

# Hacer Sustainability Framework

## INTRODUCTION

Hacer Group delivers fully integrated end-to-end design and construct services.

Having won the 2020 Master Builders Victoria Excellence in Construction Awards for the Best Sustainable Project award for Burwood Brickworks Shopping Centre, Hacer is committed to building on this impressive experience to become the leading sustainable builder amongst our competitors.

In the second half of 2021 Hacer has undergone an internal process, facilitated by HIP V. HYPE, to develop a strategic pathway to sustainability leadership. This Sustainability Action Plan is the outcome of that work.

## SUSTAINABILITY AT HACER

Hacer has proven capacity to innovate and lead in sustainability. There is a lot to build from. Over the last few years Hacer has:

- Formed an Environment Committee to drive sustainability innovation
- Engaged across the staff and leadership team
- Explored and tested a range of new products, with more in the testing pipeline for 2022
- Started to use their procurement processes to drive change upstream
- Successfully won contracts with clients focused on sustainability (e.g. Brickworks and Nightingale Village)
- Started exploring improved recycling practices
- Tried more sustainable slurry bin contractors
- Switched to greener alternatives onsite (e.g., toilet paper, bin bags, detergent etc)
- Developed a relationship with Assemble who are doing a carbon audit on current projects, from which Hacer can adapt learnings

Through the development of this Action Plan, sustainability has been added into Hacer's suite of values, a clear demonstration of their commitment.

*We Value Sustainability: We work to make sustainability business as usual.*

## ABOUT THIS PLAN

The Action Plan is designed with a view to embedding sustainability into Hacer's DNA.

A series of goals and actions have been developed across:

1. Our operations
2. Our culture
3. Our projects

## IMPLEMENTING AND TRACKING THIS PLAN

This strategy will be implemented by the entire team at Hacer - everyone has a role to play.

The Plan will be led and monitored by the Environment Committee, with support and strategic direction of the Directors. Success and roadblocks will be raised at leadership meetings.

Through the Hacer website and social media, sustainability ambitions and process will be shared with clients, suppliers and other stakeholders.

Each year we will aim to track:

- Our carbon footprint
- Waste collected on site (% diverted and % sent to landfill)
- % renewable energy generated on site (and the carbon savings)
- Number of clients who have taken up low carbon or carbon neutral construction options (and the carbon savings)
- Number of staff who have participated in sustainability education / professional development
- New low carbon/carbon neutral products or processes we have trialed
- Other action we have taken across the business to improve sustainability

OUR OPERATIONS		OUR CULTURE		OUR PROJECTS			
GOALS	We actively manage and reduce our carbon emissions We reduce waste year on year		We are known for our sustainability commitments and achievements		We collaborate with our clients and supply chain to maximise sustainable outcomes		
CRITICAL ACTIONS	<ol style="list-style-type: none"> <li>1. Develop and implement an Emissions Reduction Action Plan to identify opportunities to reduce operational energy and waste</li> <li>2. Explore building industry climate risks to understand what they mean for Hacer's operations and organisational risk register</li> <li>3. Join Builders Declare Climate and Biodiversity Emergency</li> <li>4. Develop a system to monitor and report Hacer's sustainability progress</li> </ol>		<ol style="list-style-type: none"> <li>5. Continue to implement Emissions Reduction Action Plan</li> <li>6. Obtain and maintain certified carbon neutral status for operations</li> <li>7. Review and update Sustainability Framework goals and actions</li> <li>8. Update procurement policy to include more environmentally friendly products and services</li> </ol>		<ol style="list-style-type: none"> <li>9. Incorporate sustainability into the Hacer values</li> <li>10. Publish sustainability information and ambitions on Hacer's website</li> <li>11. Appoint a dedicated Sustainability Manager</li> <li>12. Add a sustainability category into staff awards</li> <li>13. Include sustainability as a regular agenda item for staff/ leadership meetings</li> <li>14. Highlight sustainability values, framework and action in staff induction</li> <li>15. Host regular lessons and opportunity sessions based on the experience of Brickworks and other leading projects</li> </ol>		
	<ol style="list-style-type: none"> <li>16. Deliver sustainability opportunities in staff education / capacity building (i.e. site visit/ consultation with BINGO)</li> <li>17. Include sustainability actions in staff KPIs</li> <li>18. Trial new ways to more deeply embed sustainability into the graduate program and across the staff group</li> </ol>		<ol style="list-style-type: none"> <li>19. Develop a sustainability policy for tenders</li> <li>20. Produce a set of 'fact sheet' to educate clients and staff on zero or low carbon material alternatives (i.e. lower carbon concrete, steel and renewable energy generation)</li> <li>21. Continue to deliver leading waste practices, monitor results, capture and promote positive waste reduction or avoidance stories</li> </ol>		<ol style="list-style-type: none"> <li>22. Update existing and develop new fact sheets to educate clients and staff on zero or low carbon material alternatives</li> <li>23. Concrete: develop partnerships with local manufacturers to reduce carbon in concrete mixes</li> <li>24. Steel: Follow innovations in steel production and support low carbon steel as it comes to market</li> <li>25. Embed trade-specific procurement requirements for low or reduced carbon materials</li> <li>26. Develop a standard statement offering clients the option of carbon neutral construction</li> </ol>		
COMPLEMENTARY ACTIONS	<ol style="list-style-type: none"> <li>A. Re-introduce staff to technology that supports paperless operation in the office and on site Green team to trial Ecosia search engine, if successful make Ecosia the default browser on all Hacer devices</li> </ol>		<ol style="list-style-type: none"> <li>B. Offer Sustainable Super</li> <li>C. Join relevant industry bodies (i.e. GBCA)</li> <li>D. Engage with current banking providers on sustainability issues</li> <li>E. Staff nominate professional development in a relevant area of sustainability (i.e. procurement, construction, administration)</li> </ol>		<ol style="list-style-type: none"> <li>F. Promote carbon offsets to staff</li> </ol>		
	<ol style="list-style-type: none"> <li>G. Update operation manuals to have a section on usage and opportunities to improve</li> </ol>		<ol style="list-style-type: none"> <li>H. Embed Climate Risk in Risk Management Framework for projects</li> <li>I. Training and education for suppliers</li> <li>J. Create partnerships with suppliers so packaging/ wrapping is returned to the supplier for reuse/recycling</li> </ol>				
COMPLETE BY DEC 2022		COMPLETE BY DEC 2025		COMPLETE BY DEC 2022		COMPLETE BY DEC 2025	