



PUBLIC DISCLOSURE STATEMENT

POPULOUS DESIGN PTY LTD

ORGANISATION CERTIFICATION
FY2024-25

Australian Government

Climate Active Public Disclosure Statement

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NAME OF CERTIFIED ENTITY	Populous Design Pty Ltd
REPORTING PERIOD	1 July 2024 – 30 June 2025 Arrears report
DECLARATION	<i>To the best of my knowledge, the information provided in this public disclosure statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.</i>  Dr Kavita Gonsalves Head of Sustainability- APAC, Populous 2 February 2026



Australian Government

Department of Climate Change, Energy,
the Environment and Water

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Version 10.

1.CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	1059 tCO ₂ -e
CARBON OFFSETS USED	CERs 29.08% VCUs 70.92%
RENEWABLE ELECTRICITY	17.68%
CARBON ACCOUNT	Prepared by: Earthed Consulting Pty Ltd
TECHNICAL ASSESSMENT	Date: 02/02/2026 (FY2025) Organisation: Earthed Consulting Pty Ltd Next technical assessment due: FY 2028

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2. CERTIFICATION INFORMATION

Description of organisation certification

The company is a strong international brand, and the Climate Active certification is for Australian operations only. The Climate Active Carbon Neutral certification covers the Australian business operations of Populous Design Pty Ltd (Populous); ABN, 55 072 891 993. The operational boundary has been defined based on an operational control test, in accordance with the principles of the National Greenhouse and Energy Reporting Act 2007. This includes the following locations and facilities:

- Collin House, 469 Adelaide St, Brisbane, QLD
- Level 2, 78-84 Kippax St, Surry Hills, NSW
- Level 1, 561 Church St, Richmond, Vic

The methods used for collating data, performing calculations and presenting the carbon account are in accordance with the following standards:

- Climate Active Standards
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- National Greenhouse and Energy Reporting (Measurement) Determination 2008

Where possible, the calculation methodologies and emission factors used in this inventory are derived from the National Greenhouse Accounts (NGA) Factors in accordance with "Method 1" from the National Greenhouse and Energy Reporting (Measurement) Determination 2008.

The greenhouse gases considered within the inventory are those that are commonly reported under the Kyoto Protocol; carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and synthetic gases - hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). These have been expressed as carbon dioxide equivalents (CO₂-e) using relative global warming potentials (GWPs).

This Public Disclosure Statement includes information for FY2024-25 reporting period.

Organisation description

Populous (ABN: 55 072 891 993) is a global architecture and design firm that designs the places where people love to be together, like Suncorp Stadium, Yankee Stadium, the London Olympics and the Super Bowl. Over the last 35 years, the firm has designed more than 3,000 projects worth \$40 billion across emerging and established markets.

Populous' comprehensive services include architecture, interior design, event planning and overlay, environmental graphics and wayfinding, master planning, landscape design, urban planning and sustainable design consulting.

With regional headquarters in Brisbane, Kansas City, and London, Populous has 21 offices on four continents. All work in the Asia Pacific Region is managed from the Populous regional headquarters located in Brisbane at Collin House, 469 Adelaide St, with satellite Australian studios in Sydney (Level 2, 78-84 Kippax St, Surry Hills) and Melbourne (Level 1, 561 Church St, Richmond)

The operational boundary has been defined based on an operational control test, in accordance with the principles of the National Greenhouse and Energy Reporting Act 2007.

3.EMISSIONS BOUNDARY

Inside the emissions boundary

All emission sources listed in the emissions boundary are part of the carbon neutral claim.

Quantified emissions have been assessed as relevant and are quantified in the carbon inventory. This may include emissions that are not identified as arising due to the operations of the certified entity, however are **optionally included**.

Non-quantified emissions have been assessed as relevant and are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. All material emissions are accounted for through an uplift factor. Further detail is available at Appendix C.

Outside the emissions boundary

Excluded emissions are those that have been assessed as not relevant to an organisation's operations and are outside of its emissions boundary or are outside of the scope of the certification. These emissions are not part of the carbon neutral claim. Further detail is available at Appendix D.

Inside emissions boundary		Outside emission boundary
<u>Quantified</u>	<u>Non-quantified</u>	<u>Excluded</u>
• Accommodation • Cleaning and chemicals • Climate Active carbon neutral products and services • Electricity • Food • Horticulture & agriculture • ICT services and equipment • Office equipment and supplies • Postage, courier and freight • Products • Professional services • Refrigerants • Stationary energy • Transport (air) • Transport (land and sea) • Waste • Water • Working from Home	N/A	Third party technical services procured in relation to project delivery

4. EMISSIONS REDUCTIONS

Emissions reduction strategy

Our emissions reduction strategy was updated in FY24 to better reflect the nature of our business operations following our emergence from COVID, and realistic decarbonisation options available to us.

The target is a 20% reduction in emissions by FY28, from FY23 (1,409 tCO₂-e). This represents bringing down the emissions to 1127 tCO₂-e with an emissions reduction of 282 tonnes by FY28.

This is to be driven by:

- Electricity: A transition to 100% GreenPower electricity, providing a reduction of ~257 tonnes.
- Business Flights:
 - Encouraging & enabling staff to use virtual meetings where possible to replace work related travel.
 - Where travel is essential, encouraging staff to make the trip more impactful by including additional meetings or purposes.
 - Continuing to review new fuel decarbonisation offerings as they become available
- Employee commute:
 - Undertaking an updated employee commute survey to identify carbon-intensive contributors and consider specific incentives to address these.
 - Encouraging & enabling staff to use less carbon intensive forms of transport in their daily commute (public transport, cycling, walking, co sharing, electric vehicles).
 - Encouraging & enabling staff to use less carbon intensive forms of transport in work hours in meeting clients and travelling to site.
- Third party products and services: Seeking to use more Climate Active certified products and services, aiming to procure from at least five Climate Active suppliers (Category products or services) by FY28.
- Regularly reviewing our consumables and switching to low carbon (and more ethical) alternatives where possible.
- Outlining our targets and strategies in our Sustainable Action Plan (SAP), disaggregating emissions reduction actions by scope and year, and publicly disclosing our SAP and reporting against these targets. Efforts will be focused on the Brisbane office, as this is geographically the main source of emissions.

Emissions reduction actions

In FY25 we reported emissions of 1059 tCO₂-e, a 17.9% reduction in our annual emissions. We also achieved our emissions reduction target of 1127 tCO₂-e ahead of time, with FY25 emissions being 6.1% below the target. Our focus will be to maintain our trajectory.

- This reduction was primarily driven by a reduction in air travel emissions, down 28.5%. This in turn was driven by changed Climate Active emissions factors rather than a significant change in flight activity.
- We also transitioned to 100% GreenPower across all studios, with full benefit to be realised in FY26.

5.EMISSIONS SUMMARY

Emissions over time

Emissions since base year			
		Total tCO ₂ -e (without uplift)	Total tCO ₂ -e (with uplift)
Base Year / Year 1:	2021-22	617.50	N/A
Year 2:	2022-23	1408.8	N/A
Year 3:	2023-24	1288.73	N/A
Year 4:	2024-25	1058.06	N/A

Significant changes in emissions

Significant changes in emissions			
Emission source	Previous year emissions (t CO ₂ -e)	Current year emissions (t CO ₂ -e)	Reason for change
Electricity (market-based method, scope 2)	228.65	203.04	10% reduction in FTE
Long business class flights (>3,700km)	352.18	241.67	Reduction in Air Travel Emissions Factors

Use of Climate Active carbon neutral products, services, buildings or precincts

Certified brand name	Product/Service/Building/Precinct used
Powershop (Populous Melbourne Studio)	Electricity

Emissions summary

Emission Category	Sum of Scope 1 emissions (tCO2-e)	Sum of Scope 2 emissions (tCO2-e)	Sum of Scope 3 emissions (tCO2-e)	Sum of Total emissions (t CO2-e)
Accommodation and facilities	0.00	0.00	22.52	22.52
Cleaning and chemicals	0.00	0.00	12.87	12.87
Climate Active carbon neutral products and services	0.00	0.00	0.00	0.00
Electricity	0.00	203.04	27.57	230.61
Food	0.00	0.00	20.08	20.08
Horticulture and agriculture	0.00	0.00	3.42	3.42
ICT services and equipment	0.00	0.00	93.24	93.24
Office equipment and supplies	0.00	0.00	9.92	9.92
Postage, courier and freight	0.00	0.00	4.45	4.45
Products	0.00	0.00	0.01	0.01
Professional services	0.00	0.00	78.61	78.61
Refrigerants	37.11	0.00	0.00	37.11
Stationary energy (gaseous fuels)	0.00	0.00	0.00	0.00
Stationary energy (liquid fuels)	0.00	0.00	0.00	0.00
Stationary energy (solid fuels)	0.00	0.00	0.00	0.00
Transport (air)	0.00	0.00	467.19	467.19
Transport (land and sea)	0.00	0.00	54.95	54.95
Waste	0.00	0.00	12.70	12.70
Water	0.00	0.00	0.93	0.93
Working from home	0.00	0.00	9.47	9.47
Grand Total	37.11	203.04	817.92	1058.06
<i>Figures may not sum to total due to rounding.</i>				

Uplift factors

N/A

6. CARBON OFFSETS

Eligible offsets retirement summary

Offsets retired for Climate Active certification

Type of offset unit	Quantity used for this reporting period	Percentage of total units used
Certified Emissions Reductions (CERs)	308	29.08%
Verified Carbon Units (VCUs)	751	70.92%

Project name	Type of offset unit	Registry	Date retired	Serial number	Vintage	Total quantity retired	Quantity used in previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period	Percentage of total used this reporting period
Darajat Unit III Geothermal Project	CER	ANREU	20/12/2024	20,451,216 - 20,451,793	CP2	578	270	0	308	29.08%
Reducing Gas Leakages within the Titas Gas Distribution Network in Bangladesh - CER Conversion	VCU	Verra	13/01/2026	17442-831204526-831204647-VCS-VCU-1507-VER-BD-10-2478-29012017-22122018-1	2017-18	122	0	0	122	11.52%
Reducing Gas Leakages within the Titas Gas Distribution Network in Bangladesh - CER Conversion	VCU	Verra	29/01/2026	17442-831205689-831205829-VCS-VCU-1507-VER-BD-10-2478-29012017-22122018-1	2017-18	141	0	0	141	13.31%
Katingan Peatland Restoration and Conservation Project	VCU	Verra	13/01/2026	6359-304154409-304154513-VCU-016-APX-ID-14-1477-01012017-31122017-1	2017	105	0	0	105	9.92%

Project name	Type of offset unit	Registry	Date retired	Serial number	Vintage	Total quantity retired	Quantity used in previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period	Percentage of total used this reporting period
Katingan Peatland Restoration and Conservation Project	VCU	Verra	29/01/2026	6359-304154911-304155031-VCU-016-APX-ID-14-1477-01012017-31122017-1	2017	121	0	0	121	11.43%
Fuzhou Hongmiaoling Landfill Gas to Electricity Project	VCU	Verra	13/01/2026	11631-345954383-345954452-VCS-VCU-355-VER-CN-1-253-01012017-18112017-0	2017	70	0	0	70	6.61%
Fuzhou Hongmiaoling Landfill Gas to Electricity Project	VCU	Verra	29/01/2026	11631-345955383-345955462-VCS-VCU-355-VER-CN-1-253-01012017-18112017-0	2017	80	0	0	80	7.55%
KUAMUT RAINFOREST CONSERVATION PROJECT	VCU	Verra	13/01/2026	16535-769301785-769301836-VCS-VCU-1491-VER-MY-14-2609-01012016-31122016-1	2016	52	0	0	52	4.91%
KUAMUT RAINFOREST CONSERVATION PROJECT	VCU	Verra	29/01/2026	16535-769288097-769288156-VCS-VCU-1491-VER-MY-14-2609-01012016-31122016-1	2016	60	0	0	60	5.67%
Offset Totals:						1329	270	0	1059	100%

Co-benefits

Darajat Unit III Geothermal Project

Darajat Unit III is helping to displace coal and oil in Indonesia's electricity infrastructure and supporting the nation's transition to renewable energy. Darajat Unit III has helped improve infrastructure in the region, and supports the local community through job creation and investment in schools, helping to address high illiteracy rates in the area.

Titas Gas Repair Leak

Located in Greater Dhaka, Bangladesh, this project reduces natural gas leaks from a gas distribution network in Bangladesh through the use of an advanced leak detection and repair program. Natural gas is a potent greenhouse gas and the technology is available to detect and repair pipeline leakage. But, without carbon credit revenue, deploying that technology would not be economical (or otherwise required) in Bangladesh. This project also supports the safety and well-being of local communities by improving their access to a cleaner source of energy.

Katingan Mentaya Conservation

The Katingan Mentaya Conservation project protects and restores 149,800 hectares of peatland ecosystems in Indonesia. The surrounding land was drained and converted to palm and other plantations, and the project prevents the protected area from the same fate. The area is a vitally important and dense carbon sink. While peatlands represent only 0.3% of the earth's surface, their destruction contributes between 2-5% of annual anthropogenic greenhouse gas emissions.

Fuzhou Hongmiaoling Landfill Gas to Electricity

This project supports collection of landfill gas and generation of 2.5MW of electricity at a landfill in Fuzhou City in Fujian Province in southeastern China. The landfill received waste from 1995 until 2008, and—like most landfills—throws off methane as some of that waste decomposes. Credits are generated from two pieces of the project: (1) avoiding the emissions of methane (a potent greenhouse gas) into the atmosphere and (2) using the power generated from the methane (natural gas) to displace dirtier coal-fired power coming from the electric grid.

Kuamut Rainforest Conservation

This project is protecting over 83,000 hectares of biodiverse tropical forests from intensive logging. The project area is creating jobs, supporting the regrowth of logged forests and fostering biodiversity. The project area is known to support populations of elephants, banteng, orangutan, and endangered bird species including the Helmeted Hornbill, Bornean Peacock Pheasant and Storm's Stork.

7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) summary

N/A

APPENDIX A: ADDITIONAL INFORMATION



Australian Government
Clean Energy Register

Australian National Registry of Emissions Units

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ANREU Home

Account Holders

Accounts

Unit Position Summary

Projects

Transaction Log

CER Notifications

Public Reports

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Transaction Details

Transaction details appear below.

Transaction Successfully Approved

Transaction ID

AU38365

Current Status

Sending (S1)

Status Date

2012/2024 12 11 14 (AEDT)

2012/2024 12 11 14 (GMT)

Transaction Type

Cancellation (4)

Transaction Initiator

Melcor, Schalk

Transaction Approver

Melcor, Schalk

Comment

Submitted to meet Populous FY24 Climate Active certification requirements

Transferring Account

Account Number

AU-3085

Account Name

Environmental Markets Australia Pty Ltd

Account Holder

Environmental Markets Australia Pty Ltd

Acquiring Account

Account Number

AU-2764

Account Name

Voluntary Cancellation - CP2

Account Holder

Commonwealth of Australia

Transaction Blocks

Facility ID	Type	Transaction Type	Original CP	Current CP	ERF Project ID	NGER Facility ID	NGER Facility Name	Subsequent	Kyoto Project #	Vintage	Entire Date	Serial Range	Quantity
10	CER	Kyoto Voluntary Cancellation	2	2								20,451,216 - 20,451,793	579

Transaction Status History

Status Date	Status Code
2012/2024 12 11 14 (AEDT)	Completed (4)
2012/2024 12 11 14 (GMT)	Completed (4)
2012/2024 12 11 14 (AEDT)	Checked (No Discrepancy) (2)
2012/2024 12 11 14 (GMT)	Proposed (1)
2012/2024 12 11 14 (AEDT)	Sending (S1)
2012/2024 12 11 14 (GMT)	Account Holder Approval (S1)
2012/2024 12 11 14 (AEDT)	Account Holder Approval (S1)
2012/2024 12 09 24 (AEDT)	Account Holder Approval (S1)
2012/2024 12 09 24 (GMT)	Account Holder Approval (S1)

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APPENDIX B: ELECTRICITY SUMMARY

There are two international best-practice methods for calculating electricity emissions – the location-based method and the market-based method. Reporting electricity emissions under both methods is called dual reporting.

Dual reporting of electricity emissions is useful, as it provides different perspectives of the emissions associated with a business's electricity usage.

Location-based method:

The location-based method provides a picture of a business's electricity emissions in the context of its location, and the emissions intensity of the electricity grid it relies on. It reflects the average emissions intensity of the electricity grid in the location (State) in which energy consumption occurs. The location-based method does not allow for any claims of renewable electricity from grid-imported electricity usage.

Market-based method:

The market-based method provides a picture of a business's electricity emissions in the context of its renewable energy investments. It reflects the emissions intensity of different electricity products, markets and investments. It uses a residual mix factor (RMF) to allow for unique claims on the zero emissions attribute of renewables without double-counting.

For this certification, electricity emissions have been set by using the **market-based approach**

Market Based Approach Summary			
Market Based Approach	Activity Data (kWh)	Emissions (kg CO ₂ -e)	Renewable Percentage of total
Behind the meter consumption of renewable electricity generated	0	0	0%
Total non-grid renewable electricity	0	0	0%
LGC purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	0	0	0%
Climate Active certified - Precinct/Building (voluntary renewables)	0	0	0%
Climate Active certified - Precinct/Building (LRET)	0	0	0%
Climate Active certified - Precinct/Building jurisdictional renewables (LGCs surrendered)	0	0	0%
Climate Active certified - Electricity products (voluntary renewables)	0	0	0%
Climate Active certified - Electricity products (LRET)	0	0	0%
Climate Active certified - Electricity products jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	55,753	0	18%
Residual electricity	259,667	238,894	0%
Total renewable electricity (grid + non grid)	55,753	0	18%
Total grid electricity	315,420	238,894	18%
Total electricity (grid + non grid)	315,420	238,894	18%
Percentage of residual electricity consumption under operational control	100%		
Residual electricity consumption under operational control	259,667	238,894	
Scope 2	228,620	210,330	
Scope 3 (includes T&D emissions from consumption under operational control)	31,047	28,563	
Residual electricity consumption not under operational control	0	0	
Scope 3	0	0	

Total renewables (grid and non-grid)	17.68%
Mandatory	17.68%
Voluntary	0.00%
Behind the meter	0.00%
Residual scope 2 emissions (t CO₂-e)	210.33
Residual scope 3 emissions (t CO₂-e)	28.56
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	203.04
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	27.57
Total emissions liability (t CO₂-e)	230.61

Figures may not sum to total due to rounding. Renewable percentage can be above 100%

Location-based approach summary						
Location-based approach	Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control	100%	(kWh)	Scope 2 Emissions (kg CO ₂ -e)	Scope 3 Emissions (kg CO ₂ -e)	(kWh)	Scope 3 Emissions (kg CO ₂ -e)
NSW	28,735	28,735	18,965	1,149	0	0
VIC	12,196	12,196	9,391	1,098	0	0
QLD	274,489	274,489	194,887	27,449	0	0
Grid electricity (scope 2 and 3)	315,420	315,420	223,243	29,696	0	0
NSW	0	0	0	0		
VIC	0	0	0	0		
QLD	0	0	0	0		
Non-grid electricity (behind the meter)	0	0	0	0		
Total electricity (grid + non grid)	315,420					

Residual scope 2 emissions (t CO ₂ -e)	223.24
Residual scope 3 emissions (t CO ₂ -e)	29.70
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO ₂ -e)	216.31
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO ₂ -e)	28.89
Total emissions liability	245.20

Climate Active carbon neutral electricity products

Climate Active carbon neutral electricity product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO ₂ -e)
PowerShop 100% Carbon Neutral	9,002	0
Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their electricity product certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the electricity product under the market-based method is outlined as such in the market-based summary table.		

Operations in Climate Active buildings and precincts

Operations in Climate Active buildings and precincts	Electricity consumed in Climate Active certified building/precinct (kWh)	Emissions (kg CO ₂ -e)
N/A	0	0
Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their building or precinct certification. This electricity consumption is also included in the market based and location based summary tables. Any electricity that has been sourced as renewable electricity by the building/precinct under the market based method is outlined as such in the market based summary table.		

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

The following emissions sources have been assessed as relevant, are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. They have been non-quantified due to one of the following reasons:

1. **Immaterial** <1% for individual items and no more than 5% collectively
2. **Cost effective** Quantification is not cost effective relative to the size of the emission but uplift applied.
3. **Data unavailable** Data is unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.
4. **Maintenance** Initial emissions non-quantified but repairs and replacements quantified.

Relevant non-quantified emission sources	Justification reason
N/A	

Data management plan for non-quantified sources

There are no non-quantified sources in the emission boundary that require a data management plan.

APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

Excluded emission sources

The below emission sources have been assessed as not relevant to this organisation's operations and are outside of its emissions boundary. These emissions are not part of the carbon neutral claim. Emission sources considered for relevance must be included within the certification boundary if they meet two of the five relevance criteria. Those which only meet one condition of the relevance test can be excluded from the certification boundary.

Emissions tested for relevance are detailed below against each of the following criteria:

1. **Size** The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions.
2. **Influence** The responsible entity has the potential to influence the reduction of emissions from a particular source.
3. **Risk** The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.
4. **Stakeholders'** Key stakeholders deem the emissions from a particular source are relevant.
5. **Outsourcing** The emissions are from outsourced activities previously undertaken within the organisation's boundary, or from outsourced activities typically undertaken within the boundary for comparable organisations or precincts.

Excluded emissions sources summary

Emission sources tested for relevance	Size	Influence	Risk	Stakeholders	Outsourcing	Justification
Technical Services procured for project delivery	N	N	N	N	N	Size: The emissions source is likely to be between 40 and 50 t-CO₂-e, which is not large compared to the total emissions from electricity, stationary energy and fuel emissions (231 t-CO₂-e). Influence: The scope of work that is to be delivered under the project is ultimately determined by the project client. Risk: There are no relevant laws or regulations that apply to limit emissions specifically from this source, the source does not create supply chain risks, and it is unlikely to be of significant public interest. Stakeholders: Key stakeholders, including the public, are unlikely to consider this a relevant source of emissions for our business. These are project emissions occurring by a third party, for a third party. Outsourcing: We have not previously undertaken this activity within our emissions boundary and comparable organisations do not typically undertake this activity within their boundary?



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