www.insitutek.com

# SUSTAINABILITY REPORT 2024

Insitutek
Testing & Improving In Situ Conditions

Certified B Corporation

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# Driven by Purpose

### Enabling people in infrastructure construction to push forward with confidence.

At Insitutek, our purpose is simple — we enable people in infrastructure construction to move forward with confidence.

For clients, that means providing clear insights that support timely, well-informed decisions. For our team and the communities we work with, it means creating an environment where challenges are met with collaboration, optimism, and determination.

We're committed to making a positive difference through the work we do, the relationships we build, and the progress we inspire. Every day, we turn this purpose into action — improving the world in small but meaningful ways.

# Progress that makes Difference

This reflects our ongoing commitment to using business as a force for good — creating value not just for our clients, but for the wider community and the planet.

Over the past year, we have continued to strengthen our sustainability efforts. Approximately 3.05% of our work time was dedicated to initiatives that benefit the community, representing a notional contribution of over $40,969.

While numbers alone cannot capture impact, these efforts reflect our ongoing commitment to using business as a force for good, creating value not only for our clients but also for the wider community and the environment.

**New in 2024**

To ensure our contribution remains meaningful, we introduced several small but important improvements:

- Enhanced internal sustainability processes, including more accurate tracking of freight, travel, and emissions.
- Implemented improved waste separation and recycling practices in our offices.
- Strengthened knowledge-sharing practices through internal training and development sessions.

These changes demonstrate our ongoing evolution and help us embed sustainability deeper into our everyday operations.

## Empowering our People and Using our Voice

The civil construction sector has a substantial environmental footprint. Approximately 70% of global greenhouse gas emissions are linked to construction and related operations, including energy generation, transport, and building use.

As a Certified B Corporation, Insitutek is committed to being part of the solution. We focus on reducing our own environmental footprint and helping the industry transition toward more sustainable and responsible practices. We believe that civil engineering and construction

professionals have a critical role to play in reducing emissions and driving meaningful climate action, and we are proud to contribute to that change.

## Supporting Our Team

In 2024, we placed a stronger emphasis on team wellbeing and building internal capability. Flexible work arrangements continued to support both wellbeing and productivity, while regular check-ins allowed us to stay connected and ensure everyone felt heard, supported, and valued. At the same time, we strengthened collaboration and knowledge sharing across the organisation, creating an environment where our people are informed, empowered, and inspired to contribute meaningfully to our purpose and the industry we serve.

## Collaborating for a Change: Ground Level Alliance

### Showcasing Best Practice

Collecting and sharing case studies from around the world that highlight effective sustainability approaches in civil construction. These will be published on the GLA website as a key reference hub and used in future education programs.

### Building Knowledge and Resources

A comprehensive library of sustainability tools and resources is being compiled, covering:

- Design standards and materials
- Updated norms and expectations
- Organisational and team structures
- Sustainable procurement and delivery models
- Supportive policy frameworks
- Education and advocacy
- Measurement tools such as sustainability ratings and carbon calculators

### Educating for Impact

A hands-on course on Sustainability in Civil Construction is in development, designed to help participants integrate sustainability into project planning and execution. It emphasises early project stages, where interventions can have the greatest impact.

Learning combines:

- Live online sessions
- Small-group collaboration
- Practical application within real project environments

Graduates will join an active alumni network, fostering ongoing cross-industry collaboration and shared innovation.

### Challenges and Lessons Learned in 2024

With the GLA still driven primarily by volunteers, bandwidth challenges persisted through the year.

Despite this, the commitment and passion of contributors allowed sustained progress in content development, resource collection, and planning for the course rollout in 2025.

# Tracking and Reducing our Carbon Footprint

## Understanding our Emissions

Insitutek tracks emissions across all operational scopes in accordance with the **Greenhouse Gas (GHG) Protocol**:

| Scope | Description |
|---|---|
| Scope 1 | Direct emissions (fuel use, company vehicles) |
| Scope 2 | Indirect emissions (purchased electricity, heat) |
| Scope 3 | Other indirect emissions (value chain, logistics, purchased goods/services) |

Since relocating to our Maleny office in August 2023, we have been using solar power as our primary source of electricity. This move is part of our commitment to more sustainable operations. By harnessing clean, renewable energy, we're not only lowering our carbon footprint but also supporting a greener future for our community and industry.

## Measuring what Matters

Insitutek measure outputs that we have identified and defined to assess our progress toward achieving our social and environmental goals. A key focus area includes measuring our carbon footprint and implementing measures to offset carbon emissions.

Our carbon footprint tracking included business travel such as flights and vehicle travel. We then collated all relevant information on packages we had sent out or received, coming in or being delivered domestically or internationally, calculating the distance that the package travelled via truck or plane as well as considering its size/weight.

We used the following calculators to determine the offset emissions for these deliveries and travel distance:

Google Maps: https://www.google.com/maps
Distance Calculator: https://www.distance.to/
Cargoson CO2 Calculator: https://www.cargoson.com/en/tools/co2-calculator
Carbon Positive Australia Calculator: https://carbonpositiveaustralia.org.au/carbon-footprint-calculator/

Record keeping continued to improve this year, reducing the need for estimations and enhancing the accuracy of our footprint data.

In 2024, our improved data quality gave us a clearer picture of how our operations impact the environment:

- Remote work continues to reduce commuting, lowering emissions from car travel and short-haul flights.
- Smarter freight practices help optimise delivery efficiency, though increased business activity led to higher overall logistics emissions.
- Renewable energy use in our operations increased due to consistent solar output, with ongoing efforts to transition further to low-carbon energy sources.
- Recycling and waste reduction initiatives continue to make a tangible difference, reducing paper, plastics, packaging, and general office waste.
- Responsible travel practices, such as combining trips and choosing lower-emission transport, help minimise our carbon footprint.

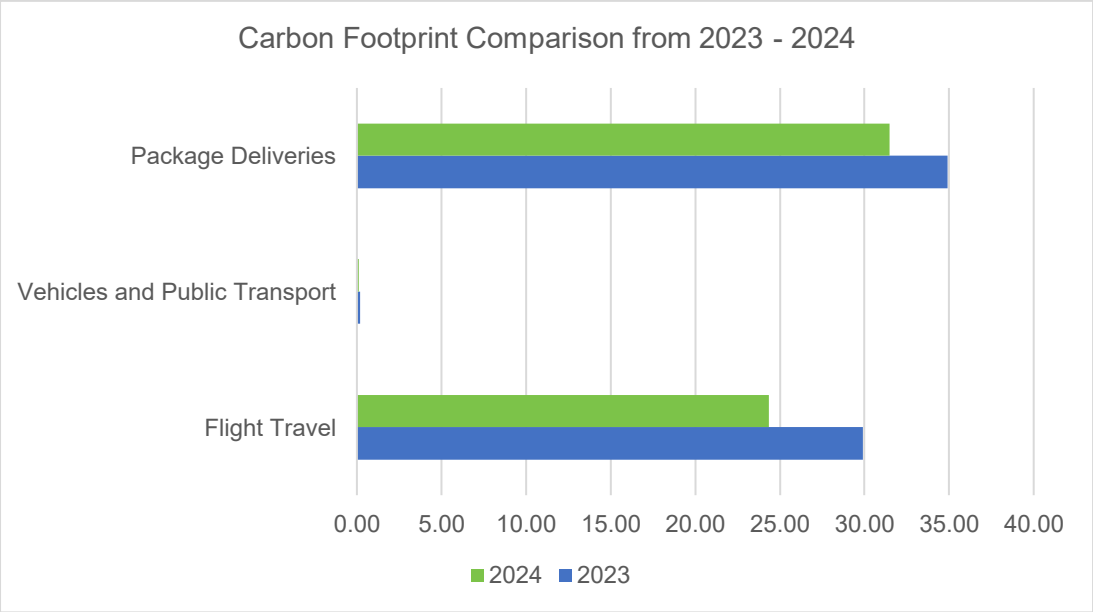
- Supplier partnerships are increasingly evaluated through a sustainability lens, prioritising vendors who share our environmental values.
- Continuous monitoring of our environmental impact allows us to identify opportunities for improvement and track progress against our sustainability goals.

While our overall household footprint decreased slightly in 2024, emissions from vehicle travel and package deliveries increased as a result of higher operational activity (see details below for reference).

This rise reflects business growth, including increased shipment volumes and greater vehicle use. When assessed relative to activity levels, the data indicates that efficiency improvements are continuing alongside this growth.

These insights will inform our 2025 strategies, reinforcing sustainability as a core part of our operations, culture, and values, and ensuring that every action contributes to a healthier planet.

## 2024 Calendar Year Carbon Footprint:




*Flight travel:*

TOTAL: 89,178.01km

**24.35t** CO2
*5.55t less than previous year

*Vehicles and Public Transport*

TOTAL: 27,498.32km

**0.11t** CO2
*0.08t less than previous year

*Package deliveries:*

TOTAL: 1,101,787.52km

**31.47t** CO2
*3.44t less than previous year

Total House Footprint = **55.92 tonnes** of CO2
*9.08 tonnes of CO2 less than previous year (2023)

## Carbon Offsetting

As part of its commitment to sustainability and reducing environmental impact, Insitutek supports the **New Leaf Carbon Project**, a registered conservation initiative protecting **12,000 hectares of native forest in Tasmania** that was previously approved for logging. Through this project, native forests are conserved, wildlife habitats are protected, and long-term carbon storage is secured.

In 2024, Insitutek reduced its total carbon footprint compared with 2023, with emissions decreasing across transport, logistics, and travel activities. Total emissions for the year were **55.92 tonnes of $CO_2$**, representing a **reduction of 9.08 tonnes** from the previous year.

To take responsibility for its full operational impact, Insitutek **retired 63 tonnes of $CO_2$** through the New Leaf Carbon Project. While this exceeds the calculated footprint, the decision reflects **a conservative and values-led approach** to sustainability—recognising that not all emissions can be measured with absolute precision and choosing to act responsibly beyond minimum requirements. This ensures full coverage of emissions while supporting long-term environmental protection.

The New Leaf Carbon Project permanently halts logging in ecologically significant areas and is expected to absorb approximately **380,875 tonnes of $CO_2$** over its 25-year lifespan. It also protects key species such as the endangered **Tasmanian devil** and **wedge-tailed eagle**, with the land safeguarded under legally binding Conservation Covenants and managed by the **Tasmanian Land Conservancy**, an independent not-for-profit organisation. All project income is reinvested into ongoing conservation efforts.

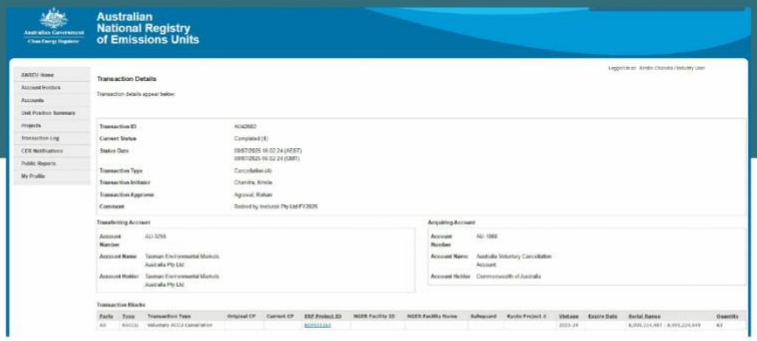
Access the full offset retirement report here.

*The projects meet the following Sustainable Development Goals.*

E V I D E N C E

# RETIREMENT CONFIRMATION

**OFFSET REF 1:**
LINK TO REGISTRY
SNB999224487 - 8999224549

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## Looking Ahead to 2025

As we continue our environmental, social, and governance (ESG) journey, Insitutek is committed to building on the strong progress achieved in 2024. In 2025, we will establish clearer emissions reduction targets with defined short- and long-term goals, while further integrating circular economy principles across our packaging, equipment, and office operations. We will continue to optimise energy and water efficiency across all areas of the business, supporting responsible resource management and operational resilience.

Alongside environmental action, we will strengthen our social impact by expanding waste reduction initiatives, promoting responsible consumption, and supporting safer, more sustainable workplaces. Staff engagement and wellbeing programs will remain a priority, empowering our people to adopt sustainable and ethical practices both at work and in their communities. Digital sustainability will also be a key focus, with initiatives to reduce energy use from IT systems and encourage low-impact, flexible work practices.

From a governance perspective, we will continue to embed sustainability into decision-making, strengthen supplier and partner engagement, and collaborate with organisations that support climate resilience, social responsibility, and sustainable innovation. Transparency, accountability, and continuous improvement will guide our approach as we measure progress and refine our ESG strategy.

Through these commitments, Insitutek remains focused on using business as a force for good—creating long-term value for our clients, our people, our communities, and the planet.