

A modern office interior with a high wooden ceiling and large windows. In the foreground, a man in a brown jacket and headphones stands at a desk with multiple computer monitors. In the background, two women sit on a green sofa. A large indoor plant is visible near the center. On the left, there is a wooden cabinet with drawers labeled with years from 2018 to 2035.

unispace

## ANZ Sustainability Strategy

Driving business resilience through environmentally responsible,  
future ready design and construction.

2026



# Acknowledgment of country

Unispace acknowledges the  
Traditional Custodians of the land on  
which we live, work and learn.

We pay our respects to all  
First Nations peoples of Australia  
past and present.

Ka mihi atu ki o tātou iwi o te whenua,  
o Aotearoa.

We give thanks to our people of the  
land, New Zealand



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# Forward

At Unispace, we create spaces that enrich the lives of those who use them. Sustainability and wellness is an important part of the process and is deeply embedded in our strategy, design and delivery solutions.

As a global company, we operate across multiple continents with different priorities, regulations, and dynamics. To guide our journey we have embraced the UN Sustainable Development Goals, ensuring our approach is not only universal but also deeply local.

We help our clients assess the current state of their spaces, set achievable targets and work together to create a more sustainable workplaces. Building sustainable environments that prioritise the user experience ensures our clients' workplaces are future-proofed and are supported by an environmentally conscious design.

In ANZ, we've undertaken a thorough materiality assessment, ensuring our sustainability efforts are not only in sync with legislation and the UN's goals, but also tailored to meet the needs of the communities where we operate. Our focus spans across the most critical areas: our people, the communities we serve, carbon and energy efficiency, responsible sourcing, supply chain management, and circularity.

As a safe pair of hands that guide, define and customise workplaces to the client's vision, I'm proud to continually hear our clients feel confident facing the future armed with an adaptable, sustainable and innovative workspace that supports their current and future needs.

Care Deeply  
Take Action  
One Team  
Build Trust  
Bring Our Best



**Emma Forster Mitrovski**  
CEO, ANZ



# ANZ Sustainability Strategy

*Empowering People, Protecting Our Planet, and Building Prosperity with Integrity.*

## Our Vision

Sustainability is at the heart of everything we do, our pillars are built on the foundation of our core business values. With long-term vision and short-term actions, we aim to lead and innovate in key areas that matter most. We are dedicated to reducing emissions and minimising waste as part of the transition to a circular economy. By empowering and supporting the most vulnerable in our society, we aim to build a more resilient and equitable future for all.

# Our pillars



## **People: Empower with Purpose** *Inspired by: "Take Action" and "One Team"*

We believe that real impact begins with action. This pillar is all about improving the lives of individuals whether through community engagement, promoting health, or advancing social equity. The collective power of a united team working together for good is where change begins.



## **Planet: Nurture Our World** *Inspired by: "Care Deeply" and "Bring Our Best"*

Our planet is our responsibility. Nurturing it with unwavering care is not just a duty, it's a promise for future generations. This pillar drives our efforts to foster sustainability and develop practices that leave a positive, lasting imprint on our world. Every action we take is part of our commitment to building a healthier, greener tomorrow.



## **Prosperity: Build Trust for Growth** *Inspired by: "Build Trust" and "Take Action"*

Sustainable growth requires more than just financial success. It's about building trust through ethical practices, transparency, and integrity. This pillar ensures that every business outcome is achieved with responsibility and respect for both people and the planet, creating long-term success that benefits everyone.



# People – Empower with Purpose

**Empower with Purpose** - taking purposeful action to improve the wellbeing of people - whether through community engagement, health, or social equity - while working together as a unified team.



## SHORT TERM ASPIRATIONS - 2026

### Community

- Staff granted two days per person per year to support local communities and charities.
- Connecting with local charities to donate redundant furniture and equipment from projects
- Promote Charitable donations through team fundraising events

### Diversity Equity Inclusion & Belonging (DEIB)

- Designing spaces for Inclusivity – roll out design resource tool kit.
- Equitable and Inclusive Workplace, ensuring everyone at Unispace feels they belong
- Indigenous Inclusion Reconciliation Action Plan (RAP) – Delivering our Innovate actions
- Set targets for supplier diversity in our supply chain.

### Healthy Workplaces

- HSEQ safe construction sites
- Flexible workplace offering hybrid working
- Staff Wellbeing - vaccination programs, mindfulness sessions, dedicated wellbeing spaces in studios
- Support and Promote Staff Employee Access Program
- Promote the benefits of improved occupant wellbeing through thought leadership events.
- Undertake strategic reviews within the industry to identify areas/trends for innovation and implement change.

### Upskilling & Education

- Support the upskilling of our supply chain through subcontractor education on sustainable construction practises and on-site Mental Health awareness events.
- Whistle blowing policy training
- Company sponsored Staff professional development training

### Water Management

- Provide easily accessible filtered water for our staff and clients in our projects.



# People – Empower with Purpose

## LONG TERM COMMITMENT - **2030** ASPIRATIONS

### Upskilling & Education

Address the skill shortages and upskill Unispace staff to ensure we have the staff and skill set required to deliver workplaces of the future. Staff will be provided with a minimum 3-5 training days per person. We will continue to measure, apprenticeships, turnover rate, workforce numbers and diversity, women on the board monitoring and measuring our skills matrix.

### DEIB - Diversity Equity Inclusion & Belonging

Have a diverse and skilled supply chain that have the capacity and capability to deliver sustainable workplaces. (measure diversity within the supply chain to include women owned, indigenous owned, varied ethnicity owned and veteran owned).

### Water Management

Work with our other regions to expand the use of water conserving sediment control systems on our sites globally.

### Healthy Workplaces

Unispace to remain as an industry leader in delivering its unique offering from inception through to post completion of projects. Its staff to be thought leaders in all areas of sustainability and sit and lead on industry panels to continue to steer the industry in delivering future proof workspaces. We will measure no of innovations identified and implemented on our projects, no of published Peer papers produced and participation and support for industry bodies such as Green Building Councils of Australia and New Zealand.

### Community

The Unispace Brand to be synonymous with quality and leaving positive legacies in areas where we have an impact by using local supply chains, materials and supporting local charities. We will measure localism within procurement and record charitable work and donations in our figures.





# Planet – Nurture our World

**Nurture our world - centred on deep care for the environment and the planet, fostering sustainability through the best efforts and practices to ensure a healthy world for future generations.**



## SHORT TERM ASPIRATIONS - 2026

### Decarbonization

- Undertake FY 2025 GHG Assessment for our 1,2 and scope 3 emissions
- Verify our carbon data to ISO 14064-3 Toitu carbon reduce certification
- Promote and implement more projects to undertake Life Cycle assessments.
- Assist clients inform their site selection to identify higher performing building stock
- Identify carbon offset schemes that support nature-based solutions that harness the power of nature to reduce greenhouse gas emissions while also addressing societal challenges and improving human wellbeing
- Design projects with energy efficient equipment and services

### Circular Economy

- Construction and demolition waste reporting from all projects targeting 90% diversion from Landfill.
- Make improvements to construction site sustainability.
- Create and implement a circular economy process
- Promote nature based design principles and ensure external and internal spaces support the philosophy of the Living Building Challenge and other relevant schemes. Produce a material data bank to support wider sustainable initiatives and certifications

### Water Management

- Design with water conserving fittings in our projects
- Continue to increase use of Washbox Sediment Control units on site



# Planet – Nurture our World

## LONG TERM COMMITMENT ASPIRATIONS - 2030

### Decarbonization

- Implement a standard process for recording Scope 3 emissions
- Create a Net Zero road map that supports individual projects
- Create a Net Zero strategy for the business and implement a 5-year decarbonization plan that supports the Paris target
- To have Net Zero operations across ANZ
- To provide Net Zero options for all clients on all projects
- To be classed as a climate leader and listed on the climate leader A list under the Carbon Disclosure Project
- All residual carbon to be offset through Nature based schemes that are verified and recognised using the Toitu certification

### Water Management

- Continue to grow our Sediment control systems on our sites and help extend utilization into the other regions

### Circular Economy

- To have a waste diversion rate of 100%
- To have no single use packaging on projects
- To be a leader in circular design and ensure our material database only includes items that can be reused or re-purposed
- Create new offerings to minimise waste long term through new markets such as service based furniture procurement models
- To promote new products in the market that support the circular economy



# Prosperity– Build Trust for Growth

This pillar focuses on driving profitable outcomes through ethical practices, integrity, and trust-building, ensuring long-term business success that aligns with both people and planet.

## SHORT TERM ASPIRATIONS - 2026

### Ethical Practices

- Undertake a materiality assessment of materials:
- 100% of timber specified to be FSC/PEFC
- Creation of a Material database for certified products
- Cultural Awareness training
- Provide anti-corruption/bribery training
- Provide Whistleblowing Training
- Minimize Notifiable Incidents and number of lost days

### Integrity and Trust

- Continue to report through and achieve Ecovadis ratings
- Maintain our ISO certifications
- Add new ISO verification for Carbon assessment
- Set supplier diversity spend targets and increase Indigenous owned businesses invited to tender.

### Long Term Success

- Achieve an NPS score of 9+
- Support and encourage innovation

### Innovation

- Create an innovation strategy that supports our core principles





# Prosperity – Build Trust for Growth

## LONG TERM COMMITMENT - **2030** ASPIRATIONS

### **Ethical Practices**

- All business practices align and support our core values. Assessed through employee, client and supply chain engagement feedback
- Identified as an employer of choice through a recognised scheme
- Zero Notifiable Incidents
- Report and publicly disclose our NI's and number of lost days

### **Integrity and Trust**

- Use local supply chains to support local communities on our projects with an aim of 25% of project turnover to be spent within the local economy
- Supplier Diversity targets to be reviewed and increased year on year.
- Use our material bank to provide assurance on material through the use of Environmental Product Declarations (EPD's), International Standards (ISO) certifications and responsible material sourcing certifications such as timber Forestry Stewardship Council (FSC) / Programme Endorsement Forestry Certification (PEFC)
- Achieve Ecovadis Platinum for our processes and performance

### **Long Term Success**

- Industry leading 10+ NPS score for the ANZ region and individual studios
- Growth and strong margins to support economic stability

### **Innovation**

- Be seen as a collaborative leader in Innovation and assist new products/processes/ideas to market
- Support industry groups and governments in discussions on future requirements
- Measure success of our innovation strategies through numbers implemented, new markets created, funding success and innovation tax rebates received

## Our Commitment

To minimise our environmental impact, maximise our positive social influence, and embed strong governance standards that validate our commitment. As we build on our successes and learnings, we remain focussed on the UN Sustainable Development Goals and evolving climate related legislation within our region.

# Our Commitment – Supporting UN Goals

## Unispace: Committed to the UN Sustainability Goals

In 2015, the United Nations set forth a bold vision a blueprint for peace and prosperity that spans across people and the planet. A shared commitment by UN Member States, it introduced the **17 Sustainable Development Goals (SDGs)**, a call to action to end poverty, improve health and education, reduce inequality, and spur economic growth, all while tackling climate change and safeguarding nature.
















At the heart of this vision: **Leave no one behind**. These goals are simple, yet powerful — guiding nations, businesses, and individuals alike to find their place in building a better world.

But simple doesn’t mean easy. Achieving these goals requires **leadership, investment, and determination**. It demands the active participation of all businesses, governments, communities, and individuals. As we edge closer to 2030, the SDGs hang in a delicate balance. The time for action is now.

At **Unispace**, we are doubling down on our efforts. With a clear focus on areas where we can make the greatest impact, we are committed to aligning our priorities with the **UN Sustainable Development Goals**. Because we believe that **success is not just a possibility** it’s a shared responsibility.



# ALIGNMENT TO UNSDG'S

PILLAR	MATERIAL TOPIC	UNISPACE INITIATIVES	EXTERNAL IMPACT & ENGAGEMENT INITIATIVES	UN GOAL ALIGNMENT	
Planet 	<b>Decarbonization</b>	<ul style="list-style-type: none"> <li>Business Green House Gas Assessment and carbon reduction target setting.</li> </ul>	<ul style="list-style-type: none"> <li>Life Cycle Analysis of projects</li> </ul>	Climate Action	<b>13</b> CLIMATE ACTION 
Planet & Prosperity 	<b>Circular Economy</b>	<ul style="list-style-type: none"> <li>Reduction of operational waste and consumption</li> </ul>	<ul style="list-style-type: none"> <li>Responsible specification of products and materials.</li> <li>Construction and Demolition Waste, Energy &amp; water conservation.</li> </ul>	Responsible Consumption & Production	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 
People & Planet 	<b>Water Management</b>	<ul style="list-style-type: none"> <li>Provide easily accessible filtered drinking water for our staff and clients in our projects.</li> <li>Water Conservation through efficient equipment use.</li> </ul>	<ul style="list-style-type: none"> <li>Pollution / sediment control on our construction sites</li> <li>Water Conservation through efficient equipment specifications.</li> </ul>	Clean Water & Sanitation	<b>6</b> CLEAN WATER AND SANITATION 
People & Prosperity 	<b>Diversity, Equity, Inclusion &amp; Belonging (DEIB)</b>	<ul style="list-style-type: none"> <li>Ensuring gender equality opportunities for both remuneration and leadership positions.</li> <li>Equitable employee benefits in the different regions across our global business.</li> </ul>	<ul style="list-style-type: none"> <li>Equal opportunity in recruitment</li> <li>Indigenous Inclusion through our Innovate Reconciliation Action Plan in AU &amp; Local Iwi engagement in NZ.</li> <li>Supply chain Scrutiny and Indigenous spend activities.</li> <li>Community Engagement and Volunteering</li> </ul>	Gender Equity  Reduced Inequalities	<b>5</b> GENDER EQUALITY  <b>10</b> REDUCED INEQUALITIES 
People 	<b>Upskilling and Education</b>	<ul style="list-style-type: none"> <li>Professional development and education on ESG topics for staff and subcontractors</li> </ul>	<ul style="list-style-type: none"> <li>Mentor and trainee internship programs, client events and marketing of sustainable practices</li> </ul>	Quality Education	<b>4</b> QUALITY EDUCATION 
People 	<b>Healthy Workplaces</b>	<ul style="list-style-type: none"> <li>Providing a healthy Workplace for our staff Prioritizing mental health and HSE for our staff and subcontractors on our construction sites.</li> </ul>	<ul style="list-style-type: none"> <li>Designing Healthy workplaces for our clients</li> </ul>	Good Health & Wellbeing	<b>3</b> GOOD HEALTH AND WELL-BEING 
Prosperity 	<b>Measurable Actions</b>	<ul style="list-style-type: none"> <li>Business alignment with the goals</li> </ul>	<ul style="list-style-type: none"> <li>UN Global Compact registration</li> </ul>	Partnership with the Goals	<b>17</b> PARTNERSHIPS FOR THE GOALS 

# Rationale, Risks & Impacts - High priority topics

MATERIAL TOPIC	RATIONALE	RISK	POTENTIAL BUSINESS IMPACT
De-carbonization	As a business in the built environment industry which contributes to a significant proportion of the Global Green House Gas (GHG) Emissions it is our responsibility to innovate and reform the way we build and operate buildings to perform better and reduce impacts on global warming for future generations.	<ul style="list-style-type: none"> <li>Climate Change / Air Pollution</li> </ul>	<ul style="list-style-type: none"> <li>Extreme Weather events causing supply chain disruption and delays.</li> <li>Not addressing our emissions reduction could cause reputation damage, reduced revenue from tender non-compliance.</li> <li>Regulatory non-compliance in the future could result in potential fines.</li> </ul>
Circular Economy	As a business in the built environment industry which contributes to raw material depletion, it is our responsibility to work towards creating a circular economy to minimize waste and prioritize reuse and recycling to protect the over depletion of the planets resources and prevent pollution of the natural environment for future generations.	<ul style="list-style-type: none"> <li>Raw Material Depletion</li> <li>Waste in landfill can cause land contamination and ecosystem damage from pollution</li> </ul>	<ul style="list-style-type: none"> <li>Cost of Materials increases resulting in reduced profitability.</li> <li>Landfill sites filling up contributing to higher general waste costs.</li> <li>Deforestation and mining contributing to climate change.</li> <li>Customer Dissatisfaction if waste reports are unsatisfactory</li> <li>Environmental Harm</li> </ul>
Water Management	As a business in the Built Environment industry it is our responsibility to maintain a high standard of drinking water in the projects we design, and to protect water ways from pollution caused by construction practices.	<ul style="list-style-type: none"> <li>Drought causing potable water scarcity.</li> <li>Pollution of water ways</li> </ul>	<ul style="list-style-type: none"> <li>Drought causing government to instill water restrictions causing disruption and delays to construction.</li> <li>Polluted water ways contaminating potable drinking water</li> <li>Pollution of water ways from construction works resulting in potential fines from the Environmental Protection Agency (EPA)</li> </ul>
Diversity, Equity, Inclusion & Belonging (DEIB)	As a global business that has a value of caring for our community it is our responsibility to work towards a more equitable future in our country and around the world.	<ul style="list-style-type: none"> <li>Inadvertently supporting Modern Slavery or gender discrimination of women through supply Chain</li> <li>Lack of action towards First Nations rights</li> </ul>	<ul style="list-style-type: none"> <li>Reputation damage if identified</li> <li>Potential fines if found negligent against modern slavery act or WGEA</li> <li>Loss of revenue from potential clients who require these issues to be addressed by organizations they partner with</li> </ul>

# ESG Targets & Metrics - High priority topics

MATERIAL TOPIC	HOW	TARGET	AU Date	NZ Date	METRIC
Decarbonization	<b>Formal GHG Assessments:</b> <ul style="list-style-type: none"> <li>• Improve Data collection process – Investigate software platforms.</li> <li>• Scope 1: Emissions are already Zero</li> <li>• Scope 2: Switch to Renewables for purchased energy and reduce and offset corporate travel.</li> <li>• Scope 3: Engage with Supply chain</li> <li>• LCA's - Increase projects undertaking</li> </ul>	<ul style="list-style-type: none"> <li>• Scope 1 &amp; 2 - Prepare Net Zero pathway</li> <li>• Scope 3 - Set reduction Target</li> <li>• Register and report current emissions via CDP - Unscored by:</li> <li>• Prepare GRI aligned Sustainability Report</li> <li>• Set Science Based Reduction Targets SBTi</li> <li>• Science Based Targets Validated by SBTi</li> </ul>	Q3 2026 Q4 2026 Q1 2026 Q1 2027 Q4 2026 Q1 2028	Q3 2026 Q4 2026 Q1 2026 Q1 2027 Q4 2026 Q1 2028	<ul style="list-style-type: none"> <li>• Total Emissions (tCO2e)</li> </ul>
Circular Economy	<b>Sustainable Sites</b> <ul style="list-style-type: none"> <li>• Reduce single use protection products.</li> <li>• Introduce PPE Recycling</li> <li>• Improve subcontractor general waste separation</li> <li>• Increase number Washboxes installed on sites</li> </ul> <b>Designing Circular Fit outs</b> <ul style="list-style-type: none"> <li>• Reduce, Reuse Recycle</li> <li>• Develop Defit Plans for project send of life</li> <li>• Connecting Charities with clients who have items to donate.</li> </ul>	<ul style="list-style-type: none"> <li>• % of Construction and Demolition waste Diversion from Landfill</li> <li>• 50 % of projects to receive a general sustainability report</li> <li>• 100% of projects to receive a general sustainability report</li> </ul>	90%  Q1 2026 Q1 2027	80%  Q3 2026 Q1 2027	<ul style="list-style-type: none"> <li>• Volume of Waste in tonnes</li> <li>• Number of projects issued a sustainability report relative to number of projects completed</li> </ul>
Water Management	<ul style="list-style-type: none"> <li>• Provide easily accessible filtered drinking water for our staff and clients in our projects.</li> </ul> Conserve water during construction and minimize pollution of water ways from liquid construction waste.	<ul style="list-style-type: none"> <li>• New fitout projects to have filtered water dispensers installed.</li> <li>• All refurbishment projects to ensure existing filtered water units have been serviced and maintained.</li> <li>• Achieve a Wash Box or Rocket unit on every project over \$1million</li> </ul>	Q1 2026 Q2 2026 Q3 2026	Q1 2026 Q2 2026 WIP	<ul style="list-style-type: none"> <li>• Design Specifications</li> <li>• Servicing and Maintenance to be included in Hydraulics trade Tender package.</li> <li>• Wash Box Reports water saved in Litres</li> <li>• Liquid waste captured in Litres</li> <li>• Number of Washboxes relative to number of projects</li> </ul>

# ESG Targets & Metrics - High priority topics

MATERIAL TOPIC	HOW	TARGET	AU	NZ	METRIC
Community Diversity, Equity, Inclusion & Belonging ( DEIB )	<b>Indigenous Inclusion:</b> <ul style="list-style-type: none"><li>Progress Actions committed to in endorsed Innovate Reconciliation Action Plan</li><li>RAP Working Group – To meet monthly to review actions assigned and ensure progression and reporting via timeframes committed</li><li>Cultural awareness training for Aboriginal and Torres Straight Islander cultures in Australia and Maori / Pasifika culture in New Zealand</li><li>Supplier Diversity - Develop Targets for increased First Nations and Maori/Pasifika contractor engagement</li></ul> <b>Universal Design and inclusivity capabilities:</b> <ul style="list-style-type: none"><li>Designing for Inclusivity guidelines to be developed as a resource for designers to reference</li><li>Build principals into business as usual ( BAU)</li></ul>	• 50 % of Actions to be completed and reported on	Q1 2026	N/A	Innovate Pathway - Actions achieved and reported on via Reconciliation Australia Reporting Framework.
		• 100% Actions to be completed and reported on	Q2 2027	N/A	
		• 100% of staff to have received Cultural awareness Training	Q1 2026	Q1 2026	Online modules via unilearn – P&C to track FTE completion of training Face to Face training for RAP Working group
		• Identify and approve project supplier spend and invitation to tender targets	Q1 2026	Q1 2026	
		• Upload first data set of FY Spend data to Supply Nation.	Q1 2026	N/A	Supply Nation Portal - Data
		• Roll out the Inclusion Toolkit by:	Q3 2026	Q3 2026	Number of designers engaging with tool kit for guidance.

**At Unispace, transparency is at the heart of our sustainability journey. We're committed to not just celebrating our wins but openly sharing the full story our successes and the challenges we face along the way. In the spirit of honesty, we will update our website throughout the year and share our progress through external platforms like the Carbon Disclosure Project and industry events. This is more than just ticking boxes; it's about engaging in meaningful conversations, tackling the tough issues head-on, and being open about our ambitions, even when the road ahead isn't smooth.**

We believe that true progress comes from collective action. By sharing insights and learning from each other, we can push the boundaries of what's possible in our sector and drive forward the achievement of the UN Goals. Collaboration is key without it, we won't make the strides we need. That's why we'll be fully transparent in our reporting, fostering an open dialogue with our clients, peers, communities, and supply chain.

Our first full report, covering our progress, will be published by 2026 year end. We look forward to sharing it with you and continuing this journey together.

We are over 700 *thinkers, creators, innovators, and explorers* across 26 countries worldwide. We are passionate about people and the world around us.

We believe spaces should *spark brilliance* in the people who use them.

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# Spark Brilliance.

Spark Brilliance.