



CORPORATE SOCIAL RESPONSIBILITY AT URBIS

At Urbis we are committed to making a lasting and positive impact on society, local economies and the environment. Much of our work is focused on creating places and spaces to improve the lives of the people who use them.

We take seriously our responsibility to shift the way we approach urbanisation, placemaking and the creation of strong social outcomes to shape cities and communities for a better future.

Urbis is committed to advancing policies and systems throughout our business to ensure we monitor all aspects of our corporate social responsibility. In particular, ethical behaviour, the health and wellbeing of our employees and the care of the environment and community.

We believe the power of inclusion is unlocked when we respect and value differences. Our vision for reconciliation is to be actively involved in embedding First Nations cultures and world views into the solutions we create for places and communities.



OUR CORPORATE SOCIAL RESPONSIBILITY PRACTICES

Climate Active

The built environment generates 40% of annual CO2 emissions globally. Our sector has a collective responsibility to ensure corporate decisions are made through an environmental lens to secure a bright future for our cities and communities. As a certified carbon neutral business, we are committed to reducing the material impacts of our operations and continuously seize opportunities to drive positive environmental change. Our current focuses within this area are:

- Certified carbon neutral for our business operations since 2022
- A commitment to see a 25% reduction in emissions by 2029
- Switching to renewable energy in our offices (where available)
- Green travel plan for all Urbis travel
- Sustainable commuting options for all Urbis employees (2024)
- Company-wide environmental sustainability policy
- Green building measures in all offices
- Working towards climate conscious procurement

Community

Working to create a better future for everyone is at the heart of everything we do. As a market leader both nationally and growing internationally, we recognise that our impact on cities and clients extends far beyond our projects.

We have a long and proud history of supporting the communities we work in and we are proactive and passionate about volunteering our skills or providing financial aid to help those in need.

Our current focuses within this area are:

- Our pro-bono program which allows us to support communities in need
- Charitable giving
- Give Back company framework
- Salary sacrificing and matching for donations
- Volunteer days



OUR CORPORATE SOCIAL RESPONSIBILITY PRACTICES

Inclusion

We encourage equity and diversity within Urbis, not just because it's the right thing to do, but because diversity is the key to unlocking creativity, innovation, and inspired quality of thought. We encourage our people to be themselves and share their unique views which are shaped by their unique identity. We are proud of our ongoing recognition as a champion of workplace diversity amongst our professional services peers. Our current focuses within this area are:

- Employer of Choice for Gender Equality (WGEA certified)
- SOAR Program: supporting the advancement of senior women in the firm
- Gender balanced company with 40:40:20 leadership
- Cultural leave program
- Managed gender pay gap and annual benchmarking
- 18 weeks of paid primary carer leave
- Active Inclusion Committee
- Pursuing Australian Workplace Equality Index (AWEI) accreditation



Reconciliation

A critical part of our commitment to diversity is our Innovate Reconciliation Action Plan (RAP), which is developed by our RAP working group and is currently in its third iteration. Our vision for reconciliation is to be actively involved in embedding First Nations cultures and world views into the solutions we create for places and communities.

We know that reconciliation is vital to Australia's national wellbeing and acknowledge the care First Nations people took of the land for millennia. We respect Indigenous ways of seeing, which are grounded in place, community, and kinship.

Our current focuses within this area are:

- Launch of our Innovate RAP with First Nations representation
- Uluru Statement from the Heart
- Designing with country work



OUR CORPORATE SOCIAL RESPONSIBILITY PRACTICES

Governance, Ethics & Conduct

Only the most transparent and accountable organisations can build the trust, integrity, and momentum required to truly shape the future of tomorrow. We take our role as an ethical and responsible business seriously.

The Urbis Board takes responsibility for the overall governance of the company and the members assume ASIC responsibilities. Drawing on the expertise of our people across the firm, our leadership team ensures that Urbis delivers what it promises to our clients. We are adaptable, we are knowledgeable, and we are creative in our approach to shaping cities and communities.

Our current focuses within this area:

- Group Risk Committee
- Modern Slavery statement
- Whistleblowing Policy
- Roll out of client alignment policy (FY24)
- Independent board chair and NED representation
- Cyber security committee
- Business code of conduct
- Launch Director Compliance Statement (FY24)

