



## ENVIRONMENTAL COMMITMENTS

SYSTRA ANZ committed to minimizing our environmental footprint and contributing to a more sustainable world. Our Environmental commitments serve as a driving force behind our operations, guiding us in our mission to address pressing global challenges.

From embracing electric vehicles and implementing energy-efficient technologies, to

promoting responsible business travel and waste reduction, we take deliberate actions to mitigate our environmental impact and work with clients to support them in reducing theirs.

We are providing opportunities to educate and empower staff and clients in the transition to a net-zero economy.

ENVIRONMENTAL							
ESG Commitment	ESG Area	ESG Outcome	How we will get there	Annual Target	2030 Target	KPI to Track	UN SDG
Continuously minimise direct environmental impact and carbon footprint	Scope 1 Carbon Reduction	Reduce carbon footprint down from 8 tCO <sub>2</sub> e through owned fleet diesel / gas consumption	<ul style="list-style-type: none"> <li>Baseline our emissions.</li> <li>Replace office appliances with energy star certified appliances.</li> <li>Ensure that any new company and site vehicles are electric.</li> <li>Ensure vehicles are regularly serviced and maintained.</li> </ul>	Reduce by 2% year on year.	Reduce by 15% of 2022 baseline.	Annual reporting with Systra Group under the Group Carbon Reduction Plan.	Goal 13 - Climate Action
	Scope 2 Carbon Reduction	Reduce the quantity of energy consumed down from 26 tCO <sub>2</sub> e per annum	<ul style="list-style-type: none"> <li>Replace office appliances with energy star certified appliances.</li> <li>Unplug appliances whenever possible at the end of the day to reduce plug load.</li> <li>Work with facilities / building providers to demand and source low-carbon energy.</li> <li>Review and minimise data storage requirements in IT.</li> </ul>	Reduce by 6% year on year.	Reduce by 20% of 2022 baseline.	Annual reporting with Systra Group under the Group Carbon Reduction Plan.	Goal 13 - Climate Action
	Scope 3 Carbon Reduction	Business Travel down from 292 tCO <sub>2</sub> e per annum	<ul style="list-style-type: none"> <li>Reduce number of flights per year</li> <li>Promote video conference meetings when interstate face-to-face meetings are not necessary</li> <li>Introduce electric car as the default option for hire cars and introduce energy size limit for internal combustion cars when the electric option is not available.</li> <li>Where possible purchase offsets on plane travel</li> </ul>	Reduce by 6% year on year.	Reduce by 20% of 2022 baseline.	Annual reporting with Systra Group under the Group Carbon Reduction Plan.	Goal 12 - Responsible consumption and production
	Scope 3 Carbon Reduction	Employee commuting down from 11.3 tCO <sub>2</sub> e per annum	<ul style="list-style-type: none"> <li>Promote active transport as a means to come to work and retain flexible work arrangements</li> <li>Employee stipends for public transportation and/or bikes/e-bikes</li> <li>Locate new offices in city centres in consideration of end of trip facilities - to encourage use of public transport, cycling and walking</li> </ul>	Reduce by 6% year on year.	Reduce by 20% of 2022 baseline.	Annual reporting with Systra Group under the Group Carbon Reduction Plan.	Goal 12 - Responsible consumption and production
	Scope 3 Carbon Reduction	Reduce waste through improved purchase of services - down from 165 tCO <sub>2</sub> e per annum	<ul style="list-style-type: none"> <li>Move to a paper free office to reduce the quantity of consumed paper. Procure recycled paper / Increase proportion (%) of recycled paper when necessary.</li> <li>Reduce plastic in office catering.</li> <li>Ensure key suppliers of business needs have ESG roadmap and share a commitment to carbon reduction.</li> </ul>	Reduce by 6% year on year.	Reduce by 20% of 2022 baseline.	Annual reporting with Systra Group under the Group Carbon Reduction Plan.	Goal 12 - Responsible consumption and production
	Environmental Management System compliant to ISO 14001	Embed our environmental management firmly in our strategy, operations and culture to bring our people on the journey.	<ul style="list-style-type: none"> <li>Commit to follow relevant environmental laws and regulations and achieve certification by 2025.</li> </ul>	N/A	Certified to industry best practice	Ongoing continuous improvement and maturity of our systems and processes.	Goal 13 - Climate Action
	Environmental Footprint - waste	Less waste	<ul style="list-style-type: none"> <li>Assess processes currently producing excessive waste and aim to eliminate or minimise them.</li> <li>Operations to look to increasingly digitise processes to remove the reliance on paper.</li> <li>Where paper is necessary, ensure recycled FSC label paper is procured.</li> <li>Continue to supply segmented waste bins.</li> <li>Conduct annual office clean ups to reduce waste, storage and clutter.</li> </ul>	Reduce waste output year on year.	Paper free offices and zero waste.	<ul style="list-style-type: none"> <li>Identify and implement a plan to remove paper based processes.</li> <li>Implementation of Digital workflows to replace paper processes.</li> </ul>	Goal 12 - Responsible consumption and production



## ENVIRONMENTAL COMMITMENTS (CONT.)

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ESG Commitment	ESG Area	ESG Outcome	How we will get there	Annual Target	2030 Target	KPI to Track	UN SDG
<b>Industry innovation and leadership for our clients and projects.</b>	Ensuring that every job we do looks at resilience and adaptation opportunities both now and into the future.	We use our technical expertise to have a meaningful impact on the path to net zero.	<ul style="list-style-type: none"> <li>– Link with our core purpose of being a signature team for public transportation.</li> <li>– Provide our expertise to clients and our suppliers to aid their sustainability journey.</li> <li>– Embed carbon tracker and modelling tools in all the consulting advice we give to our clients.</li> <li>– Be a leader in bringing expertise to the decarbonisation of public transportation (i.e. electrification and hydrogen).</li> </ul>	Increase in work with resilience/adaptation components by 10% each year.	100% of all the consulting advice we give includes an environmental consideration around net zero.	Modify Bview to include environmental/sustainability as a service to ensure we can track this in the work we do.	<b>Goal 11</b> - Sustainable Cities and Communities
	Thought leadership and Innovation	We continue to be innovative and provide future-focused, leading edge technical advice.	<ul style="list-style-type: none"> <li>– Our strategic pursuits include the pursuit of positive city shaping/creating projects that has a real impact on liveability ie Faster Rail.</li> <li>– Increase ANZ's participation in BETA Group and SPARK Challenges to foster innovation.</li> <li>– We prepare and present thought leadership and give back to industry on cutting edge new techniques and ways of working.</li> </ul>	Increase in work with innovation components by 10% each year.	We are known and sought after for our global and local innovation.	Strategic pursuits and participation in SPARK challenges.	<b>Goal 9</b> - Industry Innovation and Infrastructure



"Sustainability at SYSTRA is no longer just an ambition: it has become a reality. And we have the resources and solutions to have a positive impact on the projects we implement."

**CHRISTELLE CHICHIGNOUD**  
SUSTAINABILITY DIRECTOR

