



# Sustainability & Environmental Policy

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## 1. Introduction

Hub Australia prioritizes responsible corporate practices, emphasizing environmental sustainability. Committed to minimizing our footprint, we promote a culture of sustainability throughout our operations.

As a B Corp and the first net-zero flexible office space provider in Australia, we have been recognised for our dedication to sustainability. Our Flexi Impact Program has supported over 280 purpose-driven organisations since its establishment.

Collaborating with landlord partners, we aim to select buildings with higher NABERS and Green Star scores, creating spaces that meet the highest standards of functionality, aesthetics, and environmental responsibility. Water conservation is integral, with water-efficient fixtures and landscaping practices.

## 2. Energy Efficiency

We reduce our carbon footprint by using energy-efficient practices like sensor switching and optimised lighting / HVAC systems.

As of January 2024, eleven out of fifteen clubhouses operate on 100% Green Power. At the other locations our landlords control the power via base building provision, and we are working with them on potentially switching to green power where possible. We currently purchase carbon credits to offset our electricity usage across these other clubhouses.

## 3. Waste Reduction and Recycling

We collaborate with cleaning partners to conduct waste audits and enhance waste management practices, identifying areas for improvement and implementing measures to reduce our environmental impact.

Encouraging teams to participate in recycling is crucial to our sustainability ethos, creating a sense of shared responsibility for environmental stewardship.

We work closely with building managers to gain insights into the broader environmental impact of our operations, using data to continually improve our waste reduction initiatives.

Recognising evolving environmental responsibility, we're exploring integrating additional waste streams such as e-waste, organics, and battery recycling where feasible.

## 4. Carbon Emissions & Reporting

Committed to sustainability, we partner with respected companies to leverage their expertise and solutions to enhance our facilities and operations. To mitigate our carbon footprint, we've implemented robust carbon offset initiatives, aligning with our dedication to environmental responsibility.

Beyond compliance, our carbon offset projects focus on impactful initiatives like reforestation and renewable energy, reflecting our commitment to sustainability.

For transparency, we're establishing regular reporting and communication channels to keep stakeholders informed about our progress toward Climate Active Accreditation and our sustainability goals.

## 5. Sustainable Procurement

Hub Australia commits to environmentally conscious practices. We partner with like-minded B Corp organisations, prioritising sustainability where possible in our procurement processes.

Our strategic partnerships extend beyond transactions, inspiring positive change in the commercial property landscape. We seek vendors with robust environmental policies, creating a network that contributes to and benefits from our shared sustainability commitment.

## 6. Transportation and Commuting

Our commitment to sustainability extends to the realm of transportation and commuting, where we actively advocate for and support eco-friendly alternatives. Recognising the significant environmental impact associated with commuting, we take steps to foster initiatives that contribute to a greener and more sustainable future.

We actively encourage our team members to embrace sustainable transportation options, such as public transport, cycling, and carpooling. By advocating for these alternatives, we not only reduce the carbon footprint associated with daily commutes but also contribute to a healthier and more vibrant community.

To further support our commitment to sustainable commuting, we provide dedicated facilities for bicycle storage and end of trip facilities (showers/lockers/etc). This initiative not only encourages cycling as a mode of transportation but also aligns with our goal to create a workplace environment that promotes healthier and more active lifestyles.

## 7. Chemical Reduction

We prioritise fostering environmental consciousness in our workplace and community by taking tangible steps to reduce our impact, including installing chemical-free Tersano units to minimise chemical waste and our harm to the environment. These eco-friendly solutions align with our sustainability goals and commitment to providing a healthier workspace.

## 8. Continuous Improvement

We are committed to regularly reviewing and updating our sustainability practices to align with best environmental management practices. Feedback from our team members and stakeholders is valued in our ongoing efforts to improve our environmental performance.

## 9. Key Milestones

Our commitment to sustainability is underscored by the achievement of significant milestones, reflecting our dedication to environmental responsibility. These milestones aren't merely temporal markers; they signify substantial progress towards fostering a more sustainable and eco-friendly future.

While we have various sustainability projects and initiatives unfolding over the next three years, here are some key milestones worth highlighting.

<b>Milestone 1</b>	Reduce Scope 2 emissions through the purchase of renewable power (where Hub Australia has purchasing control)	All applicable locations purchase GreenPower by December 2023	<b>COMPLETED</b>
<b>Milestone 2</b>	Reduce Scope 3 emissions by working with building owners to offset base building electricity through renewable power or large-scale generation certificates (LGCs)	Conduct review of base building power at all locations by March 2024	<b>COMPLETED</b>
<b>Milestone 3</b>	Maintain net zero status whilst reducing our overall carbon footprint at open locations	Reduce tonnes of carbon dioxide equivalent (tCO <sub>2</sub> e) per member by 15% by June 2025	<b>IN PROGRESS</b>
<b>Milestone 4</b>	Increase Hub Services annual revenue (lower-emitting business activity)	Increase to 10% annual revenue by June 2026 (currently 2%)	<b>IN PROGRESS</b>

## 10. Conclusion:

At Hub Australia, we are committed to upholding all applicable environmental laws and regulations as the bare minimum. Proactively surpassing these requirements is our guiding principle, emphasising our dedication to responsible environmental stewardship.

By diligently adhering to the principles outlined in our policy, Hub Australia is dedicated to fostering a sustainable and environmentally responsible future. We extend our heartfelt gratitude to our team members, clients, and partners for their unwavering support and collaborative efforts as we collectively pave the way towards a greener and more sustainable tomorrow. Together, we are making a positive impact on our planet.