

Sustainability Action Plan.

EcoNT

2026

nettletontribe

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nettletontribe recognise and acknowledge the Traditional Owners and Custodians of the land on which we live, work, and operate. We are committed to engage in respectful and collaborative partnerships with Aboriginal and Torres Strait Islander communities as we undertake our work in architecture and design.

01.

Introduction

This Sustainability Action Plan was originally prepared by nettletontribe as part of an all-round approach to improve our studio's sustainability performance in 2020-21. The 2026 Action Plan reflects our current priorities and continues to serve as a living document, with annual reviews and updates to ensure it remains responsive to emerging challenges, opportunities, and industry best practice.

As architects and designers, we understand that the places where we live, work and play represent the largest sources of greenhouse emissions in Australia and around the world. Globally, building and construction play a major part, accounting for nearly 40% of energy-related carbon dioxide (CO2) emissions whilst also having a significant impact on our natural habitats.

Since joining the Architects Declare movement in 2020, our commitment to addressing the climate and biodiversity emergency has remained a core part of our practice. While meaningful progress has been made across the industry, the challenges we face continue to evolve, reinforcing the importance of ongoing action rather than a single milestone. In 2026, we continue to strive to achieve the outcomes of Architects Declare by embedding sustainable thinking into our design processes, reducing environmental impacts, and seeking opportunities to enhance biodiversity and resilience in the communities we serve. We recognise that the transition to a low-carbon, nature-positive built environment is an ongoing journey that requires collaboration, innovation, and continuous improvement.

nettletontribe understand the need to exercise leadership in creating the built environment. We continue to develop our professions practices and encourage our clients and the entire design and construction industry to join with us to change the course of the planets future. We recognise that transforming design and construction practices is a long-term commitment, and we continue to strive for meaningful reductions in the use of natural resources, reliance on non-renewable energy sources, and waste generation while promoting the regeneration of natural systems.

We are committed to adopting a culture where the health of our natural environment is considered in every decision we make. We are committed to taking a leadership position and transforming our industry to a more sustainable future and we are committed to a future the built environment we create is not only carbon neutral but part of a larger, regenerating and self-sustaining system.

2020

nettletontribe signs up to Architects Declare. The ECO-NT committee is established to drive and implement sustainability initiatives across the practice.

2021

nettletontribe launches its Sustainability Action Plan.

2021

Initial operational carbon audit completed, with Carbon Neutral Certification achieved.

2023

In-house sustainability and environmental assessments commence.

2024

Three-year review of the Sustainability Action Plan undertaken, assessing progress against goals and targets.

2026

Sustainable Procurement Guidelines developed and rolled out across the practice.

2026

Sustainability Action Plan renewed, with updated goals, targets, and achievements.

2028

Amplify sustainability goals through enhanced education, advocacy, and industry outreach.

2030

Review, refresh, and regenerate sustainability goals to guide the next phase of continuous improvement.

02.

Our studio's commitment

nettletontribe recognise environment design as integral to guide us on our journey towards creating a more regenerative built environment. We are continually researching means of delivering better buildings, ones that consider all contexts, from cultural and historical to environmental and experiential, that our architectural works will impact.

Achieving net zero carbon across our projects remains a key objective, and we continue to work towards this goal through low-carbon design, collaboration, and continuous improvement. We recognise that reducing greenhouse gas emissions is fundamental to addressing the climate and biodiversity emergency and supporting the transition to a regenerative, resilient built environment.

We are committed to raising awareness of the need for sustainability as 'standard' within our industry. It starts with increasing our own knowledge about challenges and opportunities of sustainable design. We will inform clients, suppliers, consultants and building users on best practice principles at all stages of the design. We will raise the issue at the feasibility and concept phase and maintain clear goals with the consultant team throughout design development and documentation. Upon completion, awareness can be raised by gathering and evaluation of collected building information and presenting completed projects to peers to detail lessons learned.



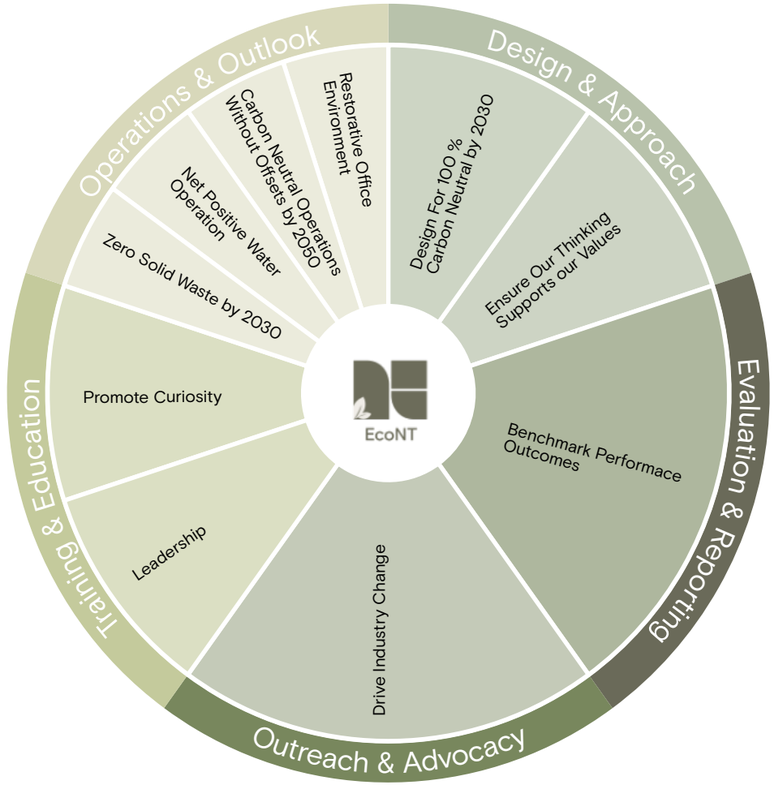
As architects and designers, we see our role in creating the solution, to imagine and plan for a better, healthier, more inclusive future for us and for our planet. Our Sustainability Action Plan is a perfect framework to prove our sustainable design ambitions.

nettletontribe's sustainability leadership group - 'EcoNT' continue to lead research and collaborate on educational literature which is shared, both internally and externally outlining methods, materials and products that reduce and reverse environmental impact.

We remain committed to improving our design outcomes by embedding climate and bio-diversity principles into our design process. Sustainability review protocols have been established for each phase of a projects design, including life cycle costing, carbon modelling, and post occupancy evaluation.

Our goal remains for all future projects to receive sustainability ratings at a minimum, from established organisations such as NABERS, WELS and GREEN STAR.

nettletontribe believe there are great opportunities to develop solutions to our environmental problems. As architects and designers, we see our role in imaging and planning for a better, healthier, more inclusive future for us and for our planet. Our Sustainability Action Plan is a perfect framework to prove our sustainable design ambitions.



03.

Principles & Framework

Architect's Declare is a voluntary global movement, started in the UK in 2019, declaring climate and biodiversity emergencies.

Architects Declare 10 Guiding Principles

01 Raise Awareness

Of the climate and biodiversity emergencies and the urgent need for action amongst our clients and supply chains.

02 Advocate

For faster change in our industry towards regenerative design practices and a higher Government funding priority to support this.

03 Establish

Climate and biodiversity mitigation principles as they key measure of our industry's success: demonstrated through awards, prizes and listing.

04 Share

Knowledge and research to that end on an open source basis.

05 Evaluate

All new projects against the aspiration to contribute positively to mitigating climate breakdown and encourage our clients to adopt this approach.

06 Upgrade

Existing buildings for extended use as a more carbon efficient alternative to demolition and new build whenever there is a viable choice.

07 Include

Life cycle costings, whole life carbon modelling and post occupancy evaluation as part of our basic scope of work, to reduce both embodied and operation resource use.

08 Adopt

More regenerative design principles in our studios, with the aim of designing architecture and urbanism that goes beyond the standard of net zero carbon in use.

09 Collaborate

With engineers, contractors and clients to further reduce construction waste.

10 Accelerate

The shift to low embodied carbon material in all our work. Minimise wasteful use of resources in architecture and urban planning, both in quantum and in detail.

In Australia, we as architects are aware that Aboriginal and Torres Strait Islander people have long espoused the cultural, social, economic and environmental benefits embedded in the holistic relationship of Caring for Country.

Each signatory should define their current commitment as an architectural practice to these guiding principles and define the level of their Sustainability Action Plan.

nettletontribe has made a commitment to all ten principles of the Australian Architects Declare movement and as such have directed our focus towards a sustainable future.

Currently nettletontribe is aligned with the 'extend' level of sustainable operations. It is our ambition to advance to the 'amplify' level by 2030 through improving and increasing our efforts in a studio wide system update.

Review

A firm who has signed the declaration but whose work or practices are not consistently meeting the goals of the movement**.**

Extend

A firm whose business operations and projects consistently align with the majority of the architects declare principles but who do not have a formalised approach that captures all aspects of the business.

Amplify

A firm well versed in sustainability and a leader in the field in terms of project and advocacy.

Regenerate

A more broadly recognised leader in advocacy and action, whose SAP tackles areas beyond the profession.

04.

Design & Approach

Current Practice

At nettletontribe we endeavour to collaborate with clients, consultants and contractors effectively to push for considered and environmentally sustainable solutions.

We look to build upon our standards, industry best practices, specifications to improve our designed outcomes and create better buildings. The key to this is a clear understanding of the big picture and the implications of each issue, and this is best accomplished working as an integrated team.

We have in-depth understanding of passive design principles from site selection to building orientation, window location, insulation and thermal mass, as well as the principles of re-use rather than demolition. In addition, we utilise the latest modelling software and 'Green' certification guides as part of project design process.

Sustainability is embedded in our design approach and forms an integral part of every project from the outset. Sustainable design strategies are developed early and refined throughout the life of each project, with clear sustainability goals helping to guide design decisions and project outcomes.

In-house preliminary energy modelling, shadow studies, and building envelope assessments are incorporated into our standard design process, supporting informed decision-making and the delivery of practical, sustainable outcomes for our clients.



Goal 1.

Design for 100% Carbon Neutral by 2030

a. Target net zero embodied carbon
b. Target net zero operational carbon
c. Target net positive water
d. Design for ecological health
e. Prioritise occupant health

Goal 2.

Ensure our thinking supports our values

a. Sustainable project targets
b. Product design archive
c. Regenerative design

Goal 1.

Design for 100% Carbon Neutral by 2030

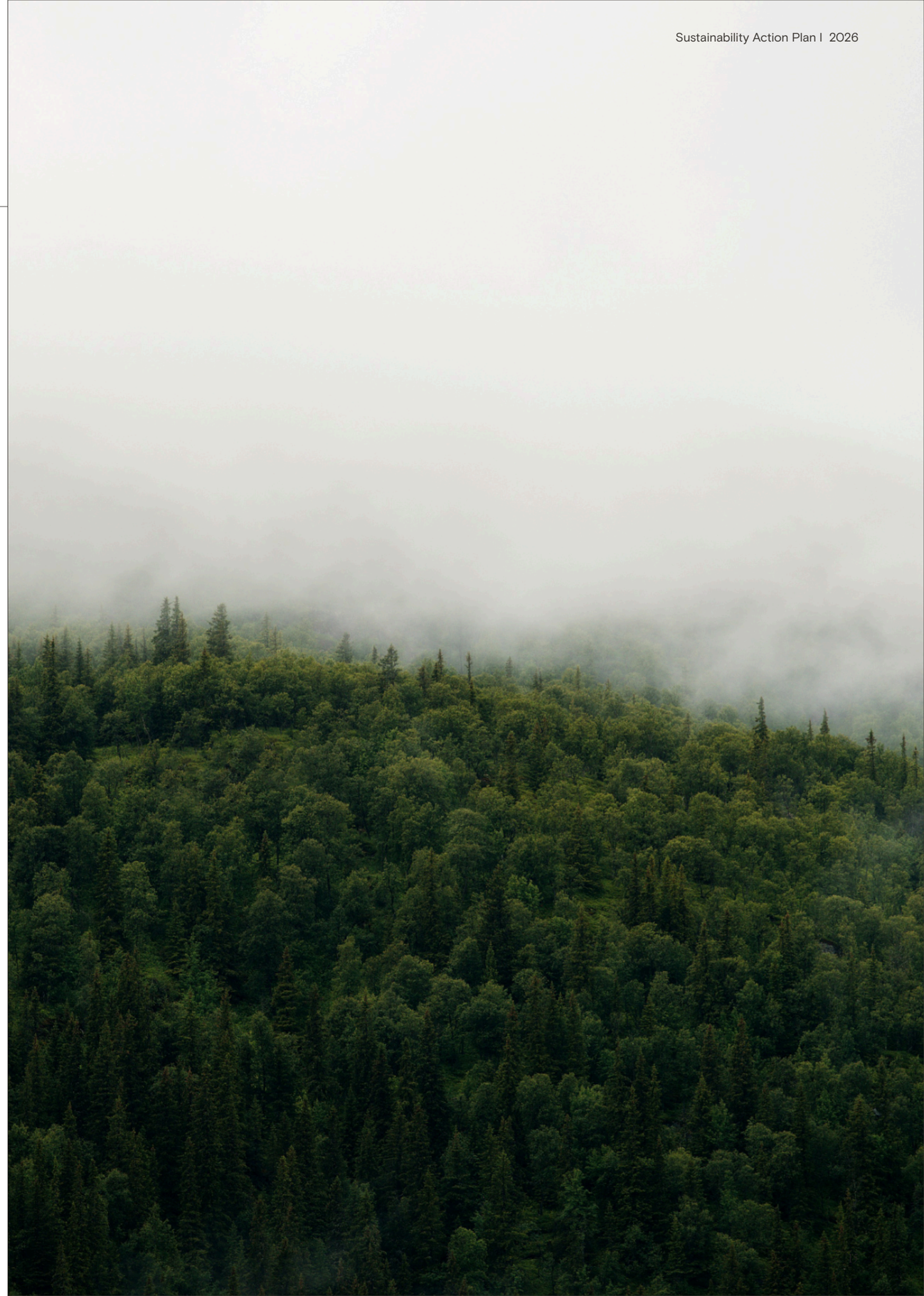
	2021 Review	2026 Extend	2030 Amplify
Target Net Zero Embodied Carbon	i. Encourage use of existing building stock ✓	Multiple projects utilising existing building fabric have been completed/ under construction across sectors (Seniors Living, Student Accommodation, Residential, Commercial & Retail)	Expand on experience & lessons learnt on projects to develop expertise in Adaptive reuse sector
	ii. Optimise design of structures, enclosure and finishes system ✓	Shared technical expertise across projects to optimise structural efficiency, standardised joinery, and details	Develop Standard details / Kit of Parts to optimise & undertake construction innovations through modern methods of construction (MMC)
	iii. Target zero construction waste diverted to landfill ✓	Work with Stakeholders (Clients / Builders) to minimise construction waste. Re-purpose and re-use materials where possible	Adopt industry standards PAS 2080:2023 Carbon management in buildings and infrastructure into project brief & specifications
	iv. Promote local sourcing of products and materials ✓	Local and environmental procurement conducted through supplier EPDs and shared Product Aware Platform	Integrate Product & Material selection into a Sustainable Procurement Framework
Target Net Zero Operational Carbon	i. Prioritise deep retrofit design ✓	Renewal of existing built fabric and re-purposing existing building assets evident across projects at different phases	Refine Zero Emission & Energy Positive Operation Goals into a Carbon Reduction Roadmap
	ii. Specify ultra-low energy appliances and equipment ✓	Standard specification of High Energy Rating efficient fixtures adopted across all projects	Embed Operational net zero pathways at concept stage, not limited to FFE selectionsw
	iii. Prioritise maximum use of on-site renewables ✓	Integrated Solar PV installation, Battery storage, and energy efficient FF&E on all projects	Establish operational Carbon emissions targets early in concept design - integrate into project brief
Target Net Positive Water	i. Reduce demand for non-drinking water ✓	Standard specification of high water efficient rating fixtures adopted across all projects	Integrate smart water saving technologies & innovation at early concept stage
	ii. Incorporate water reuse strategies including grey and black water treatment ✓	Water reuse adopted across all projects for rainwater harvesting used for landscaping maintenances	Explore water reuse strategies beyond grey water reuse and integrate on-site water treatments where possible
	iii. Manage rainwater and stormwater to be a net benefit ✓	On-site detention (OSD) considerations a minimum across all projects to manage stormwater run-off	Adopt Water Sensitive Urban Design (WSUD) principles and identify opportunities to reduce waste water and hydro-ecology impact
Design for Ecological Health	i. Leave site in better 'regenerative' ecological condition than before development ✓	Recognise Culture, Community and Connection to Country at project inception	Commit to "no net loss" and net gain in aligning projects with ecological resilience, climate adaptation, and global biodiversity goals
	ii. Create habitats that enhance biodiversity ✓	Mitigation of habitat loss and ecological impact evident in all projects	Mandate ecological connectivity in conceptual planning phase to restore ecosystems and reconnect fragmented habitats.
	iii. Design to sequester carbon in the landscape ✓	Integrate landscaping and greens spaces to all projects across sectors	Achieve >100% of landscape replacement against project site area through green roofs & vertical greening
Prioritise Occupant Health	i. Design spaces with good indoor air quality ✓	Enable ventilation to all habitable areas beyond code and regulatory requirements	Maximise ventilation design to attain high levels of indoor air quality
	ii. Design to promote inclusivity and physical activity ✓	Promote physically activity though well established circulation spaces that encourage active lifestyle and provide inclusive and equitable access	Optimise spatial layouts to foster physical activity and active living; and thoughtfully crafted spaces to attain inclusive design
	iii. Provide spaces with connections to nature ✓	Incorporate environmental elements through planting & materials into projects and designs	Develop biophilic design principles to enhance occupant exposure to nature

✓ Implemented ⊗ Ongoing

Goal 2.

Ensure our thinking supports our values

	2021 Review	2026 Extend	2030 Amplify
Sustainable Project Targets	i. Incorporate sustainability goals from project inception ✓	In-house Sustainable Design Reviews conducted for projects and concept design phase through to completion	Develop Sustainable Design "Menu" of sustainable measure to be adapted for projects across sectors and locations
	ii. Develop a sustainability checklist and evaluation framework document for each phase of the design process ✓	Adopted AIA sustainable Awards Checklist into in house sustainable design checklist	Attain commendation or award of key project/s in AIA state and/or national award
	iii. Create a Sustainable Materials and Design Guide (induction for staff) ⊗	Introduce Material & Product Design section to industry / supplier platforms (Product Aware, MECLA , etc)	Expand Material & product Design Guideline in line with Circular Procurement principles & MECLA Embodied Carbon Specification Guides
Product Design Archive	i. Establish a 'Green Spec Matrix' that includes sustainable products, suppliers and materials. Prioritise by their 'green performance' ✓	Revised Finishes & FFE schedule template integrates EPDs / GWP parameters	Integrate Responsible Product guidelines into selection criteria of Finishes & FFE
	ii. Vet all specified products against the most current version of the Living Building challenge Red list compliance ⊗	Encourage use of Informed by Habitable Futures for product guidance to assist with selection	Eliminate ALL red products completely in all projects
	iii. Specify wood as FSC certified or 100% salvaged/ Reclaimed ✓	Standard Archi Assist Specs already calls for FSC certification as a minimum	Develop design & technical expertise in Timber constructions and encourage Timber as a substitute to conventional construction
	iv. Request EPD's to encourage market transparency ⊗	Encourage use of Product Aware on all projects	Establish Digital EPD library with preferred suppliers of standard finishes & FFE selection
Regenerative Design	i. Research regenerative design principles and plan to establish an inclusive design strategy by 2030 ⊗	Investigate Circular Economy Design principles and identify opportunities in current project pipeline	Develop a Circular Design Guidelines to restore and add value to the environment through cradle-to-cradle / closing the loop to positively impact the environment
	ii. Move beyond basic high-performance goals towards net-positive impacts to the environment ⊗	Consider design for decarbonisation & disassembly methods to embed life-cycle thinking at conceptual design	Establish Regenerative Design Guidelines into Design Ethos / Philosophy shifting from "Do no harm""to "Do Good"



05.

Evaluation & Reporting

Current Practice

Currently our studio relies on tools such as One Click LCA to measure embodied carbon of our designs and benchmark against industry standards. We also rely on energy modelling software such as Ladybug and Honeybee for Grasshopper to evaluate solar, wind and thermal performances of our buildings.

Post Occupancy Evaluation information is currently undertaken on select projects, depending on the project requirements and client needs which help us better understand the performance of our buildings.

Living Building Challenge and Passive House standards are currently under investigation to improve our knowledge base and our studio's regenerative design approach for future projects.

Goal 3.

Benchmark Performance Outcome

a. Think Smarter

b. Energy Modelling

c. Experts in Green Certification

		2021 Review	2026 Extend	2030 Amplify
Think Smarter	i.	Establish acceptable minimum sustainability project standards and targets ✓	Research Sustainability standards and targets to be incorporated into to Design Reports / Project Briefs	Expand sustainability standards and targets toward regenerative and reduction outcomes
	ii.	Create an office standard template for Post-Occupancy Evaluation and Exit Interviews ⊗	Assess and Identify areas of improvement & effectiveness of current project stakeholders	Develop Post Occupancy Evaluation (PoE) feedback to refine and adapt to client and market needs
	iii.	Perform Post-Occupancy evaluations for selected projects to track occupant health, comfort, and the building's energy performance ⊗	Shortlist selected recently completed projects to conduct PoEs with tenants and end users	Engage external consultants to conduct audit peer review of selected projects to evaluate effectiveness of sustainability measures post occupancy
	iv.	Make our sustainability efforts transparent and publicly available ⊗	Add section for sustainability on NT website	Quarterly posts on Social media on sustainability as a key design process
	v.	Review project sustainability goals and achievements at projection completion for lessons learnt ✓	Benchmark selected recently completed projects	Engage external consultants for peer review and evaluation of selected projects
Energy & Carbon Modelling	i.	Develop our understanding and proficiency with digital evaluation software ✓	Current subscription with One Click LCA, multiple projects assessed as part of requirements	Establish LCA Representatives to each sector / studio
	ii.	Create energy (+ Embodied Carbon) models on select projects to support our design decisions ✓	Environmental analysis and carbon assessments are a core part of the NT design ethos with the introduction of Computational Design	Develop a Carbon Management Plan project template to manage operation emissions & offsets across the life cycle of a project
	iii.	Implement daylight and envelope optimisation studies on every project ✓	Daylight and solar assessments are conducted regularly on projects	Daylight and solar assessments embedded in concept design phase in ALL projects
Experts in Green Certification	i.	Increase our knowledge in additional green certification processes (e.g. LBC, Passive House etc) ✓	Nominate EcoNT members for accreditation and courses	
	ii.	Purchase relevant green certification guidelines and make them available to all staff via office intranet ⊗	Review current Green Star Documents and update to new versions	
	iii.	Include SAP 'One Pager' on sustainability as part of our fee proposals ✓	Draft of One Pager formulated for approval by directors. To be included in fee proposals and marketing pieces	Inclusion in all marketing related pieces and fee proposals to showcase sustainability expertise

06.

Outreach & Advocacy

Current Practice

As a company, we define the sustainable principles that we subscribe to within our Expression of Interest (EOI) and Sustainability procurement Guidelines (SPG) documents. This outlines our commitment from the outset, so clients are clear about our sustainable and regenerative principles.

Many of our projects are designed for Green Star, NABERS or WELS standards, a testimony to the value that those clients place on sustainability. In the future we intend to provide greater education for clients to make better and more informed decisions about sustainable design. We also undertake in-house carbon and environmental analysis to further strengthen our approach to sustainable design.

Many of our staff are passionate about sustainable design and we have formed an in-house sustainability group, EcoNT which focuses on sustainable design, events and training to improve and promote sustainability within the company.

We pledge to share our knowledge and findings along the way with clients, consultants and fellow professionals and to likewise engage in information sharing from others.

Goal 4.

Drive Industry Change

a. Share our beliefs

b. Advocate for change

Goal 4.

Drive Industry Change

		2021 Review	2026 Extend	2030 Amplify
Share our Beliefs	i.	Strongly advocate our sustainability philosophy with nettletontribe staff	Sustainability Newsletters - Bi-annually September 2026 First update	Sustainability Principles to form core identity of NT projects and staff
	ii.	Strongly advocate our sustainability philosophy with clients and stakeholders	Sustainability One Pager in NT Fee proposals & Capability Statements	Include Sustainability Brief in all project briefing documents - adopt AIA updated Sustainability Brief
	iii.	Have tools that address the perceived 'cost' of sustainability	One Click LCA has low-level cost estimation based on selected materials	Adapt a more comprehensive approach to calculate cost of carbon when doing assessments
	iv.	Target B2B's & knowledge sharing events with clients & consultants	Explore events of interest for selected project teams and sectors	Establish industry credibility as a key voice in sustainability with clients and consultants
	v.	Publish an annual nettletontribe Sustainability Report that summarises our performance against the previous year's goal	Annual Sustainability Report to be published	Have internal and external sustainability report which outlines performance of sustainability initiatives
Advocate for Change	i.	Advocate Product Aware platform with suppliers and share Responsible Product Guidelines to assist with their sustainability merits for specification in future projects	Advocate for Suppliers to list their products onto product aware database	Ensure all Suppliers are adhering to the Responsible Product Guidelines
	ii.	Empower and inspire Architects / Designers as change-makers	Expand employee outreach & sharing initiatives to clients & project stakeholders (consultants, contractors)	Develop a NT Decarbonisation Guide for projects and distribution externally to share and advocate for change
	iii.	Encourage employees to publish and speak publicly about their experiences within the industry	Attend Sustainability Events and Participate in industry forums with the AIA & GBCA	Submit projects into Sustainability Awards and participate as key speakers or panel speakers in presentations / forums

07.

Training & Education

Current Practice

Our practice places high priority on knowledge sharing to advocate, educate and stimulate new sustainability ideas. nettletontribe strives to create a culture of curiosity that encourages everyone to continually improve their projects to make decisions founded on strong, evidence-based sustainability principles through our sustainable design checklist.

Employees are encouraged to obtain and maintain their credentials. Each staff member has access to an education stipend (both time and money) each year to spend on their further education.

We host regular CPD opportunities and run quarterly sustainability talks and outsider vendor presentations around sustainability and related technologies. Sustainability news and design resources are shared via the office intranet.

In addition, each studio has representatives from our in house sustainable design advocacy group EcoNT, which meets quarterly to discuss design process, project challenges and piloting opportunities.

Goal 5.

Leadership

a. Establish a Director of Sustainability

Goal 6.

Promote Curiosity

a. In house learning

b. External Education

Goal 5.

Leadership

	2021 Review	2026 Extend	2030 Amplify
Establish a Director of Sustainability	i. Focused on pulling processes and standards across all projects and studios ✓		
	ii. Formalise Sustainability Champions in each studio accredited in Green Star/ WELS/LEED etc as leaders for sustainable design and our future pursuits of regenerative design ✓	Nominate EcoNT members to lead and champion sustainability efforts to undertake our Sustainability Action Plan (SAP) measures	Start accreditation of EcoNT members to be able to undertake carbon assessments

Goal 6.

Promote Curiosity

	2021 Review	2026 Extend	2030 Amplify
In House Learning	i. Publish sustainability reports on projects and office operations over office Intranet ✓		
	ii. Encourage staff to present any learnings to offices either digitally or in person ✓	Enable EcoNT members to share comments and feedback within EcoNT focus group and to the broader staff to share updates / learnings	Build on in-house Design Talk series for a Sustainability Bites series
External Education	i. Make use of R&D funding tax offsets ✓	Explored R&D funding tax offsets and how we can use them. Not yet implemented	Maximise the use of R&D tax offsets
	ii. Find a formal building science and carbon assessment course for staff to complete as part of employment contract ✓	One Click LCA on demand carbon courses are available. AIA Embodied Carbon Curriculum available	Develop in-house curriculum and provide accreditation opportunities for employees

08.

Operations & Outlook

Current Practice

nettletontribe currently employs approximately 120 staff across four studios in Sydney, Brisbane, Melbourne and Hobart. Our offices are strategically located in well-connected urban centres, with our Sydney, Brisbane and Melbourne studios situated close to central business districts and major public transport networks, encouraging the use of sustainable commuting options. Our smaller offices operate from centrally located co-working spaces, maximising the efficient use of shared facilities and amenities while reducing the environmental footprint associated with dedicated office premises.

nettletontribe have pledged to achieve net zero operations by 2050. Our company has maintained Carbon Neutral certification since 2020 by investing in a range of accredited offset initiatives, including Australian reforestation projects and international renewable energy programs. We will continue to conduct annual carbon footprint audits across all our operations to evaluate our improvements over previous years.

Goal 7.

Zero Solid Waste by 2030

a. Reduce printing by 10% each year
b. Reduce consumption related waste
c. Reduce flow and flush fixture use

Goal 8.

Carbon Neutral Operations without offsets by 2050

a. Reduce workforce gas-based commuting km by 5% per person every year
b. Reduction & decarbonising operations
c. Reduce office energy usage yearly
d. Offset what we can't reduce

Goal 9.

Restorative Office Environment

a. Comfortable workspace
b. Encourage healthy lifestyle
c. Bolster office culture
d. Sustainability Purchasing Policy

As part of our ongoing commitment to sustainability, we have incorporated the following practices into our daily operations:

1. Annual auditing of the operational carbon footprint of all studios (which are shared on our website for transparency and reference for our peers).
2. Utilising 100% certified green energy.
3. All kitchen appliances are energy rated.
4. Studio-wide waste recycling.
5. Implement office policy of shutting down all computers and screens at night.
6. Provide enhanced mark-up software to enable 100% electronic flow of information and minimise printing.
7. Reduce paper consumption by implementing printing policies (ie. Printing double-sided, print drafts on discarded paper.
8. Purchasing environmentally friendly cleaning supplies.
9. Provide End of Trip change facilities and bike storage at all studios.
10. Encourage digital meeting and web conferencing to reduce number of in-person meetings with consultants.
11. Provide healthy snacking options to all staff.
12. Facilitate remote and flexible working opportunities for all staff through adoption of cloud based document management and collaboration platform (Egnyte).
13. Digital Health Hub to promote employee overall health and wellness.
14. Provide an office coffee machine with re-usable coffee mugs for office use.
15. Provide staff with office subsidized transit cards to encourage public transport travel to site visits and business meetings.
16. Utilising car sharing initiatives such as GoGet to reduce reliance on private vehicles to attend site visits and business meetings.

Goal 7.

Zero Solid Waste by 2030

	2021 Review	2026 Extend	2030 Amplify
Reduce Printing by 10% Each Year	i. Reduce drawing set to single copy per office ✓	Digital delivery of Documentation and Drawings implemented on all projects	
	ii. Eliminate business cards ✓	Physical business cards have been phased out	
	iii. Create digital drawing set for each project ✓	Current Drawings set established in all projects	Expand IMS library to establish digital library of drawings, and standard references.
	iv. Track, measure and propose alternatives to other in-house printing ✓	Digital markups have replaced conventional pen & paper markups significantly within project teams	Obtain shared iPad / Tablets for project teams to replace physical drawing sets
Reduce Consumption Related Waste	i. Drive staff awareness on reduction of waste generation and recycling streams ✓	Check-in reminder of recycling. SharePoint updates and sustainability report updates to keep staff in the loop	
Reduce Flow & Flush Fixture Use	i. Replace or upgrade all flow fixtures with lower flow options ✓		

Goal 8.

Carbon Neutral Operations without Offsets by 2050

	2021 Review	2026 Extend	2030 Amplify
Reduce Workforce Gas-based Commuting km by 5% per person every year	i. Increase incentives for non-combustion commuting ✓	Opal Office card rolled out for Sydney Office to promote use of public transport for work-related travel	
Reduction & Decarbonising Operations	i. Aggressively budget the total business kilometres travelled by air ⊗	Reduced	
	ii. Incentivise ways to reduce combustion based business travel ⊗		
	iii. Implement an offset program that is more impactful than purchased carbon offsets ⊗		
Reduce Office Energy Usage Early	i. Target 5% year on year reduction in equipment/appliance purchasing ✓		
	ii. Monitor and publish in-house energy use to investigate ways to reduce our output ✓	Currently we have access to the solar energy generation of SYD/BNE studios	Setup in-house thermal sensors to monitor climate and adjust surrounding accordingly
	iii. Adjust HVAC settings and seating arrangement to optimise for thermal comfort zoning and energy reduction ✓		
Offset Which We Can't Reduce	i. Calculate carbon footprint annually ✓	Carbon Audit ongoing annually (limited to scope 1 & 2)	Expand Carbon Audit to consider scope 3 emissions
	ii. Purchase offsets that are impactful, not just economical ✓		

Goal 9.

Restorative Office Environment

	2021 Review	2026 Extend	2030 Amplify
Comfortable Workspace	i. Survey employees bi-annually to assess thermal, acoustic, and ergonomic comfort; implement strategies at individual level ✓	Captured in audit survey list into survey	
	ii. Increase beauty/biophilia of all offices ✓		
	iii. Arrange individual workstations for maximum natural light ✓	NT Studio has been assessed on environmental conditions through ladybug to determine suitability of office furniture to maximise natural light	
Encourage Healthy Lifestyle	i. Promote stairs instead of elevators via accessibility, lighting and aesthetics ✓	No elevators in the office - stairs are the only access. (SYD, BRIS)	
	ii. Incentivise activity programs ✓	Steptember, NT Olympics, Lunchtime Sports, Tour de PIF have been actively participated by staff	
	iii. Provide several “active workstations” ✓	Sit to stand desk	
Bolster Office Culture	i. Enhance and celebrate worker appreciation awards ✓	Staff anniversary, newsletter, team lunches, check in	
	ii. Improve social equity of operations ✓	50/50 equal distribution of workforce as per WGEA Data reporting, Career Tracker Partnership	
	iii. Address social equity within the firm and create a business equity plan ✓	Supporting Fund raising activity and CSR activities (e.g, Happy Boxes)	
	iv. Promote volunteering of time and money ✓	Staff volunteering supported, Pro Bono projects (Still I Rise)	
Sustainability Purchasing Policy	i. Conduct audit of current practices to identify more carbon neutral carbon products ✓	Carbon Neutral audit conducted for FY24/25	
	ii. Source carbon neutral suppliers for all office (supplies &) equipment ✓	Paper & toilet paper from certified carbon neutral suppliers	Expand Carbon Neutral products in the office to address >50% of office supplies & equipment

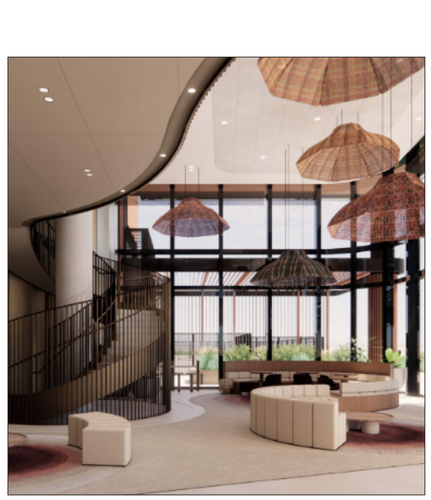
09. Roadmap to 2030

	Implemented	Extend	Amplify
Design	- Project phase template for sustainable design developed and implemented through ongoing design review process - Sustainable Procurement Guideline developed to support the specification of materials that prioritise environmental performance, responsible sourcing, and whole-of-life sustainability considerations. - Architectural and Interior Material Schedule templates updated to include relevant sustainable parameters	- Research regenerative design principles and plan to establish an inclusive design strategy by 2030	- Inclusive regenerative design strategy by 2030 - All projects designed to be zero carbon by 2030 - By 2030 have our first zero carbon designed project
Evaluation	- Digital performance evaluation software available to all staff as a standard design tool to assess the solar, wind, and thermal performance of building designs. - Regular embodied carbon assessments conducted of projects using One Click LCA to evaluate design outcomes and benchmark performance against industry standards.	- Develop a post occupancy template and close out review process at project completion - Review project sustainability goals achievements at project completion phase	- In-house Green Star/WELS accreditation for evaluating projects - Build up benchmark projects across sectors
Outreach	- Sustainability philosophy promoted to clients by highlighting the economic and whole-of-life benefits through the inclusion of an SAP sustainability one-pager in all new fee proposals. - Regular staff attendance at built environment sustainability forums, conferences, and industry events to build knowledge, share expertise, and stay abreast of industry best practice	- Encourage employees to publish and speak publicly about their experiences within the industry - Targeted B2B's and knowledge sharing events with clients and consultants - Encourage conversations with wider architecture community about sustainability	- Present at sustainability design awards / symposiums to share knowledge and experience - Target industry recognition for sustainability efforts
Education	- Regular sustainability-focused CPD sessions delivered across the practice on a range of topics, enhancing staff knowledge while supporting architects in meeting their mandatory CPD requirements. - Opportunities for staff to attend external sustainability training and courses to support professional development and expand sustainability knowledge across the wider practice. - Regular inter-office training sessions on the use of One Click LCA and building performance evaluation software to build staff capability and promote consistent application across projects. - Continue to foster a culture of knowledge sharing by encouraging staff to present insights and learnings from training, conferences, and project experience to the wider practice, both in person and via Microsoft Teams.	- Presentation on certified green buildings for education and information purposes and lessons learnt - Release internal sustainability report every quarter highlighting sustainable initiatives - Support employees for Green Star/WELS accreditation - Sustainability Design Talks for knowledge sharing	- Publish sustainable reports on all projects and office operations - Develop in-house sustainability curriculum and provide further accreditation / certification opportunities
Operation	- Sustainability resource library made available - Shutting down computer policy at night - Recycling and waste streams - Track energy use - Use eco friendly cleaning supplies - 100% certified green energy - Health Hubs topics - Annual carbon audits and offsets where required as part of wider sustainability strategy	- Personal Environmental Guide for all staff - Encourage staff to invest in socially conscious super funds - Community volunteering - Inclusivity programs - Encourage healthy lifestyle and office culture - Add more bins across office including organics	- Zero Solid Waste by 2030 - Net Positive Water Operations by 2050 - Carbon Neutral Operations by 2050

10. Digital Evaluation

Carbon

We are committed to leading the transition to a sustainable built environment, one that is carbon neutral, regenerative, and self-sustaining. As the world moves toward net zero, the Architecture, Engineering, and Construction (AEC) industry plays a vital role. While operational emissions have traditionally been a focus, embodied carbon, the emissions associated with the production, transport, and disposal of materials, can account for up to half of a building's total carbon footprint, particularly in new builds and renovations.







Addressing embodied carbon early through Life Cycle Assessment (LCA) provides critical insight into the impacts of design decisions. It enables smarter choices that balance cost, performance, and sustainability. This proactive approach not only supports regulatory compliance and ESG goals but also enhances market competitiveness, resilience, and long-term value.

LCA (Life Cycle Assessment)

A Life Cycle Assessment evaluates the environmental impacts of a building or infrastructure project across its entire lifecycle, from raw material extraction through manufacturing, construction, use, and end-of-life. We use LCA to quantify embodied carbon and other environmental impacts, providing data-driven insights that support low-carbon design and material decisions early in the project.

Computational Design

At nettletontribe, Computational Design is a continually evolving discipline focused on innovative ways to interrogate design problems and deliver sustainable solutions. Our approach extends well beyond geometry and visualisation to include environmental and spatial analysis, as well as experimental tools for design cognition. We integrate AI, generative design, and advanced manufacturing to connect concept, performance, and delivery.

Strategy & Material Selection

We develop carbon reduction strategies that guide material selection and design decisions to minimise both embodied and operational carbon. Our approach integrates industry benchmarks, emerging regulations, and supply chain transparency to deliver actionable pathways that reduce emissions, strengthen sustainability credentials, and future-proof project outcomes.

Sustainability Procurement Framework

We provide a structured framework to embed sustainability and carbon reduction strategies into procurement processes. Our approach integrates lifecycle data, carbon benchmarks, and supply chain transparency to guide responsible sourcing and material selection. As a signatory of Architects Declare, we promote the use of sustainable products aligned with Product Aware and the Green Building Council of Australia's responsible product framework.

Urban Design & Planning

We apply sustainable urban design principles to create connected, resilient, and inclusive places. Our approach balances environmental performance with social and spatial quality, integrating green infrastructure, mobility, and public realm strategies. Through data-informed design and community-led planning, we shape adaptable urban environments that enhance liveability and long-term sustainability.

Adaptive Reuse

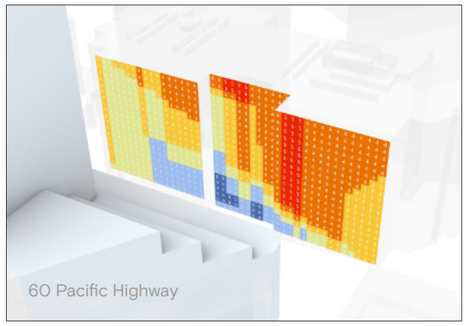
We transform existing buildings into sustainable, high-performing spaces that celebrate their original character while meeting contemporary needs. Our approach prioritises resource efficiency, heritage value, and design innovation to extend building lifespans and reduce environmental impact. By reimagining what already exists, we create vibrant, functional environments that connect past, present, and future.

Environmental

At nettletontribe, we conduct environmental analyses, including solar, wind, thermal, and daylight studies, to ensure our buildings respond intelligently to their context and climate.

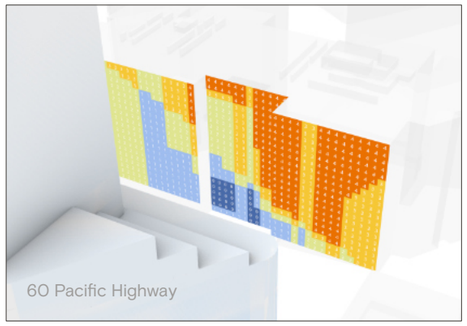
These assessments allow us to optimise passive design strategies, enhance occupant comfort, reduce energy demand, and maximise natural light and ventilation. By integrating environmental performance into the design process from the outset, we create buildings that are not only more sustainable and cost-effective to operate, but also more resilient, comfortable, and future-ready.

Original Option



85% Solar Access I 483sqm GBA per floor

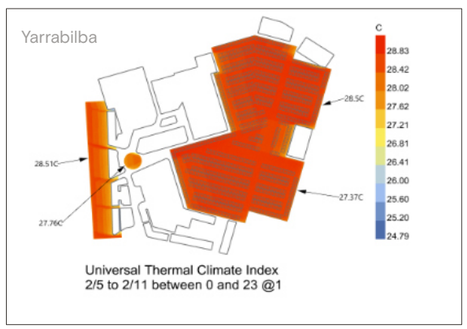
Optmised Option



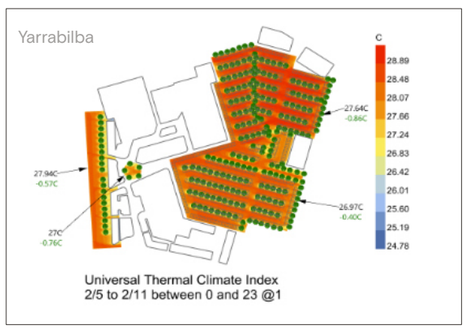
79% Solar Access I 587sqm GBA per floor

21% Increase in GBA on typical floor while maintaining high solar access to adjacent building

Carpark with no trees



Carpark with trees



Up to -0.86 degrees reduction of surface temprature in the carpark by planting trees

Solar Analysis

Using Grasshopper with plugins such as Ladybug and Honeybee, we simulate solar access, shadow studies, and photovoltaic potential across building surfaces. This enables iterative exploration of massing, orientation, and façade strategies to optimise passive solar gain and minimise overheating.

Radiation & Thermal Comfort Analysis

We leverage Ladybug Tools to quantify incident radiation and predict thermal comfort conditions, such as PMV and UTCI, in both indoor and outdoor spaces. This analysis informs decisions on shading, glazing performance, and ventilation strategies, ensuring occupant wellbeing and reduced mechanical loads.

Building Envelope Optimisation

Through parametric workflows, we evaluate different façade configurations, balancing insulation, solar gain, and daylight performance. Using Galapagos, Octopus, and other evolutionary solvers, we optimise envelope performance against multiple objectives, including energy use, daylight autonomy, and material efficiency.

Daylighting Design and Studies

Using Ladybug and Honeybee within Grasshopper, we run daylighting simulations that quantify metrics such as Daylight Autonomy, Useful Daylight Illuminance, and Annual Sunlight Exposure across floor plates. By coupling Honeybee's Radiance-based analysis with parametric massing and façade studies, we test glazing ratios, shading devices, and internal layouts early in design, maximising access to natural light and reducing reliance on artificial lighting, while controlling glare and overheating risk

Urban Microclimate Studies

Through Dragonfly and Butterfly, computational fluid dynamics (CFD) plugins, we simulate wind flow, temperature gradients, and humidity around urban form. These studies support massing strategies, landscape design, and public realm interventions that improve comfort and reduce environmental stress in dense cityscapes.

Urban Heat Island Effect

We assess urban heat island impacts by mapping surface temperatures and thermal mass across urban materials using Grasshopper and Ladybug. This analysis informs the placement of cool roofs, vegetative cover, and reflective materials, and supports the integration of climate-responsive design strategies at a precinct scale.

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