

ENVIRONMENTAL SUSTAINABILITY ROADMAP



PEOPLE WHO BUILD



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INTRODUCTION



WE ACKNOWLEDGE THAT OUR WORK IMPACTS THE ENVIRONMENT.

The construction of buildings and their operation is resource intensive. Collectively, our industry consumes around one-third of the world's natural resources, generating vast amounts of waste and pollution in the process.

Globally, the industry is responsible for:

- / 33% of carbon emissions;
- / 33% of resource consumption;
- / 40% of the world's energy consumption;
- / 40% of waste generated;
- / 25% of the world's total water consumption.

'Sustainable Construction' involves the transition from a linear to a circular economy of clean, low cost and true renewable energy generation, material and waste reuse and recycling, water harvesting and preservation and the adaptability of structures to changes in use.

'Positive Impact' is that which verifiably produces a positive impact on the economy, society or the environment once any potential negative impacts have been duly identified and mitigated.

We have a proud culture of delivering quality construction and enjoy a rich history of partnerships with consultants, sub-contractors and the supply chain. We know our people and activities influence the industry and so we wish to initiate further actions that include sustainable construction and have a positive impact on our projects and the environment.

Our Roadmap is influenced by a collaborative discussion with all our stakeholders, to ensure our initiatives would be championed by them. It has an important role to play in our future success because commitment from all levels in our business together with permission to drive sustainable outcomes, is key to us and our stakeholders in achieving tangible outcomes for environmental sustainability.

Our Roadmap provides a means of assessing at a senior leadership level our performance in and contribution to sustainable development highlighted as key aspects by our people and stakeholders. This allows us to articulate what sustainability is to the business in a way which relates to our people and stakeholders.



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OUR ROADMAP



Action	Deliverable	Responsibility
1. Establish and strengthen mutually beneficial relationships with subcontractors and supply chain and organisations.	<ul style="list-style-type: none"> • Meet and talk with our key consultants, subcontractors and supply chain and report on what initiatives they have and what lessons can be learnt in order to procure environmental solutions on projects. 	Construction Managers
	<ul style="list-style-type: none"> • Research best practice and principles that support partnerships and meet with relevant associations (e.g. Supply Chain Sustainability School, Green Building Council and the Living Future Institute and ISO 20400:2017 Sustainable procurement – Guidance). 	State Managers
2. Build a national awareness campaign to reduce waste across ADCO offices and projects.	<ul style="list-style-type: none"> • Circulate Road Map and key intentions to our staff. 	Chief Executive Officer
	<ul style="list-style-type: none"> / Meet with waste contractors to identify office and project site opportunities to reduce waste generation and waste going to landfills. / Install recycling and segregated bins for waste if not already in place. / Implement training around recycling bins. / Have rules around individual waste bins. / Give ADCO branded keep-cups for employees to reduce the impact of single-use take away coffee cups. / Give ADCO branded water bottles for employees to reduce waste of water containers and limit the need to wash glassware. / Limit purchase of single-use products e.g. / Limit purchase of paper other than 100% recycled paper. / Turn off/unplug computers at the end of each day (or set up intelligent power point adapters/power boards to automate this). / Set all printers to automatically print double-sided. 	State Managers
3. Capture and report on waste data.	<ul style="list-style-type: none"> • Measure our waste generation and total reused, recycled and reprocessed materials for offices and sites. 	Business Improvement Manager
	<ul style="list-style-type: none"> • Sort waste and recycle in all offices and on all projects, where possible. 	State Managers
4. Promote reduced energy consumption.	<ul style="list-style-type: none"> • Build a national awareness campaign to reduce energy consumption across ADCO offices and project. 	Chief Executive Officer
	<p>Educate staff by demonstrating the benefits of:</p> <ul style="list-style-type: none"> / The use LED lights where possible / Turning off lights and HVAC outside of use (offices and site sheds) / Reducing unnecessary travel by using video conferencing, increasing carpooling, supporting cycling and running by providing change facilities and showers in office and on-site. 	Construction Managers

SHORT-TERM ACTION – 2021

Action	Deliverable	Responsibility
5. Establish and strengthen mutually beneficial relationships with subcontractors and supply chain and organisations.	• Engage with site shed suppliers for solutions and innovative environmental impact ideas.	Construction Mangers
	• Integrate grey water solutions, rainwater tanks, and washout recycled water solutions (painters, etc.) on all sites.	Construction Mangers
	• Advise/educate our supply chain on our goals. Use the supply chain (e.g. waste contractor) to educate our site/project teams on initiatives and changes required to achieve environmental goals.	Construction Mangers
6. Promote reduced use of paper.	• Initiate print limiting and printer settings and reward initiatives and ideas that eliminate paper use.	Chief Information Officer
7. Understand what environmental targets projects could set.	• Identify projects and work with stakeholders to target key environment initiatives.	Business Improvement Manager
8. Plan a 'Go Digital' strategy.	• Outline key areas of the 'Go Digital' strategy and engage/ communicate with stakeholders on our intentions.	Chief Information Officer



MEDIUM-TERM ACTIONS – 2022

Action	Deliverable	Responsibility
1. Build a national awareness campaign across ADCO offices and projects.	• Launch our 'GO DIGITAL' strategy.	Chief Information Officer
	• Identify key focus areas.	Chief Information Officer
2. Establish and strengthen mutually beneficial relationships with subcontractors and supply chain and organisations.	• Work with supply associations to identify sustainable procurement strategies to reduce the negative impacts of products and materials.	Construction Managers
	• Introduce positive impact incentives for supply chain and project performance.	Construction Managers
	• Implement best practice from suppliers across the business.	Construction Managers
3. Introduce environmental impact procurement guidelines as part of the tender selection process.	• Demonstrate and communicate our commitment to all stake holders regarding our procurement process.	Business Improvement Manager
4. Promote positive strategies to reducing product packaging.	• Discourage packaging from suppliers and other packaged delivery to site.	Construction Managers
5. Reward and recognition.	• Investigate what environmental KPI's could be used to reward achievements on ADCO sites and in our offices.	Business Improvement Manager
6. Partnerships and collaboration.	• Partner with manufacturers and suppliers to reuse our waste directly in new products.	Construction Managers
7. Promote the use of the circular economy.	• Procure circular economy waste products – buy reused, recycled materials, specify reprocessed and recycled content. Work with building code and government contract clients to ensure they respond to the circular economy opportunities.	Construction Managers
8. Supply chain encouraged to report on sustainability initiatives and offerings.	• Update EOI's and contracts to enable the supply chain to disclose sustainability performance and offerings as part of their tender response. Include weightings given to environmental impact initiatives in our assessment criteria (ensure avoiding site waste is part of criteria and using sustainable products and that low water and clean low-cost energy solutions are a focus).	Construction Managers
9. Capture and report data.	• Undertake industry best practice in waste management review.	Chief Information Officer

LONG-TERM ACTIONS – 2025

Action	Deliverable	Responsibility
1. Record and Report.	<ul style="list-style-type: none"> We track our overall progress against our commitments at least twice a year and report to our employees annually on our performance. 	Chief Executive Officer
2. Subcontractor and Supplier engagement.	<ul style="list-style-type: none"> We only use subcontractors and suppliers that are aligned with our economic, social and environmental sustainability strategies. 	State Managers
3. Responsibly and sustainably sourced.	<ul style="list-style-type: none"> We only use the natural resources required and source them responsibly and sustainably. 	State Managers



GIVE SOMETHING BACK

In addition to the objectives described above, we focus on supporting sustainability generally and the environment in which we work.

We commit to allowing and encouraging all our employees to give one day of paid time per year to contribute to sustainable causes (Sustainability Day).

With environmental sustainability this looks like:

- / Community clean-up projects
- / Beach clean projects
- / Tree planting projects
- / Environmental rejuvenation projects

All sustainability days are coordinated in such a way as to acknowledge and celebrate our participation in these practices and to raise awareness of the importance of sustainability.



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