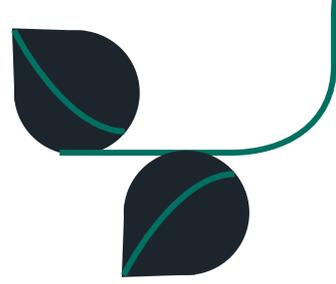


Tract

# OUR SUSTAINABILITY JOURNEY

A year in review of our learnings, achievements, and where we're headed in our sustainability journey.



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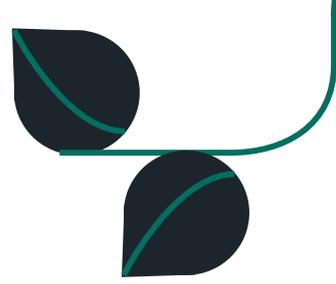
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# Introduction

**Our mission is to lead in sustainable planning and design, creating exceptional places that benefit people and the environment. We embed climate and biodiversity positive principles in our operations and projects, guided by our Integrated Management System.**

## A bit about who we are

Tract is a national planning and design practice specialising in town planning, urban design, landscape architecture, and associated digital media. Balancing the brightest ideas with the most pragmatic ones, our charter is to deliver sustainable and memorable solutions, shaping places for living, leisure, work, and the infrastructure that supports and connects these places. We do this by harnessing the strength and diversity of our collective expertise – we are a truly interdisciplinary practice. Since 1973, collaboration has been at the heart of our work, partnering with clients to deliver compelling solutions.

**100%**

Renewable electricity achieved since 2024

**2025**

Achieved carbon neutral goal with FY2025 measurement

**2035**

Net-zero target has been set for 2035

## Why sustainability is important to us

Sustainability is integral to our purpose and business resilience. The built environment contributes up to 70% of global emissions and drives biodiversity loss. As planners and designers, we have a responsibility to reverse these trends. Our Climate & Biodiversity Framework, EMS, and Action Plan embed practical strategies to reduce emissions, restore ecosystems, and deliver climate-positive and biodiversity-positive outcomes. This commitment aligns with our Reconciliation Action Plan and positions Tract as an industry leader.

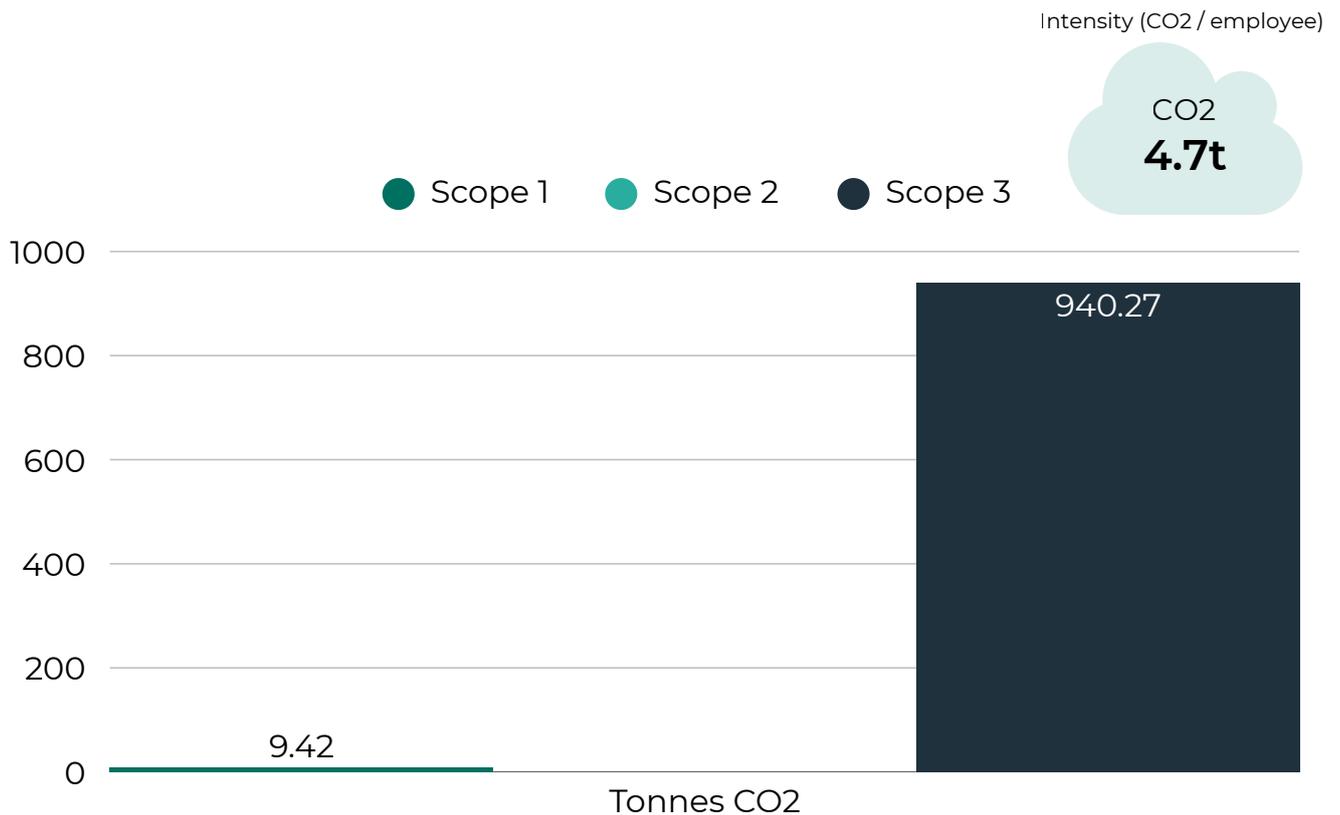
# OUR FOOTPRINT

02

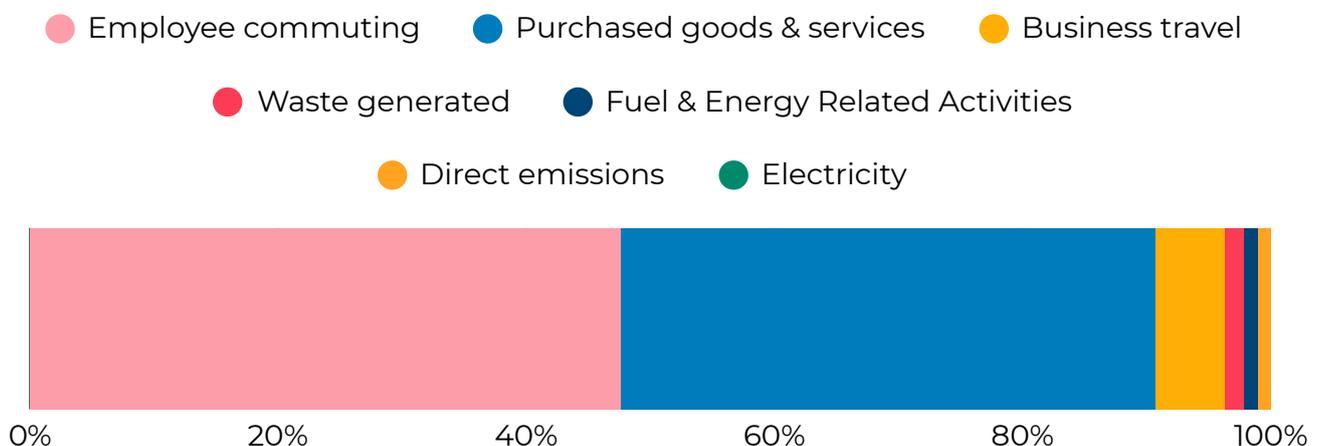
# 2024-2025 Footprint

## Overview

Our 2024-25 Carbon Management Report is based on our footprint for the period July 01, 2024 - June 30, 2025, which is our fourth carbon footprint assessment, and our first assessment which measured our full scopes 1, 2, and 3 emissions. Majority of our footprint is from Scope 3 emissions, meaning we'll need to engage with our suppliers and employees to reduce our emissions.



## Footprint by category





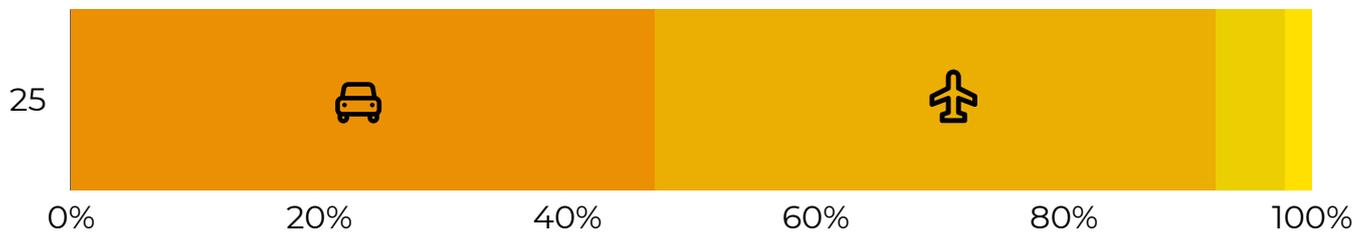
# Business Travel

Private transport accounted for 46.1% of our business travel footprint

CO2  
53.2

## Breakdown

- Private transport
- Air Travel / Flights
- Accommodation
- Electric Vehicles



# Electricity



Through the use of 100% green electricity, we eliminated all Scope 2 emissions associated with electricity consumption.

0t





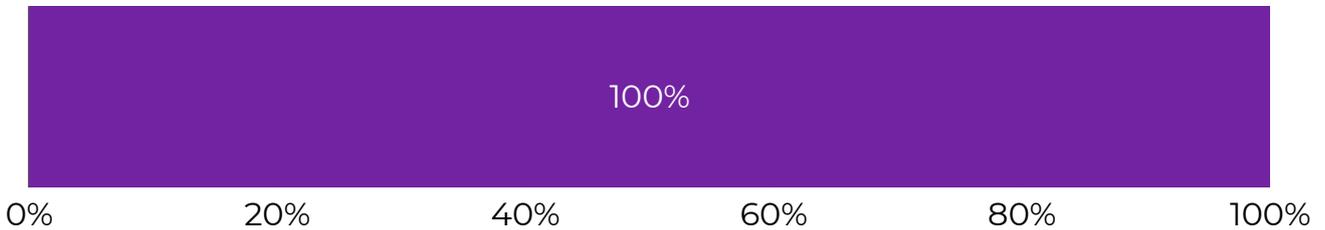
# Direct Emissions

Gas consumption accounts for just 0.9% of our total emissions. This will decline further in FY26 following the move to a gas-free Adelaide office; with the continuing gas usage limited to base-building HVAC systems in Melbourne and Sydney

9.4t



● Gas



0%

20%

40%

60%

80%

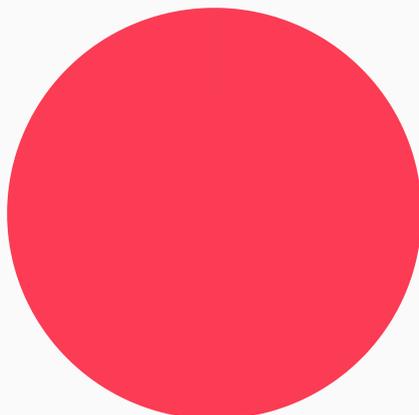
100%

# Waste Generated



Mixed waste contributes to just 1.5% of our total footprint. We have received a CitySwitch Award in the 'Reduce Your Waste' category for FY2024, and we have continued to improve our waste and recycling initiatives since then.

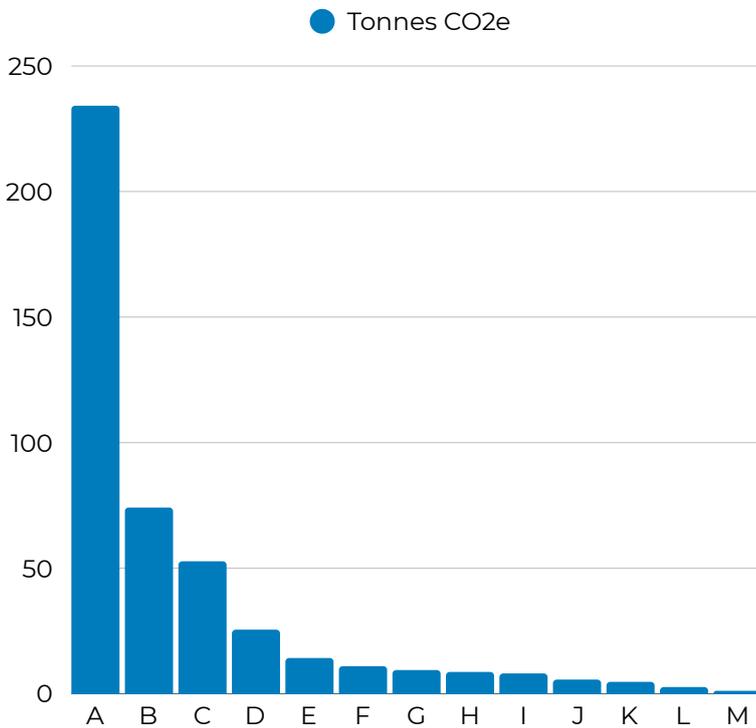
14.6t



Mixed Waste  
100%



# Purchased Goods & Services



CO2  
452.3t

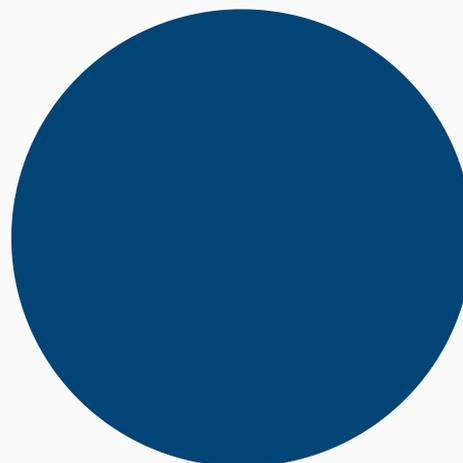
- A - IT & Telecommunication services
- B - Professional services
- C - Consumables
- D - Financial services
- E - Events & entertainment
- F - Marketing & advertising
- G - Labour / contractors
- H - Office supplies & cleaning
- I - Building services
- J - Electrical equipment
- K - Storage
- L - Water
- M - Postage & Courier



# Fuel and Energy Related Activities

**Electricity makes up 100% of our Fuel & Energy Related Activities footprint**

10.9t  
CO2



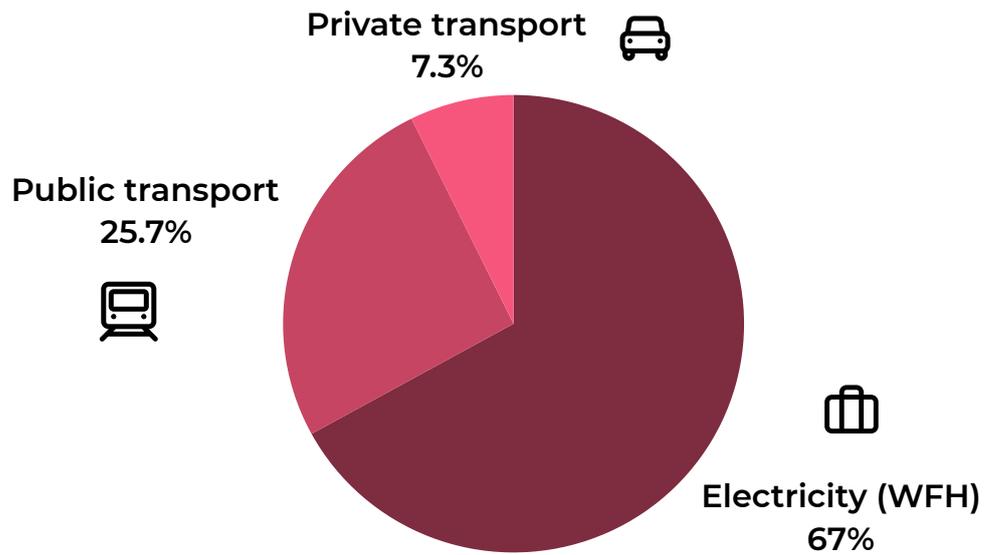
Electricity  
100%



# Employee Commute

Employee commute contributed to 46.2% of our total footprint

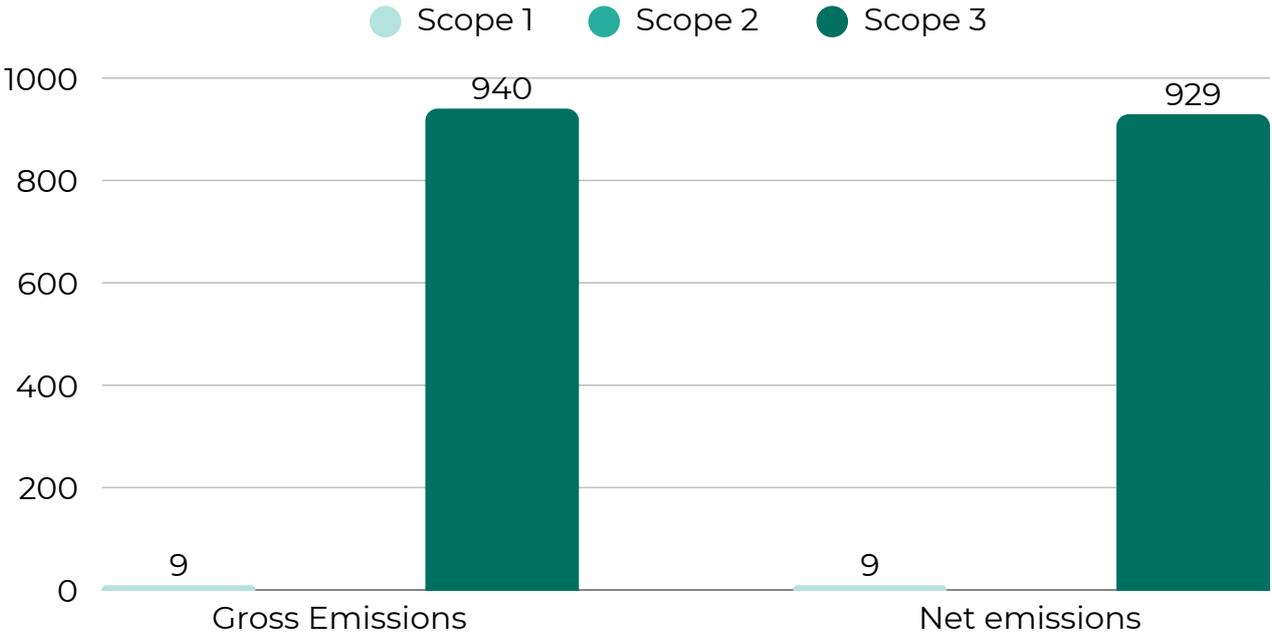
CO<sub>2</sub>  
409.3t



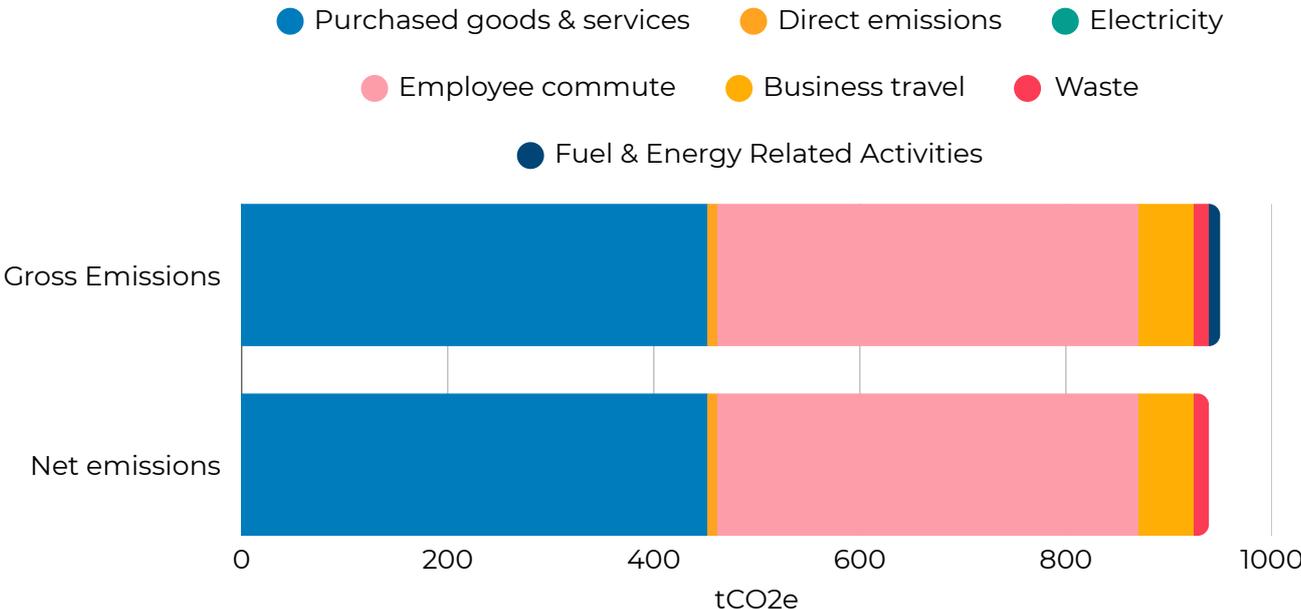
84% of our commuting staff have low emission commutes

# Net Emissions

While gross emissions reflect our full operational impact, net emissions account for offsets in our supply chain, such as investments in renewable energy, or carbon credits that compensate for some of our emissions. In FY2024-2025, the offset efforts from our supply chain resulted in net emissions of **938.8 tCO<sub>2</sub>e**, representing an approximately **1.2% reduction** compared to our gross emissions.



## Net and gross emissions footprint by category



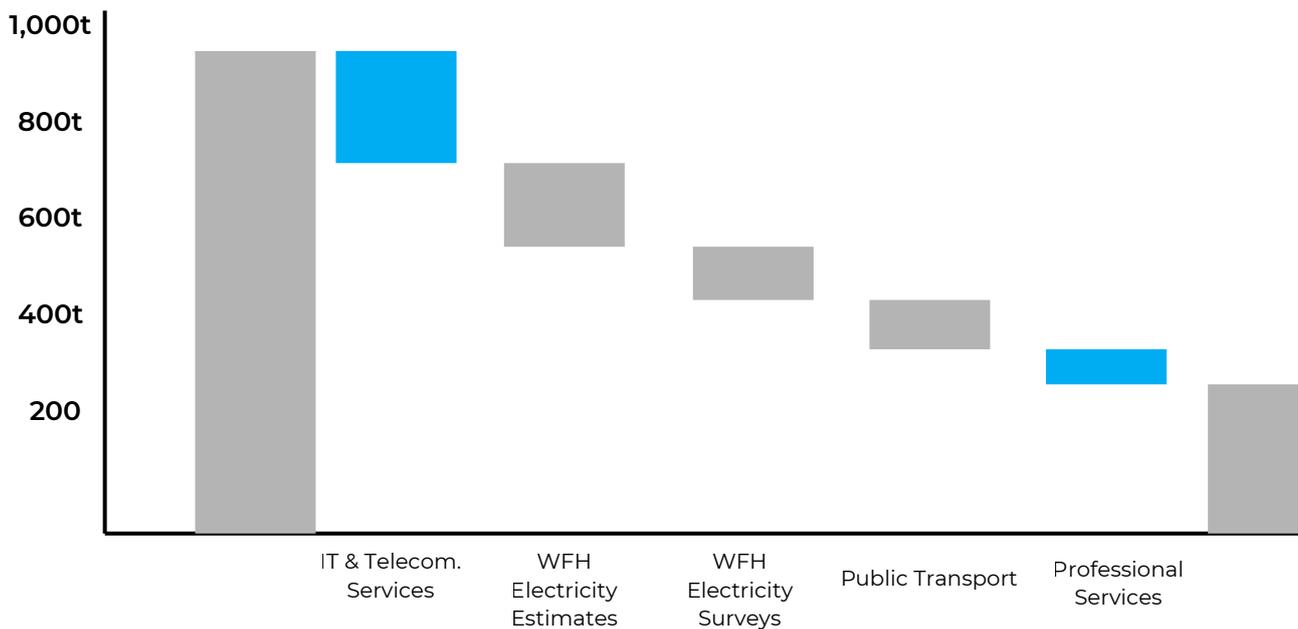
# OUR PATH TO REDUCING EMISSIONS

03

# Reducing Emissions

## Our opportunities

The majority of our emissions lie in purchased goods & services as well as employee commute categories. We've identified that our top opportunities to reduce our emissions are in IT & telecom services, professional services, as well as employee commuting including transport and WFH electricity.



## Our targets

Tract has developed formal targets which reflect our commitment to measurable climate action. The following list outlines our current targets.



### TARGET 1

Carbon neutral operations in 2025



### TARGET 2

Net Zero by 2035



### TARGET 3

Set Science Based Targets through SBTi in 2026.



### TARGET 4

Have our target validated by SBTi and provide third-party verified Scope 1 and 2 data in 2027

# Decarbonisation Plan

## Completed

Our first step as a business was to measure our CO2 baseline, which lays the foundations to understand our footprint & identify the best areas to make reductions. We also switched to 100% green power!

<p><b>2024</b> </p> <p>Set our CO2 emissions baseline and Annual carbon accounting &amp; offsetting of residual emissions</p>	<p><b>2024</b> </p> <p>Switched all offices to 100% Green Power</p>	<p><b>2024</b> </p> <p>Review and expand waste management and recycling programs nationally</p>	<p><b>2022</b> </p> <p>Formed Climate &amp; Biodiversity Committee</p>
<p><b>2024</b> </p> <p>Launched the inaugural Climate &amp; Biodiversity Position Statement, along with the internal Climate &amp; Biodiversity Action Plan 2024-2026</p>	<p><b>2025</b> </p> <p>Continued to maintain ISO 9001, 14001, 45001 certified IMS</p>	<p><b>2025</b> </p> <p>Measure full scope 1, 2, and 3 emissions in FY25</p>	<p><b>2025</b> </p> <p>Offset 100% of FY25 Emissions</p>
<p><b>2025</b> </p> <p>Continue participating in CitySwitch program</p>			

## In Progress

Our current focus is on reducing our waste-related emissions and offsetting residual emissions, while also tracking our year on year footprint.

<p><b>2025</b> </p> <p>Conduct visual waste audits</p>	<p><b>2025</b> </p> <p>Implement planned waste reduction initiatives</p>	<p><b>2025</b> </p> <p>Focus on reducing energy consumption and improving energy efficiency</p>	<p><b>2025</b> </p> <p>Developing strategy for transition to net zero from carbon neutral</p>
<p><b>2025</b> </p> <p>EMS training roll-out &amp; staff communication piece</p>	<p><b>2025</b> </p> <p>Climate &amp; Biodiversity Committee are developing the Climate &amp; Biodiversity Action Plan 2025-2028</p>	<p><b>2025</b> </p> <p>Actively participate in systems advocacy through industry bodies and aligned groups</p>	

## Up next

In 2026, we plan to kick-off key initiatives that are targeted at starting the process to submit the SBTi targets, continuing to focus on waste and energy efficiency, engaging with suppliers to reduce supply chain emissions and to perform project-level carbon benchmarking.

**2026**



Project-level carbon benchmarking

**2026**



Set Science Based Targets through SBTi

**2026**



Investigate and employ methods and approaches that are part of a circular economy

**2026**



Expands Container Deposit Schemes to all offices

**2026**



Help employees switch to renewables at home

**Long-term**



Acknowledge and embrace our responsibility as industry leaders through research, partnerships, advocacy and policy

**Long-term**



Seek to reduce GHG emissions, embodied carbon, and biodiversity impacts that result from decisions Tract controls as part of our projects

# OUR PEOPLE

04

# Employee Engagement

## Overview

We believe our staff are an integral part of our decarbonisation plan, and work hard to engage our staff on the journey, as well as supporting them to take action to reduce carbon emissions.



80% of our employees engaged in our climate program in our first year, including measuring their CO2 footprint.

## Why is this important to our staff?



**Embedding climate and biodiversity positive design is not just good practice—it's essential for creating resilient communities and healing Country**

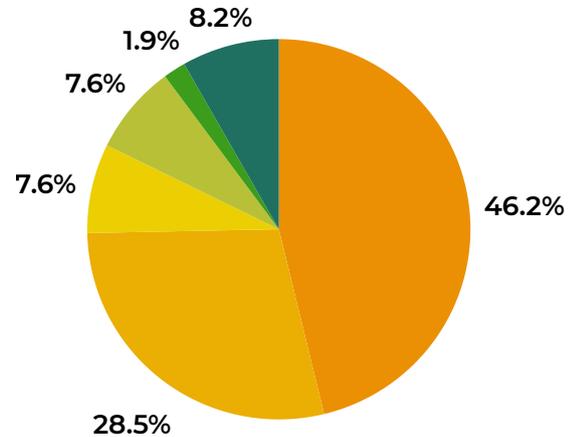
Clare Mayberry - Climate & Biodiversity Strategist, Tract



# Staff Electricity

## Proportion of electricity that is green / carbon neutral

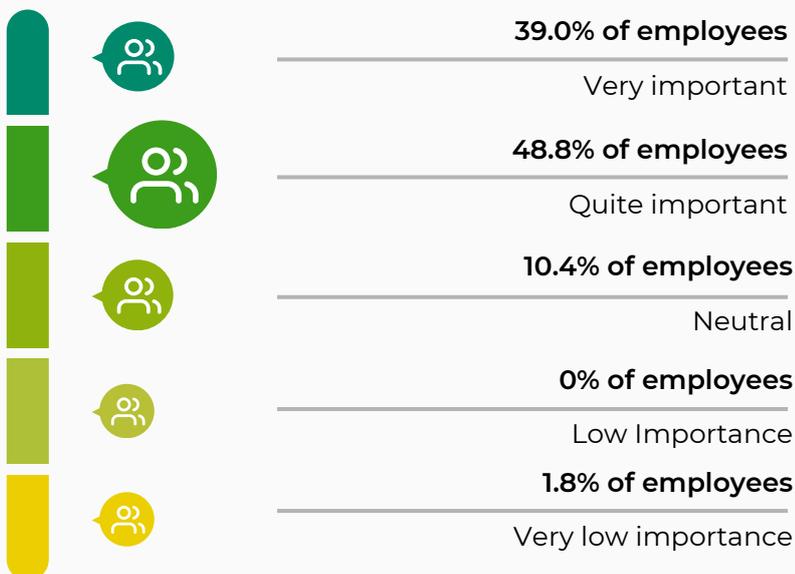
-  All our electricity is carbon neutral
-  Majority of the electricity is carbon neutral
-  A significant portion of the electricity is carbon neutral
-  A limited amount of the electricity is carbon neutral
-  Very little or no carbon neutral electricity
-  None of the electricity is carbon neutral
-  Not sure



**26% of our staff use renewable / carbon neutral energy.**

# Staff Sentiment

## How important is it to take action on climate change?



**88% of our staff find it important for us to take climate action.**

# CLIMATE PROJECT FUNDING

05

# Compensating For Our Emissions

## Compensating for our emissions

We believe emissions reductions are the most important step to take towards a Net Zero future. While we work on these, we've purchased offsets as part of our transition towards Net Zero.



**950**

tonnes of CO2 offset



**1**

emission reduction  
projects supported

# Project We Support



# 01

Papua New Guinea

## Rainforest Conservation

The April Salumei Project, located in one of the most ecologically distinct areas on the planet, protects virgin rainforest, against documented planned deforestation.

■ QUALITY EDUCATION

■ DECENT WORK AND ECONOMIC GROWTH

■ PEACE, JUSTICE AND STRONG INSTITUTIONS

■ AFFORDABLE CLEAN ENERGY

■ CLIMATE ACTION

■ LIFE ON LAND

# APPENDIX

# Boundaries



## Methodology

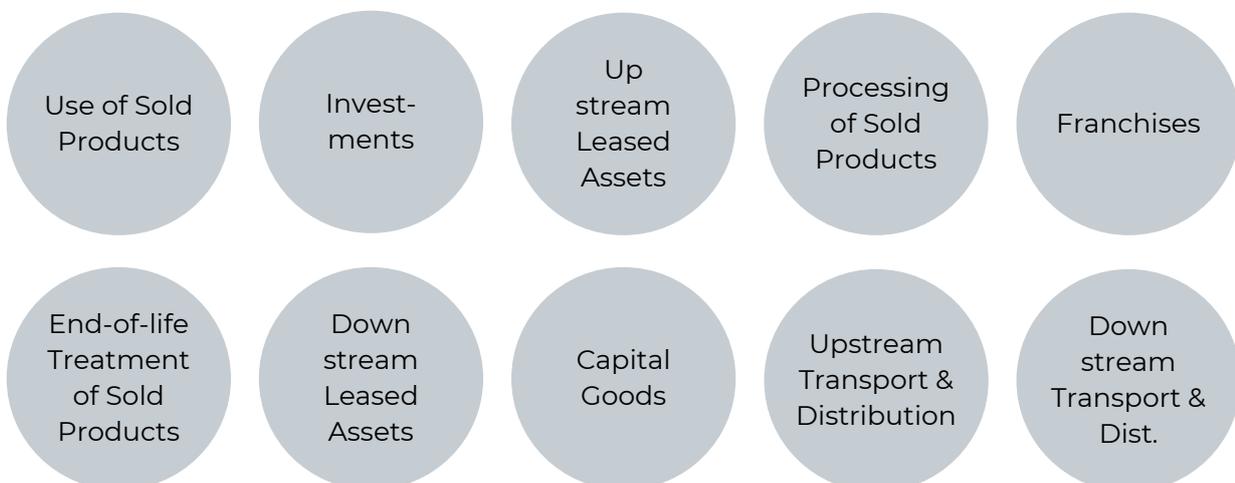
Our carbon emissions were measured based on our operational footprint, leveraging Trace’s proprietary carbon assessment methodology. The emissions factors used were from peer-reviewed sources. Below is a breakdown of the GHG protocol categories in and outside the scope of our footprint. Net emissions after accounting for carbon offsetting activities are presented separately. Below is a breakdown of the GHG protocol categories in and outside the scope of our footprint.

### In-scope



### Out of scope

The following emissions categories either do not occur, have been deemed irrelevant or are out of our operational control.



# Carbon Measurement Badge

## Carbon Measurement Badge

The following badge indicates that Tract has successfully completed its full Carbon Measurement with Trace for Financial Year 2025, and that 100% of emissions were offset through certified offset projects.



**THANK YOU**