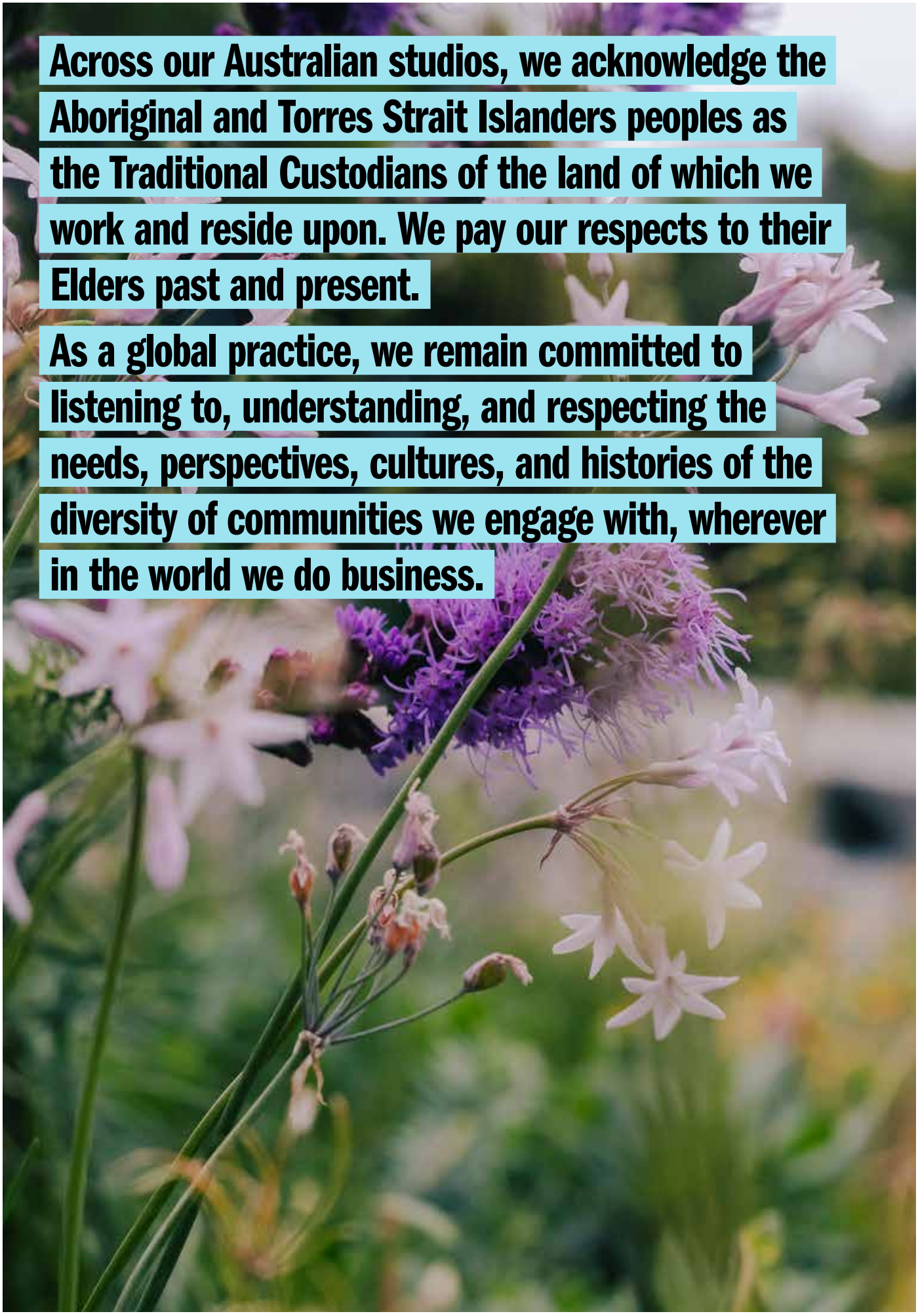
Hassell

DESIGNING FOR IMPACT


Across our Australian studios, we acknowledge the Aboriginal and Torres Strait Islanders peoples as the Traditional Custodians of the land of which we work and reside upon. We pay our respects to their Elders past and present.
As a global practice, we remain committed to listening to, understanding, and respecting the needs, perspectives, cultures, and histories of the diversity of communities we engage with, wherever in the world we do business.

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A MESSAGE FROM OUR MANAGING DIRECTOR

For years, Hassell's purpose has been clear: to create a better future by designing the world's best places – places people love. ***Designing for Impact*** is our inaugural report that captures our collective commitment to creating that better future.

This report solidifies our purpose, extending our commitment to regenerative design and providing a framework for how we measure our influence. As we set out on our journey towards a regenerative future, we sought a way to celebrate not just one project, but the positive impact of all our work, setting a precedent for how we communicate our value for years to come.

This document is not a research paper or a booklet of individual case studies. It's an honest, holistic account of our impact as a global practice. Through a combination of meaningful data, storytelling and key insights, Designing for Impact details our progress across our operations, our culture and our approach to design.

It covers everything from how we are embedding regenerative design into our process and engaging in inclusive design practices, to the steps we took towards becoming a B Corp and how we're reducing our climate impact.

Ultimately, this report represents a significant first step towards greater accountability and transparency for Hassell. We are setting a baseline of our impact today, and we look forward to improving our approach in the years to come to give you even greater insight into how our impact evolves over time.

Thank you for your interest in engaging with Designing for Impact. We hope the content provides a valuable window into everything we do, and everything we are working to become.

Liz Westgarth
Managing Director

INTRODUCING DESIGNING FOR IMPACT

In a world facing unprecedented environmental and social challenges, the built environment stands at a critical crossroads. The design decisions we make today will shape the resilience of our communities for generations to come.

Designing for Impact represents Hassell's commitment to measuring, understanding and improving the environmental and social consequences of our work across architecture, landscape architecture, interior design and urban design.

We live in a rapidly changing world where inequality, climate change, urbanisation and digitisation present new challenges and opportunities, increasing the value of design. The need to contribute to a beautiful, resilient and inclusive future is now more urgent than ever.

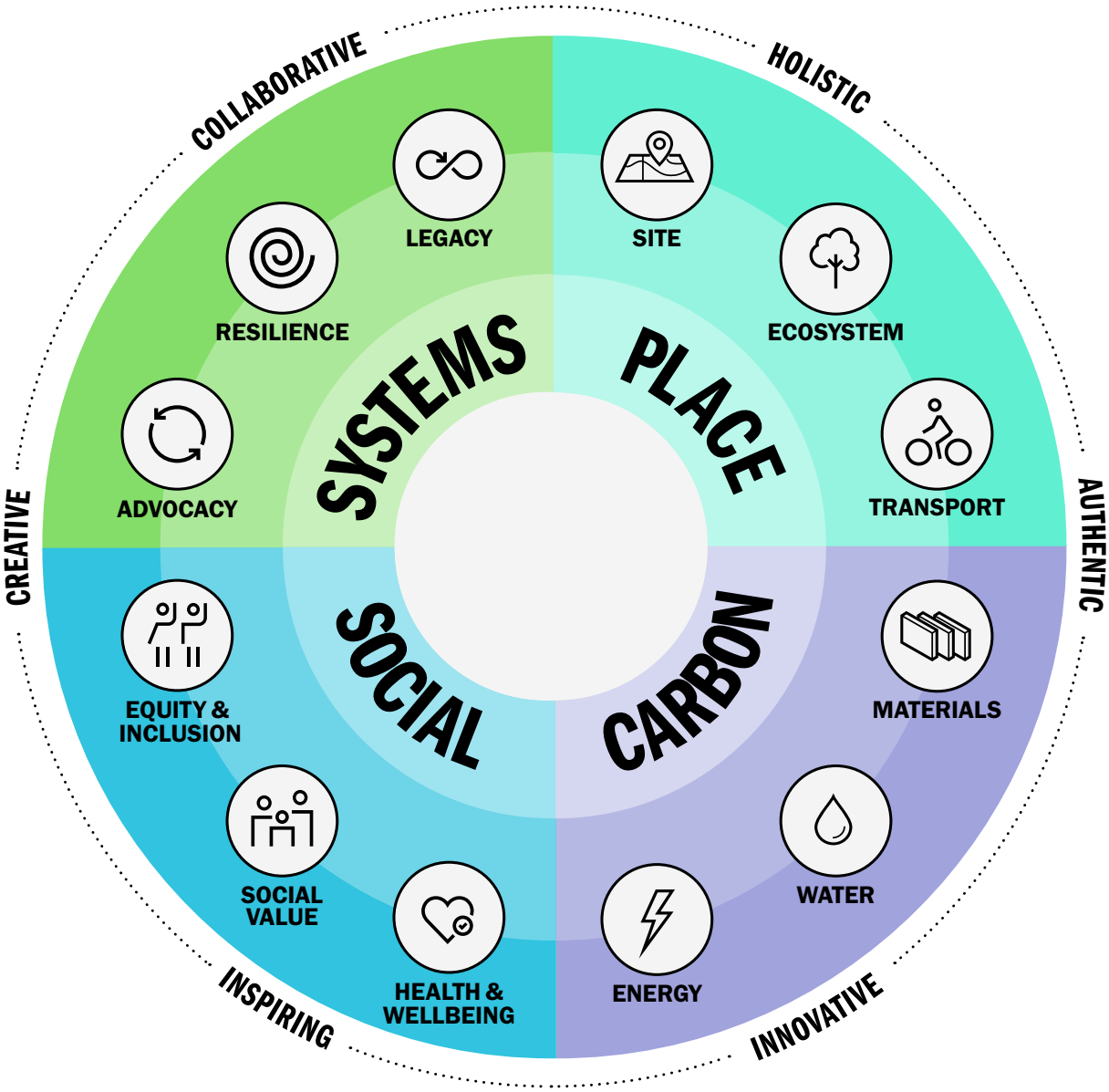
That's why in March 2023, we revised our purpose to better reflect the context in which we operate as designers.

We are now guided by the purpose to **create a better future by designing the world's best places — places people love.**

To deliver on our purpose and address the diverse range of challenges society is facing, we needed a holistic framework that would guide our design responses in a balanced way.

Our **Sustainability Framework** (below) does just that, setting out the basis for our sustainable and regenerative design approach across four key areas of focus — Place, Carbon, Social, Systems.

Our Framework includes 12 principles that guide us in understanding the social, economic, ecological, climatic and cultural systems we exist within. These principles also shape how we contribute to the long-term legacy of the places we create.



OUR AMBITION

Since we revised our purpose and launched our Sustainability Framework, we've achieved great success, and navigated moments that required us to reflect and learn.

While we discuss our wins and challenges across our practice, we recognise the need to share our progress with our clients, collaborators, and partners. Designing for Impact responds to this need. As our inaugural report communicating our holistic impact as designers, it shows how we're walking the talk across our eight studios.

Designing for Impact sets out our progress in implementing the Sustainability Framework in our projects and our practice. It's the first periodic snapshot of our impact as an international design studio.

This report focuses on our achievements during the 2025 financial year (1 July 2024 - 30 June 2025). It highlights how we've made a start embedding regenerative design principles in our design process, culture and operations. It shows how we continue to develop our approach to Country-centred design, and how we sought to validate our purpose and our impact by becoming a Certified B Corp.

Designing for Impact also provides insight into our progress across the four areas of our Sustainability Framework — Place, Carbon, Social, Systems — sharing our stories and our collective impact across our teams and portfolio.

The targets within our Sustainability Framework set out our ambition and what we will achieve, in three clear stages of evolution:

Setting ourselves up for success.

All projects and all people integrating our framework by 2025.

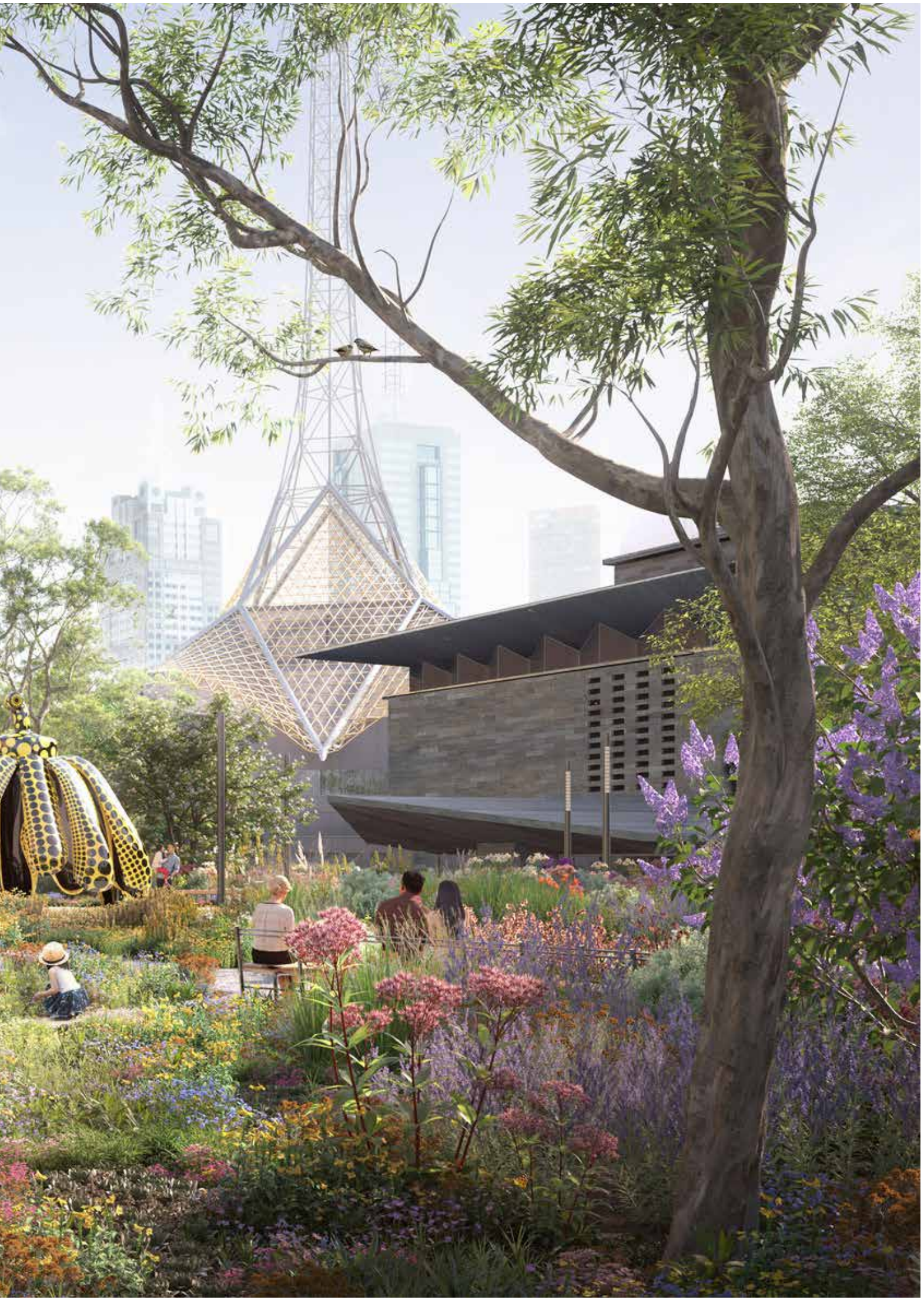
Our regenerative approach being business as usual by 2030.

"Real impact comes from being open about the journey. By sharing our successes as well as what we're learning along the way, we hope to inspire collective improvement and contribute positively to our industry's evolution."

Liz Westgarth, Managing Director, Hassell

2025 HIGHLIGHTS

Melbourne Arts Precinct Transformation: Laak Boorndap Urban Garden, Australia



This data is our impact baseline, representing our portfolio and practice today. Future reports will track our evolution, refining metrics to provide deeper insight into where and how we deliver impact.

We contributed towards A$63B in construction project budgets.

680k

number of hours collectively spent on these projects

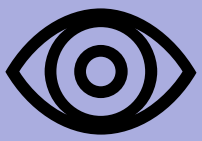
263

active projects (incl. projects either in design or construction phases)

We've estimated the total embodied carbon of our projects

438k–604k

tonnes of co2e (includes A1-A5 categories, based on industry-wide benchmarks)



76 regenerative design reviews

49 new mass transit stations designed...

>396K

...people moving through Hassell-designed transport spaces each day, in the years and decades to come.

This year we officially became a B Corp

84.4

Our B Corp score from a possible 200-250 points. Median score for ordinary businesses is 50.9 points.

A$330k

First Nations supplier spend

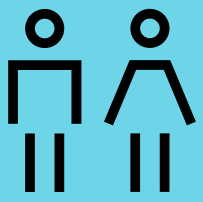
47

First Nations partners and collaborators

Across our studios

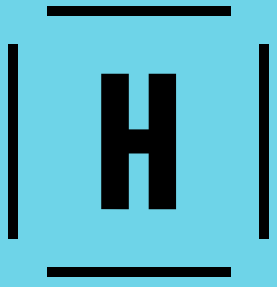
43.6%

women in leadership roles



55% : 45%

female : male gender ratio across organisation



ALL PROJECTS, ALL PEOPLE, NOW

CHALLENGE

Modern design processes often treat projects as isolated interventions, failing to recognise the interconnected relationships between buildings, communities and natural systems that could unlock transformative regenerative potential.

OPPORTUNITY

Design processes can be changed. By starting with a regenerative mindset, we can embed systemic thinking at the heart of our design process, enabling us to create buildings that actively restore ecosystems, strengthen communities, and generate positive environmental and social outcomes that extend far beyond project boundaries.

134

projects engaged in Hassell's regenerative design process to date (since Jan 2023)

76

active projects engaged in Hassell's regenerative design process in FY25

"A regenerative design approach challenges us to be brave. It underpins everything we do."

Samantha Peart, Head of Sustainabilty, Hassell

OUR DESIGN PROCESS

Regenerative design moves us beyond sustainability's holding pattern. It is the practical, necessary work of not just minimising harm but consciously leaving every place and system better, richer and more vibrant than we found it.

Sharon Wright, Head of Design

At Hassell, our design process is inherently collaborative and deeply based in research, with a focus on understanding people, place and purpose from the start. We work alongside our clients and communities to interrogate the unique challenges and opportunities of each project. Our iterative, transparent approach champions innovation, robust strategy and practical solutions—delivering places people love and value.

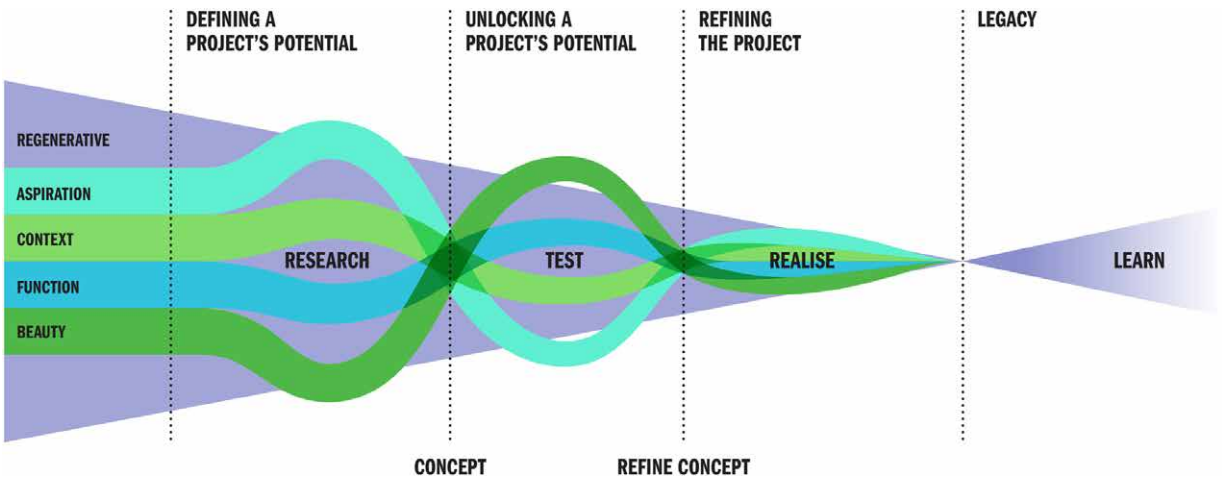
Layered into this, regenerative design is at the very core of how we work. Guided by our Sustainability Framework, we move beyond static checklists to embrace a tool for thinking that unlocks integrated, systems-based solutions. This approach helps us map relationships and understand the evolving social, ecological, cultural and economic context of every project.

Before any design work begins, we prioritise aligning purpose, place and value. Regenerative design is not a one-size-fits-all solution. Rather than applying all 12 sustainability principles or enforcing prescribed outcomes, we harness a shared process, unique to each project, to explore what regeneration could genuinely look like in each specific context — and translate those insights into design outcomes that deliver more than they take.

By embedding regenerative thinking at the heart of our design process, across all our studios, we encourage consistency in responding to complexity, which supports better decision-making and achieves enduring impact.

This commitment accelerated in FY25, when we ran workshops with our project teams to embed regenerative principles from the outset of our work — where the greatest opportunity for impact lies. These sessions represented a first step towards making regenerative design standard practice for all projects and all people at Hassell.

To date, 134 projects have benefited from a deeper exploration of context, purpose and value, with 76 active projects in FY25 alone engaging in this transformative process — bringing more meaningful outcomes to our clients, communities and the environments we work within.



Fintech Company, Melbourne, Australia

This Melbourne workplace demonstrates circular design by leveraging Hassell's original interior design to reuse existing stairs, services and joinery. By retaining these elements alongside furniture and timber elements, we achieved a 100-tonne carbon reduction and diverted substantial waste from landfill. Our deep understanding of the building's history allowed us to reduce impact without compromising the workspace quality.

Photography by Nicole England

BUILDING OUR CAPABILITY

CHALLENGE

Design professionals feel their field lacks the skills and capability needed to confidently engage in sustainable design. One in five architects in the Australian industry identifies lack of access to training and resources as a barrier to achieving sustainable design outcomes.

OPPORTUNITY

Industry research reveals that almost 80% of practitioners feel confident in their ability to build their skills and capability in sustainability. At Hassell, we've embraced this curiosity and drive to learn and implement new knowledge as a core part of our role in designing a regenerative future. Strengthening capability and confidence across our organisation is essential to foster and support our integrated and whole-of-firm sustainability and regenerative design approach.

x2

secondees in FY25 (the full time equivalent to 1 person)

1,800

total secondee hours spent in FY25

Over the last year, we have engaged in a range of important initiatives to embed regenerative thinking across our studios — not as a specialist skill, but as a shared mindset across disciplines.

Our expertise and approach

We've established an in-house team of sustainability and regenerative design experts. Available to all projects, this team supplements our designers' skills with deep, broad expertise. This connected, global approach builds the capability and confidence needed to deliver contextually relevant, regenerative outcomes across our entire practice.

Sustainability Secondment Program

One of the ways we invest in our people is through our annual Sustainability Secondment Program – an opportunity for anyone at Hassell to work closely with our Sustainability Team and Communities on focused initiatives that have the potential to scale across the practice.

Since launching in FY23, we have completed three rounds of the program, with a total of eight secondees each contributing to projects that help move our collective knowledge and practice forward.

Each secondment focuses on a particular aspect of regenerative design.

Secondment topics include:

- → creating a carbon quantification template and a case study for project learnings
- → revitalising project startup processes
- → researching regenerative design context analysis methodologies
- → developing a tool for design support and sustainability templates
- → preparing a material reuse roadmap
- → improving community engagement in design
- → implementing strategies for communicating circularity to minimise waste
- → providing guidance for material audits in projects

The fourth round of our program commenced in July 2025, with three confirmed secondees.

Partnerships and training

In early 2025, Hassell became a Platinum Education Partner for the Living Future Institute of Australia (LFIA), an organisation guiding the built environment industry towards regenerative design. This partnership reflects our commitment to developing our skills and capability, an investment essential to creating spaces that offer lasting value, where communities and nature can flourish together.

During the year, we also saw seven of our people become Certified Passivhaus Designers, completing the course delivered by the Australian Passivhaus Association and undergoing over 350 combined hours of the technical training needed to implement the Passivhaus Standard on projects.

Resources and guidance

We continue to develop and distribute internal guidance materials on regenerative design, starting with From Sustainable to Regenerative. This document is a living collection of global case studies that helps clarify the difference between a sustainable place and a regenerative one. It's not intended as a definitive guide, but as an evolving reference — grounded in real-world examples — to support a more consistent and authentic use of the terms across our work.

The document includes provocations designed to spark big thinking and challenge assumptions. It encourages our teams to go further — drawing on Hassell's deep design experience and applying it through all 12 principles of our Sustainability Framework to shape outcomes with lasting, positive impact.

More recently, we released our Regenerative Design Guide, a key resource that sets out our approach for regenerative design at Hassell and where to begin. Starting with regenerative potential, we deliver better outcomes through design.

Regenerative design is not a workshop, it's not a bolt-on, it's not a shopping list. It is core to our design process. It's a way to unlock more opportunities on every project to create value for our clients, the people these places are for, and the environment and communities these places are connected to.

Internal guidance materials on Regenerative Design

FIRST NATIONS COUNTRY-CENTRED DESIGN

CHALLENGE

For centuries, First Nations knowledge and perspectives have been excluded from design and architectural projects in Australia, leading to a legacy of built environments that fail to represent Country, and the diverse views and needs of all community members.

OPPORTUNITY

Meaningfully and authentically incorporating First Nations perspectives deepens our sense and understanding of place, fosters reconciliation with First Nations people, and provides us with the means to deliver measurable value to diverse communities. Indigenous employment and business participation targets apply to contracts wholly delivered in Australia valued at A$7.5m or more, including the construction industry.

64

projects designed with meaningful First Nations engagement (36% of Hassell's Australian projects)

47

First Nations partners and collaborators engaged

Level Crossing Removal Project, Wurundjeri, Bunurong and Wadawurring Country, Melbourne, Australia
Integration of Traditional Owners, Wurundjeri-Woi Wurrung heritage and values into the design narratives and built environment, aiming to reconnect people with this landscape and its cultural meaning.
Photography by Sarah Pannell

We recognise that our work in takes place on the stolen lands of the country's First Nations people. This understanding drives our commitment to deeply engage with Country and to actively collaborate with First Nations designers, not only in our projects but also to propel the entire design sector forward.

Our approach: working with evolving frameworks, building relationships

Embedding First Nations knowledge, histories and cultural practices into the design process of our Australian projects leads to more holistic and meaningful outcomes for our communities.

Meaningful engagement is the result of respectful listening, learning and advocating at every opportunity throughout the design process. This goes beyond socially inclusive design; it's about creating designs that profoundly respond to the site, its ecology, flora and fauna.

Throughout FY25, we continued to seek opportunities to put our internal Connecting with Country: Guidelines for Cultural Engagement into practice.

We also sought to contribute to and learn from frameworks and guidance for Country-centred design in the places where we operate, such as the Government Architect NSW's Connecting with Country Framework.

As our approach evolves, we're learning that we can't do this alone.

As a predominantly non-Indigenous design practice, we continue to partner and build relationships with First Nations collaborators, investing time, energy, and spirit into each of these connections and the places we work on together.

During FY25, we worked collaboratively with 47 First Nations consultants, designers and client in-house specialist teams, on a total of 64 of our projects, comprising over a third of our projects in Australia.

Our commitment to Country-centred design is evident in projects like Sydney Metro – Western Sydney Airport on Dharug Country in Western Sydney, Australia, and Sydney Airport International Forecourt on Gamayngal, Bideagal, Gweagal, Gadigal and Gadhungal Country.

CASE STUDY

SYDNEY METRO – WESTERN SYDNEY AIRPORT

Dharug Country, Western Sydney, Australia

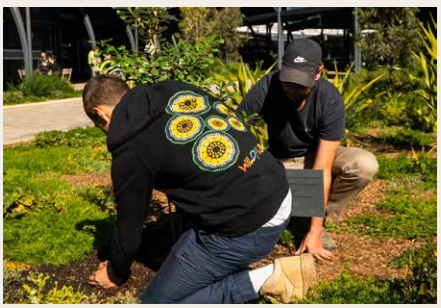
The design of this city-shaping project is deeply rooted in Dharug Country narratives, respecting the cultural significance of the Cumberland Plain, known as Wianamatta, located in Western Sydney, Australia. Extensive research into its vast skies, horizons, and ephemeral creek systems led to the guiding design narrative: "carved earth connected to big sky."

This narrative informed the creation of six unique stations, each designed to complement its surroundings rather than compete. In collaboration with Djinjama and Sydney Metro's Connecting with Country Working Group, each station tells a story — encompassing people, water, earth, plants, animals, air, sky and fire — specific to its geographical location and history. We see these six stations as foundations for ongoing dialogue and collaborative design development with First Nations Peoples, ensuring that every design reflects a deep understanding and respect for Country.

CASE STUDY

SYDNEY AIRPORT INTERNATIONAL FORECOURT

Gamayngal, Bideagal, Gweagal, Gadigal and Gadhungal Country, Sydney, Australia



The Sydney Airport International Forecourt has been transformed into an award-winning immersive landscape that redefines the visitor arrival and departure experience, setting a new industry benchmark for First Nations design in a highly trafficked public space. This innovative project adopted a unique three-tiered First Nations approach, prioritising social value throughout its co-design, delivery and ongoing maintenance.

A collaborative co-design process was undertaken with Jiwah, a First Nations cultural landscape and design company. During construction, First Nations-owned Imbue Studios provided oversight. The Indigenous-led, not-for-profit Wildflower Gardens for Good was responsible for installing and maintaining the natural planting areas, while the Gujaga Foundation guided the integration of cultural language and interpretive elements in the paving and seating. This approach ensures a perpetual connection to Country, allowing Indigenous knowledge and talent to flourish while creating opportunities for First Nations communities. The forecourt's design mimics a relaxed Sydney bush setting, enhancing the space with ecologically rich plantings that support local biodiversity.

Photography by Simon Wood and Roman Deguchi

Beyond design: Playing our part to advance reconciliation in our studios and our industry

To advance our commitment to First Nations reconciliation across our studios in Australia, we needed a formal framework. This led to our engagement with Reconciliation Australia's Reconciliation Action Plan (RAP) Framework, and we proudly launched our first 'Reflect' RAP in December 2022.

Our inaugural RAP strengthened our continuous work to deepen our cultural awareness and understanding across the entire practice. This isn't just about compliance; it's fundamental to our ability to engage in truly meaningful dialogue and authentic collaborations with First Nations communities. It's how we actively create opportunities for First Nations talent both within our firm and among our valued network of suppliers and partners.

By December 2023, we had successfully completed 63 out of our 65 RAP deliverables, marking the conclusion of our inaugural RAP. This significant milestone prompted a thorough review of our efforts towards reconciliation, where we carefully assessed what worked well, identified areas for improvement, and integrated key lessons learned.

The insights gained from this review affirmed that our Reflect RAP was instrumental in driving our actions towards reconciliation with Australia's First Nations people. The findings led directly to our Board's decision to progress to an 'Innovate' RAP, signalling a more ambitious commitment to our ongoing reconciliation journey. It's a commitment we publicly announced during National Reconciliation Week in 2024.

In September 2024, we reformed our RAP Working Group to ensure it included representation from all four of our Australian studios with members from our design, People and Culture, and Sustainability teams. The new group now includes two First Nations members: Birrunga Wiradjuri and Hassell staff member Andrew Hannah-Davies, who also serves as one of the Working Group's Co-Chairs.

This Working Group continues to meet monthly to develop our next RAP, make our commitments tangible through action, and share learning and understanding from engaging with First Nations communities through our projects and practice.

x5

First Nations employees

16

First Nations business contracts

A$330k

First Nations supplier spend

Our inaugural Reflect RAP launched in December 2022.

BECOMING A B CORP

CHALLENGE

Across all industries and around the world there are an estimated 360 million companies pursuing a traditional business model that prioritises profit over purpose. Hassell, from its earliest days has chosen a different path, prioritising purpose.

OPPORTUNITY

We've joined something bigger, becoming part of a like-minded community of over 10,000 B Corps that prioritise people, planet, community, accountability, and impact alongside profit. This powerful network spans more than 160 industries and 100 countries, including 170 design and architecture firms. Through this community, we can now collectively create impactful change across all sectors.

Certified B Corporation

84.4

B Corp score from a possible 200-250 points.

Median score for ordinary businesses is 50.9 points.

Transparency is critical to delivering on our purpose authentically. Our purpose and our Sustainability Framework go beyond carbon, so we needed a certification that does too. B Corp is that certification.

FY25 was a pivotal year in pursuing Hassell's commitment to regenerative design and regenerative business. As part of our B Corp certification, we implemented a number of key changes and considerations that further aligned us with our purpose:

Embedding our purpose and commitment to stakeholders

We updated our corporate governing documents to embed our purpose, enshrining our commitment in the company's constitution to consider the impact of our strategic decisions on all stakeholders – our employees, customers, suppliers, the community, and the environment.

Setting our impact baseline

B Lab's verification process took place in May and June 2024.

We achieved a final assessed score of 84.4 points in August 2024, setting a baseline for our impact. This is a robust achievement, above the median score of 50.9 points for ordinary businesses.

Our score as been broken down into the five B Corp Impact Areas as shown below. This baseline provides critical insight into areas for improvement as we look ahead to the new B Corp standards in April 2025.

Informing our alignment to values

B Corp's standards on client due diligence and industry-based issues supported our development of a values-aligned approach for working on projects that align with our purpose. In the years ahead, this approach will support decision-making to align our project portfolio to the sectors where we can generate the most positive impact.

Holding us to account

Undergoing B Lab's rigorous verification process held us to account. It provided a robust challenge to our sustainability commitments and how we've implemented them in our projects and our practice. With our B Impact Assessment (BIA) performance now made transparent, the precedent is set for future communication on our impact and our progress.

16.7

Governance

Evaluates a company's mission, ethics, transparency, and stakeholder consideration through corporate structure.

27.6

Workers

Assesses contributions to employees' financial security, health, safety, career development, and engagement.

15.6

Community

Measures engagement with local communities, including diversity, economic impact, and supply chain practices.

20.6

Environment

Reviews environmental management practices and impact on air, climate, water, land, and biodiversity.

3.8

Customers

Evaluates customer stewardship through product quality, ethical marketing, data privacy, and feedback channels.

84.4

Our total B Corp score

CARBON

Commonwealth Bank of Australia (CBA), Darling Quarter, Gadigal Country, Sydney, Australia
Of utmost importance to CBA was the sustainability of their relife project. The retention and consolidation of as much existing material as possible to reduce the design's embodied carbon formed part of their transformation strategy to give new life to the existing buildings without sacrificing design and functional outcome.
Photography by Earl Carter

CARBON

At Hassell, we're committed to understanding and minimising the impact of our work to ensure a healthy world for generations to follow.

Our Sustainability Framework's carbon category encompasses three key principles: Materials, Water and Energy. Each represents a critical opportunity to reduce emissions, from specifying low-carbon materials and implementing water-sensitive design to creating energy-efficient spaces powered by renewables.

The following pages detail our carbon performance across our portfolio, showcasing our progress toward our embodied and operational carbon targets. We demonstrate how we're helping clients achieve their climate goals through innovative, low-carbon design solutions that remain beautiful, functional and cost-effective.

By reporting this data, we hold ourselves accountable to continuous improvement, acknowledging the challenges while maintaining our commitment to meaningful carbon reduction.

CHALLENGE

39% of global carbon emissions come from the built environment. Buildings and places will need to transform how they are constructed to confront this challenge.

OPPORTUNITY

Our industry must transform to build towards a zero-carbon future through better material selection, improved design processes, and actively pursuing re-use as a first principle.

"We have a business and moral imperative to facilitate conversations and foster cross-collaboration to drive this change within the industry."

Samantha Peart, Head of Sustainability, Hassell

438k–604k

tonnes of Co2e from embodied carbon in our portfolio A1-A5, estimated over a 50 year span. This range reflects our use of benchmarked data, as embodied-carbon data sets are still maturing toward consistent, industry-wide standards.

Arup Workplace, Yuggera and Turrbal Country, Brisbane, Australia
One of the few projects in Australia to pursue the Living Building Challenge certification, Arup's new Brisbane home sets a benchmark in sustainability and reinforces the importance of designing flexible, dynamic spaces. A thorough material audit of both the new fit-out location and Arup's existing space quickly identified opportunities to breathe new life into familiar elements.
Photography by David Chatfield

REDUCING WASTE THROUGH ADAPTIVE REUSE

Repurposing an existing building has the potential to reduce carbon by 50% – 75% when compared to building from the ground up. If the construction industry prioritised a reuse-first mentality, the carbon savings could be enormous.

Adaptive reuse holds significant importance for numerous reasons. It preserves the cultural heritage of a building while simultaneously regenerating it and extending the duration of its useful life. This approach can reduce construction costs, conserve materials and minimise a —project's environmental impact by avoiding demolition.

The waste reduction benefits of adaptive reuse are also significant. Research has found that up to 90% of an existing building's materials can be diverted from landfill when a building is reused. Prioritising reuse first benefits the planet, communities, and future tenants.

Michael Kirby Building, Dharug Country, Sydney, Australia
The Michael Kirby Building at Macquarie University is an adaptive reuse project that transformed a 1985 administration building. Hassell retained the existing concrete structure, added two timber-framed storeys, and converted an under-utilised courtyard into a naturally ventilated atrium, creating a flexible four-storey education space.
Photography by Nicole England

PUTTING CIRCULARITY INTO PRACTICE

Hassell approaches design through a circular economy lens, creating systems where materials retain their value and waste is eliminated entirely. Given that 45% of global emissions stem from how we make and use things (including food), it's clear that transitioning to a sustainable world requires far more than renewable energy alone.

Circular thinking moves beyond traditional sustainability. It redefines how we design, build and operate – shifting from a linear model to one that's regenerative by design. By eliminating waste and pollution at the source, we reduce emissions across entire value chains.

Keeping materials and products in use at their highest possible value preserves embodied energy and reduces the demand for virgin resources.

It also reflects a deeper responsibility to the natural systems we work within. Moving beyond the take–make–waste model, we're evolving toward practices that enable biodiversity to thrive. Regenerating natural systems within our projects isn't just about carbon – it's about creating the conditions for life to flourish.

These strategies complement the renewable energy transition by addressing the significant, often overlooked emissions embedded in materials, production and consumption across the built environment.

CASE STUDY

AUSTRALIA POST

Wurundjeri Country, Melbourne, Australia

Around 90% of materials from the base build fit-out were reused or recycled in this new workplace, showcasing lean and efficient design. Within its humble exterior, Australia Post's new home unfolds as a welcoming space, encouraging deeper connections among its employees, customers, and the wider community.

Moving from its traditional corporate tower in the city to a warehouse-inspired workplace in the suburbs, Australia Post's ambitious new support centre represents a fundamental rethinking of how the national postal service operates and interacts with the Australian public.

Photography by Nicole England

DESIGNING FOR DISASSEMBLY

Good design must carefully consider and plan for what happens when a building reaches the end of its life. This approach ensures that materials retain their value and become part of circular systems rather than resulting in waste and excessive emissions.

Design for deconstruction challenges conventional design by planning for a building's end-of-life from the start.

At its core, this means we design for reversible systems: selecting bolts and screws over chemical and welded bonds; ensuring materials and connections are documented for easy and quick removal at end-of-life; and separating systems into non-structural elements to allow for repairs, upgrades and changes.

The design of components determines how likely they are to be reused. For instance, leaving bolts exposed rather than recessed in timber ensures elements can be easily disassembled and reused, keeping them out of landfill.

This approach doesn't just reduce waste. It fundamentally transforms how we think about materials.

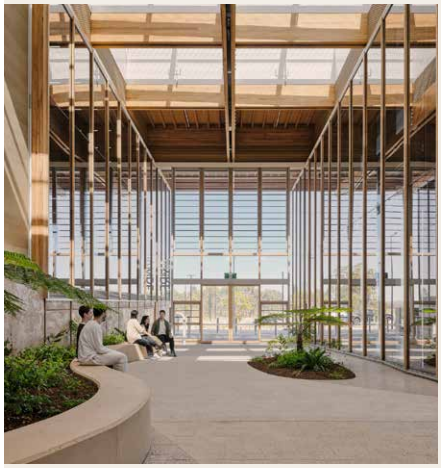
Components designed for disassembly maintain their integrity and value throughout their lifecycle, making them ideal candidates for reuse in future projects.

It's a design philosophy that recognises our world as a closed-loop system where materials and resources are finite, demonstrating that a better way of building isn't just possible, but achievable right now.

CASE STUDY

FIRST BUILDING, BRADFIELD CITY CENTRE

Dharug Country, Western Sydney, Australia



As the inaugural structure in Australia's newest city of Bradfield, the First Building is designed to demonstrate how adaptable, modular design can meet today's needs while preparing for the future, setting precedent for what may follow as the city grows.

The First Building embodies design for deconstruction at an urban scale. Its prefabricated timber structure employs entirely reversible connections, enabling the building to be disassembled, expanded or relocated as the surrounding city evolves. Domestically sourced structural timber works alongside European Cross Laminated Timber (CLT). The use of this material resulted in a 50% reduction in embodied carbon.

Beyond its technical achievements, the building proves that circular design principles enhance rather than constrain architectural ambition. The design was informed by First Nations cultural research and design agency Djinjama and strongly ties ideas of the circular economy with cycles of ecology. The integration of passive design strategies, renewable energy systems and native landscaping creates a structure that's both environmentally responsive and operationally efficient, establishing a new benchmark for how cities can grow sustainably.

Photography by
Vinchy Wu and Mark Syke

IN OUR PRACTICE

Beyond our projects, we are committed to understanding our operational impact and taking meaningful steps forward.

Energy

We've been measuring the greenhouse gas emissions from our operations and supply chain since 2007, giving us insight into where we have an impact and where we can take action.

We have developed our climate strategy for the near and long term, with our achievement of Climate Active certification for carbon-neutral status as an important initial step. This provides us not only with a recognised process for addressing our emissions footprint over time, but also a means to provide transparency on our approach.

In the last few years, we have implemented a number of initiatives to reduce our emissions impact. We have transitioned our Sydney and Melbourne studios to a GreenPower energy arrangement, joining our Brisbane and London studios, and bringing us to four studios powered with 100% renewable tenancy electricity. For our remaining studios, we continue to purchase renewable electricity certificates to achieve 100% renewable tenancy electricity across all our locations. In our Perth studio, the building's hot water system was changed from natural gas to electric, an important step forward in reducing our scope one emissions towards zero.

But it doesn't stop there. Beyond our studio operations, we've also introduced a Sustainable Procurement Strategy that sets out expectations for climate action by our suppliers, to measure and reduce their operational and supply chain emissions. This is now being rolled out to our key vendors and suppliers.

We've made a start on our climate strategy, but we recognise that corporate travel and our engagement with professional services are significant sources of emissions. We will continue to refine our approach to address these areas.

Business Travel

A continued environmental challenge for us is our reliance on air travel to meet with our valued clients and partners. During the COVID-19 pandemic our emissions from air travel were significantly reduced (FY22: 460.05 tCO2-e); however, they returned to pre-pandemic levels in recent years (FY23: 943.18 tCO2-e, FY24: 1,578.21 tCO2-e), before decreasing in FY25 to 600.21 tCO2-e. Our climate strategy includes a focus on reducing transport emissions, including developing policy guidelines to reduce our extent of corporate travel emissions. These include encouraging employees to use virtual meeting technology, in lieu of travel, placing suitable and pragmatic requirements on flight classes, and limiting travel for non-project-related purposes.

Water

As a provider of design and architecture professional services, the operational impact associated with our water consumption is low across our eight studios. Refer data graphic, right. We continue to take steps to reduce our water usage, including maintenance and use of water-efficient appliances and fittings. As water meter data is not available across all our studios, we continue to refine our water consumption estimation methodology to produce reliable data to monitor our impact.

Waste

In all our studios, we maintain multiple waste stream collection points to provide for the responsible disposal of waste generated in our operations, including mixed recycling, paper and cardboard, general waste/ landfill, and, where available, food waste and organics. In our Brisbane, Melbourne and Perth studios, we have partnered with suitable organisations for the collection of container deposit scheme items, fostering improved uptake of recycling and providing donations to the community.

We worked with building management in our Perth studio to utilise newly installed waste weighing scales, providing us with accurate data on our waste generation, disaggregated by waste stream.

For FY25, we received our first full 12 months of waste data, which has been used to estimate waste generation across our studios globally. For waste in our supply chain, we have embedded consideration of supplier environmental practices, including waste management, within our Sustainable Procurement Strategy. This strategy provides guidance and support to our people on how to make informed and environmentally conscious decisions when purchasing products and services for our practice.

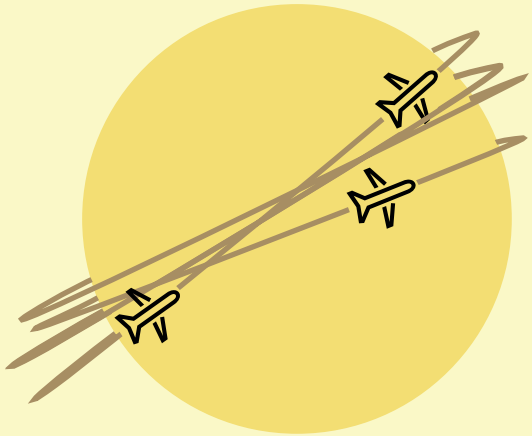
Waste

Waste generated to landfill – 11,880.84 kg

Waste recycled – 9,365.33 kg

Business Travel

Flight distance travelled – 2,615,901 passenger km



Flight GHG emissions 600.21t CO2e

Greenhouse Gas Emissions (GHG)

Scope 1 – 2.49 tCO2e

Scope 2 – 97.49 tCO2e

Scope 3 – 2,527.00 tCO2e

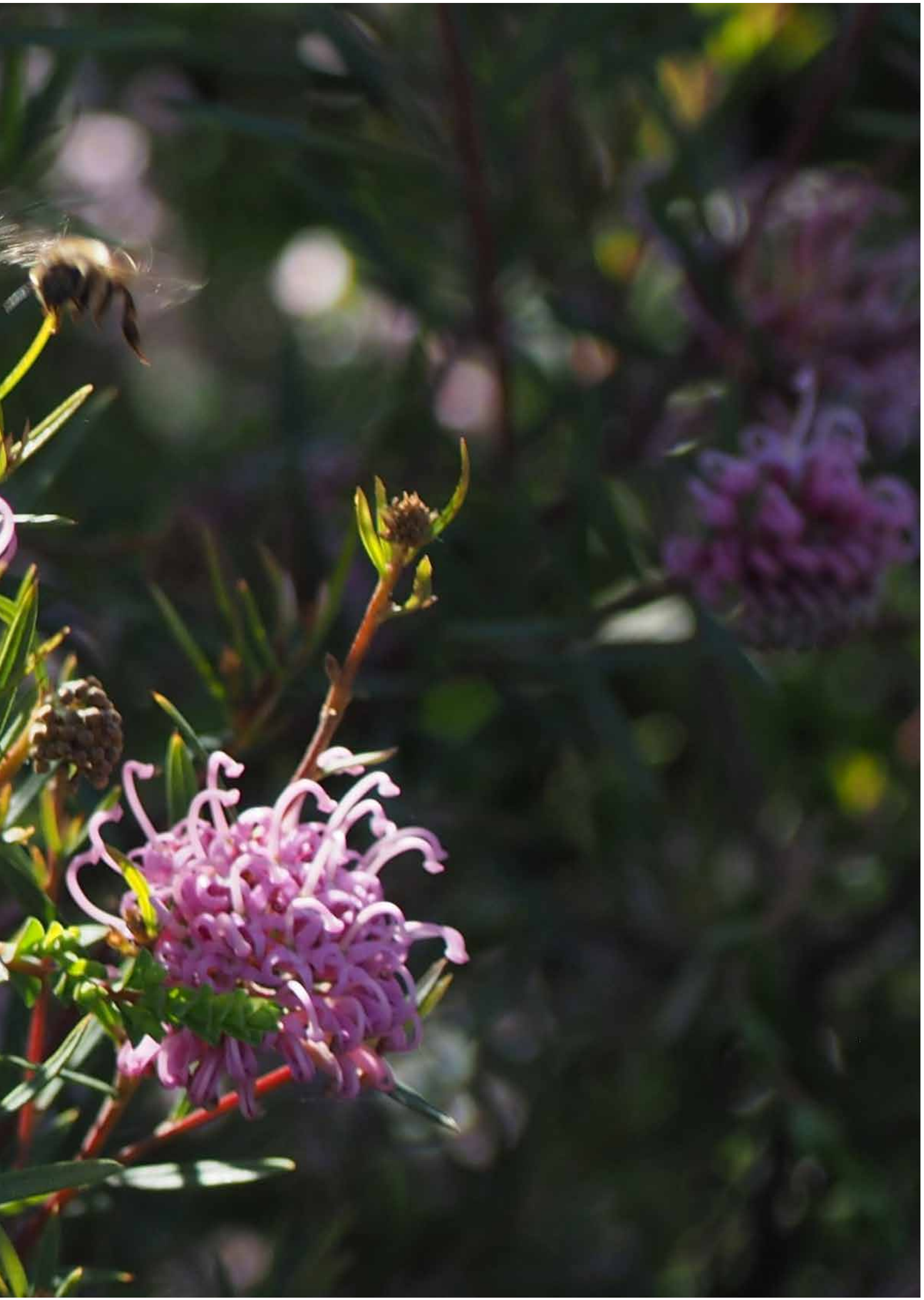
Water

Total water consumption – 3,659.15 kL

PLACE

Sydney Metro Planting Trials, Castle Hill, New South Wales, Australia

Our Sydney Metro planting trials aim to achieve a beautiful, biodiverse ground-level landscape that will inform the design of future public landscapes across the city. Eight thousand plants and 110 species. Designed in collaboration with Sydney Metro, John Rayner and Clare Farrell at the University of Melbourne.



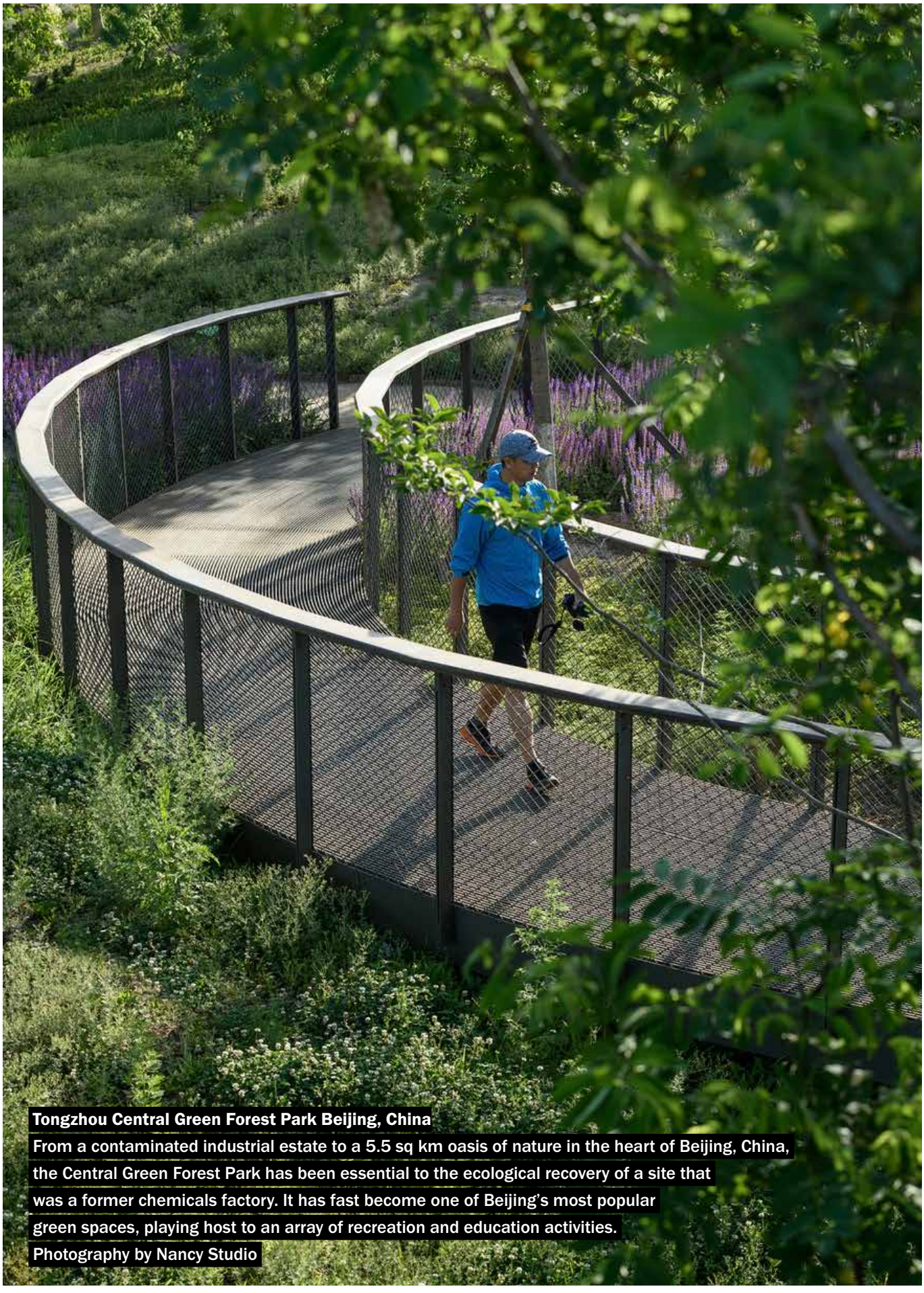
PLACE

CHALLENGE

With wildlife populations declining by 73% since 1970, we're witnessing ecosystem destruction at an unprecedented scale. The natural systems that sustain all life are under severe threat, making their restoration an urgent priority.

OPPORTUNITY

Every new place we design presents a chance to strengthen the living world around us. By planning with the needs of entire ecosystems in mind, we can create environments that actively support biodiversity, restore natural processes, and create spaces where people and nature can flourish together.



Tongzhou Central Green Forest Park Beijing, China
From a contaminated industrial estate to a 5.5 sq km oasis of nature in the heart of Beijing, China, the Central Green Forest Park has been essential to the ecological recovery of a site that was a former chemicals factory. It has fast become one of Beijing's most popular green spaces, playing host to an array of recreation and education activities.
Photography by Nancy Studio

PLACE

How the built environment responds to its context fundamentally determines its impact. At Hassell, we believe that the world's best places work in harmony with their surroundings, enhancing and regenerating place, rather than depleting local environmental systems.

Our Sustainability Framework's 'Place' category comprises three interconnected principles: Site, Ecosystem and Transport.

These guide our approach to leveraging existing assets, protecting and enhancing natural systems, and promoting sustainable modes of transport that reduce carbon emissions while improving accessibility.

This report assesses our place-based design outcomes, examining how our projects respond to their unique contexts and contribute to ecological regeneration.

It evaluates our success in creating walkable, transit-oriented developments and quantifies biodiversity improvements.

By measuring these outcomes, we demonstrate our commitment to creating places that don't simply exist within landscapes but actively enhance them, fostering stronger connections between people and the natural systems that sustain us all.

"Good urban transport design is about city-shaping. By its very nature, it is inherently sustainable, enabling a low carbon future where public transit options are unquestionably the first choice of transport for people who live and visit our growing cities."

Peter Morley, Managing Principal/
Co-leader, Urban Transport Sector

DESIGNING FOR FLOURISHING PLACES

Our designs prioritise biodiverse environments that connect people with nature, integrating strategies that enhance ecological value while supporting human wellbeing and climate resilience.

Biodiversity loss represents one of the most pressing environmental challenges, requiring thoughtful intervention in the built environment.

This is most pressing in our cities, where urban green spaces must be created and cared for in ways that allow them to restore the surrounding ecosystems.

Native planting strategies, sustainable drainage systems, and habitat-rich building features like green roofs are just some of the tools we readily use to create biodiverse, resilient landscapes in urban places.

Through biophilic design principles, we can create places that nurture both ecological diversity and human connection to nature, recognising that thriving ecosystems and thriving communities are inherently interconnected.

But it goes further than just 'greening' cities, because not all green space is created equal.

By implementing biodiversity interventions — such as increasing understorey planting and altering maintenance practices — we can create a real impact on places.

One study in Australia has shown that increasing understory planting from just 10% to 30% can have a 30–120% increase in species such as native birds, bats and insects.

During FY24, we worked with the Government Architect NSW to develop the Biodiversity in Place Framework, a practical guide to bring nature back into our cities, towns and suburbs.

While this framework is of direct benefit to ecosystems and communities in NSW, it serves a broader purpose for other regions both in Australia and overseas.

The framework outlines how communities, policymakers and industry can assist in reshaping nature-positive urban environments to reconnect people with larger natural systems.

Through the introduction of six key principles, Biodiversity in Place advocates for nature-positive approaches to the urban environment through ecology-rich planting to verges, backyards, balconies, public spaces, rooftops and critical infrastructure such as roads, railways and creek corridors.

Riverside Masterplan, Whadjuk Country, Perth, Australia

CONNECTING COMMUNITIES

We are committed to designing for a zero-carbon ready future, prioritising regenerative practices that actively promote sustainable modes of transport. Our approach focuses not only on reducing reliance on fossil fuel-dependent vehicles, but also on bringing communities together via interconnected, mixed-use neighbourhoods and public spaces that prioritise walkability and cycling.

Currently, over four billion people reside in cities, accounting for more than half of the global population. This significant demographic shift is set to intensify, with the number of urban dwellers expected to more than double by 2050. At that point, nearly 70% of the world's population will be living in urban areas.

Today, private vehicles are the predominant form of transport in urban locations. In Australia, 72% of travel is by car, eclipsing walking or cycling (15%), public transport (13%) or rideshare and taxi (1%).

Our experience in designing places that connect individuals and communities is critical to respond to the rising urban population and the need for transport infrastructure that prioritises social connection and a transition to zero-carbon commuting.

Our work in the urban transport sector is core to delivering our purpose. While comprising only 8% of our projects globally in FY25, we spent over a quarter of our time on transport projects during this period, evidence of our commitment to this important sector.

With urgent environmental concerns and changing community needs, it's now more important than ever to design places that prioritise walking and easy access to convenient mass transit options. Our urban transport projects go much further than simply moving people around. They build connections, improve lives, and bring together communities in our increasingly divided cities. The real challenge for modern cities is to create places that are not just sustainable, but promote equality, prosperity and social mobility.

At Hassell, our work doesn't just connect communities – it connects our people. On every urban transport project, we leverage our global design teams to share knowledge and strengthen our capability across all our studio locations.

Our collaborative approach demonstrates our commitment to socially focused urban transport in several ways:

Sustainability

We embed sustainable strategies from the outset, designing rail stations that use natural daylight and ventilation to minimise energy use. Sydney Metro – Western Sydney Airport, which is targeting a 5-Star Green Star rating, is just one example. Our designs also focus on reducing embodied carbon through material choices and creating green spaces to improve biodiversity and mitigate urban heat.

Community and placemaking

More than just transport hubs our designs intend to be vibrant community centres. By creating new plazas, parks and pedestrian-friendly zones around rail stations, we seek to improve how people interact with their city and to foster a stronger sense of place.

Cultural integration

A significant element of our projects in Australia is deep engagement with First Nations culture. On the Sydney Metro – Western Sydney Airport project, designs were informed by and embedded with Dharug Country narratives, while in Brisbane, the Cross River Rail project on Yuggera and Turrbal Country included artworks from renowned Indigenous artists to celebrate Queensland's cultural heritage.

Metro Tunnel, Wurundjeri and Bunurong Country, Melbourne, Australia. Photography by Peter Bennetts

...it's now more important than ever to design places that prioritise walking and easy access to convenient mass transit options.

49

Number of transit stations designed

90.9

Kilometre length of rail corridor affected

396,553

People moving through Hassell-designed transport spaces each day, in the years and decades to come

372,598

Square metre area of new public realm

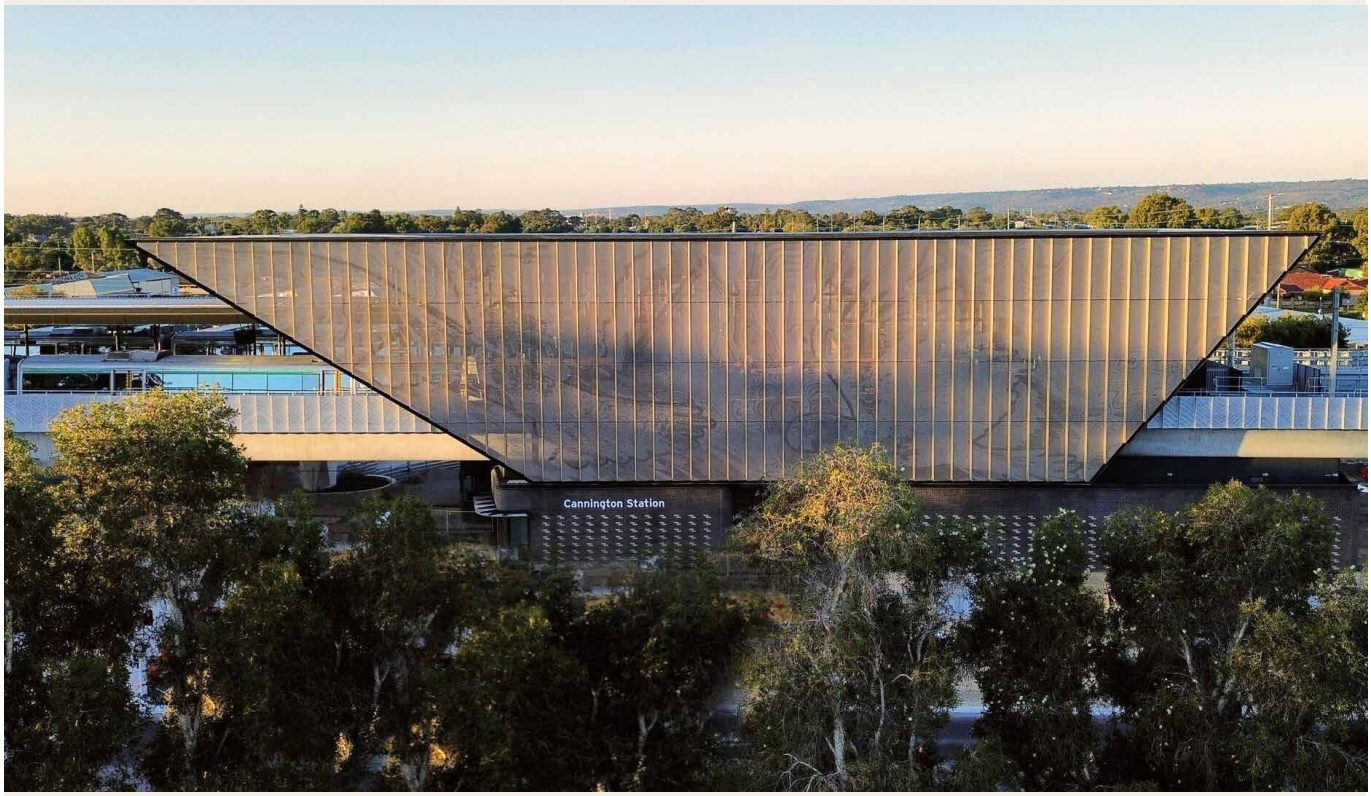
883,963

New trees, plants, and shrubs in our designs

CASE STUDY

ARMADALE LINE UPGRADE ALLIANCE (ALUA)

Whadjuk Nyoongar Country, Perth, Australia



The Armadale Line Upgrade Alliance (ALUA) elevates a 7km stretch of rail in Perth's southern suburbs on Whadjuk Nyoongar Country, reconnecting communities and creating five new stations within a vibrant parkland.

This project seeks to provide a corridor full of life and vibrancy, connecting the city to the hills and revitalising Country by returning this previously inaccessible space to the community and nature.

By elevating the stretch of rail, and removing the existing physical barrier, the space on either side of the rail line becomes a vibrant community asset. The stations have now become important community hubs, supporting their local areas and established neighbourhood centres. These safe, vibrant places aim to provide a foundation for future transit-oriented development.

7km	Art Trail
4	New playgrounds
2	Nature trail/play spaces
2	Two Youth plazas
3	Skate parks
2	Fitness parks
2	Dog Parks
20+	Public Artworks
70	Painted Piers

CASE STUDY

MTR NORTHERN LINK PROJECT

Hong Kong

A well-designed transport network doesn't just get people from A to B; it shapes their experience of the city itself.

Our work on the MTR Northern Link in Hong Kong, aims to bring the community together by using transport design to create thriving urban hubs and public spaces.

We move beyond simply getting people from one place to another and instead focus on how our projects can shape the city and enhance the lives of residents.

This project is a key part of the new rail network for Hong Kong's Northern Metropolis, which is expected to support a future population surge of over two million people.

We are supporting the completion of the entire Northern Link – a 10.7km long line with five stations – by 2034.

Our designs for the Northern Link are all about creating memorable destinations that contribute to a community's identity.

Ultimately, our goal is to create new public buildings with integrated public spaces, making it easier for people to connect with transport and with each other.

This is part of the Rail Plus Property model, which integrates stations with nearby retail, commercial and residential developments, providing revenue to help fund the infrastructure and benefit the wider community.

IN OUR PRACTICE

In our day-to-day operations, we're continuously reducing our impact on the surrounding environment by lowering our energy usage, water and waste in all of our studios

As part of our climate strategy, we have purchased a total of 13,905 Greenfleet offsets over the last four years, to support the protection of native Australian forests. Greenfleet's carbon offset projects restore previously cleared land with locally native plant species to improve the quality of soils and water, and restore nature while removing carbon from the atmosphere.

All eight of our studios are located near public transport options, including bus, train, tram, metro, underground/subway and ferry, significantly lessening the environmental impact of staff commuting by minimising reliance on private vehicles. This contributes to a decrease in fuel consumption and vehicle emissions and improved air quality in our cities, while also providing health benefits to our staff who walk some, or all, of their journey to work.

We've also mapped our studio locations against Key Biodiversity Areas (KBAs) to understand how our places are connected to local ecosystems and the nature that supports them.

Our Perth studio in Australia is located on the Northern Swan Coastal Plain KBA, with no other Hassell studios situated in a KBA, however, they are close to them. For example, our London studio is located near the Thames Estuary and Marshes KBA, our Hong Kong studio is close to the Hong Kong Island and Associated Islands KBA, and our Singapore studio is in close proximity to the Central Forest KBA.

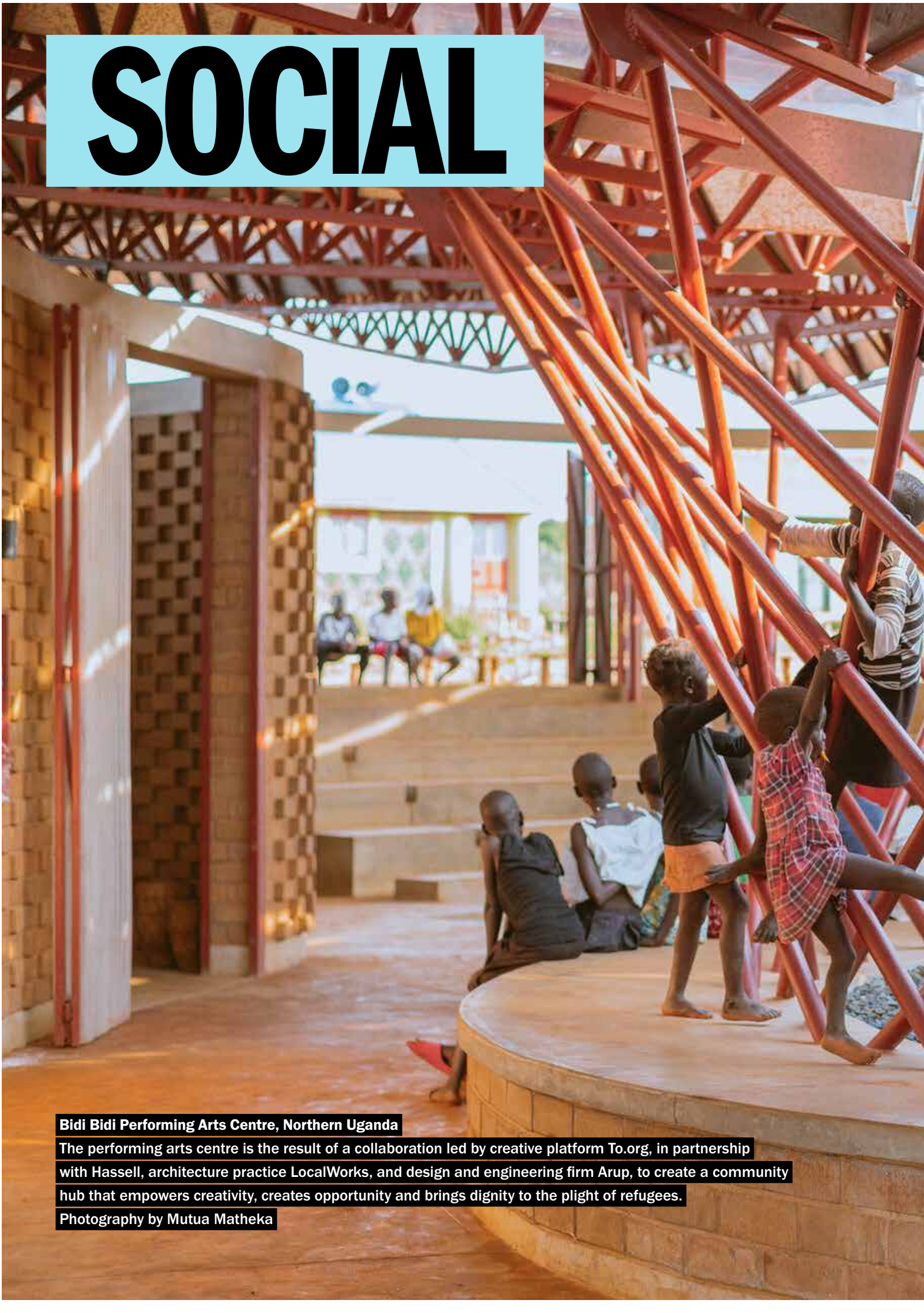
Being in or near a KBA means our studios are part of sensitive ecological systems, not separate from them. It gives us both a responsibility and an opportunity to understand these landscapes, reduce our impacts, support local restoration, partner with surrounding communities, and use our design voice to strengthen the ecosystems that surround and sustain us.

Our knowledge of place helps us to act with greater care and awareness as a practice, recognising that our presence—like our projects—sits within and depends on living systems.

Beyond our operations, we have developed a Sustainable Procurement Strategy to foster the protection of natural ecosystems affected by what we buy and who we buy from. This strategy is now being rolled out across our practice."

Stadium Park, Perth, Australia. Photography by Peter Bennetts

SOCIAL



Bidi Bidi Performing Arts Centre, Northern Uganda
The performing arts centre is the result of a collaboration led by creative platform To.org, in partnership with Hassell, architecture practice LocalWorks, and design and engineering firm Arup, to create a community hub that empowers creativity, creates opportunity and brings dignity to the plight of refugees.
Photography by Mutua Matheka

SOCIAL

The built environment powerfully shapes human experience, health and community. At Hassell, we believe that meaningful design must prioritise social outcomes that enhance people's lives and foster inclusive communities.

Our Sustainability Framework's Social category focuses on three essential principles: Health and Wellbeing, Social Value and Equity and Inclusion. These principles guide us in creating spaces that promote physical and mental wellness, deliver lasting community benefits, and ensure accessibility and cultural relevance for all users.

By examining our social impact across projects, we highlight how our design approach delivers tangible benefits to communities and individuals. On the following pages we showcase methodologies for meaningful community engagement and quantify the social value our work generates.

By measuring and reporting on these outcomes, we demonstrate our commitment to creating places that function beautifully and contribute positively to social cohesion, equity and wellbeing for the diverse communities we serve.

CHALLENGE

Historically, new development has not always prioritised benefit to wider communities. Design faces a challenge where it must be a force for making places better for all.

OPPORTUNITY

The green buildings industry offers huge socio-economic opportunity, representing nearly US$25 trillion of investment potential by 2030.

"As an architect, you're always guided by legislation and standards. But there's a big difference between doing something because you have to, and doing it because you understand the difference it will make in someone's life."

Tanya Golitschenko, Principal, Hassell Brisbane studio

263

Projects in either design or construction phase in FY25 that we actively worked on.

A$63b

Construction budget of our projects in FY25

WA Museum Boola Bardip, Whadjuk Country, Perth, Australia. Photography by Peter Bennetts

IMPROVING SOCIAL VALUE THROUGH DESIGN

We believe in designing spaces that strengthen community connections, enhance wellbeing and foster inclusivity. Our focus is on creating projects that deliver meaningful, positive impacts that extend beyond the site, leading to lasting social value for communities.

At Hassell, we define social value in the built environment as the positive impact on people's quality of life when buildings, places and infrastructure support their environmental, economic and social wellbeing.

While the creation of social value through built environment projects is not new, measuring social value can be subjective and open to interpretation. That's why in 2024 we partnered with the Green Building Council of Australia (GBCA) to produce Social Value in the Built Environment, a discussion paper that consolidates the latest thinking in Australia and internationally on the shifting definition of social value and how best to measure its impact.

We're proud to have co-led this research project with the Green Building Council of Australia (GBCA), which gathered insights from 26 experts across 23 organisations, all working within the built environment and social value fields.

But it doesn't stop there. Since launching the paper, we've engaged Social Ventures Australia — a not-for-profit organisation that works to address and alleviate social disadvantage in Australia — to deliver training on social value to a pilot group of eight champions across our practice. This builds our initial capability for understanding social value needs and opportunities and the process for meaningful measurement.

We've also started developing a framework to embed social value principles into our projects from the very beginning. This will help us deliver clear, measurable benefits that create spaces which are not only functional, but also transformative for the community. Our approach, while still in development, recognises that the built environment has a direct influence on people's ability to lead happy, healthy lives – from addressing health inequalities to creating spaces that bring diverse communities together.

The need to contribute to a better, more inclusive & resilient future is more urgent than ever.

DESIGNING FOR INCLUSION

Inclusive design benefits everyone, not just those it targets. True inclusion recognises, respects and values the inherent worth and dignity of all people, advancing environments that include everyone and exclude no one

With population growth to be supported by significant infrastructure investments, including a A$213bn five-year major public infrastructure pipeline, Australia has a unique opportunity to intentionally shape a more inclusive built environment that enables all people to thrive.

At Hassell, the opportunity to design for inclusion lies not just with our involvement in large infrastructure projects but across almost all the sectors we work in – everything from Public Realm and Education and Science to Health and Sport.

We believe inclusive design should be fundamental to every project. The places we create should reflect and include the voices of the many different people we encounter in our lives every day. True inclusion recognises, respects and values the inherent worth and dignity of all people, advancing environments that include everyone and exclude no one. This considers intersecting aspects of underrepresented populations, to integrate gender equality, accessibility, culture and wellbeing into every phase of design.

Over the year, we have continued to build our capability in inclusive design, including several key highlights:

Developing a framework for consistent application

We continued to develop our Co-Design Toolkit for Equity and Inclusion, engaging with designers across our practice to formulate a clear process for inclusive design. From early engagement and identification of co-designers, through to reducing reliance and seeking feedback, we take a consistent approach across all of our work globally.

Forming our designer working group

We established our Inclusive Design Community, a committee across all our studios that aims to promote inclusive practices, diversity and equality in all facets of design. Through collaboration, education and advocacy, we strive to embed a more inclusive and equitable lens into every aspect of our work.

Sharing our insights and expertise with the industry

We worked with the Champions of Change Architecture Group to author Equity by Design, a resource now available to the industry that provides a structured approach to embedding equity into decisions and development processes.

Centring on the Coalition's 7 Switches: A Guide For Inclusive Gender Equality by Design framework, the resource helps designers and decision-makers challenge traditional norms, systematically check for bias, and integrate perspectives of equity, diversity and inclusion at every stage of project development.

Our efforts have inspired an intentional approach on our recent projects in Australia and beyond, to ensure comprehensive, inclusive and impactful design outcomes meet diverse user needs effectively. Inclusive design is an imperative, not a nice-to-have.

https://championsofchangecoalition.org/resource/equity-by-design/

CASE STUDY

CROSS RIVER RAIL

Yuggera and Turrbal Country, Brisbane, Australia

The Cross River Rail project on Yuggera and Turrbal Country in Brisbane, Australia sets a new benchmark for accessible public transport infrastructure through a deeply embedded co-design process. Recognising that equitable transport experiences must consider the diverse needs of all users — such as those with mobility, vision or hearing impairments — the project team worked collaboratively with community stakeholders to co-create solutions that go beyond compliance.

To ensure inclusivity, we reimagined our presentation formats, describing designs in detail as if there were no visualisations to refer to. This inclusive communication strategy involved using larger fonts and contrasting colours to accommodate people with low vision or colour blindness.

We also created new design tools to enable us to collaborate with our blind and low vision community members. We designed and printed 3D tactile models of our stations, enabling them to provide valuable feedback by tracing the models with their fingers. Collaborating with organisations like Braille House allowed us to incorporate braille language descriptions to further enhance inclusivity.

Using 1:1 mock-ups and testing, we evaluated critical accessibility features such as braille and tactile signage, rubber platform gap fillers, and surface finishes for contrast and reflectivity. This allowed us to design platform gap filler to a length and shape that ensured all customers felt safe traversing them. We were also able to best place fixtures and fittings in bathrooms such as full-length mirrors for dignity, multiple duress button locations, and multiple coat/ bag hooks.

Engagement with the Accessibility group also resulted in provision throughout the design for assistance animals, such as toileting areas, water bowls and spaces for animals to sit with their owners.

This inclusive approach not only improves the passenger experience from station entry to train carriage but also challenges traditional infrastructure delivery to consider people first. The development of the Accessibility Co-design Toolkit, in partnership with The Hopkins Centre, provided critical guidance and practical tools to support this work.

IN OUR PRACTICE

We're committed to enriching the communities where we work to generate positive social impact.

Design for Good and Time to Volunteer

Beyond our commercial portfolio of projects, we strive to use design as a force for societal good, working collaboratively with our partners to improve health and wellbeing, quality of life, resilience, diversity and inclusion.

It is critical that in delivering on our commitment to social impact, we are guided by all elements of our Sustainability Framework to deliver holistic and authentic outcomes. That's why we launched a new organisation-wide program to ensure our time, effort and investment in social impact is purposeful, aligned, equitably available to all staff and creates the most value for communities. Our program builds on our recent work in designing the Bidi Performing Arts Centre in Uganda and One Heart Village in Tanzania.

Our approach comprises two components. Firstly, our Design for Good Program, which dedicates funding and support for global and local partnerships and low- and pro-bono projects with non-profit organisations that benefit the community. And secondly, our Time to Volunteer Program, which provides all our people with access to paid volunteer leave, which can be used to participate in a Hassell-organised volunteering event in our local communities.

295

Time to Volunteer hours

77

Design for Good hours

x2

Design for Good projects

CASE STUDY

DESIGN FOR GOOD PROGRAM, MARISSA VERMA

Perth, Australia

This year, our Perth studio embarked on a meaningful Design for Good project, offering pro bono design, planting, and gardening services to Marissa Verma, the founder of Bindi Bindi Dreaming. Marissa's Noongar family-owned business is dedicated to celebrating Aboriginal culture, and when she faced significant health challenges that impacted her mobility, our team was determined to help.

We partnered with Marissa to reimagine her outdoor area, transforming what was once uneven ground into a fully functional, wheelchair-accessible native bush tucker garden. This bespoke garden makeover truly showcases the power of design and community collaboration to enhance an individual's quality of life.

Crucially, this initiative was supported by our Time to Volunteer program, with employees from the Perth studio delivering the planting and landscaping to see the design come to life.

Through Bindi Bindi Dreaming, Marissa shares invaluable Aboriginal culture with the broader community. The new garden not only enhances her mobility and independence within her home but also creates a healing space that supports her recovery journey. It also enables her to continue her vital cultural work — an invaluable contribution to deepening community understanding and respect for First Nations culture.

IN OUR PRACTICE

Diversity and inclusion practices are crucial in our industry because they enhance creativity, innovation and relevance. A diverse workforce brings a broader range of life experiences and cultural understandings to the design process. This leads to the creation of more thoughtful, functional and equitable spaces that better serve the needs of diverse communities.

At Hassell, we strive for an inclusive culture where everyone feels they belong, is valued and respected, and importantly, empowered to do their best work.

Gender Equity Framework

Endorsed by Hassell's Board in 2021, our Gender Equity Framework sets out our collective vision and mission to achieve a balanced and diverse workforce with a focus on gender.

We use the framework to guide our culture initiatives and policies, embedding it in all aspects of our talent and people processes.

Our Gender Equity Framework was reviewed in 2024, where we revised our gender equity target from 40:40:20 target to 45:45:10.

This means that we have now set a formal target to have 45% representation of each gender across all levels of our organisation, with the remaining 10% flexible to be any gender by the end of 2028.

As we implement our Framework, we continue to take steps to measure, report, and address the gender pay gap in our organisation. We report annually under our Workplace Gender Equality Agency (WGEA) obligations and support WGEA's efforts to address the Organisational Gender Pay Gap in Australia. We also perform additional analysis to ensure our strategy to close the gender pay gap is responsive to all our studios. We are improving our systems and processes for analysing and reporting on gender equity, including gender pay gap, to foster greater insight and enhance our data and disclosures as a global practice. Our most recent WGEA statement is available here.

Recent achievements towards our target include:

Paid parental leave

We continue to make 16 weeks of paid parental leave available to all staff.

In FY24, the first year of our new policy, we achieved a 50/50 take-up of our primary carers' leave across men and women across our studios in Australia, a striking achievement compared to the professional services industry average of 88% women, 12% men.

In FY25 we achieved a take-up of 64% female / 36% male.

Gender Equity Working Group

We established a working group to bring different perspectives and input to our Gender Equity Framework updates and priority initiatives. Now meeting regularly, our Gender Equity Working Group continues to analyse and research organisational needs and priorities for initiatives that will foster the achievement of our gender equity target.

The group is focused on four key areas:

- Policies and ways of working
- Career progression
- Inclusive leadership
- Retention

Advocacy in industry

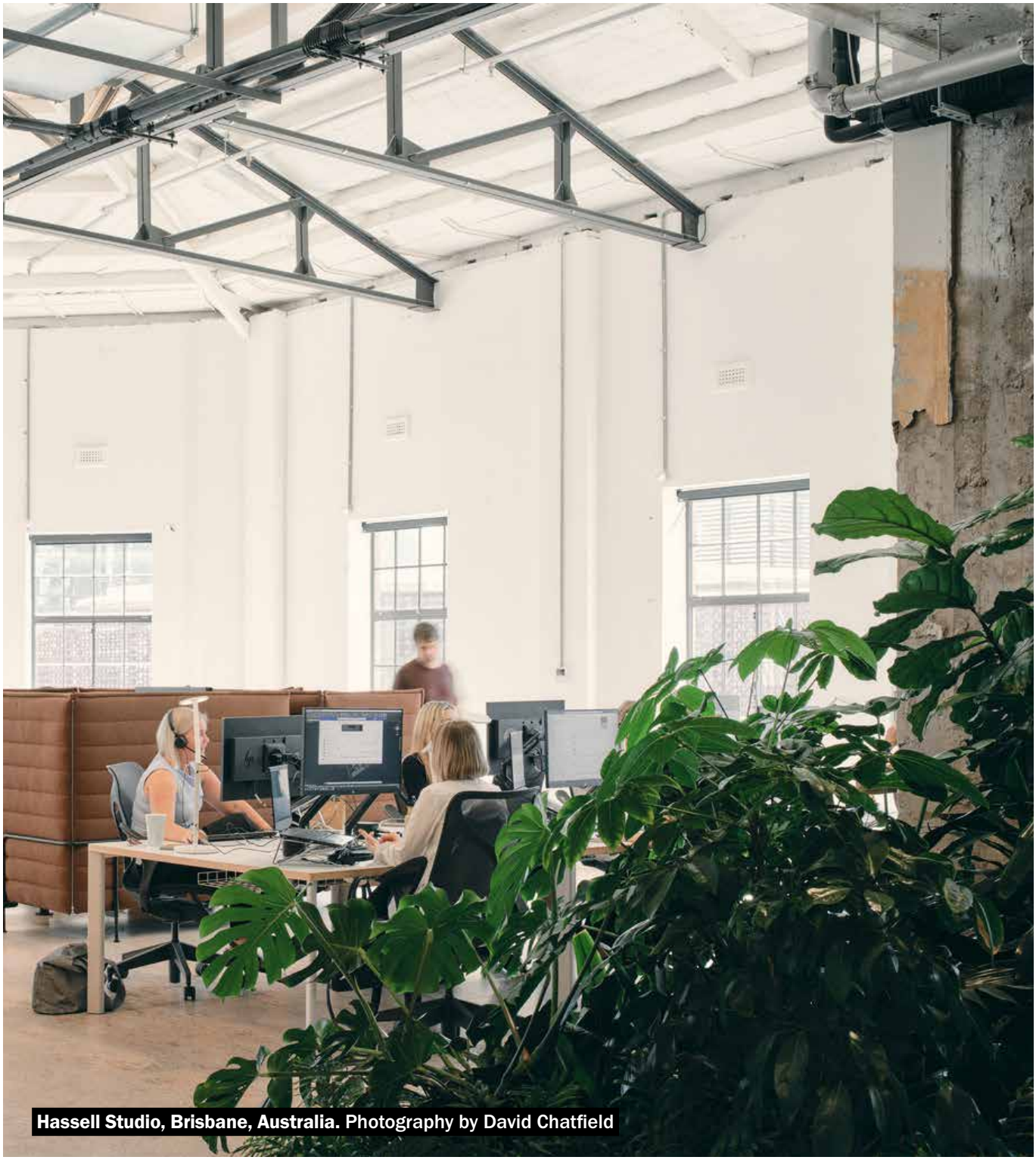
We continued to actively contribute to gender equity in our industry, through our involvement with Champions of Change (Architecture), NAWIC, the Property Council's Equity + Inclusion Committee and the gender equity advocacy organisation Parlour.

While we have made progress, we recognise that pursuing our commitment to gender equity is an ongoing effort.

Achieving gender equity means actively working within our practice and with industry forums to support all genders to thrive, and specifically supporting women to accelerate their careers within our practice and our industry.

It also means continuing to invest in policies and practical support that help address traditional barriers to women accelerating their careers – childcare payments for new parents, people coaching, speak-up platforms, sustainable and flexible work policies, and training and commitments to eliminate bias in decision making.

Beyond gender, our diversity initiatives include sponsoring Architecture with Pride for the LGBTQIA+ design community, and a firm-wide commitment to supporting the careers of First Nations designers (see page 16).



Hassell Studio, Brisbane, Australia. Photography by David Chatfield

55:45

Female : male gender split

43.6%

Female leadership

80%

Recently registered architects at Hassell who identified as female

SYSTEMS

Sohar Smart City Masterplan, Sohar, Oman

Our master plan for a new city centre, designed to support widespread future economic and population growth and elevate Sohar, Oman, into an international gateway, will transform former degraded agricultural land with over 20,000 new homes and a network of nature corridors.

SYSTEMS

Today's challenges demand that we look beyond isolated places to understand and impact the complex systems of which they're part. Climate change, resource depletion and social inequity are interconnected issues that require holistic solutions spanning multiple scales and disciplines.

At Hassell, we approach design through a systems lens to create places that are resilient, regenerative and forward-looking.

Our Sustainability Framework's 'Systems' category encompasses three critical principles: Advocacy, Resilience and Legacy. These principles guide us in mapping stakeholder networks, designing for adaptability and climate resilience, and ensuring our projects deliver lasting positive impacts throughout their lifecycle.

This report evaluates our success in implementing systems thinking across our portfolio, examining how we've facilitated collaboration between diverse stakeholders and created places that adapt to changing needs.

It highlights our post-occupancy evaluations and the lessons we've integrated into our practice.

By sharing this information, we demonstrate how systems-based approaches lead to more holistic solutions that address complex challenges whilst creating enduring value for clients and communities alike.

CHALLENGE

Nothing exists in isolation. In an increasingly complex world marred by climate change and biodiversity decline, design has a responsibility to understand how decisions impact wider systems.

OPPORTUNITY

Design has an opportunity to create holistic, regenerative solutions that go beyond the boundaries of the site.

"When facing complex and convergent issues – like climate change, resource depletion and social inequity – we need holistic design thinking that goes beyond individual fields or disciplines."

David Tickle, Principal / Sector Leader, Urban Design

Albury-Wodonga Regional Hospital Redevelopment
The Albury Wodonga Regional Hospital Precinct will play a vital role in serving local, regional and rural communities. Designed to humanise the healthcare experience and redefine patient care by balancing advanced medical functionality with the healing qualities of nature, the transformed hospital precinct will support Albury, Wodonga and Border communities now and into the future.

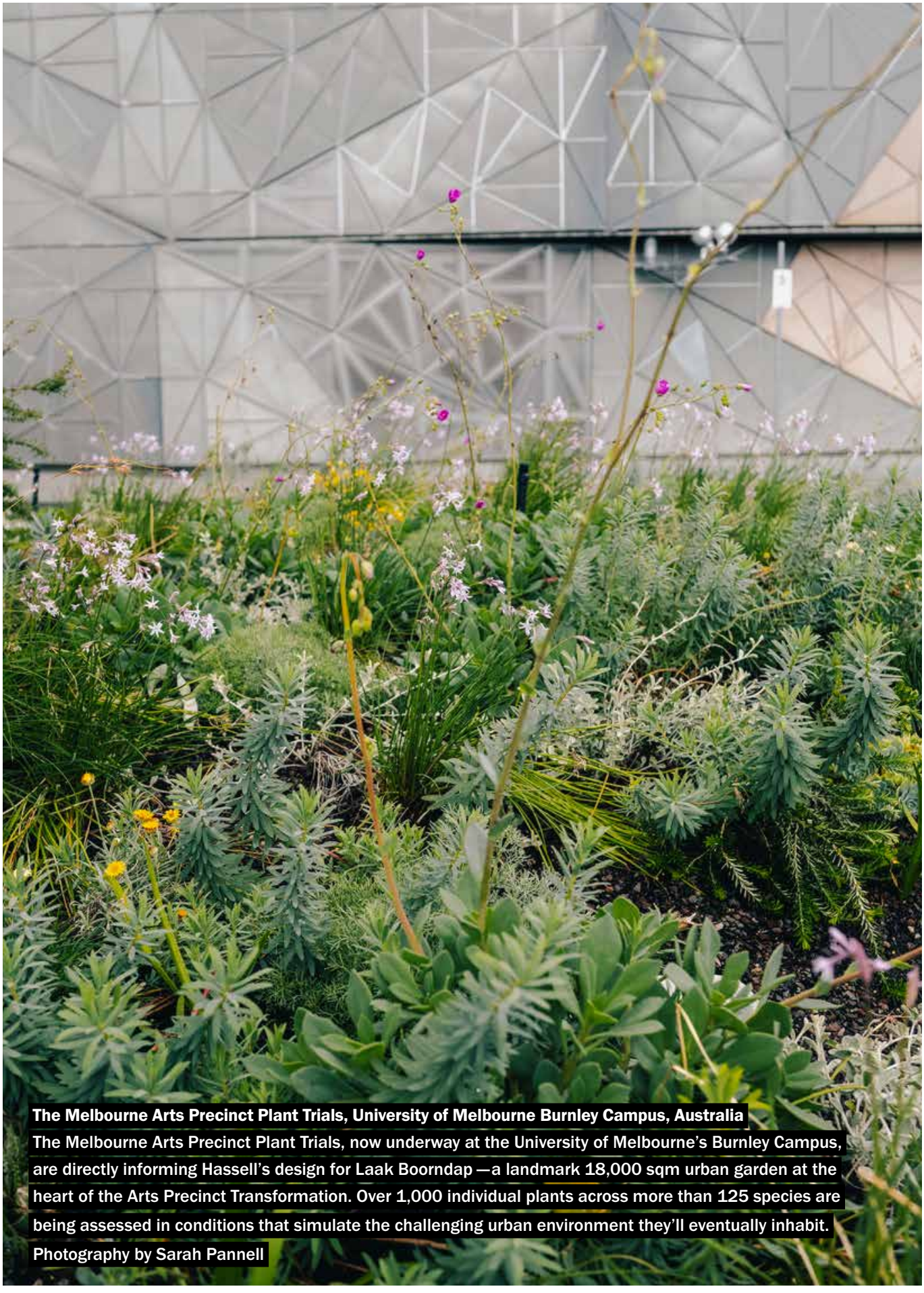
DESIGNING FOR RESILIENT PLACES

We are committed to designing for long-term resilience and adaptability, embedding regenerative practices that prioritise flexibility and future reconfiguration in a time of a changing climate.

Our practices include conducting detailed climate risk assessments, integrating nature-based solutions to mitigate heat stress and flooding, and designing buildings that can withstand extreme weather events.

We have also focused on designing for long-term climate change scenarios, incorporating features such as passive cooling, rainwater harvesting and resilient material selections.

Our commitment to adaptability and climate resilience is driven by a desire to create built environments that are not only sustainable in the present, but also robust and responsive to the challenges of the future.



The Melbourne Arts Precinct Plant Trials, University of Melbourne Burnley Campus, Australia
The Melbourne Arts Precinct Plant Trials, now underway at the University of Melbourne's Burnley Campus, are directly informing Hassell's design for Laak Boorndap—a landmark 18,000 sqm urban garden at the heart of the Arts Precinct Transformation. Over 1,000 individual plants across more than 125 species are being assessed in conditions that simulate the challenging urban environment they'll eventually inhabit.
Photography by Sarah Pannell

SPEAKING, DOING, ACTING

Our people actively champion better design through industry leadership, knowledge sharing, and advocacy, extending our influence beyond project work to shape discourse, policy and practice in the built environment.

Advocacy is central to how we create impact at Hassell.

Our team members regularly share expertise at local, national and international conferences, participate in industry panels and volunteer with professional organisations to elevate design standards and promote innovative approaches.

By actively engaging in these forums, we build valuable networks, exchange knowledge and position ourselves at the forefront of emerging trends and challenges.

This commitment to active participation enables us to influence design discourse while bringing fresh insights back to our practice and projects, creating a virtuous cycle of learning and leadership that benefits our clients, communities and the broader profession.

CASE STUDY

DESIGN HORIZONS

Design Horizons, a new foresight platform by Hassell, uncovers macro sustainability trends that we believe will influence the design industry and broader built environment in the years ahead – and what we must do to prepare.

The climate and biodiversity crisis continues unabated, demanding urgent and transformative action across all sectors of society. With this challenge in mind, Design Horizons explores what the built environment industry can do to ensure a flourishing future for all.

To launch our new platform, we dive into the current state of sustainability to explore what prevailing and emerging global shifts are likely to impact our industry. We examine how the built environment is adapting – or, in too many cases, is still struggling to meet unprecedented environmental and social challenges.

Design Horizons is a starting point to drive conversations with our partners and the industry about how we can collectively address the challenges facing our planet and our shared role in creating a better future.

https://www.hassellstudio.com/research/design-horizons

IN OUR PRACTICE

Industry advocacy

To advocate for increasing sustainability performance in business, we maintain partnerships and relationships with industry bodies and associations focused on progressing impactful social and environmental business practices.

This includes our membership with the United Nations Global Compact Network Australia (UNGCNA), where we regularly engage in the organisation's programs and initiatives, such as the Modern Slavery Community of Practice and Climate Ambition Accelerator.

Aside from its advocacy for improved social and environmental standards with professional associations and industry bodies, Hassell does not engage in any form of lobbying with any political organisations, parties or groups.

Hassell does not make any financial nor in-kind political contributions to political organisations, parties or groups.

Climate disclosures

Alongside our climate strategy, over the last year, we took our first steps to prepare for the recently introduced climate-related financial disclosure legislation in Australia.

This included a review of the enacted legislation, a gap analysis of our current practices compared to the requirements of AASB S2 Climate-related Disclosures, and a multi-year plan outlining the preparation steps ahead.

As a Group 3 entity, Hassell is required to comply with the new legislation from 1 July 2027, for the 30 June 2028 financial year.

With annual measurement of our emissions footprint already in place, our initial focus has been on establishing a robust approach for climate governance and developing a methodology for identifying and assessing climate-related risks and opportunities.

Our proposed methodology is holistic, including both impacts to our studios and our people, and impacts on our portfolio and our projects, to form the basis of our climate transition plan.

Metro Tunnel, Wurundjeri and Bunurong Country, Melbourne, Australia
From the outset, the Metro Tunnel set ambitious targets for sustainable design, including an emphasis on biophilic design—a rare approach for a major project. Our involvement in the public realm encompasses all aspects of planting and landscaping, where we are exceeding urban ecological targets to enhance tree canopy coverage, soil volume, passive irrigation, flood mitigation, vegetated surfaces, and biodiversity. As a result, grassy woodlands and wetlands have been reintroduced into the urban sphere.
Photography by Sarah Pannell

APPENDIX

First Building, Bradfield City Centre, Dharug Country, Wianamatta, Western Sydney, Australia
Photography by Mark Syke

APPENDIX A: DATA TABLE — PRACTICE

Data Table — Practice

Metric	Unit of measure	FY23	FY24	FY25
BIA score — Governance	# points	N/A	N/A	16.7
BIA score — Workers	# points	N/A	N/A	27.6
BIA score — Community	# points	N/A	N/A	15.6
BIA score — Environment	# points	N/A	N/A	20.6
BIA score — Customers	# points	N/A	N/A	3.8
BIA score — TOTAL	# points	N/A	N/A	84.4
First Nations staff (at year end)	Head count	–	5	5
First Nations business engaged by Hassell	# organisations	–	14	16
First Nations supplier spend	AUD	–	37,143.43	330,816.58
Greenfleet offsets procured	# offsets	4,125	4,000	2,750
Studios located in a key biodiversity area	# studios	1	1	1
Studios located in, or in close proximity to a biodiversity area	# studios	4	4	4
Tenancy studio consumption	kWh	1,102,145.77	1,050,345.52	980,891.13
GHG emissions — Scope 1	tCO2e	3.76	3.91	2.49
GHG emissions — Scope 2	tCO2e	59.71	78.39	97.49
GHG emissions — Scope 3	tCO2e	4,180.30	3,790.77	2,527.00
GHG emissions — total	tCO2e	4,243.77	3,873.07	2,529.49
Flight distance travelled	passenger km	3,286,122.12	4,638,129.79	2,615,901.00
Flight GHG emissions	tCO2e	943.18	1,578.21	600.21
Waste generated to landfill	tonnes	180.64	22.47	11.88
Waste recycled	tonnes	14.76	7.42	9.37
Water consumption	kL	3,554.97	3,588.05	3,659.15
# Time to Volunteer time	Hours	–	325	295
# Design for Good time	Hours	–	93	77
# Design for Good projects	# projects	–	3	2
Gender balance — Board	% female	29	29	29
Gender balance — Leadership	% female	38	39.4	43.6
Gender balance — all staff	% female	52.6	52.5	55

APPENDIX B: DATA GLOSSARY AND BASIS OF PREPARATION

Hassell's reporting of social and environmental performance data for the financial year ending 30 June 2025 is in accordance with our Data Glossary and Basis of Preparation (this document) and other standards noted, such as the Greenhouse Gas Protocol. The scope of the report comprises the operational and project data for all company entities and brands within the Hassell group of companies, unless otherwise stated.

We utilise a number of platforms for the collection and management of operational, financial, and project data, including Microsoft Dynamics 365 and Salesforce, and a variety of third-party calculators, tools and templates, such as those provided by Climate Active. We continuously review and improve our data collection, analysis, and cleansing methods to improve the reliability and integrity of our data management.

This report features data and information prepared by, and available from, external sources; this data and information has been identified as such in the following table with a reference to the stated source. Data in this report has not been subject to an independent assurance process.

Metric	Definition and description	FY25 value	Page reference in downloadable report
Construction budget	Total construction budget (AUD) for across all projects worked on during the reporting period	$63 billion	3
Total project hours	Total staff time spent on projects during the reporting period (worked hours from timesheet data)	680,520.55 (appearing as 680k)	3
Active projects	Third party validated B Impact Assessment score, as at the time B Corp certification issued (August 2024). Available on Hassell's B Corp Directory profile	263	3

Metric	Definition and description	FY25 value	Page reference
Portfolio embodied carbon	Estimate of embodied carbon, including stages A1-A3 (product), A4-A4 (transport), and A5 (construction) based on industry benchmarks from RICS and Australia's Infrastructure and Transport Ministers guides and completed LCAs where possible. Calculations are based on project typology and total project area. The range disclosed reflects our use of benchmarked data, as embodied-carbon data sets are still maturing toward consistent, industry-wide standards. https://statics.teams.cdn.office.net/evergreenassets/safelinks/2/atp-safelinks.html https://www.infrastructure.gov.au/sites/default/files/documents/embodied-carbonmeasurement-for-infrastructure.pdf	438,000 – 604,000 tonnes of CO2e (appearing as 438k–604k)	3
Active projects engaged in Hassell's regenerative design process	Total number of active projects in the reporting period that have engaged in the regenerative design process. Refer above for 'Active projects' definition.	76	3
Number of transit stations designed	Total number of new and existing transit stations that Hassell has designed, for active urban transport projects during the reporting period.	49	3
Number of people moving through Hassell designed transport spaces each day	Total projected patronage of persons travelling through Hassell-designed transit stations per day. Uses government and other data containing patronage estimates for future use of public transit infrastructure in the respective location.	396,553 (appearing as >396k)	3
B Corp score	Third party validated B Impact Assessment (BIA) score, as at the time B Corp certification issued (August 2024). Available on Hassell's B Corp Directory profile: https://www.bcorporation.net/en-us/find-a-b-corp/company/hassell/	84.4	4
First Nations supplier spend	Total value of direct expenditure (AUD$) with First Nations owned and operated organisations during the reporting period. Excludes payments made to First Nations organisations under consultants in trust arrangements.	330,816.58 (appearing as 330k)	4

Metric	Definition and description	FY25 value	Page reference
First Nations partners and collaborators	Total number of consultants, individual representatives, or client in-house Indigenous specialists that Hassell has engaged with during the reporting period.	47	4
Gender balance — women in leadership roles	Percentage of women employed in leadership roles as at end of the reporting period (30 June 2025).	43.6%	4
Gender balance — all staff	Female : male gender ratio across all staff as at end of the reporting period (30 June 2025).	55%:45%	4
Projects engaged in Hassell's regenerative design process to date	Total number of projects engaged in the regenerative design process to date (since commencement of process implementation).	134	5,7
Active projects engaged in Hassell's regenerative design process	Total number of active projects in the reporting period that have engaged in the regenerative design process. Refer above for 'Active projects' definition.	76	5,7
Barriers to achieving sustainable design outcomes	Number of, or ratio of, architects in Australian industry identifying access to training and resources as one of their top three barriers to achieving sustainable design outcomes. Non-Hassell metric, derived from external source: Dr Liz Brogden 'Climate Action in Australian Architectural Practice: 2022 Industry Survey Results'. https://www.aasa-arch.org/post/climate-action-in-australian-architectural-practice-2022-industry-survey-results	1 in 5	9
Secondees in FY25	Total number of secondees to the Hassell Sustainability Team, expressed in FTE, during the reporting period.	1	9
Secondee time in FY25	Total sustainability secondment hours during the reporting period. Calculated as working weeks x standard weekly hours worked (48 x 37.5).	1,800	9
Technical training hours	Total number of technical training hours needed to implement the Passivhaus Standard on projects. Calculated as Certified Passivhaus Designer course training hours x number of participants during the reporting period (44 x 8 = 352).	352 (appearing as "over 350")	10

Metric	Definition and description	FY25 value	Page reference
Mandatory minimum Indigenous participation requirements	Contract value where Indigenous employment and business participation targets apply, per the Mandatory Minimum Indigenous Participation Requirements. Non-Hassell metric, derived from external source: National Indigenous Australians Agency, 'Indigenous Procurement Policy' https://www.niaa.gov.au/our-work/employment-and-economic-development/indigenous-procurement-policy-ipp	$7.5 million	11
Projects with First Nations engagement	Total number of active projects during the reporting period where there has been intentional, meaningful engagement with First Nations stakeholders, either with recognised consultants, individual representatives, or client in-house Indigenous specialists, that has resulted in demonstratable and culturally responsive design.	64	11, 13
First Nations partners and collaborators	Total number of consultants, individual representatives, or client in-house Indigenous specialists that Hassell has engaged with during the reporting period, connected with the metric above (projects with First Nations engagement).	47	11, 13
Reflect RAP completion	Total number of deliverables completed as set out in Hassell's Reflect Reconciliation Action Plan, derived from Hassell's internal RAP monitoring report ('Reflect RAP Implementation Record').	63 out of 65 RAP deliverables completed	16
First Nations employees	Total First Nations employee headcount as at end of the reporting period (30 June 2025)	5	16
First Nations contracts	Total number of First Nations businesses Hassell formed or maintained a contract with, or directly purchased from, during the period	16	16
First Nations supplier spend	Total value of direct expenditure (AUD$) with First Nations owned and operated organisations during the reporting period. Excludes payments made to First Nations organisations under consultants in trust arrangements.	330,816.58 (appearing as 330k)	16
Number of companies	Estimate of companies worldwide in 2023, rounded to nearest ten million. Non-Hassell metric, derived from external source: Statista 'Estimated number of companies worldwide from 2000 to 2023' https://www.statista.com/statistics/1260686/global-companies/	359 million (appearing as 360 million)	17

Metric	Definition and description	FY25 value	Page reference
Number of B Corps	Estimate of B Corps worldwide, rounded to nearest thousand. Non-Hassell metric, derived from external source: B Lab website, accessed 8th August 2025 https://www.bcorporation.net/en-us/	10,056 (appearing as "over 10,000")	17
B Corp score	Third party validated B Impact Assessment score, as at the time B Corp certification issued (August 2024). Available on Hassell's B Corp Directory profile: https://www.bcorporation.net/en-us/find-a-b-corp/company/hassell/	84.4 (appearing as score broken down by impact area)	17, 18
Emissions from the built environment	Global estimate of energy-related carbon emissions connected with buildings. Non-Hassell metric, derived from external source: World Green Building Council, 'Bringing embodied carbon upfront'. https://worldgbc.org/climate-action/embodied-carbon/	39%	21
Portfolio embodied carbon	Estimate of embodied carbon, including stages A1-A3 (product), A4-A4 (transport), and A5 (construction) based on industry benchmarks from RICS and Australia's Infrastructure and Transport Ministers guides and completed LCAs where possible. Calculations are based on project typology and total project area. The range disclosed reflects our use of benchmarked data, as embodied-carbon data sets are still maturing toward consistent, industry-wide standards. https://statics.teams.cdn.office.net/evergreenassets/safelinks/2/atp-safelinks.html https://www.infrastructure.gov.au/sites/default/files/documents/embodied-carbonmeasurement-for-infrastructure.pdf	438,000 – 604,000 tonnes of CO2e (appearing as 438k–604k)	21

Metric	Definition and description	FY25 value	Page reference
Adaptive reuse – carbon impact	Estimate of emissions saving when repurposing an existing building. Non-Hassell metric, derived from external source: World Economic Forum, 'How adaptive reuse can help reimagine, repurpose and revitalize cities'. https://www.weforum.org/stories/2025/04/how-adaptive-reuse-can-help-reimagine-repurpose-and-revitalize-cities/	50-75% less carbon	23
Adaptive reuse – waste impact	Estimate of waste saved from landfill when repurposing an existing building. Non-Hassell metric, derived from external source: World Economic Forum, 'How adaptive reuse can help reimagine, repurpose and revitalise cities' https://www.weforum.org/stories/2025/04/how-adaptive-reuse-can-help-reimagine-repurpose-and-revitalize-cities/	90% diverted from landfill	23
Circularity – emissions tied to things	Percentage of global emissions tied to the way we make and use things Percentage of global emissions tied to the way we make and use things Non-Hassell metric, derived from external source: Ellen MacArthur Foundation, 'Fix the economy to fix climate change: the role of food and mobility'. https://www.ellenmacarthurfoundation.org/news/fix-the-economy-to-fix-climate-change-the-role-of-food-and-mobility	45%	25
Australia Post materials reuse	Calculated project-level figure of material reuse for the Hassell Australia Post project, shown as the percentage of materials from the base build fit-out were recycled or repurposed. Refer also: https://www.hassellstudio.com/project/australia-post-support-centre	90%	26
First Building embodied carbon reduction	Calculated reduction in embodied carbon for the Hassell First Building, Bradfield City Centre project. The embodied carbon reduction is achieved via advanced timber technology above ground, which negates the need for a traditional concrete structure. In the ground, low-carbon concrete is utilised. Refer also: https://www.hassellstudio.com/project/amrf-first-building	50%	28

Metric	Definition and description	FY25 value	Page reference
Flight GHG emissions	Emissions from business flights are calculated using the UK Department for Energy Security & Net Zero and Department for Environment Food & Rural Affairs (2025), "Greenhouse gas reporting: conversion factors 2025", last updated 10 June 2025, https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025	600.21	29.30
Waste to landfill	Waste to landfill and recycling estimates are prepared using actuals data from Perth studio, which utilises waste weighing scales. Actuals have been extrapolated to estimate data across all studio locations, on a waste-per-FTE basis, and with a 10% uplift applied on activity data. Measured in tonnes	11.88 tonnes (appearing as 11,880kg)	30
Waste recycled		9.37 tonnes (appearing as 9,365kg)	30
Flight distance travelled	Flight distance travelled (passenger kilometres) calculated using travel provider data from the respective studio-level travel management company.	2,615,901	30
Scope 1 GHG emissions	Hassell's greenhouse gas emissions inventory has been prepared for the financial year from 1 July 2024 to 30 June 2025 and covers all of the Australian and overseas operations of Hassell as an organisation. The guidelines and standards used to prepare the reported greenhouse gas emissions are in accordance with The GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and Corporate Value Chain (Scope 3) Standard published by the World Resource Institute (WRI) and World Business Council for Sustainable Development (WBCSD) and with International Standards Organisation ISO 14064-1:2018 Greenhouse gases - Part 1: Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals. Greenhouse gases (GHGs) are measured in carbon dioxide equivalent (CO2-e) and include the greenhouse gases covered by the Kyoto Protocol – carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), perfluorocarbons (PFCs), hydrofluorocarbons (HFCs), sulphur hexafluoride (SF6) and nitrogen trifluoride (NF3) which are then multiplied by their relative Global Warming Potential (GWP). The GWP is an index used to convert the Kyoto Protocol non-carbon dioxide gases to a carbon dioxide equivalent. Emission factors used are those found within Climate Active's carbon inventory prepared for the 30 June 2025 reporting period (the most recent available at the time of publication). Further details of Hassell's operational greenhouse gas emissions can be found within our Climate Active disclosures, available here: https://www.climateactive.org.au/buy-climate-active/certified-members/hassell	2.49	30
Scope 2 GHG emissions		97.49	30
Scope 3 GHG emissions		2,527.00	30

Metric	Definition and description	FY25 value	Page reference
Water consumption	Water consumption (kL) calculated for all studio locations, using an estimate prepared using an FTE factor based on London, Shanghai, and Singapore actuals, where meter data is available.	3,659.15	30
Species decline	Decline of species, globally, observed between 1970 and 2020 Non-Hassell metric, derived from external source: World Wildlife Fund, 'WWF Living Planet Report 2024: A Planet in Crisis' https://www.arcticwwf.org/newsroom/news/wwf-living-planet-report-2024-a-planet-in-crisis/	73%	33
Impact of understorey planting	Impact of understorey planting on species such as native birds, bats, and insects. Non-Hassell metric, derived from external source: Government Architect NSW, 'Biodiversity in Place Framework' https://www.planning.nsw.gov.au/government-architect-nsw/policies-and-frameworks/biodiversity-in-place	10 to 30% 30-120%	37
People residing in cities	Estimate of the world's population currently living in cities (4 billion) and projected population living in cities in 2050 (7 in 10). Non-Hassell metric, derived from external source: World Bank 'Urban Development' https://www.worldbank.org/en/topic/urbandevelopment/overview	4 billion	39
Urban population growth		Urban population to double by 2050, 70% of world's population to live in cities	39
Urban forms of transport (Australia)	Estimate of transport methods in Australia, as at 2024 Non-Hassell metric, derived from external source: World Economic Forum 'How this country is encouraging green mobility' https://www.weforum.org/stories/2024/05/one-less-car-how-this-country-is-encouraging-green-mobility/	72% of travel is by car, walking or cycling (15%), public transport (13%) or rideshare and taxi (1%).	39
Number of, and time spent on, transport projects	Metrics on Hassell's Urban Transport projects, expressed as a percentage of total active projects and percentage of total worked hours. Percentage of number of active projects = 20 / 263 = 7.6% Percentage of worked hours = 173,060 / 680,520.55 = 25.43%	Appearing as: 8% of projects A quarter of our time (worked hours)	39

Metric	Definition and description	FY25 value	Page reference
Number of transit stations designed	Total number of new and existing transit stations that Hassell has designed, for active urban transport projects during the reporting period	49	40
Length of rail corridor affected	Total rail corridor distance (kilometres) for active urban transport projects during the reporting period.	90.9	40
Number of people moving through Hassell designed transport spaces each day	Total projected patronage of persons travelling through Hassell-designed transit stations per day. Uses government and other data containing patronage estimates for future use of public transit infrastructure in the respective location.	396,553	40
Area of new public realm	Total area (square metres) of new public realm that Hassell has designed, for active urban transport projects during the reporting period. Includes new green space, community parks, and similar.	372,598	40
New trees, plants, and shrubs in our designs	Total number of trees, plants, shrubs and other plant life that Hassell has designed for active urban transport projects during the reporting period. Data obtained from project information sources including tree and planting schedules.	883,963	40
ALUA data	Project summary data associated with the five new stations on the inner Armadale Line, part of the transformative Victoria Park-Canning Level Crossing Removal Project.	Various, as shown on page 41	41
Northern metropolis highlights	Project summary data for Hong Kong's Northern Metropolis, specifically in relation to MTR Northern Link Phase 2. Non-Hassell metric, derived from external source: Northern Metropolis Co-ordination Office 'Transport Infrastructure' https://www.nm.gov.hk/en/transport-infrastructure	Future population: over 2 million people Rail corridor: 10.7km Number of stations: 5 Completion date: 2034	42
Greenfleet offsets purchased	Total number of Greenfleet offsets purchased to date, in connection with Hassell's FY22, FY23, FY24, and FY25 operational greenhouse gas emissions.	14,425	43
Studio locations in key biodiversity areas	Total number of sites owned, leased, or managed by Hassell in key biodiversity areas (KBA). Refers to Hassell's Perth studio, which is located within the Northern Swan Coastal Plain KBA in Western Australia.	1	43

Metric	Definition and description	FY25 value	Page reference
Investment potential of green buildings industry	Estimate of the investment potential of the green buildings industry (USD$). Non-Hassell metric, derived from external source: World Green Building Council, 'Social Impact across the Built Environment' https://worldgbc.org/article/social-impact-paper/	USD$25 trillion of investment potential by 2030	47
Active projects	Number of projects worked on during the reporting period in design or construction phases with $50,000 or greater in revenue and greater than zero hours worked. Projects that do not, or are unlikely to, directly result in a built outcome are excluded (e.g. feasibility studies, panels, expression of interest responses etc.)	263	47
Construction budget	Total construction budget (AUD) for across all projects worked on during the reporting period	$63 billion	47
Social value research participants	Number of individuals and organisations consulted with as part of the collaborative research project led by Hassell and the Green Building Council of Australia. https://new.gbca.org.au/green-star/green-star-strategy/social-value/	26 individuals 23 organisations	49
Major public infrastructure pipeline	Australia's five-year Major Public Infrastructure Pipeline measured in Australian dollars. Non-Hassell metric, derived from external source: Infrastructure Australia, '2024 Infrastructure Market Capacity report' https://www.infrastructureaustralia.gov.au/2024-infrastructure-market-capacity-report	$213 billion	51
Time to Volunteer hours	Total staff time spent on pro bono Time to Volunteer activities during the reporting period (worked hours from timesheet data)	295	53
Design for Good hours	Total staff time spent on pro bono Design for Good projects during the reporting period (worked hours from timesheet data)	77	53
Design for Good projects	Total number of pro bono Design for Good projects during the reporting period	2	53
Parental Leave policy take- up	Female: male gender ratio of staff accessing Hassell's Whole of Practice Paid Parental Leave Benefits	64% female / 36% male (FY24: 50/50)	55
Gender balance – all staff	Female: male gender ratio across all staff as at end of the reporting period (30 June)	55%:45%	56
Gender balance – women in leadership roles	% of women employed in leadership roles as at end of the reporting period (30 June)	43.6	56
Recently registered female architects	Percentage of women registered as architects during the reporting period (Australia only)	80%	56

Certified B Corporation