



PURPOSE PLAN

2020 - 2025

INTRODUCTION

This has been prepared by i2C Architects as a live document that is reviewed annually. This document sets out the priorities and actions for purposeful work at i2C Architects. In particular, the impact that our business has, through its design work and its direct operations of its studios and connections within wider environments and communities.

'We are facing a Climate Crisis and it no longer a question of if we should act, but very much how we can act with more integrity and responsibility for our environment and for future generations.'

The work we do has the potential to have a transformative ripple effect across our teams, communities and ecosystems - shifting behaviours, revealing cultures, improving lives and contributing towards restoring ecosystems. We need to act as a trigger to start conversations, lift aspirations and challenge industry practices.

Each action we take, decision we make can positively shape our future.



i2C CAN BE A CATALYST FOR TRANSFORMATION

Sustainability is an evolved conversation it has moved beyond only a resource conservation and energy efficiency movement to include climate action, social justice, human health and well-being, community resilience, regeneration, and eco-system integrity. The interconnected crisis we face are evident and require a systemic response.

A systemic approach that focusses on understanding what the purpose and role of each project is and how it can be a source of evolution is required it takes a shift in perspective to a firm focus on the experience and health of residents, local communities and larger ecosystems. Nothing happens in isolation and it is imperative that we see buildings as the catalyst for shifting of behaviours and lives across society.

This calls for open hearts, hands and minds.

This calls for a desire to collaborate across silos.

This calls for unlearning.

This calls for seeing with new eyes.

This calls for courage and curiosity.

Our approach to sustainability is to shift our mental model and framing from one of harm reduction to positive potential realisation – bringing life and regenerating environments.

REGENERATIVE DESIGN

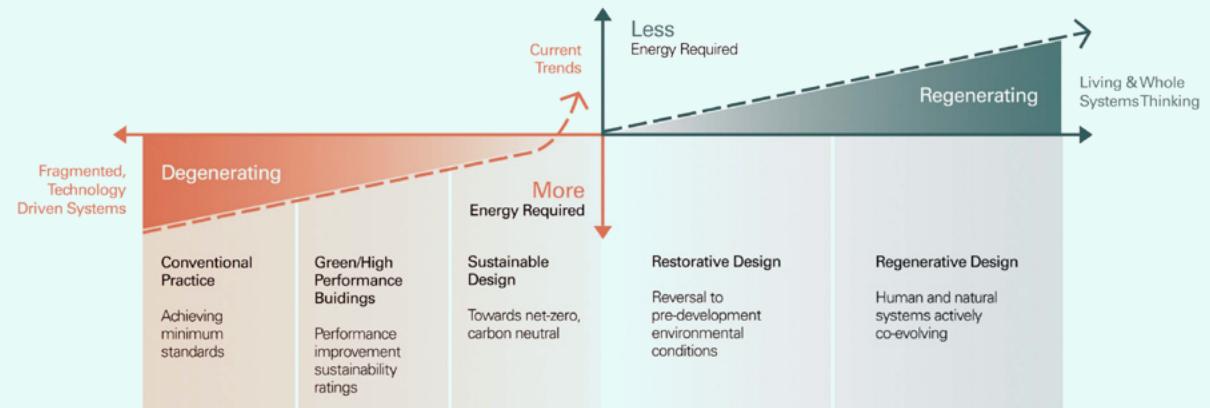
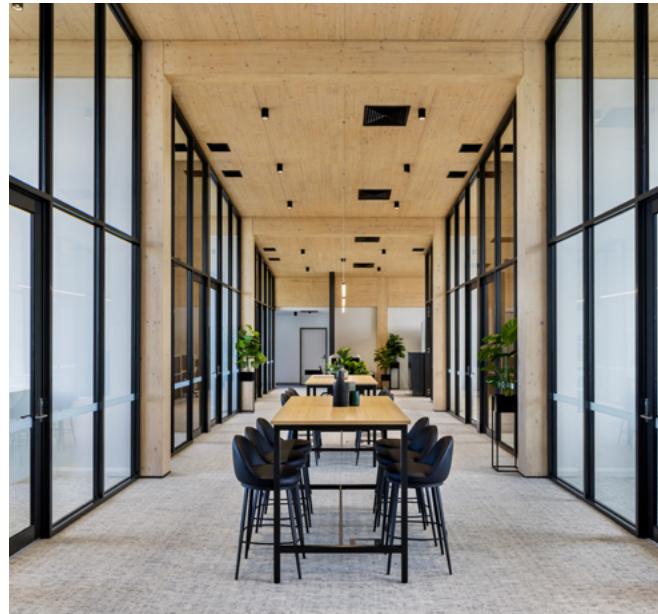


Diagram: Developed from Bill Reed, 2007

We use a variety of tools on projects to measure and improve the performance of our built assets and designs. These include environmental analysis tools, Building Envelope tools, embodied carbon tools and the leading sustainable design certifications (NABERS, Living Building Challenge, Greenstar and Passive House)

THE JOURNEY TO REGENERATION SO FAR



LEADERSHIP

- 2018 Sign Architects Declare commitment.
- 2020 Establish ways for team to suggest green initiatives.
- Supporters of Regen Melbourne.
- 2018-2020 Corporate membership of LFIA.
- Create and facilitate event series dedicated to Living Building Challenge.
- Write thought leadership articles and publications.

INNOVATION

- 2019 Deliver a project that meets Green Star 6 star.
- 2020 Designing with Country pilot project (design competition).
- Delivery of first CLT structural building.
- Identify new social value market opportunities.

BUSINESS OPERATIONS

- 2020 Develop and launch Environmental Management System (EMS).
- 2018-2020 Develop and implement strategic sustainability principles.
- Develop core content for marketing collateral.

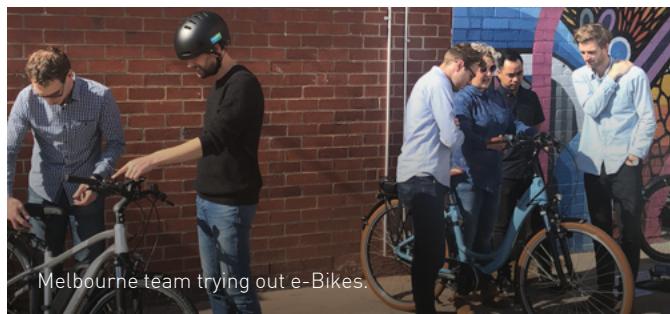
Place

Studio

2018-2020 Retrofit and biophilic design showcase of one i2C studio.

Engage local artist(s) for place based artwork in one (minimum) studio.

Hosting and supporting sustainability focused events.



Travel

2018 Provide cycle changing facilities in all studios.
Prioritise Uber and go get for business journeys.
Implementation and promotion of eBike scheme.

2020 Teams and Zoom for workshops and work to avoid unnecessary travel.

Purchase carbon offsets for all flights.

2018-2020 All studios are accessible by public transport and people are encouraged to travel that way.

We conduct a travel survey annually to see what the travel patterns of our teams are.

People

Social Value

2018 Support social enterprises and BCorp organisations by purchasing from them (Who gives a crap, Keep Cup, Thank You).

2018-2019 Encourage direct climate action through participation in social activism and team operated actions i.e. tree planting, litter collection.

2018-2020 Introduce volunteering policy and promote to the wider team.



Education and Training

2018 Encourage Keep Cups, encourage reusable lunch containers.

2018-2020 Two Passive House certified designers.
Two Regenerative Practitioner certified designers.

Inhouse sustainability workshops to raise base level of awareness amongst studio team members.



Indoor Comfort

2018 Introduce office planting and service provider for maintenance.

Monitor indoor air quality (check filters etc).
Create collaboration spaces / quiet zones.

Wellbeing scheme implementation.

2020 Implement Hybrid working options.

Nature

Waste

2019

- Separate office waste into recyclables, soft plastics and food waste collection.
- Provide food containers for lunches to avoid purchasing of additional waste packaging

2020

- Identify key landfill streams.
- Collect and dispose of e-waste responsibly via collection points.

2018-2020

- Introduce worm farms and/or composting systems into each studio to manage food waste.

Energy

2019

- Use energy-efficient appliances and installation of power saving power points with auto turn off functions.

2020

- Solar PV Array installed in Melbourne.
- Switch all studios to carbon neutral power.

Carbon

2019

- Review and select pathway for Carbon Neutral certification.

2018-2020

- Transparent measurement, evaluation and reporting of carbon neutral pilot.

2020

- Melbourne Studio Carbon Neutral.

Water

2018-2020

- Water efficiency and water filtration onsite -filtered water system, dual flush toilets, water efficient equipment, self-watering indoor plant pots.



Collingwood Studio Solar Panels

GOALS

GOVERNANCE

We prepare and publish our Purpose Plan 2020- 2025

- » Review our existing Sustainability Action Plan to incorporate our Impact goals and Purpose objectives 2020
- » Restructure senior leadership in line with B Corp Pillars 2022
- » Board approval to publish the Purpose plan as an external document that can communicate our Purpose and commitments for 2030 2023

We attain B Corp certification and communicate across i2C

- » Board approval for B Corp certification 2021
- » B Impact Assessment 2022
- » Attain B Corp certification 2022
- » Internal B Corp language / guide for sales team and wider team 2023
- » Data collection process for B Impact Assessment 2022-2025
- » Recertification Ongoing 202

Leaderboard Grounding Muster (regenerative retreat)

- » Leaderboard come together for strategic planning and connection as part of a regenerative leadership retreat 2023

TL Regenerative training

- » Team Leaders regenerative half day experience to embed purpose across i2C 2023

Set 2030 Commitments (Purpose/people/place/nature)

- » Set 2030 commitments to incorporate in Purpose Plan and Regen Design Framework 2023

Ethical Charter

- » Research and Investigate Ethical Charters 2023

Corporate Brand Foundations

- » Evolution of vision and values inline with corporate direction 2024

TEAM

RECONCILIATION

We have implemented our first RAP Reflect

- » Register and develop RAP Reflect 1 2021
- » Lay the groundwork, complete and launch our RAP 2022
- » Successful delivery of RAP to include (Respect, Relationships, Opportunities ad Governance) 2022

We engage Aboriginal consultants to co-design with

- » Form relationships with Aboriginal Consultants to assist us with our journey and participate in the RAP working group 2023

We procure Aboriginal owned business service s and products through supply nation

- » Locally procured Acknowledgement of COUNTRY plaques for each studio in collaboration with Indigi Print 2023

We co-design with First Nations

- » Identify project for First Nations Co-design 2023
- » Collaborate with Local First Nations Consultant for place identity 2023
- » Recognised and celebrated for our Co design project (Brisbane Studio) 2024

We build cultural capability of our teams throughout the business

- » Embed our RAP Reflect 1 2023
- » Cultural Protocols across the organisation 2023
- » Cultural Awareness online training across all studios 2023
- » Cultural library in each studio 2023
- » Cultural movie screening RAW 2023 2023
- » First Nations Reconciliation images in studios 2023
- » Commit to YES vote 2023
- » Yes campaign workshops across studios 2023

DIVERSITY, EQUITY AND INCLUSION (DEI)

We have DEI goals and actions as part of our Purpose plan by 2023

- » Establish DEI committee 2022
- » Race Relations Lunches campaign (Cultural Cafe) 2023

» DEI campaigns for Pride	2023
» DEI calendar of events to streamline fundraising themes and activities	2023
» Baseline study of DEI	2023
» DEI Action plan and report	2024
» Review and update DEI plan	2024
Increase Board Diversity	
» Advocacy campaign to board for improved diversity	2024
» Introduction of Diversity to the board via stakeholder advisory group or nominations to board	2025
DEVELOPMENT	
Let the teams lead and build their capacity and agency	
» Establish ways for team to suggest purposeful initiatives through my2C and studio my2C champions	2023
Align PDP process with Purpose	
» Build Purpose requirements into the PDP process, job roles and recruitment process	2023-2024
Sustainable Design Ambassadors	
» GSAP per studio	2022
» GSAP to lead sharing of knowledge and Green star development across wider team (toolbox talks)	2022
» Passive House designer per studio	2023
» Sustainable Design Lead per studio (undertake LFA accreditation)	2024
Allocation of team development budgets	
» Allocation of budget for team development (DEI , sustainable design)	2024
COMMUNITY	
We are a contributing member of our local community.	
» Source funding for community focused social value projects (Melbourne pilot) Greening Cromwell	2021
» Dedicate team time for community project – set up on R3	2021
» Implement pilot project	2022
Lead conversations as an architect committed to designing for Good	
» Corporate membership of LFIA	2020-2025

- » Architects Declare Network 2020-2022
- » Living Future Online community 2022-2023
- » Present at international conferences (Passive House / BTR / Retail / Purpose) 2023-2024
- » Host B Corp events in Studios 2023-2024

Participate in local Regen communities

- » Actively support Regen Melbourne (Events/projects) – Regen Streets 2022-2025
- » Get involved with Regen Sydney 2025-2026

We have a studio based local regeneration project for each studio by 2025

- » Celebrate team participation in community action via my2C 2023-2024

We are an active contributor within the local BCorp community

- » Source local products for studios – create a sustainable procurement policy 2022-2023
- » Actively participate in local B Corp community events 2023-2024
- » Co-write SCN article with B Corp organisation 2023-2024
- » Celebrate B Month via social media / events 2023-2024
- » BCorp 1st Birthday celebratory event December 2023 and article 2023

ENVIRONMENT

DESIGN AND APPROACH

Establish Sustainable design team

- » Establish sustainable design team 2023
- » Establish task and finish working groups for key 2023
- » Toolbox talks on PH / Place study / Embodied Carbon 2023

We advocate for sustainable design on every project by 2025

- » Embed place research within site analysis 2023-2025
- » Embed Pre -design purpose/vision workshops 2023-2025

We model the thermal performance of our projects in early concept

- » Purchase Design PH and PHPP 2024
- » Pilot the use Design PH to assess envelope strategy for buildings 2024

» Implement early modelling as part of Regen Design Framework	2025
National Design Review to include Sustainable design criteria	
» Include sustainable design criteria for National design review checklist for all retail projects	2022-2023
» Sustainability Lead attendance at National design reviews	2022-2023
All projects meet Regen design framework requirements	
» Develop and Launch Regen Design Framework by 2024	2023-2024
STUDIOS	
All studios will be Carbon Neutral by 2025	
» All studios carbon neutral by 2023	2022-2023
» Create a Carbon Neutral Studios handbook with business services team	2023-2024
Reductions targets to reduce the amount of offsetting each year	
» Reduce emissions associated with commuter travel	2023-2024
» Reduce parking allocation (parklet)	2023-2024
Net zero waste to landfill organisation by 2025	
» Pen collection points within each studio	2023
» Composting across all studios	2023
» Measure baseline waste to landfill for all studios	2022
» Net zero waste to landfill (eliminate coffee cups , paper towel, tape)	2025
We cultivate healthy work environments	
» Co design place based environmental graphics Brisbane Studio	2022-2023
» Monitor indoor air quality (check filters etc)	2022-ongoing
We actively work to reduce the Carbon emissions associated with company travel	
» All studios are accessible by public transport, and people are encouraged to travel that way.	2018-2022
» We conduct a travel survey annually to see what the travel patterns of our teams are	Ongoing
We see our studios as an opportunity to increase biodiversity	
» Increase the biodiversity in each studio with a focus on increasing native species through on street planting	2022-2023
» Greening Cromwell is a pilot for future community street projects across Victoria via Regen Streets	2023-2025

We reduce potable water use

- » Research and investigate options for reducing potable water use across studios 2024-2025
- » Implement water saving initiatives across studios – possible greywater reuse for toilet flushing 2024-2025

We have a sustainable procurement policy in place by 2022

- » Launch sustainable procurement policy for studios 2023-2024
- » Track purchasing from social enterprises/ B Corps/ minority owned / ethical suppliers 2023-2024
- » Review sustainable procurement practice 2024

CLIENTS

We identify project opportunities to grow capacity and experience of our teams

- » Passive House Project delivery 2023
- » Living Building Challenge Design Competition 2023
- » Enerphit feasibility project 2022
- » Social / Supportive Housing retrofit project 2022-2024

Target and track suppliers/collaborator and clients who represent marginalised groups

- » Support indigenous enterprise and B Corp organisations by purchasing from them 2022-2024
- » Promote innovative services and tools arising from relevant B Corp organisations (Revival) 2023 2022-2024
- » Target social enterprise / charity clients 2022-2024

Build an annual pipeline of 2 million + from Owner Occupier assets by 2025

- » Build relationships within key market sector (BTR National Committee/ CHIA community housing) 2022-2024
- » Recruit capacity to deliver in selected new market (Residential team) 2022-2024
- » Win projects and promote our profile as social housing/ BTR architect of choice 2022-2024

We align with Clients around values

- » Design and develop ethical charter 2024-2025

A photograph of a child's lower body and hand on a chalk drawing of a wave on asphalt. The wave is drawn with blue and green chalk, with the crests having fine horizontal lines. The child is wearing light blue pants and green sneakers. A hand is resting on the wave's crest.

i2c