


An aerial photograph of a sandy courtyard area. In the center, there are two circular stone fire pits, each surrounded by a ring of dark stones. The courtyard is bordered by a low stone wall on the left and bottom edges. The background shows a building with a corrugated metal roof. The entire image has a blue tint.

# gresleyaboas

SUSTAINABILITY ACTION PLAN

A scenic view of a forest with tall trees and a large grass clump in the foreground. The trees are mostly tall and thin, with some having thick trunks. The foliage is a mix of green and yellowish-green, suggesting a late summer or autumn setting. The background shows a hazy, rolling landscape under a blue sky with light clouds. The lighting is warm, indicating it might be late afternoon or early morning.

Gresley Abas studios are located on the lands of the Whadjuk Nyoongar. We pay our respect to the Elders past and present, as well as to the ancestors who have lived on and cared for Country since time immemorial. We acknowledge and pay respect to First Nations who continue this work today.

# OUR COMMITMENT

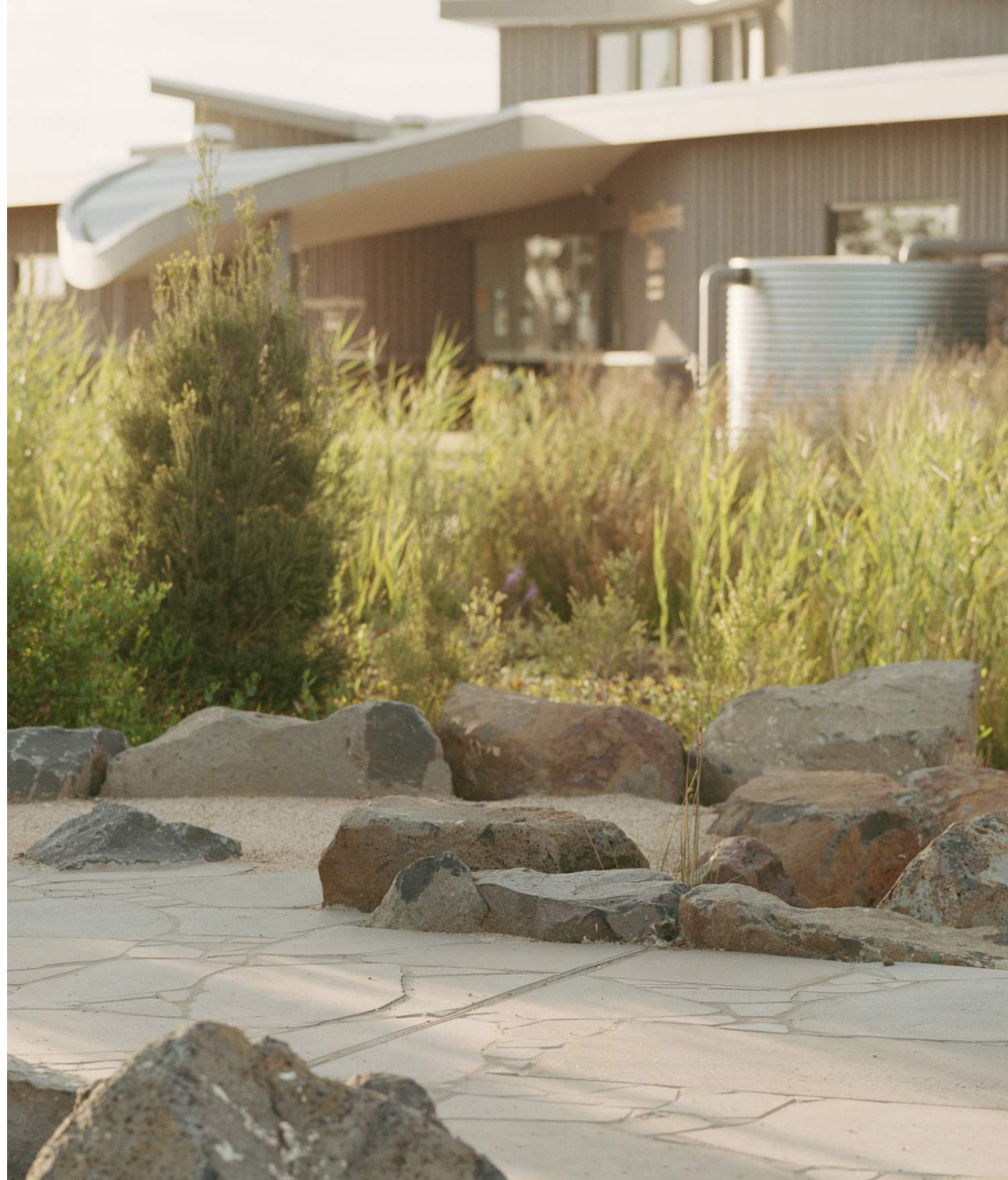
*For everyone working in construction and the built environment sector, meeting the needs of our society within the earth's ecological boundaries will demand a paradigm shift in practice. If we are to reduce and eventually reverse the environmental damage we are causing, we will need to re-imagine our buildings, cities and infrastructures as indivisible components of a larger, constantly regenerating and self-sustaining system.*

We are committed to becoming a regenerative design practice by 2030. We believe it is of critical importance that our projects and our design practice deliver the best outcomes for the planet and it's people. This commitment aligns with our RAP commitments to reconciliation with the First Nations peoples of Australia, and to our commitments for social justice more broadly.

The twin crises of climate breakdown and biodiversity loss are the most serious issue of our time. Globally, buildings and construction play a major part, accounting for nearly 40% of energy-related carbon dioxide (CO<sup>2</sup>) emissions whilst also having a significant impact on our natural habitats.

Meeting the needs of our communities and staying within our ecological limits will require a shift in our behaviour as well as the design, delivery and performance of our buildings. Together with our clients, we will need to commission and design buildings, cities and infrastructures as indivisible components of a larger, constantly regenerating and self-sustaining system.

The research and technology exist for us to begin that transformation now, but what has been lacking is collective will. Recognising this, we are committing to strengthen our working practices to create architecture and urbanism that has a more positive impact on the world around us.



# OUR PURPOSE + VALUES

## WHAT IS OUR PURPOSE

At Gresley Abas our purpose is to create a better world.

We aim to achieve this through the creation of sustainable, equitable, community focussed outcomes.

## OUR VISION

Our vision for creating a better world is to focus on 3 target areas.

### Climate

The Climate Emergency is an immediate, active threat to the security and wellbeing of all on our planet. We have a responsibility to work towards a future where our use of resources is sustainable.

We commit to being a regenerative Design Practice by 2030.

### First Nations Country

We acknowledge the primacy of First Nations knowledge of place and relationship with Country, and our responsibility to engage with caring for Country that sustains us all. This land is not ceded.

We are committed to coming into right relationship with place and First Peoples.

### Housing for All

We believe that everyone deserves a home that is not only beautiful but also sustainable and nurturing. We acknowledge homelessness and the lack of affordable housing is putting more people at risk in our society.

We are committed to delivering quality housing for all.

PUT PEOPLE  
FIRST

Support & nurture each other  
Genuinely listen  
Value authenticity

IMAGINE  
BOLDLY

Imagine & pursue possibility  
Value the creativity to do things differently  
Challenge boundaries, assumptions and the status quo

STEP UP

Be accountable  
Do what it takes  
Embrace the process

COME ALIVE

Play together  
Awaken possibility & deliver beyond the obvious  
Design places that inspire & transform



# OUR KEY GOALS

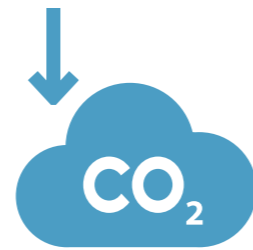
## STUDIO / PRACTICE



Become a Bcorp Certified Company  
*(Achieved Oct 2023)*



Reduce Studio Waste By 50%  
by 2030



Reduce Studio Carbon Emissions By 50%

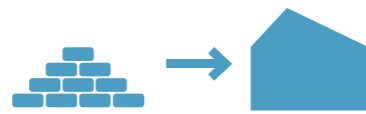


Studio To Run On 100% Green Renewable Power

## PROJECTS



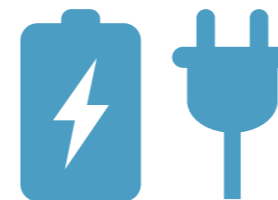
All Projects To Be GBCA min 5 Star Green Star Certified Or Equivalent



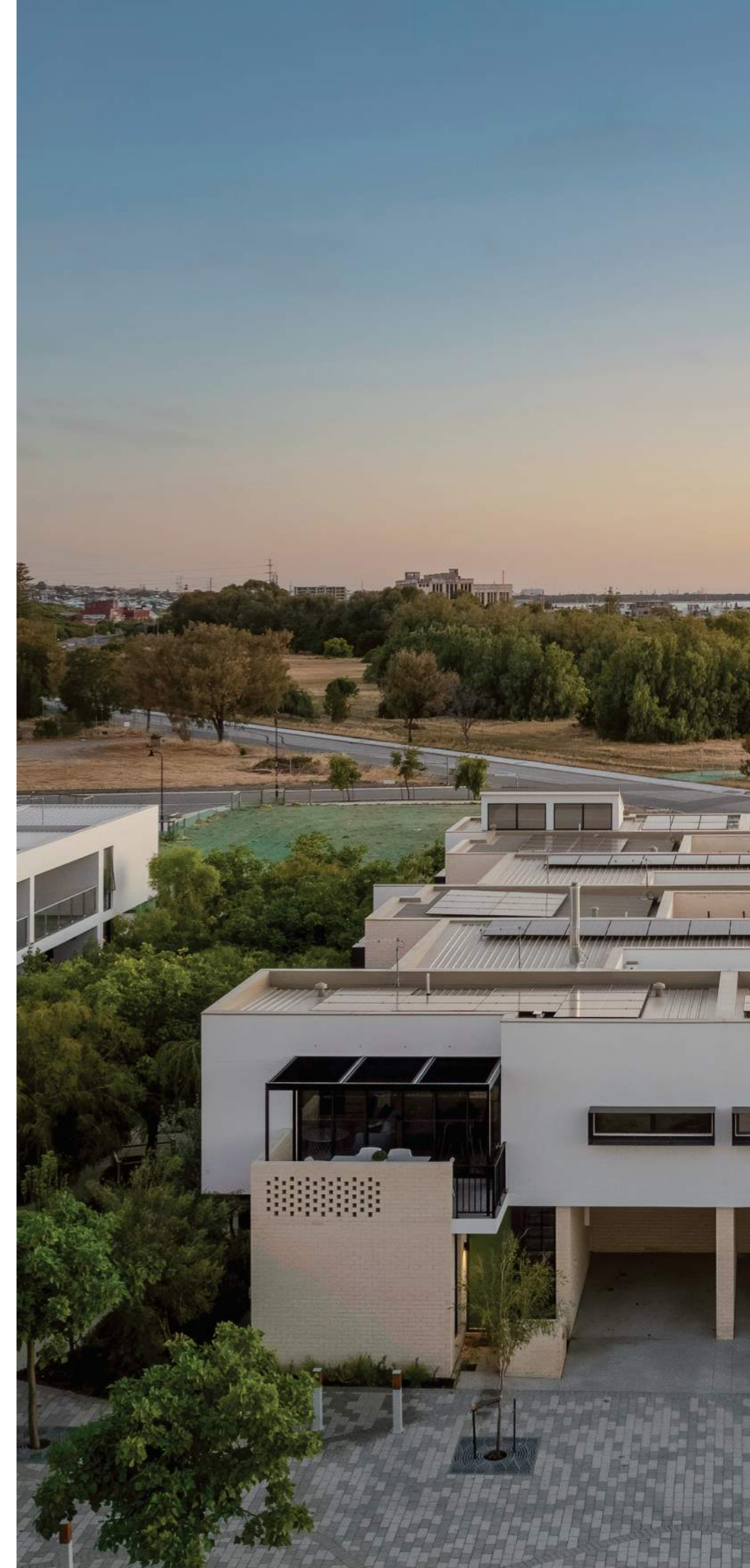
All Projects to Reduce Embodied Carbon & Embodied Water Footprint



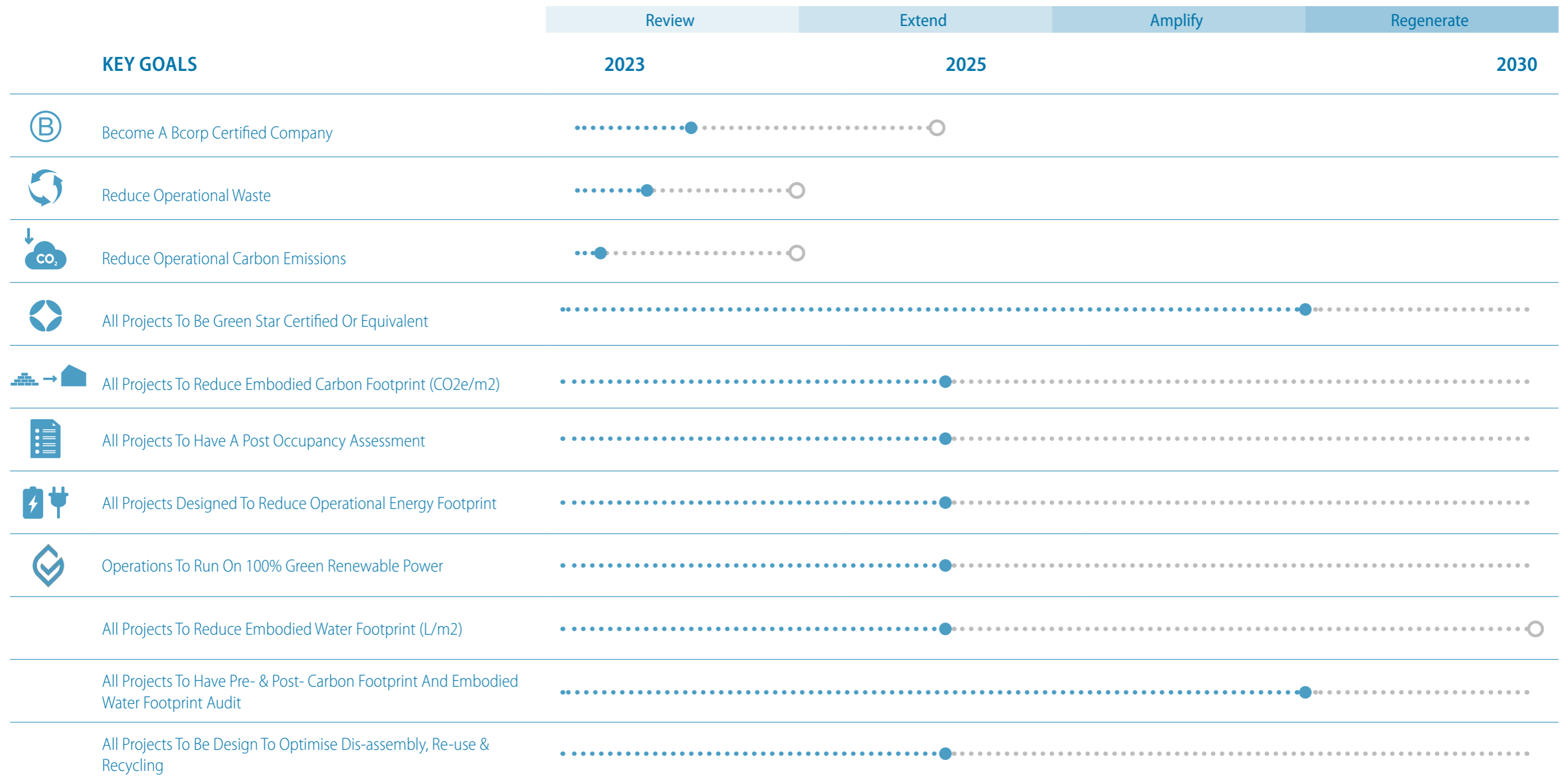
All Projects To Have A Post Occupancy Assessment



All Projects Designed To Reduce Operational Energy Footprint



# OUR ROAD MAP

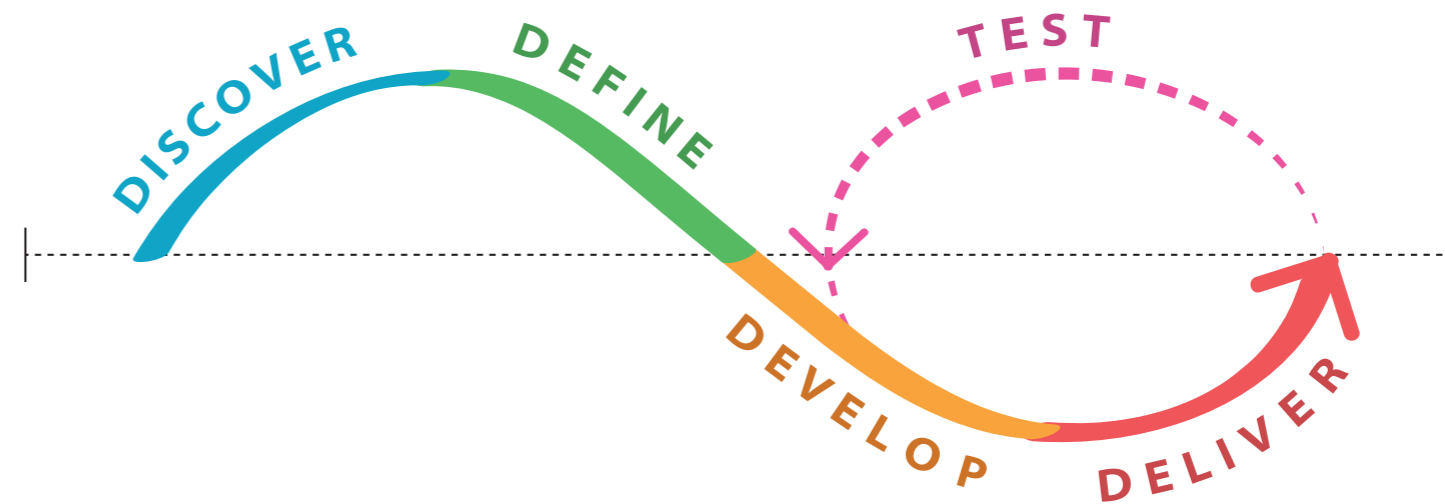


# OUR DESIGN APPROACH

Our design process is a framework for innovative and effective outcomes. We actively seek to involve stakeholders and clients in the process, leading to genuinely collaborative solutions.

We believe that true understanding is built on a foundation of respect and is fostered by careful listening and a responsive attitude. Our approach allows us to ensure that conversations are two-way, generate meaningful feed-back and enable everyone to effectively clarify and understand information. Workshops, regular meetings and effective communication are the backbone of our approach.

Through our process, we seek to create a relationship of mutual respect, understanding and trust between all team members from client and stakeholders to consultants and contractors - a truly collaborative process.



Discover	Define	Develop	Deliver	Test
<p><b>What is the problem?</b> <b>Who does it affect?</b></p>	<p><b>Why is this important?</b> <b>What are we trying to do?</b></p>	<p><b>How do we solve it?</b> <b>Exploration + analysis</b></p>	<p><b>How do we do it?</b> <b>Communication</b></p>	<p><b>Reflection</b> <b>Does it work?</b> <b>Is it any good?</b></p>
<ul style="list-style-type: none"> <li>— We listen</li> <li>— We ask questions</li> <li>— We develop an understanding of the real issues</li> </ul>	<ul style="list-style-type: none"> <li>— We talk to the experts</li> <li>— We frame the problem</li> <li>— We study the best examples in the world</li> <li>— We generate project principles</li> </ul>	<ul style="list-style-type: none"> <li>— We brainstorm</li> <li>— We generate lots of options</li> <li>— We test fast, fail fast, adjust fast</li> <li>— We are creative, inventive, original</li> <li>— We develop a point of view</li> </ul>	<ul style="list-style-type: none"> <li>— We visualise the ideas</li> <li>— We describe the requirements, quantity, cost and quality.</li> <li>— Designs move forward to the next phase.</li> <li>— Understand the detail</li> </ul>	<ul style="list-style-type: none"> <li>— Is it achievable?</li> <li>— Does it fit the brief?</li> <li>— Is it good value?</li> <li>— Do we have everyone's agreement?</li> </ul>

# OUR PROJECTS

Our ability to achieve our sustainability goals consistently begins with incorporating the appropriate procedures into our design process.

This includes incorporating the assessment tools required to enable our design teams to measure and calibrate our building design every step of the process.

Measurement and calibration of our designs in terms of embodied energy footprint, embodied water footprint, and operational energy footprint need to be monitored at every phase. These measures will become a critical influence on key design decisions.

Material selection must be supported by a recognised decision and selection tool that allows us to rate a material choice according to VOC performance, and re-use/recyclability.

Waste management during construction can also be significantly affected by the design.

Our internal design review process must incorporate a standard dashboard that allows us to monitor these key quantifiable criteria for every design project, and thus allow us to track our performance against our identified goals.

STAGE	CURRENT 2023	FUTURE 2023 -2030
CONCEPT	<ul style="list-style-type: none"> <li>— Engage in early discussions with the client about our sustainability commitments to establish shared values</li> </ul>	<ul style="list-style-type: none"> <li>— Advocate with the client for the overall scope of works to include life cycle costing, whole life carbon modeling and post occupancy evaluation.</li> <li>— Project brief to embed (where applicable) best practice design to promote and support transit oriented development and safe &amp; convenient pedestrian &amp; bicycle requirements</li> </ul>
SCHEMATIC DESIGN	<ul style="list-style-type: none"> <li>— Clearly define sustainability commitment objectives with the sub-consultants and design team</li> <li>— Keep a record of key design decisions in the delivery of achieving sustainable outcomes</li> </ul>	<ul style="list-style-type: none"> <li>— Implementation and utilisation of 3D model plug-ins to assist in the design process</li> <li>— Apply plug-ins to enable embodied carbon &amp; water footprint assessment</li> <li>— Design for minimum resource wastage</li> <li>— Design for optimum resource re-use &amp; recycling</li> <li>— Utilise proprietary materials assessment &amp; selection tools (embodied carbon &amp; water and low VOC)</li> <li>— Embodied carbon &amp; water audit</li> <li>— Operational energy audit</li> </ul>
DESIGN DEVELOPMENT	<ul style="list-style-type: none"> <li>— Regular internal project design reviews</li> <li>— Review selection of materials in-house to monitor carbon footprint and low VOC materials</li> </ul>	<ul style="list-style-type: none"> <li>— Regular coordination with sub-consultants and design teams to ensure implementation of sustainability outcomes</li> <li>— Only specify products/ materials with low VOC ratings and use formaldehyde free products and are sourced locally where possible</li> <li>— Utilise proprietary materials assessment &amp; selection tools (embodied carbon &amp; water and low VOC)</li> <li>— Embodied carbon &amp; water audit</li> <li>— Operational energy audit (energy modelling)</li> </ul>
CONTRACT DOCUMENTATION		<ul style="list-style-type: none"> <li>— Lock in waste management targets during construction</li> <li>— Ensure sustainability targets and commitments are in the tender information</li> </ul>



# TARGETS

Measurable targets allows us to track our performance towards achieving our goals.

Our design review process will ensure that this critical data is assessed for every project so that we can track our overall performance and monitor if we are on target to achieve our identified milestones.

These quantified targets will be reviewed every year against our performance as well as industry benchmarks to determine whether they should be realistically adjusted up or down.

New measures may also emerge to become additional key criteria to be added to our range of sustainability targets.

	STAGE	2024	2026	2030	MEASURING INDEX
STUDIO	CARBON FOOTPRINT	80% of current (2023) before offsets	70% of current (2023) before offsets	50% of current (2023) before offsets	T/CO2/yr
	EMBODIED ENERGY	70% of current (2023) typical baseline before offsets	60% of current (2023) typical baseline before offsets	40% of current (2023) typical baseline before offsets	Kg/CO2e/m <sup>2</sup>
PROJECTS / BUILDINGS	OPERATIONAL ENERGY	80% of current (2023) typical baseline before offsets	60% of current (2023) typical baseline before offsets	25% of current (2023) typical baseline before offsets	kWhr/m <sup>2</sup> /yr
	OPERATIONAL WATER	80% of current (2023) typical baseline before offsets	70% of current (2023) typical baseline before offsets	50% of current (2023) typical baseline before offsets	kl/m <sup>2</sup> /yr
	EMBODIED WATER	80% of current (2023) typical baseline before offsets	70% of current (2023) typical baseline before offsets	50% of current (2023) typical baseline before offsets	kl/m <sup>2</sup>

# CASE STUDY PROJECT

## SUSTAINABILITY CASE STUDIES

### WUNGGURRWIL DHURRUNG

Working in collaboration with Gregory Burgess Architects, Gresley Abas worked closely with the Wyndham City project team and stakeholders to generate a community consultation driven design solution, focussed on high environmental

CLIENT	Wyndham City Council
LOCATION	Werribee, Wathaurang Country, Victoria
CLIMATE ZONE	NCC Climate Zone 6
PROJECT COST	\$10.6 million (2020)
SITE AREA	1800 m <sup>2</sup>
COMPLETED	2019
CERTIFICATION	5-star Greenstar certification
EMBODIED CARBON	583kg/CO <sub>2</sub> e/m <sup>2</sup>
TOTAL EMOBIED CARBON	1,049,806 kg/CO <sub>2</sub> e

#### KEY FEATURES

- Optimisation of daylight to minimise artificial lighting (including extensive use of north & south facing clerestories)
- Use of covered external areas as key circulation paths for the building
- Minimising HVAC to internal circulation areas
- Optimisation of natural ventilation paths throughout the building
- Use of the external landscape to collect stormwater for direct recharge with WSUD principles - including the creation of an integrated ephemeral creek system on the site.
- 420sqm of roof mounted solar PVs able to generate 56.5KW of renewable energy
- Rainwater collection to supply 20,2000L



# CASE STUDY PROJECT

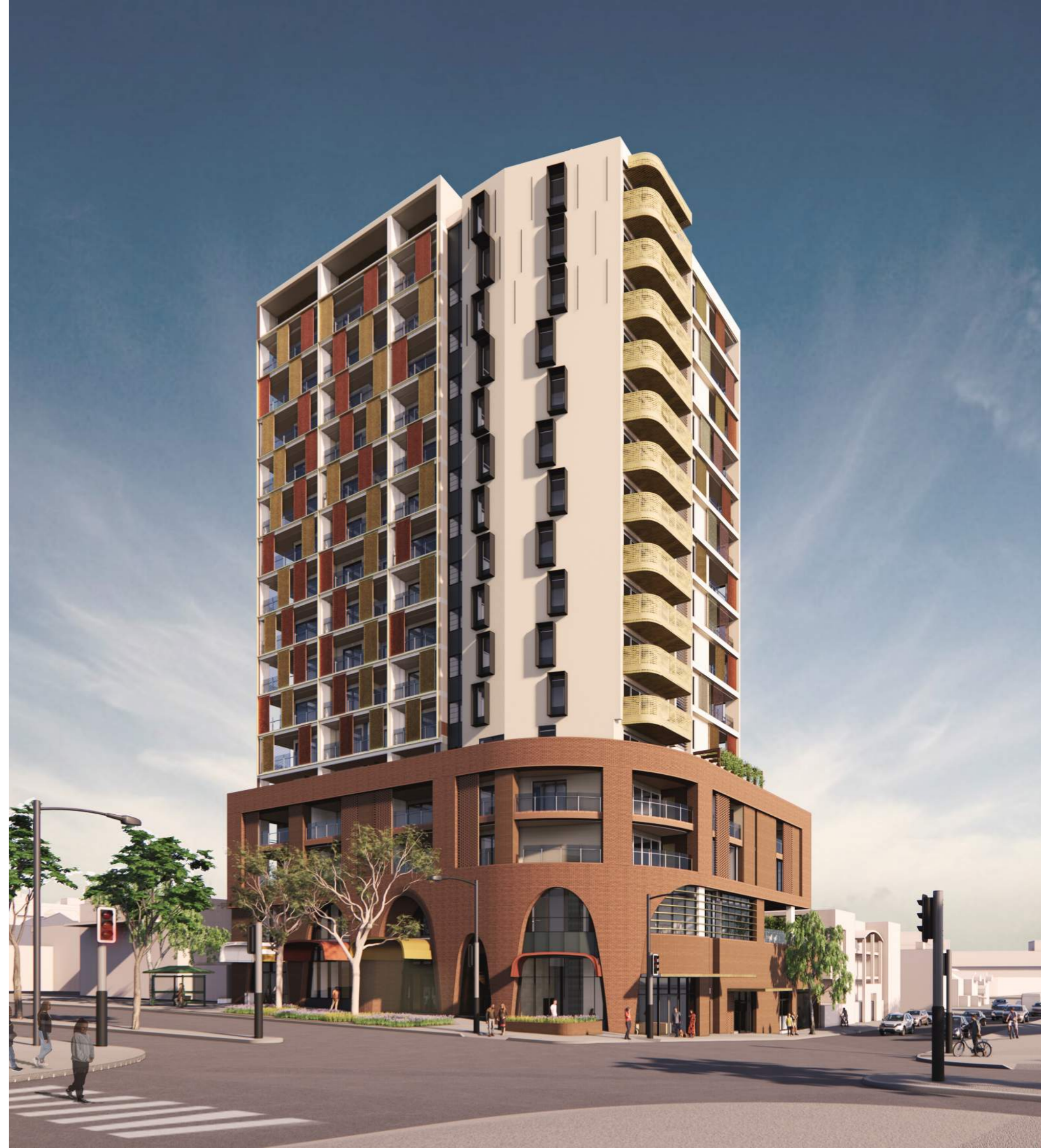
## SUSTAINABILITY CASE STUDIES

### COMMON GROUND EAST PERTH

Common Ground is a significant initiative for the State Government of WA as one of their flagship strategies to end chronic homelessness and improve the well-being of those in need.

For most tenants, Common Ground will be their forever home. For some, the apartments will be a safe place where they can rebuild their lives and maybe even change their identity. For others, it will be a residence that finally guarantees long-term security and permanency.

<b>CLIENT</b>	Department of Communities
<b>LOCATION</b>	East Perth, Western Australia
<b>CLIMATE ZONE</b>	NatHERS 13, NCC Climate Zone 5
<b>PROJECT COST</b>	\$70.0 million (2022)
<b>SITE AREA</b>	1338 m <sup>2</sup>
<b>COMPLETED</b>	Construction commences 2023
<b>CERTIFICATION</b>	Targeted 5-star Greenstar certification
<b>EMBODIED CARBON</b>	At least 10% upfront carbon emissions less than those of a reference building
<b>OPERATIONAL CARBON</b>	30% reduction in life cycles impacts when compared o standard practice
<b>KEY FEATURES</b>	<ul style="list-style-type: none"><li>— 100% building's electricity comes from renewables. No gas is used for space heating, domestic hot water or cooking</li><li>— Achieves an average NatHERS rating of 8</li></ul>



# OUR STUDIO

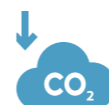
## OPERATIONS

Gresley Abas commit to monitoring and reviewing our carbon footprint to ensure we continue to achieve net zero carbon operations. Further to this we will undertake and audit to compare if there has been any change in our footprint.

We have recently moved our Melbourne studio office location and fully expect this to have an impact in our consumption. Our Perth practice has increased in size over the course of 2021. Further to this the impacts of Covid-19 have resulted in a fracturing of the presence of people within the office that is expected to make monitoring of our Operational cost more challenging.

Gresley Abas commits to continually monitor practice operations and to consider options and strategies to further reduce our operational carbon. Each year we will undertake assessment of the previous years performance to determine a focus area for improvement

STAGE	CURRENT 2023	FUTURE 2023 -2030
PROJECT MANAGEMENT	<ul style="list-style-type: none"> <li>— Limit use of high embodied materials</li> <li>— Implement regular design reviews at all stages of the project</li> </ul>	<ul style="list-style-type: none"> <li>— Ensure all projects avoid to use non-structural concrete</li> <li>— Consider and encourage use of adopting mass structural timber</li> <li>— All embodied carbon to be assessed across all projects</li> </ul>
STUDIO MANAGEMENT	<ul style="list-style-type: none"> <li>— Collate a list of office supplies includes stationery, model-making and cleaning supplies which are all sourced locally</li> <li>— Annually complete Carbon Audit to keep record of our carbon footprint and track where possible it can be further reduced</li> </ul>	<ul style="list-style-type: none"> <li>— Studio to run from 100% green renewable energy</li> <li>— Review green data providers and low carbon hosting services as an alternative</li> <li>— Be transparent and publish Carbon Audit</li> <li>— Become a BCorp certified company</li> </ul>
LEADERSHIP MANAGEMENT	<ul style="list-style-type: none"> <li>— Define sustainability targets each year</li> <li>— Dedicate budget and resources for the SAP working group</li> <li>— Leadership team to support and be actively involved in the industries advocating for sustainability etc. Greenstar Australia</li> </ul>	<ul style="list-style-type: none"> <li>— Budget to support sustainable initiatives</li> <li>— Increase participation in industry groups supporting sustainability outcomes</li> <li>— Work with consultants who values align with the practice</li> </ul>
WASTE MANAGEMENT	<ul style="list-style-type: none"> <li>— Where possible purchase food with 100% recyclable packaging</li> </ul>	<ul style="list-style-type: none"> <li>— Implement compost bin in the studio</li> <li>— Only purchase food supplies with 100% recyclable packaging</li> <li>— Recycle all foam and soft plastic packaging</li> <li>— Reduce hard copies of brochures from suppliers and only accept digital versions</li> <li>— Only select samples which offer to collect them and re-use them again</li> </ul>
TRAVEL MANAGEMENT	<ul style="list-style-type: none"> <li>— Track mileage used on the company car</li> <li>— Encourage staff to access meeting remotely instead of commuting to site where possible</li> </ul>	<ul style="list-style-type: none"> <li>— Use EV's, public transport where possible for traveling to site</li> <li>— Implement a limit to how many flights each year</li> </ul>



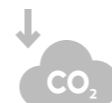
# OUR STUDIO

## EXTERNAL KNOWLEDGE SHARING

We have a strong commitment to the built environment and design excellence. Our leaders have built significant relationships in education, local government, arts and not for profit organisations and professional bodies. This established network is our platform to advocate for significant change to improve the quality of the built environment in partnership with our clients. We are committed to this and will;

- **Commence** a process of engagement with our clients through forums and workshops.
- **Create** the platform for clients to share knowledge and create a two-way dialogue with us and our broader practice partners and collaborators.
- **Integrate** the outcomes of this engagement into our strategic and business planning in order to help accelerate the transformation to a regenerative future.

CURRENT 2023	SHORT TERM 2024-2025	LONG TERM 2025 -2030
<h3>EXTERNAL KNOWLEDGE SHARING</h3> <ul style="list-style-type: none"> <li>— <b>Socials + Website Content</b> Regularly update content on social media/digital platforms on our sustainability commitments</li> <li>— <b>Staff Participation</b> Support team members participation in sustainable and regenerative focused conferences</li> <li>— <b>Advocate</b> GA leadership team to actively participate in industry presentations to share our learnings and advocate for greater push in industry for sustainability and regenerative design</li> <li>— <b>SAP Document</b> Develop and publish SAP document. Document will be a live document and will consistently update and be published internally and externally.</li> </ul>		
<h3>EDUCATE CLIENTS + CONSULTANT</h3> <ul style="list-style-type: none"> <li>— <b>Submissions</b> Clearly communicate our values/ internal processes/ project outcomes (verification of targets critical)</li> <li>— <b>Communicate</b> Communicate the importance of Green Star design certification/ life cycle assessments with all clients as part of the briefing process</li> </ul>		



# OUR STUDIO

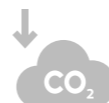
## INTERNAL KNOWLEDGE SHARING

We are committed to creating a regenerative future. Our early signature to the Architects Declare Movement is a demonstration of this. To achieve this our team must be committed to achieving this outcome through a deep understanding of how it can be achieved.

We recognise this ambition must be demonstrated by the leadership group before any real transformation can achieve more broadly in the studio practices. We have commenced the process of elevating the knowledge and skills of the leadership group through training and accreditation of our senior design leaders.

We are also committed to achieving accreditation with B-Corp and the International Living Future Institute. We will also consider membership of important beak bodies such as the Green Building Council and the UN Sustainable Development Goals.

CURRENT 2023	SHORT TERM 2024-2025	LONG TERM 2025 -2030
<h3>INTERNAL KNOWLEDGE SHARING</h3> <ul style="list-style-type: none"> <li>— <b>Knowledge Shares</b> Facilitate regular internal knowledge sharing on projects, products, materials and technologies</li> <li>— <b>Readings &amp; Resources</b> Provide resources for self guided learning for staff</li> <li>— <b>Design Reviews</b> Regularly conduct design reviews for each project to keep track of projectgoals and invite further feedback from staff outside the project team</li> <li>— <b>SAP Document</b> Develop and share SAP document with whole-of-office for reference. Document will be a live document and will consistently update and be published internally and externally.</li> </ul>		
<h3>TRAINING</h3> <ul style="list-style-type: none"> <li>— <b>Internal CPDs</b> Identify budget allocated for PD pertaining to knowledge building in this area. Schedule in PD for the coming 6-12 months.</li> <li>— <b>Workflow &amp; Technology</b> Explore tools and plug-ins to Revit/ Rhino to assist in design and collecting data</li> </ul>		
<ul style="list-style-type: none"> <li>— <b>BCorp Alignment</b> Ensure all staff members are aware of our commitment with BCorp alignment</li> <li>— <b>Lessons Learned</b> Review post occupancy data and share to whole of office lessons learned</li> <li>— <b>Checklist for Projects</b> Develop and share in-house a standard sustainable and design considerations checklist for all projects.</li> </ul>		
<ul style="list-style-type: none"> <li>— <b>Reports</b> Conduct post occupancy reports on buildings to get feedback and data to shared to whole of office</li> </ul>		
<ul style="list-style-type: none"> <li>— <b>Green Star Accredited Professional Certification</b> Sustainability Focus leaders to be GSAP's by mid-2024 (3 staff), Project leaders to be GSAP's by mid-2025</li> <li>— <b>Workflow &amp; Technology</b> Required training for tools and plug-ins to Revit/ Rhino to assist in design and collecting data</li> <li>— <b>Yearly training with experts in the industry for whole of office to participate in</b></li> </ul>		
<ul style="list-style-type: none"> <li>— <b>Green Star Accredited Professional Certification</b> Identify and support all SAP working team members in becoming GSAP's</li> </ul>		



# OUR STUDIO SAP WORKING GROUP

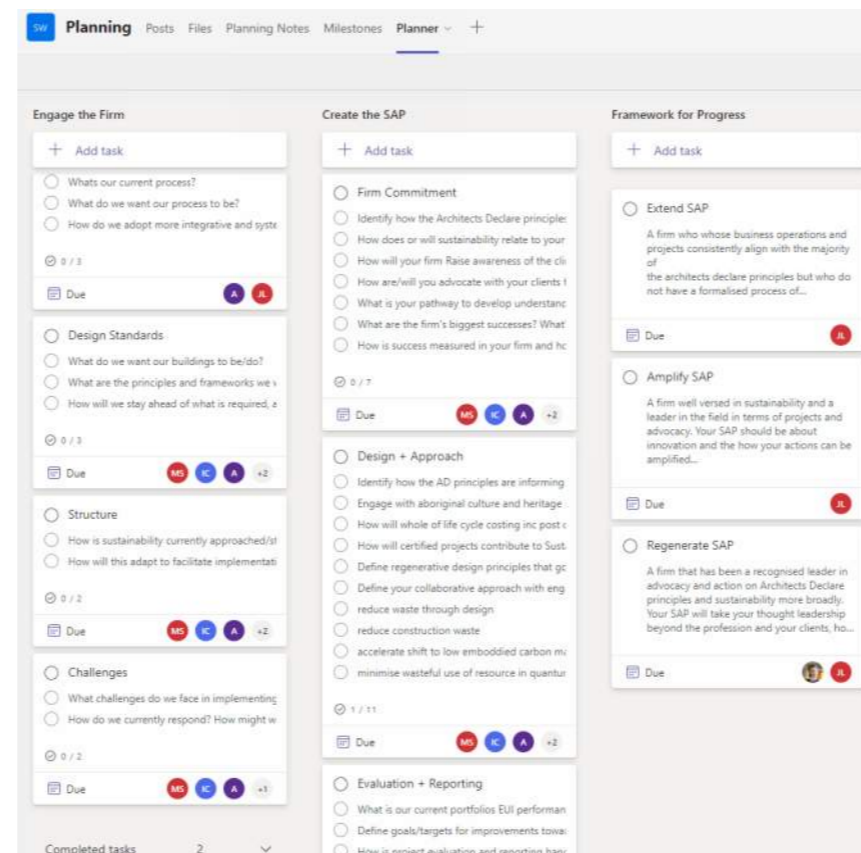
At Gresley Abas our SAP Working Group includes 4 team members.

Team meetings are held fortnightly.

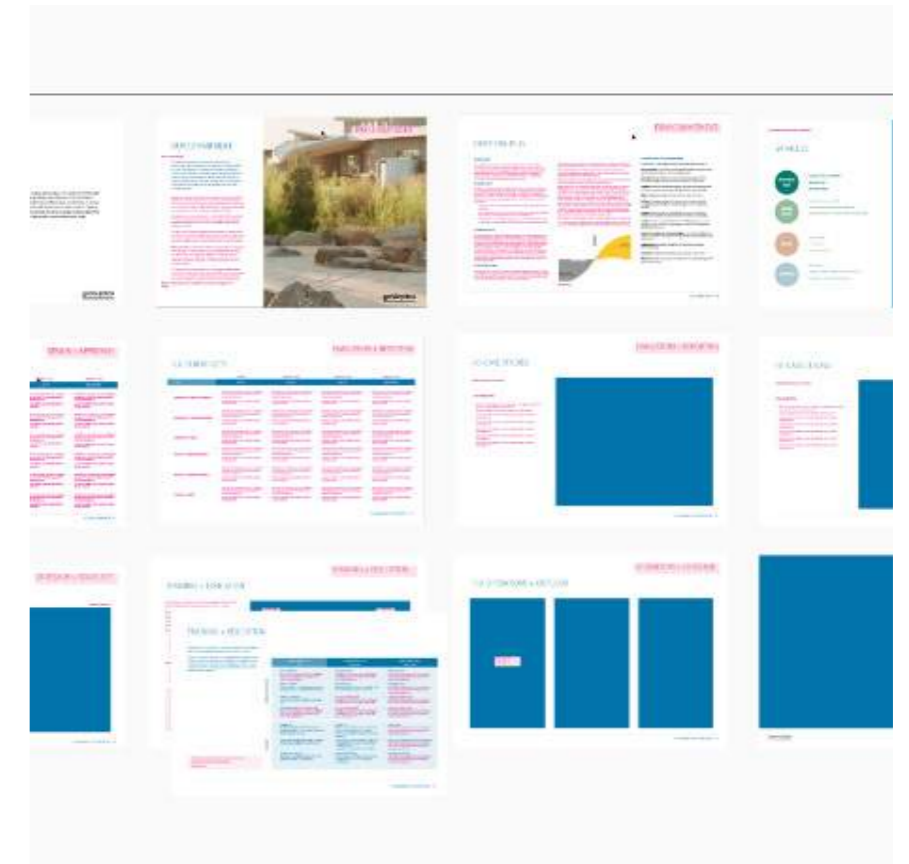
At least one member is a Greenstar accredited Professional Representative.

The SAP Group shall continue to meet 4 times per year to review and monitor the performance of the company against our stated goals and to ensure internal processes and procedures are modified to support these goals.

Findings and recommendations from the SAP Group shall be submitted to senior management for review, assessment and implementation.



Microsoft Teams Task + Planning list.



Team Miro Board

# OUR REFERENCES

**Australian Architects Declare Climate and Biodiversity  
Emergency**

Architects Declare

**Architects Declare UK Practice Guide 2021**

Architects Declare

**Race to Net Zero Carbon**

Low Carbon Living CRC

**Climate Positive Buildings and Our Net Zero Ambitions**

Green Star

**Cities for People and Nature**

Clean Air and Urban Landscapes Hub

**RIBA Sustainable Outcomes Guide 2019**

RIBA







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