



One Planet | One Chance

Sustainability Roadmap

CUNDALL

About Cundall

Cundall is an international multi-disciplinary engineering and consultancy practice with a strong history of leading in sustainability. We strive to develop innovative ideas and ways of working to allow our clients to achieve the best results on their projects and across their organisations. We are very proud of our journey and achievements over the last 10 years, including becoming the world's first consultancy to be endorsed by Bioregional as a One Planet Company in 2012.



Introduction

Cundall is committed to delivering positive change in the world. We have chosen key areas to focus on which align with our skills and impacts, using the One Planet Living Principles and the UN Sustainable Development Goals (SDGs) to guide us.

Yet we have so much more we can and need to do. Business as usual is no longer enough and in 2017 we embarked on a journey to create a new sustainability roadmap to increase our commitment to positive change.

This started with a materiality review, which involved a number of internal and external stakeholders including people identified as future leaders of the business and Cundall's current leaders, key clients across the globe and industry bodies including the UK Green Building Council, Bioregional and Forum for the Future. This process looked critically at our business, what we have achieved and where we are going, enabling us to understand and update our approach to sustainability.

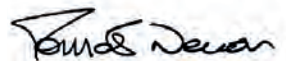
A key finding of the review was to prioritise our effort to address the following priority impacts:

1. Climate Positive Action
2. Zero Carbon Energy
3. Materials and Supply Chain
4. Health and Wellbeing
5. Ethics and Equity
6. Climate Change Adaptation

Our updated roadmap and action plan set out clear targets and initiatives under these impact areas. We will apply these across our projects, our own offices, our homes and communities and through industry leadership. We refer to these four areas as our cornerstones.

In August 2018 Cundall became a founding signatory of the World Green Building Council's Net Zero Carbon Commitment, further strengthening our commitment to a Zero Carbon future.

We are pleased to present this Sustainability Roadmap, which will guide our business to 2025. I ask all of you to join us on this important journey. We only have one planet and limited time to act, this is our chance to make a positive difference.



Tomás Neeson
Managing Partner



Roadmap Structure

This roadmap is how our business will achieve our vision of being agents of change for a sustainable world. The below graphic sets out the structure of this document and, therefore, how we will achieve our stretching targets.

Our mission, vision and sustainability policy defines our purpose as a business as well as what we want to achieve.



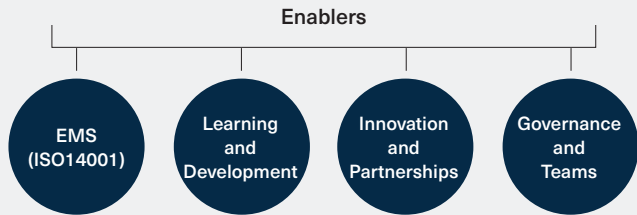
Page 4

Our impacts are based on a materiality review of environmental and social issues across the four areas of influence of our business (our cornerstones). This roadmap sets out objectives, targets and indicators that we will monitor, as well as how we will achieve these.



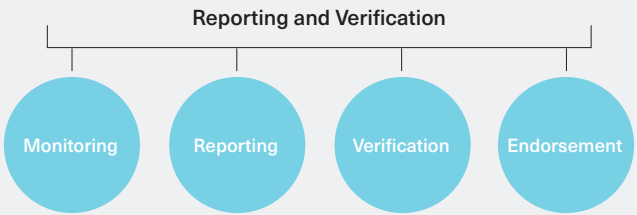
Page 5-9

The enablers are important to the successful delivery of our objectives. They are the building blocks on which our successful strategy is founded.



Page 10

We will report our performance against the roadmap annually, maintain third party certification of our Environmental Management Systems (EMS) and retain endorsement as a One Planet Company by Bioregional.



Page 10

Mission and Vision

We have recently updated our Mission, Vision and Values.

We wanted our people to be the authors of our shared future.

The culmination of this stakeholder engagement process has allowed us to embed sustainability and our commitment to One Planet Living within our core business strategy - therefore making it part of our very purpose.

- Our Cundall **mission** statement is: To create fantastic built environments, positively impact our communities and provide great opportunities for our people.
- Our Cundall **vision** is: To be agents of change for a sustainable world, construction industry thought leaders, the best place for talent to grow and flourish and everyone's favourite consultants.

Everything we do at Cundall is underpinned by our Sustainability Policy which is updated and signed by all Partners regularly.

The policy covers our environmental and social impacts and the areas of influence to which these impacts apply.

This roadmap sets out how we will deliver the requirements of this policy.

Sustainability Policy

- Develop and encourage solutions to improve the environmental and social performance of every project we work on, with a particular focus on greenhouse gas emissions, health and wellbeing, resource efficiency, materials and supply chain, and climate adaptation.
- Be an industry leader in ethics, equality and fairness.
- Provide leadership to the building industry through an active contribution to research and development, presenting at conferences and seminars, lecturing at universities and participation in key industry bodies.
- Assist our staff to apply sustainability principles in their homes and communities.
- Reduce the impact of our own operations including establishing and reporting against a Sustainability Roadmap (incorporating a One Planet Action Plan which is independently reviewed annually by Bioregional).
- Provide our staff with the skills, knowledge and enthusiasm to deliver practical sustainable solutions through a strong commitment to training and learning.
- Implement and maintain an ISO14001 compliant Environmental Management System and an OHSAS18001 compliant Occupational Health and Safety System and seek to continually improve our performance.
- Report transparently on our sustainability performance and make this publicly available on our website.



Our Impacts

Following a detailed materiality review of our business in 2017 we have identified six impacts as being of most significance to our business and have established priority objectives for these (refer to Appendix B for details.)

Our impacts closely relate to the One Planet Principles. In some cases we have made them more specific to our business. A detailed mapping of these is included in Appendix E.

We also show here how our impacts map against the United Nations' Sustainable Development Goals.

Other Impacts



Our Objectives

Our impacts apply across four areas of influence of our business

- our Sustainability Cornerstones (refer to Appendix C for details)
- with our projects being the most significant. This is reflected in our priority objectives which are listed below.

These are based on the materiality review, feedback from the Cundall Sustainability Committee and Management Board and input from internal action groups. They are supported by KPIs to track our progress and a detailed action plan. Other objectives are included in our Action Plan in Appendix F.

 Climate Positive Action	 Zero Carbon Energy	 Materials and Supply Chain	 Health and Wellbeing	 Ethics and Equity	 Climate Change Adaptation
1. Be a carbon positive business addressing our whole carbon footprint. 2. Develop solutions for carbon positive buildings and infrastructure.	1. Reduce energy consumption and maximise the use of renewable energy on our projects. 2. Drive continuous improvement in design and operation of buildings by collaborating with building owners and occupants to obtain energy data. 3. Reduce energy consumption in line with science-based methodology and all electricity for our offices to be from zero carbon renewable sources. 4. Reduce energy consumption of our employee's homes by providing technical support.	1. Promote environmental and social transparency in the supply chain and promote responsible procurement approaches on our projects. 2. Prioritise materials and products that reduce natural resource consumption, have low embodied impact, are non-toxic and can be easily repurposed or recycled at end of life. 3. Incorporate circular economy principles and Life Cycle Assessments into our projects. 4. Responsibly source our office consumables and services.	1. Provide industry leading advice on integrating Health and Wellbeing solutions into the built environment with a focus on Indoor Environment Quality (IEQ) and Biophilia. 2. Undertake research to improve design stage IEQ analysis by correlating with measured performance and occupant feedback from Post Occupancy Evaluations. 3. Provide the best workplaces for our staff in focusing on IEQ, mental and physical health and wellness.	1. Promote equality, diversity and inclusion in our business and our industry. 2. Ensure all our projects are in line with our mission, vision and values by implementing an ethical "bid / no bid" process for our projects. 3. Target projects with a positive impact through working with Non-Governmental Organisations (NGO) and aid funded organisations. 4. Encourage the next generation of engineers through Science Technology Engineering Mathematics (STEM) educational outreach work and provide pro bono services for environmental and social projects.	1. Mitigate the impacts of predicted climate change scenarios by providing evidence-based design solutions and advice. 2. Improve how our design advice responds to climate change scenarios by commissioning research and collaborating with others investigating the effects and solutions of climate change on building and infrastructure design.

Our Key Performance Indicators

We have created a set of KPIs to track our progress against the objectives until 2025. We will report annually against them.



Betteshanger Visitors Centre - Zero Carbon Development © Studio Evans Lane

	Cornerstone	KPI	Baseline	2020 Target	2025 Target
Climate Positive Action					
Total Annual Carbon Footprint (Scope 1, 2 & 3) prior to purchase of renewable energy and carbon offsets	Our Workplace	tCO ₂ e per person / per annum	3.7 ⁽¹⁾	2.5	1.5
Carbon Positive Business	Our Workplace	% of carbon footprint reduced through renewable energy and carbon offsets	10% ⁽²⁾	100%	115%
Carbon Positive Projects delivered	Our Projects	Nº of Carbon Positive Projects	1	5	20
Zero Carbon Energy					
Zero Carbon Energy initiatives proposed on projects	Our Projects	% of applicable projects	-	50%	95%
Cundall office energy - Direct electricity (Scope 2) GHG emissions	Our Workplace	tCO ₂ e	430 ^(3,4)	250	0
Cundall energy - (Scope 1 and 2 emissions) based on science-based methodology	Our Workplace	tCO ₂ e	341 ⁽⁷⁾	320	0
Cundall office energy - Total energy (Scope 1, 2 & 3) GHG emissions including natural gas and landlord	Our Workplace	tCO ₂ e	845 ^(3,4)	450	0
Cundall office energy - Tenant energy consumption	Our Workplace	kWh per m ² of NLA	140 ⁽³⁾	120	100
		kWh per person (FTE)	1,700 ⁽³⁾	1,500	1000

	Cornerstone	KPI	Baseline	2020 Target	2025 Target
Materials and Supply Chain					
Projects conducting embodied impact assessments Life Cycle Assessment (LCA) of the structure and results shared with client and design teams	Our Projects	% of applicable structural projects	-	30%	95%
Embed strategy for future adaptability/extended life of buildings within our design and results shared with client and design teams	Our Projects	% of applicable projects	-	30%	95%
Assess viability of structural refurbishing/remodelling of existing buildings and share results with client and design teams	Our Projects	% of applicable structural projects	-	30%	95%
Compliance with Cundall Sustainable Procurement Framework for office consumables and services.	Our Workplace	% of expenditure	-	80%	95%
Health and Wellbeing					
Projects conducting post occupancy Indoor Environment Quality Studies	Our Projects	No. of projects (cumulative)	2 ⁽²⁾	10	50
Cundall annual wellness score	Our Workplace	Wellness score	-	75%	80%
Cundall offices to have parity with physical and mental first aiders	Our Workplace	% offices	-	50%	100%

	Cornerstone	KPI	Baseline	2020 Target	2025 Target
Ethics and Equity					
Percentage of projects complying with the ethical "bid/no bid" process	Our Projects	% projects	-	100%	100%
Number of projects delivered with a positive impact through working with NGOs and aid funded organisations	Our Projects	No projects / year (cumulative)	-	1	10
Substantially increase the proportion of female staff in senior roles	Industry Leadership	%	8% ⁽²⁾	Year on year improvement	
% of paid staff time spent on pro bono project work and Science, Technology, Engineering and Maths educational outreach	Our Homes and Communities	% of paid staff time	-	0.3%	0.4%
Climate Change Adaptation					
Percentage of projects working to an agreed climate change scenario	Our Projects	% of applicable projects	-	30%	95%

	Cornerstone	KPI	Baseline	2020 Target	2025 Target
Others					
Cundall offices with third party certification of Environmental Management System	Our Projects	% of employees covered by certified EMS	50% ⁽²⁾	90%	95%
Client survey - positive sustainability impact on projects	Our Projects	% of projects	-	50%	80%
Investment in Research and Technical Development	Industry Leadership	% of annual turnover	0.05% ⁽²⁾	0.5%	1%
Offices complying with the Cundall Office Fit-out Guide	Our Workplace	% of new office fit outs	-	80%	100%
Reduce CO ₂ e due to business travel	Our Workplace	tCO ₂ e per person / per annum	1.8 ⁽²⁾	1.6	1.4
Reduce CO ₂ e due to staff commuting	Our Workplace	tCO ₂ e per person / per annum	1.2 ⁽²⁾	1.1	1
Zero waste to landfill (including operational waste, IT hardware and office fit-out) for our offices	Our Workplace	% waste diverted from landfill	53% ⁽⁶⁾	75%	95%

Notes

1. Baseline carbon footprint based on 2008/09 for office energy consumption (482 FTE staff) and 2014/15 data for travel (business and commuting), waste and paper (452 FTE staff). It excludes embodied carbon of office fit-outs, refrigerant leakage and off-site data centre energy consumption. These will be included in monitoring from 2020 onwards.
2. Baseline from 2016/17 Report.
3. Baseline energy was established in 2009 (FTE = 482. NLA = 5,775m²) and excludes off-site data centre energy consumption.
4. Baseline CO₂e excludes purchase of renewable energy.
5. Baseline waste data excludes waste associated with IT hardware, office fit-out etc and is limited to general operational waste only.
6. Applicable projects are based on the size and our role on each project.
7. Baseline for Science Based Targets using 2015/16 data.



Delivering the Roadmap

The Global Sustainability Committee (SusCom) is responsible for the development, delivery and tracking of Cundall's Sustainability Strategy. The Chair reports directly to the Management Board, ensuring that sustainability progress and commitment is from the very top of the organisation and integrated into the day to day operation of the business.

SusCom's membership is diverse being made up of senior Partners and future leaders across disciplines and regions.

Beneath this committee, we have established dedicated working groups. Our project's group is tasked with assisting our clients to be more sustainable by developing the training, tools and knowledge needed to enhance our existing services, as well as develop new services. Our internal team is tasked with reducing our own impact and assisting all our staff to do the same.

Enablers

The enablers are the key mechanisms through which we will deliver, monitor and report on the KPIs, initiatives and actions.

Enabler	Objective
EMS (ISO 14001)	Our Environmental Management System is aligned with our Sustainability Roadmap requiring that the environmental impacts are addressed on every project that we do. Operating Procedures form the core of the system. These set out the processes that need to be followed to comply with our quality, environmental and safety management requirements on each project.
Learning and Development	We will continue to provide training of our technical and non-technical staff to give them the skills, knowledge and enthusiasm to deliver practical sustainable solutions. Freely sharing our knowledge with others will enable the industry to progress quicker and further.
Innovation and Partnerships	Investment in research and technical development working with academia and other research bodies as well as participating in industry groups is both funded and supported culturally by Cundall.
Governance and Teams	A robust and transparent governance and team structure to deliver the Sustainability Roadmap with reporting directly to the Management Board.

Reporting and Verification

We will report our performance against this Sustainability Roadmap annually and make this available on our intranet and website. This reporting will reference the UN SDGs and the Global Reporting Initiative indicators where relevant.

Our Environmental Management System will be third party certified by accredited auditors.

We will maintain endorsement as a One Planet Company including annual reviews by Bioregional.

We will be certified as a Carbon Neutral business using government accredited schemes in countries where these are available.



Cundall Birmingham - designed to the WELL Platinum Standard © Quintin Lake Photography

Appendices

Appendix A: Our Sustainability Journey for the last 10 years

Appendix B: Materiality Review 2017

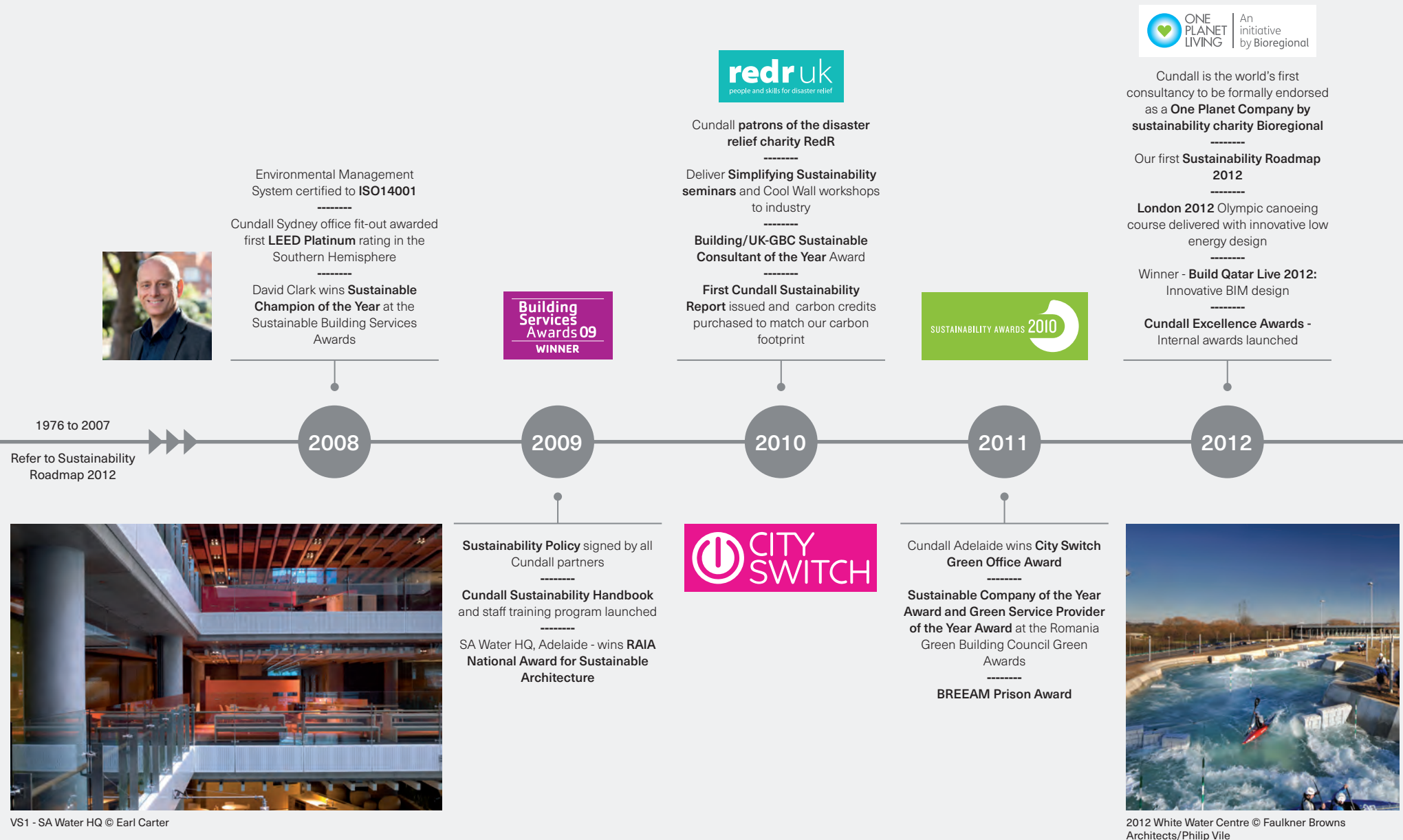
Appendix C: Cornerstones

Appendix D: Climate Positive Action

Appendix E: One Planet Living and UN SDG Mapping

Appendix F: Sustainability Action Plan
(find on www.cundall.com)

Appendix A: Our Sustainability Journey for the last 10 years





Cundall One Carter Lane © Dirk Lindner

B

Winner - **Emirates Green Building of the Year: American University of Sharjah**

Launch of the **Knowledge sharing blog** (Cundall Conversations)

Facebook data centre team wins Team of the Year at the DatacenterDynamics Awards



Facebook Luleå 2 © Lindman Photography

Just.

Cundall Sustainability Diploma launched with 100+ participants

Awarded **Top Company to Work for** at The Job Crowd's Top Companies Awards

Cundall achieve the **first WELL Building Standard in Europe for One Carter Lane**

Cundall Australia becomes **JUST Certified**

Winner - **Technology Champion of the Year** at the Consultancy and Engineering Awards: Virtual Acoustic Reality® (Cundall VAR) system

Liv Apartments by DHA © HASSELL



Cundall's **first One Planet Community**, Liv Apartments, Fremantle endorsed

Cundall's **"Boardroom of the Future"** event explores the barriers to female progression, by flipping the balance of our current boardroom to debate the issues

Ding Li one of the 2018 **"30 Under 30"** (GreenBiz Group and the World Business Council for Sustainable Development)

2013

Winner of the **'Cut the Carbon Award'** at the UK Building Awards

What Colour is your Building? whole carbon footprint book published

Sustainability included in **annual professional reviews**

2014



Cundall global staff undertook the **Global Corporate Challenge**

IEQube developed which tracks Indoor Environment Quality

Awarded **first ever 6 Star Green Star Communities** rating for a residential masterplan project

2015

2016



6 Star community at Alkimos Beach © Lendlease

2017

To mark Cundall's 40th anniversary, **40,000 hours of volunteering** undertaken

Sustainability induction launched to set out Cundall's objectives to all staff

Beyond Report launched to provide clients' sustainable recommendations for their project

Materiality Review undertaken

2018

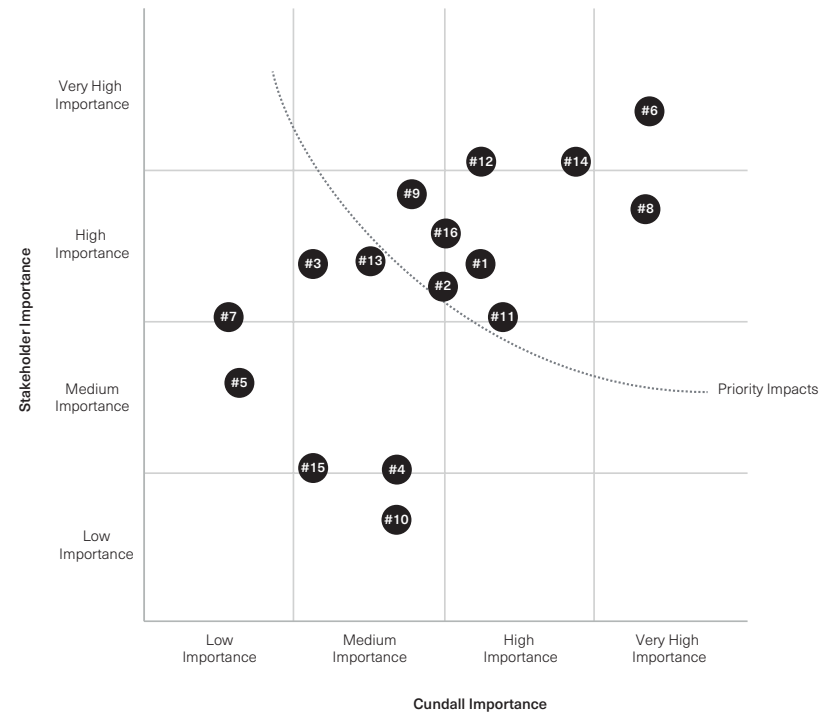
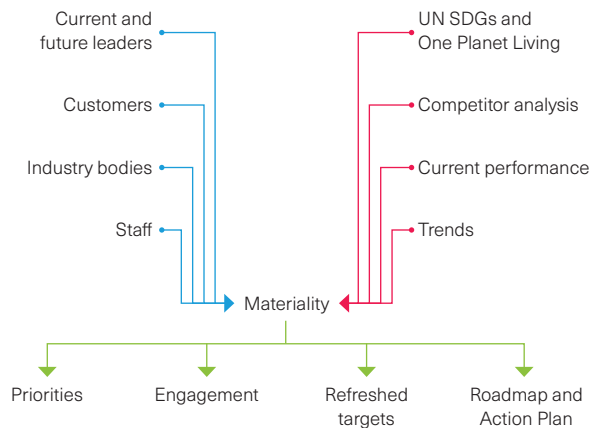


Appendix B: Materiality Review 2017

Cundall undertook a detailed materiality review of our business to establish our strategy. It involved stakeholder engagement with clients, industry bodies, and our current and future business leaders. This identified several impacts as being of most significance to our business and these will receive greater focus.

To view our Materiality Review report please go to cundall.com.

In addition to the high impact areas of sustainability being identified, this process also emphasised the importance of Lifelong Learning and Development and Innovation and Partnership. This is reflected in both our business objectives and our KPIs.



Cundall's Materiality Heat Map

#1 Health and Wellbeing
#2 Sustainable procurement and fair economy
 #3 Culture and community
 #4 Land use and biodiversity
 #5 Sustainable water
#6 Zero greenhouse gas
 #7 Sustainable and resilient transport Infrastructure
#8 Climate adaptation
#9 Resource consumption
 #10 Food Security

#11 Diversity and inclusion
 #12 Lifelong learning and development*
 #13 Safety and security
 #14 Innovation and Partnerships*
 #15 No Poverty
 #16 Ethical Practices and Governance*

(Priority Impacts in Bold)
 * Enablers

Appendix C: Cornerstones

The environmental and social impacts apply across the four key areas of influence of our business - our sustainability cornerstones. In order of importance these are:

Cornerstone	Objective
Our Projects	Sustainable Design To have every engineer and consultant in Cundall think about and deliver sustainable designs, using specialists as required, on every project we do.
Industry Leadership	Shaping the future To use our knowledge and resources to help others embrace and deliver more sustainable outcomes.
Our Homes and Communities	Making a difference outside of work To actively contribute to local and struggling communities and help our staff (and their family and friends) lead more sustainable lives.
Our Workplace	Practice what we preach To be a net positive business, engage and enthuse our staff about environmental and social sustainability and report transparently on our performance.



Appendix D: Climate Positive Action

The Challenge

There are many environmental and social factors that need to be addressed when considering sustainability, however, by far the most critical is the threat of climate change due to global warming caused by man-made greenhouse gas (GHG) emissions. At the COP 21 UN Climate Change Conference in Paris in December 2015, the nations of the world agreed to limit global warming to well under 2°C above the 1750 pre-industrial level and to pursue efforts to limit temperature increase to 1.5°C.

According to many climate scientists, we have already exceeded the carbon budget for the 1.5°C target and the opportunity for holding to 2°C is rapidly fading unless the world starts reducing emissions immediately. The voluntary commitments made by the nations in Paris to cut GHG emissions are insufficient, and have a probability of less than 10% to remain below 2°C and only a 66% possibility of remaining below 3°C.

Based on data from the Fifth Assessment Report of the Intergovernmental Panel on Climate Change the breakdown of global GHG emissions of 49 GtCO₂e in 2010 was:

IPCC Sector	Direct & Indirect GHG	Alignment with Cundall Sustainability Roadmap Impacts
Buildings	18%	Zero Carbon Energy
Transport	14%	Transport and Travel
Industry	32%	Materials and Supply Chain, Zero Waste
Agriculture, Forestry and other land uses	25%	Local and Sustainable Food, Land and Nature
Other Energy	11%	



Sustainable Buildings Research Centre, University of Wollongong © Matt Estherby

Our Commitment

In establishing our response to climate change we have committed to reducing the whole carbon footprint of our projects, and to become a Carbon Positive business by no later than 2025.

Cundall is a founding partner of the World Green Building Council's Net Zero Carbon Building's Commitment which aligns with our Zero Carbon Energy objectives including reducing our office energy consumption, procuring all renewable electricity by 2025, reporting our performance and advocating zero carbon buildings. We will also commit to occupying/leasing zero carbon buildings by 2030.

Sustainable Buildings Research Centre, University of Wollongong, Wollongong, NSW, Australia

The building, completed in 2016, goes well beyond zero carbon. A model of energy efficiency it features ground source heat pumps providing space heating via in-slab hydronic heating and a 160kW rooftop photovoltaic array. After 12 months of operation the building generated twice as much energy (237 MWh) as it consumed (113 MWh). The surplus electricity is first used by the adjacent student accommodation building with any remaining exported to the grid.

A detailed embodied carbon assessment was undertaken of all the materials used in the construction, and after reducing as much as possible, carbon offsets were purchased covering 115% of the embodied carbon.

Our Workplace

Our climate positive action strategy is to:

- **Reduce**
 - Energy consumption in our offices and work with our landlords to reduce their energy consumption associated with providing services to our offices.
 - Travel emissions associated with business and commuting.
 - Material embodied carbon in office consumables and fit-out works.
 - Waste through reduction and re-use/recycling initiatives.
- **Decarbonise**
 - Generate or purchase 100% renewable electricity.*
 - Transition from fossil fuels in buildings.
- **Transform**
 - Preference low or zero carbon products in our supply chain.
 - Purchase credible carbon offsets equivalent to 115% of remaining carbon footprint directly supporting projects in new renewable energy generation.**

* This has to be new and additional to that required by national legislation, which is not currently possible in all countries. In the interim we will purchase carbon offsets supporting new renewable energy projects until such time as Power Purchase Agreements can be negotiated in each country for new, additional renewable energy.

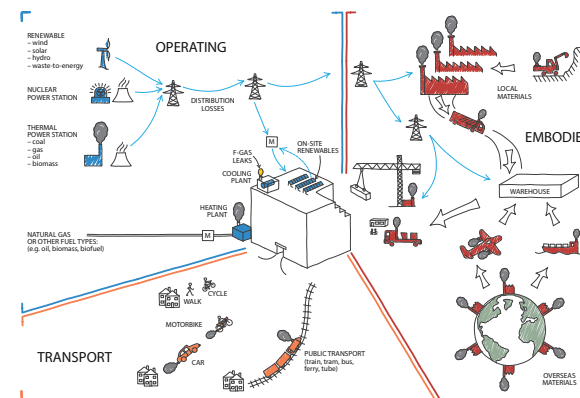
** The offsets are an interim step on our journey to minimising our carbon footprint. We will not claim to be "carbon neutral" by purchasing offsets. Instead we are imposing a carbon tax on our business and using that tax to support carbon positive projects in developing countries to support new renewable energy generation. We will transparently report on the offset projects we are supporting, the global standard that they are accredited to, and the price we have paid for the offsets.

Our Projects

The three core components we will focus on during the design of buildings are:

- Energy consumption and renewables (Zero Carbon Energy).
- Embodied carbon in construction, refurbishment and fit-out (Materials and Supply Chain and Zero Waste).
- Transport to and from buildings (Travel and Transport).

This forms a core component of our Environmental Management System, the Cundall diploma and our training and learning programmes.



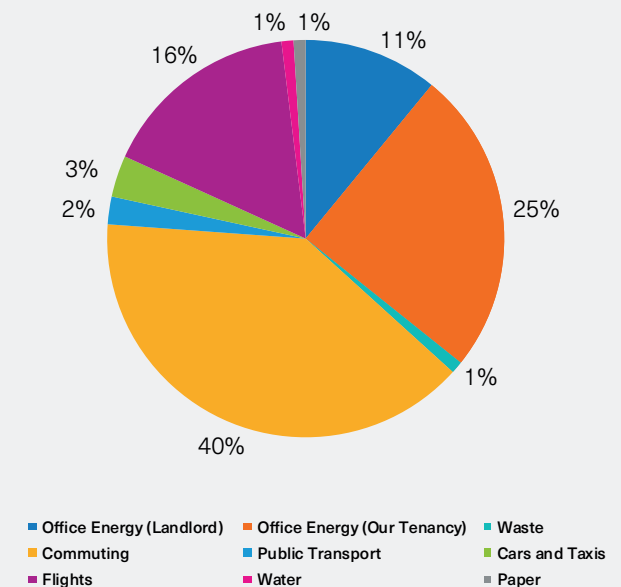
Source: What Colour is Your Building?

Our Carbon Footprint - 10 years on

Cundall has been measuring and transparently reporting our carbon footprint since 2008. We initially included tenancy energy, landlord energy and business travel but since 2013 we have expanded the scope to include GHG emissions due to staff commuting, water, waste and paper. Over that time we have refined our data collection processes. From 2018/19 we will include refrigerants and embodied carbon in new fit-outs in our carbon footprint reporting.

Our most recent audited carbon footprint for 2016/17 was 3.1 tCO₂e per person. The typical breakdown of our carbon footprint shown below.

CO₂e Breakdown from 2016/17



Appendix E: One Planet Living and UN SDG Mapping

Cundall shares the One Planet vision of a sustainable world in which people everywhere can enjoy a high quality of life within the productive capacity of the planet, with ample space remaining for wildlife and wilderness.

In 2012 we became the world's first consultancy to be formally endorsed as a One Planet Company by sustainability charity Bioregional. Bioregional developed the One Planet Living framework together with WWF. This was based on our Sustainability Roadmap 2012 and One Planet Action Plan. We have been audited annually since 2013 by Bioregional.

In updating our Sustainability Roadmap in 2018 we have used the 10 One Planet Principles, and the UN SDGs modifying them to be more specific to our business. We have also added Climate Positive Action and Climate Adaptation to our impacts. This Appendix shows how our twelve impacts align with the One Planet Living Principles and UN SDGs.

The 10 One Planet Living Principles form the basis of our Roadmap

	Health and happiness	Encouraging active, social, meaningful lives to promote good health and wellbeing
	Equity and local economy	Creating safe, equitable places to live and work which support local prosperity and international fair trade
	Culture and community	Nurturing local identity and heritage, empowering communities and promoting a culture of sustainable living
	Land and nature	Protecting and restoring land for the benefit of people and wildlife
	Sustainable water	Using water efficiently, protecting local water resources and reducing flooding and drought
	Local and sustainable food	Promoting sustainable humane farming and healthy diets high in local, seasonal organic food and vegetable protein
	Travel and transport	Reducing the need to travel, encouraging walking, cycling and low carbon transport
	Materials and products	Using materials from sustainable sources and promoting products which help people reduce consumption.
	Zero waste	Reducing consumption, re-using and recycling to achieve zero waste and zero pollution
	Zero carbon energy	Making buildings and manufacturing energy efficient and supplying all energy with renewables

One Planet Principle/UN SDGs	Cundall Roadmap Impact	Our Objectives
Health and happiness Encouraging active, social, meaningful lives to promote good health and wellbeing. 	Health and wellbeing Encouraging active, social, meaningful lives and providing the buildings, infrastructure and spaces to support good health and wellbeing.	1. Provide industry leading advice on integrating health and wellbeing solutions into the built environment with a focus on Indoor Environment Quality (IEQ) and Biophilia. 2. Undertake research to improve design stage IEQ analysis by correlating with measured performance and occupant feedback from Post Occupancy Evaluations. 3. Provide the best workplaces for our staff in focusing on IEQ, mental and physical health and wellness.
Equity and local economy Creating safe, equitable places to live and work which support local prosperity and international fair trade.   	Ethics and equity Creating ethical and equitable places to live and work.	1. Promote equality, diversity and inclusion in our business and our industry. 2. Ensure all our projects are in line with our mission, vision and values by implementing an ethical "bid/no bid" process for our projects. 3. Target projects with a positive impact through working with NGOs and aid funded organisations. 4. Encourage the next generation of engineers through STEM educational outreach work and provide pro bono services for environmental and social projects.
Culture and community Nurturing local identity and heritage, empowering communities and promoting a culture of sustainable living.    		Promote the awareness of One Planet Living, Promote the holistic framework to the public, our clients and peers through collaboration with bioregional and other Cundall events.

One Planet Principle/UN SDGs	Cundall Roadmap Impact	Our Objectives
Land and nature Protecting and restoring land for the benefit of people and wildlife.  		1. Training for civil engineers and Cundall Diploma. Conduct training with our staff via discipline specific training on Land use, nature and biodiversity.
Sustainable water Using water efficiently, protecting local water resources and reducing flooding and drought. 		1. Install water meters in our offices. 2. Install flow restrictors on fixtures and fittings in our offices. 3. Best practice training for design (Cundall Diploma).
Local and sustainable food Promoting sustainable humane farming and healthy diets high in local, seasonal organic food and vegetable protein.  		1. All corporate events to have low impact food choices. 2. Communicate via blogs about the impact of food choices.
Travel and transport Reducing the need to travel, encouraging walking, cycling and low carbon transport.  		1. Best practice training for design (Cundall Diploma). 2. All new offices to use the fit-out guide which gives priority to offices located near public transport nodes. 3. Provision of showers and cyclists' facilities in our offices.
Materials and products Using materials from sustainable sources and promoting products which help people reduce consumption. 	Materials and supply chain Reducing material consumption and using products from sustainable sources with transparent and ethical supply chains.	1. Promote environmental and social transparency in the supply chain and promote responsible procurement approaches on our projects. 2. Prioritise materials and products that reduce natural resource consumption, have low embodied impact, are non-toxic and can be easily repurposed or recycled at end of life. 3. Incorporate circular economy principles and Life Cycle Assessments into our projects. 4. Responsibly source our office consumables and services.

One Planet Principle/UN SDGs	Cundall Roadmap Impact	Our Objectives
Zero waste Reducing consumption, reusing and recycling to achieve zero waste and zero pollution.  		1. Promote awareness of the impact and mitigation of waste. 2. Zero waste to landfill (including operational waste, IT hardware and office fit-out) for our offices.
Zero carbon energy Making buildings and manufacturing energy efficient and supplying all energy with renewables.  	Zero carbon energy Making buildings and infrastructure energy efficient and supplying all energy from renewables.	1. Reduce energy consumption and maximise the use of renewable energy on our projects. 2. Drive continuous improvement in design and operation of buildings by collaborating with building owners and occupants to obtain energy data. 3. Reduce energy consumption in line with science-based methodology and all electricity for our offices to be from zero carbon renewable sources. 4. Reduce energy consumption of our employees' homes by providing technical support.
GHG components of energy, transport, materials, waste and water principles.     	Climate positive action Reducing whole carbon footprints beyond zero.	1. Be a carbon positive business addressing our whole carbon footprint. 2. Develop solutions for carbon positive buildings and infrastructure.
Not included in One Planet Living.  	Climate adaptation Designing buildings and infrastructure to be resilient and responsive to climate change.	1. Mitigate the impacts of predicted climate change scenarios by providing evidence-based design solutions and advice. 2. Improve how our design advice responds to climate change scenarios by commissioning research and collaborating with others investigating the effects and solutions of climate change on building and infrastructure design.

The UN SDGs helped to inform our priority impacts



