. A sample of the sustainable project outcomes achieved on projects can be found on pages 31 and 32.
		6.5	Our 2022 ESG Report outlines targets for assessment and improving water efficiency across our global operations along with progress made since 2021.
7 AFFORDABLE AND CLEAN ENERGY 	Ensure access to affordable, reliable, sustainable and modern energy for all	7.2	For this reporting period, 14% of NDY's offsets for scope 1,2 and 3 emissions went to the Cat Hiep Solar Power Project in Vietnam as part of our carbon neutral declaration. This project generates 70,000MWh renewable energy per year.
		7.3	In addition, our business has demonstrated our leadership on projects by encouraging and designing renewable energy systems to deliver low/zero carbon outcomes for our clients. A key example of our work is the Murdoch Boola Katitjin project in Perth, Australia. Further information can be found on page 31.
		7a	As part of our project work, NDY also partners with industry bodies such as the Clean Energy Finance Corporation (CEFC) and Australian Renewable Energy Agency (ARENA) and Energy Efficiency Council of Australia (EEC) to drive greater research and adoption of scalable renewable energy technology.

SDG	DESCRIPTOR	NO.	NDY ALIGNMENT
8 DECENT WORK AND ECONOMIC GROWTH 	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.5	NDY employs engineering and administrative staff support from multiple regions, including developing nations in compliance with local legislation and company policies. In addition, 34% of NDY's offsets for this reporting period went to providing efficient cookstoves in Africa, generating local employment opportunities particularly for women as stove champions.
		8.7	NDY's Modern Slavery Statement can be found here , which outlines our commitments and planned actions to reduce all forms of slavery in our supply chains. NDY launched Modern Slavery Awareness training, compulsory for all employees, in March 2022.
		8.8	NDY employs engineering and administrative staff support from multiple regions, including developing nations in compliance with local legislation and company policies.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.1	We support this initiative through the design of sustainable and resilient infrastructure. A sample of NDY's projects and our sustainability achievements can be found on pages 31 and 32.
		9.2	
		9.4	
10 REDUCED INEQUALITIES 	Reduce inequality within and among countries	10.2	NDY's company policies outline our commitment to diversity and inclusion for our staff and stakeholders and can be found on page 18.
		10.3	
		10.4	
		10b	
11 SUSTAINABLE CITIES AND COMMUNITIES 	Make cities and human settlements inclusive, safe, resilient and sustainable	11.3	We support this initiative through the design of sustainable and resilient infrastructure for our clients and stakeholders. A sample of NDY's projects and our sustainability achievements can be found on pages 31 and 32.
		11.4	Through our projects we help preserve the cultural integrity and heritage for major national places of significance. An example of this includes the REVY Development in Sydney, Australia.
		11.6	We support this initiative through the design of sustainable and resilient infrastructure for our clients and stakeholders. A sample of NDY's projects and our sustainability achievements can be found on pages 31 and 32.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Ensure sustainable consumption and production patterns	12.2	Our ESG commitments forming part of this report and achievements to date demonstrate our ongoing commitment to the efficient management and use of natural resources.
		12.5	
		12.6	
13 CLIMATE ACTION 	Take urgent action to combat climate change and its impacts	13.1	We work with clients to implement design measures that improve resilience and adaptability to our changing climate. A sample of NDY's projects and our sustainability achievements can be found on pages 31 and 32.
		13.3	Our whole-of-life carbon neutral design training module was launched in February 2022 and mandatory for all staff. The training was tailored to support all staff in their understanding of climate change, how it impacts our clients, and how we can best work with them to deliver leading solutions. As a leader in sustainable design, our company also promotes and demonstrates successful implementation of sustainability outcomes for client projects.
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	15.2	For this reporting period, over 50% of NDY's offsets for scope 1,2 and 3 emissions utilised an accredited nature-based scheme as part of our carbon neutral declaration.
		15.3	
17 PARTNERSHIPS FOR THE GOALS 	Strengthen the means of implementation and revitalize the global partnership for sustainable development	17.3	The NDY Charitable Trust actively seeks donations from internal and external stakeholders and allocates these funds to various environmental and social programs in developing nations.
		17.6	

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