



# 2023 ESG Report

Inspire a better world  
through influence  
and design



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through influence  
and design**

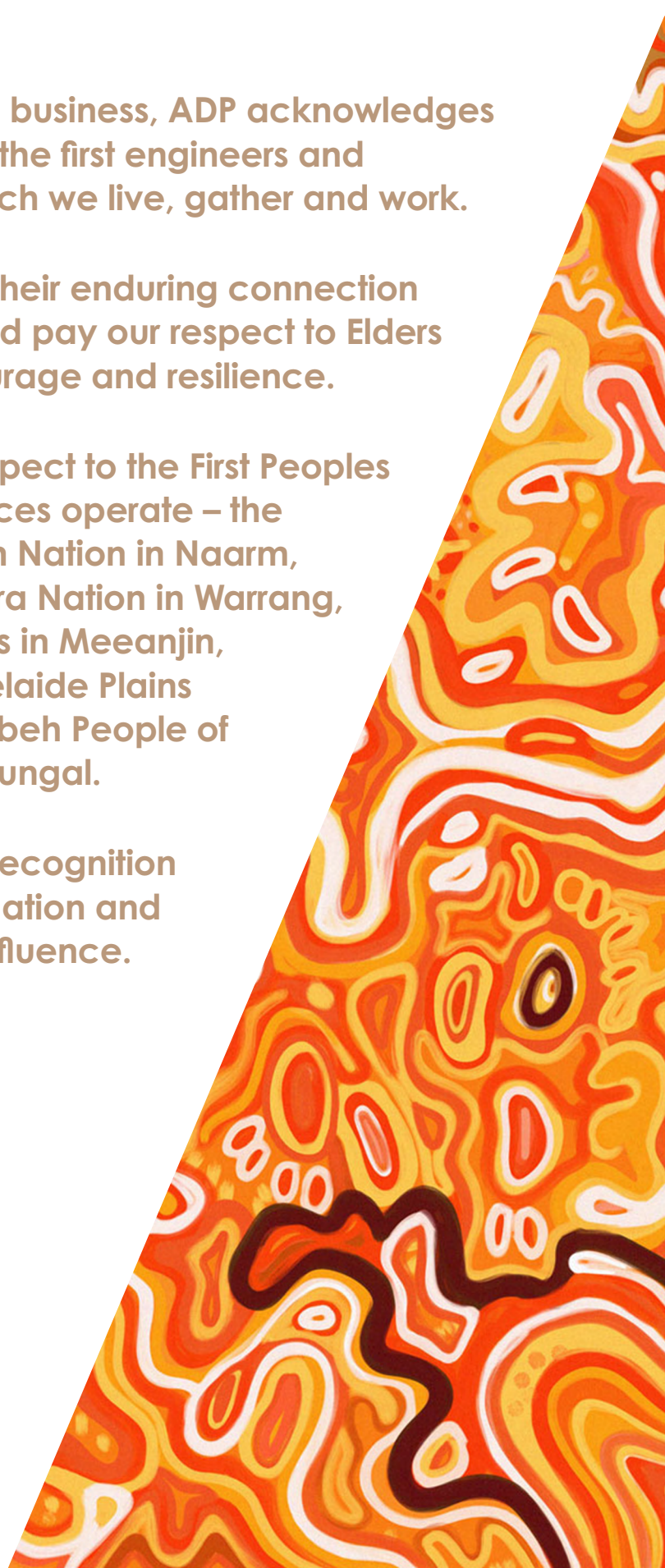
As a proud Australian-owned business, ADP acknowledges the Traditional Custodians as the first engineers and designers of the lands on which we live, gather and work.

We express our gratitude for their enduring connection to culture and community and pay our respect to Elders past and present for their courage and resilience.

In particular, we offer that respect to the First Peoples of the lands on which our offices operate – the Wurundjeri People of the Kulin Nation in Naarm, the Gadigal People of the Eora Nation in Warrang, the Turrbal & Yuggera Peoples in Meeanjin, the Kurna People of the Adelaide Plains in Tarndanya and the Yugambah People of the Bundjalung Nation in Krurungal.

We extend that respect and recognition to the First Peoples of every Nation and Country within our circle of influence.

Artwork: Created by [Timothy Buckley](#), a proud Mununjali Man, this artwork titled 'Thrive' was commissioned by ADP, as a representation of our Reconciliation journey.



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# Message from Our CEO

It is with immense pride and determination that I present our inaugural Environmental, Social, and Governance (ESG) report – a testament to our commitment to responsible practices and sustainable impact. Going forward, we are committed to producing these reports annually in alignment with our governance principles.

As the CEO of a growing multi-services engineering consultancy, I am a fierce believer in engineers' role as enablers of a more resilient, equitable, and environmentally conscious world.

Over the past year, we have intentionally and relentlessly pursued initiatives aligned with our ESG principles.

Our commitment to environmental stewardship has driven us to embrace innovative solutions, reducing our carbon footprint and advocating for sustainable building practices. We are proud to walk in step with organisations all over the world enhancing energy efficiency, implementing cutting-edge technologies, and championing renewable energy sources.

Standouts from 2023 include achieving Climate Active Carbon Neutral Certification and completing Chadstone Place in Melbourne. This project is on track to attain remarkable 6 Star Green Star and 6 Star NABERS Energy ratings, aiming to become the first building in Australia to achieve an ILFI zero carbon rating.

Our dedication to social responsibility extends beyond our projects; it is ingrained in our corporate culture. We have prioritised diversity, equity and inclusion, fostering an environment where diverse voices are not just heard, but

valued and celebrated. One such measure is the establishment of our Executive Leadership Group – which has a 40% gender balance. We have expanded our community engagement efforts, supporting local initiatives and leveraging our expertise to address societal challenges.

At the core of our operations lies a robust governance framework, ensuring transparency, accountability, and ethical conduct in all facets of our business. Upholding the highest standards of integrity, we embed principles of good governance into every decision, fostering trust among our stakeholders.

We remain resolute to our company's spirit of legacy and pursuit of a future where our actions today create a lasting, positive impact for generations to come. Our commitment to ESG does not end with this report – we see it as a process, not an outcome. It is a continual journey – one where we constantly seek improvement and innovation.

I extend my deepest gratitude to our team, clients, partners and stakeholders for their support and collaboration.

Warm regards,



**Belinda Coates**  
CEO



**Michael Delaney**  
Director



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**“Our commitment to environmental stewardship has driven us to embrace innovative solutions, reducing our carbon footprint and advocating for sustainable building practices.”**

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**Belinda Coates, CEO**

# We are ADP Consulting

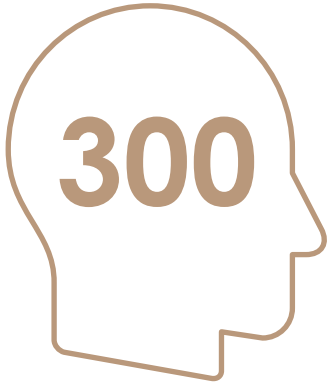
We are a leading sustainability-led, multi-services engineering consultancy.



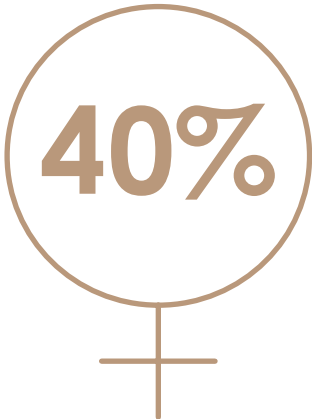
**Locations**



**Founded in  
Australia 2011**



**People**



**Executive Team  
Gender Balance**



**Sustainability**

Living Building Challenge  
5-Star Green Star building  
(BREEAM Excellent)  
6-Star Green Star building  
(BREEAM Outstanding)

# 1. Introduction

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## ADP Consulting is a leading building services engineering firm committed to sustainability and innovation.

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This document constitutes our annual Environmental, Social, and Governance (ESG) report. With an unwavering dedication to shaping a more sustainable future, we embark on this journey to showcase our firm's accomplishments, initiatives, and ongoing commitment to responsible business practices.

At ADP Consulting, we recognise the critical role that engineering plays in driving environmental and social progress. As stewards of change in property and engineering, we acknowledge our responsibility to minimise our environmental footprint, foster inclusive workplaces, and contribute positively to the communities we serve.

Throughout this report, we transparently outline our ESG performance, highlighting our achievements, challenges, and objectives in alignment with international standards and best practices. We track our progress across key ESG pillars;

- > Emphasising **environmental** stewardship focused on leveraging sustainable design expertise to create buildings that not only meet functional requirements but also surpass environmental standards.
- > Dedication to **social** responsibility by prioritising diversity, equity, and inclusion within our workforce, and fostering a culture that values difference, empowering individuals to thrive.
- > Constructing robust **governance** frameworks in line with our commitment to ethical business practices, rigorous compliance standards, transparent business operations and decision-making processes.

As we present this report, we reaffirm our pledge to continuously improve and innovate, setting higher benchmarks for ourselves and the industry.

We invite stakeholders to explore our ESG journey, collaborate with us, and join hands in shaping a sustainable and prosperous future for generations to come.



## 2. Environmental

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### Unlike many companies, ADP Consulting places ESG services and contributions at the heart of its business offerings.

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In its workforce of approximately 300, close to 40 are specifically dedicated to sustainability initiatives. Additionally, the majority of our engineers are engaged in developing sustainable designs for some of Australia's most forward-thinking projects.

Over the past year, we have spearheaded several significant sustainability-focused endeavours in Australia while presenting our sustainability learnings in the UK, and contributing to advancing the industry's efforts in addressing key sustainability challenges. Some notable achievements include:

- > Providing sustainability and building services for QIC's Rainforest Tower, widely recognised as one of the most sustainable large office towers in Australia.
- > Completing Chadstone Place in Melbourne, which is on track to attain a remarkable 6 Star Green Star and 6 Star NABERS Energy ratings, aiming to become the first building in Australia to achieve an ILFI zero carbon rating.

- > Publishing influential White Papers such as "Revive and Revitalise Commercial Buildings," which focuses on energy efficiency upgrades and the electrification of existing buildings.
- > Participating as speakers at conferences like the Retrofit Symposium and PCA Outlook Series, sharing insights on sustainability in the built environment.
- > Enhancing the sustainability credentials of our team by upskilling more than 30 staff members in certifications such as NABERS, Green Star, and the WELL Building Standard.

At ADP Consulting, our commitment to sustainability is not just a part of our business strategy; it forms a significant part of our core business offering to clients.



## 2. Environmental

### 2.1 Climate Active Certification

This year ADP Consulting has been honoured to receive Carbon Neutral certification from the Climate Active Program.

With a total carbon footprint of **662 tonnes**, our biggest contributors were:

- > **45.9%** going towards travel.
- > **38.2%** going towards information technology (IT).
- > **6.86%** going towards energy.
- > **5.4%** going towards waste.
- > **2.03%** going towards paper and other products.

ADP Consulting has used offsets to achieve certification with a project in Malawi which supports more efficient cookstoves for women and families, saving valuable time and energy while reducing fire hazards and improving air quality in the homes.

ADP Consulting's Environmental Action Plan aims to reduce these emissions each year so our carbon offsets will have further positive impact on the global environment by 2050.



### 2.2 Expanded Sustainability Offering

As part of a fast-growing business, ADP Consulting has expanded the current suite of sustainability services to include:

- > **Building Revitalisation** – to reclaim the embodied carbon of existing infrastructure to make the most out of every project.
- > **ESG Consulting** – to integrate social value into the ways we design, build and operate.

ADP Consulting is proud to be a part of a dynamically evolving industry in response to the climate crisis.

### 2.3 Materials Embodied Carbon Leaders Alliance

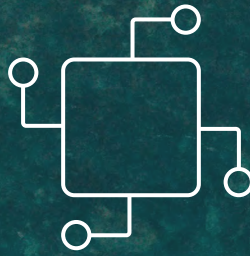
This year, ADP Consulting joined the Materials Embodied Carbon Leaders Alliance to support the transformation of the building and construction supply chain. By joining in the discussion around barriers and solutions to decarbonisation, ADP Consulting hopes to contribute toward a zero-carbon economy and position Australia as a world-class zero-carbon materials supplier.

## 2. Environmental



**45.9%**

going towards travel



**38.2%**

going towards information  
technology (IT)



**6.86%**

going towards energy



**5.4%**

going towards waste



**2.03%**

going towards paper  
and other products

Percentages of our total carbon footprint.

# 3. Social

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## This year ADP introduced a number of successful initiatives to promote accessibility and inclusion in our workplace

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### 3.1 Inclusion at ADP Consulting

The Inclusion at ADP Consulting Group prepared the inaugural Diversity, Equity and Inclusion Survey with the following results:

- > **37%** identify as culturally or linguistically-diverse.
- > **33%** identify as female.
- > **21%** single parents or caregivers.
- > **15%** managing mental health challenges.
- > **11%** religiously observant.
- > **9%** neurodivergent or differently abled.
- > **7%** LGBTQIA+SB or gender diverse.
- > **5%** over 55.
- > **<1%** Aboriginal or Torres Strait Islander people.

Overall, the results were favourable, demonstrating the strength of our diverse and empathetic team. Responses to the survey put a focus on challenging unconscious bias, building equitable pathways and leveraging difference to improve the ways we create, and design.

### 3.2 Reconciliation at ADP Consulting

As the drafting of our inaugural Innovate Reconciliation Action Plan draws to a finish, ADP Consulting participated in National Reconciliation Week with participation from **29.6%** of the workforce in all three states of operation.

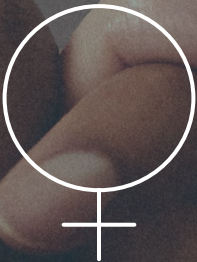
ADP Consulting partnered with Yemurraki Consulting and Indigenous Energy Australia as emerging entrepreneurs and first-generation Aboriginal businesses to build meaningful relationships with community and embark on the co-design of our action plan.

# 3. Social



**37%**

identify as culturally or linguistically-diverse



**33%**

identify as female



**15%**

managing mental health challenges



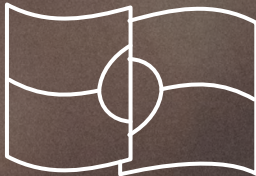
**11%**

religiously observant



**7%**

LGBTQIA+SB or gender diverse



**<1%**

Aboriginal or Torres Strait Islander people

# 3. Social

## 3.3 Women at ADP Consulting

With the appointment of ADP Consulting's first ever female CEO, ADP were proud to celebrate our incredible women with over **28%** of promotions going to female recipients.

ADP Consulting are working towards balanced representation in leadership acknowledging **20%** of the women employed hold 1/4 of the management positions in the company.

With talks from **Jhanavi Shah, Carol Fox and Shae Marie Wissell**, ADP Consulting held insightful discussions on women's advancement in the engineering industry and addressing intersectional barriers to inclusion.

The Women at ADP Consulting Group launched the Junior Engineering School Holiday Program with **40** families participating over the course of the year. The program aims to promote better work life balance for working parents and families while introducing a new generation of thinkers and designers to the engineering industry.

## 3.4 Giving Back at ADP Consulting

ADP Consulting formalised their Giving Back Program with an ongoing commitment to supporting causes we care about.

- > Donated more than **\$31,000** in charitable donations to various organisations and initiatives like the Victorian Indigenous Engineering Winter School, and the Mob in Fashion Program.
- > The ADP Consulting team raised **\$8,918** for the Property Industry Foundation.
- > We contributed skilled volunteer work to **two** different pro-bono projects and another **280** volunteer hours towards projects during National Reconciliation Week, Tour de PIF, RUOK Day, Wear It Purple Day and Women in Engineering Day.

# 4. Governance

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## ADP Consulting's executive structure allows for the governance of our various ESG activities through the appointed ESG Lead, the People & Culture Team and the Sustainability Team.

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With feedback and input from each of the executive branches, ADP Consulting can deliver a holistic and comprehensive ESG Framework with the following outputs:

### 4.1 United Nations Global Compact

As signatories to the UN Global Compact, ADP Consulting is committed to enforcing principles of social and environmental responsibility as a corporate citizen.

Through this commitment, ADP Consulting have formalised our statements on human rights, ethical labour standards, and the condemnation of corruption, discrimination, bribery, extortion, coercion, nepotism, and unethical conduct of any kind. These statements are captured in our Code of Ethics, and Ethical Procurement Plan which are approved by the Board and adopted at every level of the organisation.

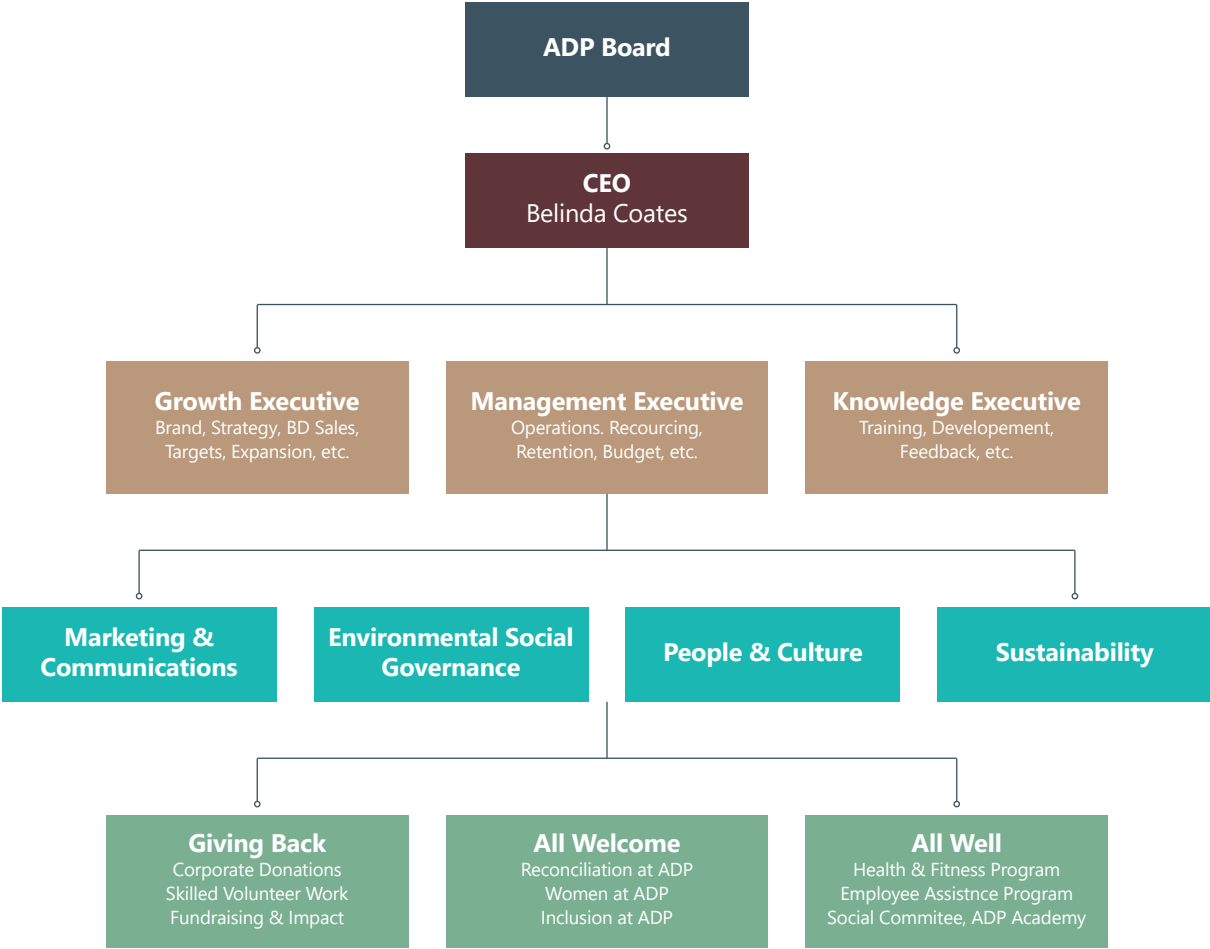
### 4.2 Social & Sustainable Procurement

ADP Consulting is proud to support small businesses, local entrepreneurs and ethical suppliers who source materials and labour from the Australian market.

ADP Consulting's ongoing commitment to social and sustainable procurement has led to more than **\$34,000** being reinvested into local Australian economies and the development of underprivileged.

# 4. Governance

ADP Consulting’s executive structure allows for the governance of our various ESG activities through the appointed ESG Lead, the People & Culture Team and the Sustainability Team.





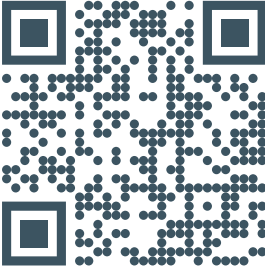
# Inspire a better world through influence and design



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Consulting : Engineering