



Give back

Charitable giving and community support framework

August 2025

*Urbis is committed to supporting
vulnerable communities and places
by providing **direct, meaningful
contributions** with impact that matters.*



Giving back



We understand our expertise contributes significantly to the quality and sustainability of social, economic and physical environments we operate in. We thrive on this responsibility and strive to present ourselves to a standard expected from a company of our calibre.

We have a long and proud history of supporting communities within which we work. We are proactive and generous in volunteering our skills to assist those in need, and provide financial support to a broad range of causes.

Inspired by our Better Future's strategy, 'Give Back' articulates our community giving commitment, directing our collective efforts to make positive impact on communities and placed in need of our support.

'Give Back' provides details of why, how and where we will direct our community giving efforts, ensuring we create a legacy benefitting recipients, our people and our brand.

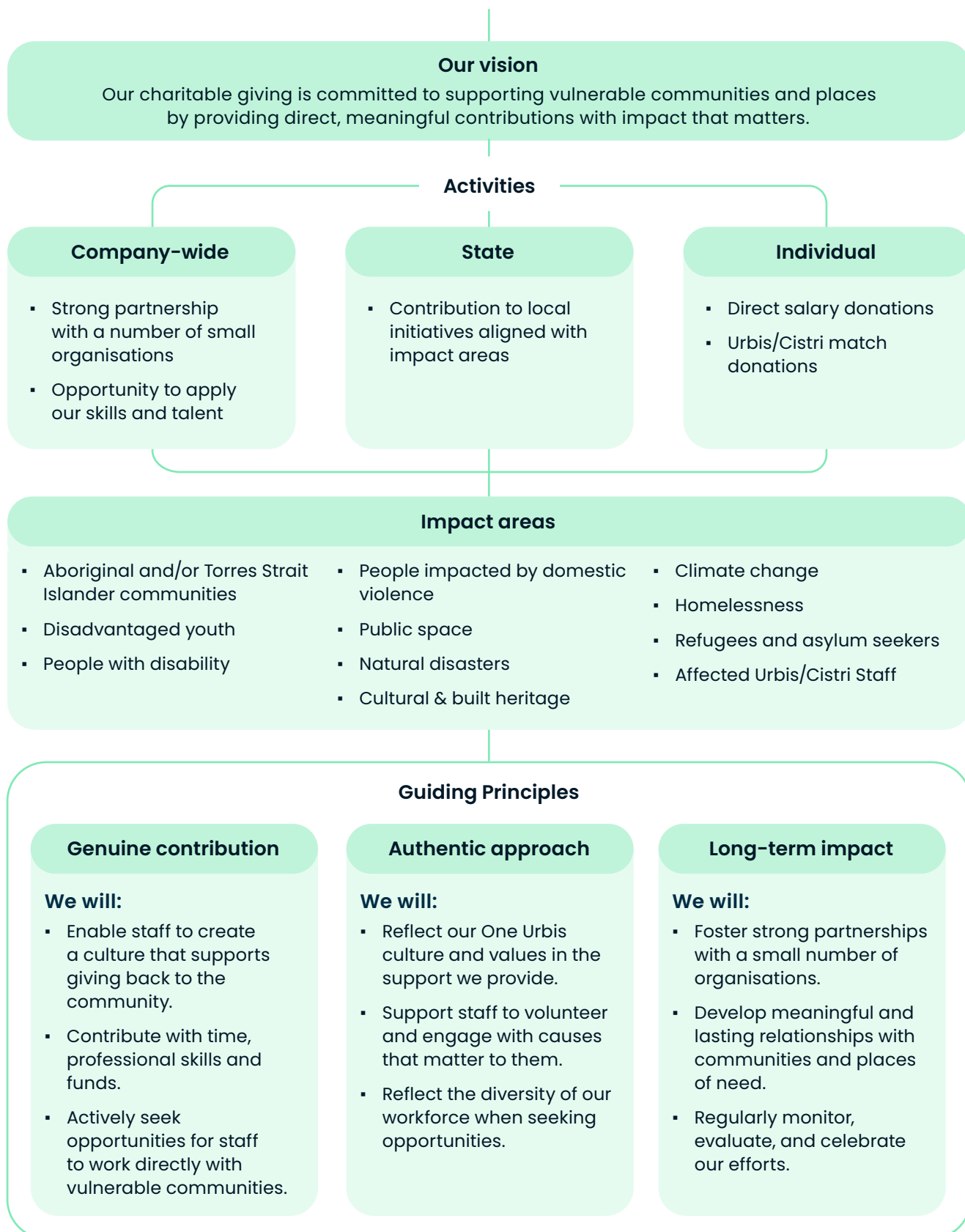
Benjamin Pollack
CEO

As a national and growing international market leader, we recognise our impact on cities and communities extends well beyond client work.

Give Back Framework

United Nations Sustainable Development Goal #11:

Make cities and human settlements inclusive, safe, resilient and sustainable



The Journey to Impact

Give Back efforts and impacts will be tracked, measured and reported on an annual basis. The impact of Community Giving activity will be evaluated across three key areas:

Staff



Benefits to our people

Indicators of impact

- Staff awareness of Give Back initiatives.
- Staff involvement in Give Back initiatives.
- Staff satisfaction with Give Back initiatives.
- Staff utilisation of volunteer day allowance.
- Director involvement in Give Back initiatives.

Community and Places



Benefits to the people and places we support

Indicators of impact

- Impact of time and/or effort provided to recipients.
- Value of time and/or effort provided to recipients.
- Satisfaction of recipients with Give Back initiatives.
- Desire by recipients for continued relationship.

Urbis



Benefits to our brand

Indicators of impact

- Achievement of our Give Back commitments.
- Expenditure of our Give Back budget.
- Client and other stakeholder awareness of our contribution.
- Staff pride in Give Back initiatives.
- Recognition by recipients to our contribution.

Our commitment

Our Give Back vision is clear

Urbis is committed to supporting vulnerable communities and places by providing direct, meaningful contributions with impact that matters.

The guiding principles to bring our vision to life are:

Urbis is committed to

Genuine contribution	We will ▪ Foster a culture that enables people to make a meaningful contribution to giving back to the community. ▪ Facilitate contribution through time, professional skills and funds. ▪ Actively seek opportunities for staff to work directly with vulnerable communities.
An authentic approach	We will ▪ Reflect our One Urbis culture and values in the support we provide. ▪ Support staff to volunteer and engage with causes that matter. ▪ Reflect the diversity of our workforce when seeking opportunities.
Having long-term impact	We will ▪ Foster direct partnerships with a small number of organisations. ▪ Develop tangible and lasting relationships with communities and places of need. ▪ Monitor, evaluate, and celebrate our impact.

United Nations sustainable development goal #11

Make cities and human settlement inclusive, safe, resilient and sustainable

In 2015, the UN launched an action plan for countries and companies to fight inequality and injustice, end poverty, protect the planet, and promote peace in the form of the 17 UN Sustainable Development Goals (SDGs).

The UN Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognise that ending poverty must accompany strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.

The Sustainable Development Goals Report 2022 provides an overview of progress on implementing the 2030 Agenda for Sustainable Development. The report highlights the important work that still needs to be done to achieve sustainable cities and communities:

‘Today, more than half the world’s population live in cities. By 2050, an estimated 7 out of 10 people will likely live in urban areas. Cities are drivers of economic growth and contribute more than 80 per cent of global GDP.

However, they also account for more than 70 per cent of global greenhouse gas emissions. If well-planned and managed, urban development can be sustainable and can generate inclusive prosperity.

However, rapid and poorly planned urbanization leads to many challenges, including a shortage of affordable housing, insufficient infrastructure (such as public transportation and basic services), limited open spaces, unsafe levels of air pollution, and increased climate and disaster risk. The deep inequalities exposed by the COVID-19 pandemic and other cascading crises further highlight the importance of sustainable urban development

Strengthening the preparedness and resilience of cities, including through high-quality infrastructure and universal access to basic services, is crucial in the recovery phase and in our ability to respond to future crises.’



The 'Give Back' Framework aligns with UN Goal #11 – Sustainable Cities and Communities.

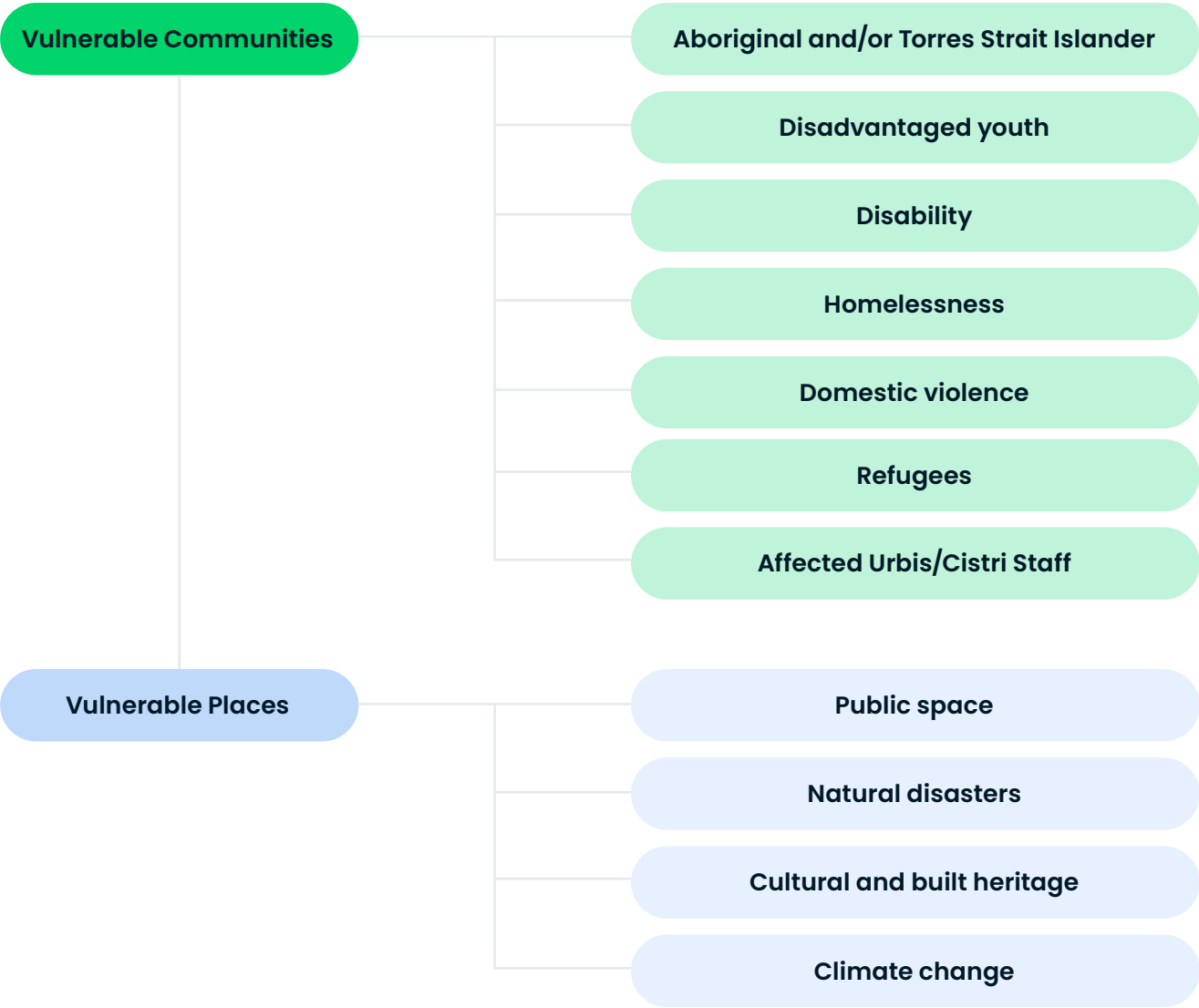
Impact areas

Reflecting the UN SDGs, the Give Back framework directs our charitable and community support efforts specifically towards initiatives supporting vulnerable communities and places, as outlined below.

Contributions outside of these focus areas may be considered on a case by case basis.

Charitable giving and community support initiatives will not be provided to:

- Illegal or unethical activities.
- Projects with overt political, religious or commercial purpose.
- Requests from un-accredited organisations.
- Requests from or to benefit single individuals unless being an agreed beneficiary.
- Humanitarian or social projects driven solely by individuals and/or not supported by government or recognised as a legitimate cause by the wider community



Giving back

Urbis contributions

Urbis contributions may be provided through a range of efforts:

- Volunteering professional time (pro bono work).
- Volunteering time (through Volunteering Leave).
- Workplace giving.
- Cash contributions (particularly to facilitate access to volunteer activities).
- Sponsorships.

Give Back initiatives

Give Back initiatives across Urbis/ Cistri will be delivered through a tiered approach comprising:

National project/partnership

- A multi-year strategic partnership might be established with an organisation/ group/people selected reflecting our desired impact areas, helping us work towards our main goal of making the biggest impact.
- Essential to this partnership is will be the opportunity to apply the professional skills and talent available across all offices.
- This partnership may have a multi-year timeframe, likely to be a maximum of 3 years.

Natural disasters

- Contributions responding to natural disasters.

State Activity

- Contributions to local initiatives aligned with desired impact areas.
- Contributions responding to unplanned local events/issues.

Workplace giving

- Staff will be provided with the opportunity to facilitate direct salary (pre-tax) charitable donations to organisations from an Urbis preferred list aligned to our agreed impact areas.
- For organisations outside of the preferred list, matching will not be provided by Urbis.

Give Back budgets

The Urbis Board has established a target of the equivalent of \$500,000 per annum contribution supporting Give Back initiatives. Reflecting the tiered delivery structure, this effort is to be allocated generally as follows:

- \$350,000 time equivalent for Pro-Bono project or Volunteer Days.
- \$150,000 for Cash Contributions distributed as follows:
 - \$90,000 to match donations as part of the Workplace Giving Initiative.
 - \$60,000 for Cash Contributions including:
 - donations to charities responding to natural disasters.
 - donations to charitable organisations to facilitate access to volunteering leave opportunities.
 - direct giving to charities that align to Urbis' Impact Areas or are of particular interest to the wider Urbis staff group.
- There may be circumstances where pro bono work and other forms of charitable giving are undertaken outside of the Give Back Framework. This could include legacy projects or work that does not meet the criteria for inclusion in Give Back. Generally, these projects will not be funded under the Give Back budget.
- Permanent part-time and full-time staff (excluding Directors) are provided with the opportunity to take one day of paid volunteer leave each financial year for agreed organisations or activities. As the total cost of this across the firm exceeds the total Give Back budget, applications will be considered on an individual basis against the framework vision and objectives and will be capped at \$150,000 per annum (approximately 160 days of volunteer leave across the firm). The paid volunteer day does not apply to Directors, as there is a need to maximise the effectiveness of the volunteer leave budget. Directors are encouraged to take volunteer time as part of their leadership initiatives.
- Where prizes and other benefits are gained through Give Back initiatives, these will be donated back to the business to be recycled to support other initiatives.



Pro-bono projects

Applications for pro bono work must be made through the [online form](#) in the Give Back page on Urbis Spirit. Applications will be assessed by members of the Give Back Governance Group:

- \$0 > \$10,000 – 2 approvers
- \$10,000 – \$30,000 – 3 approvers
- Over \$30,000 – 4 approvers

Volunteering approval

- Personal Volunteering days requires the staff volunteering approval form to be signed off by your director and/or the chair of the the Better Communities Group to ensure the charity aligns with the Give Back framework.
- Group Volunteering Days required to be communicated to the Chair of the Better Communities Group for reporting purposes.

Give Back Reporting

The Better Communities Group oversees implementation of the framework including the following actions:

- 3 month reporting on:
 - Volunteering days
 - Pro-bono work
 - Contributions to charity
 - Workplace giving

Better Communities group

The Better Communities Group has been established with responsibility for:

- Ongoing refinement of the Give Back framework.
- Establishing annual budgets and monitoring effort towards Give Back initiatives.
- Advocacy and communication (internal and external) on Give Back activity.
- Identifying potential partners to benefit from Give Back initiatives.
- Approving beneficiaries and projects to be supported at national level and by offices.
- Liaising with Regional and Group Directors and others relevant to management of Give Back initiatives.

The Better Communities Group may establish sub-groups to facilitate efficient execution of initiatives or tasks.

The Better Communities Group reports to the Urbis Executive Group and will produce an annual business plan and budget for approval. An annual report of achievements will be prepared every July with a mid-year update.

The Better Communities Group comprises:

- A Chair who is a Partner.
- At least one other Partner.
- Representatives from each State and Cistri.
- An equal gender split.

The Group will meet bi-monthly or more often as required to ensure effective implementation of activity.



