

HESPERIA

2022 Sustainability Performance Report

July 2021 – June 2022



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We believe that companies who can do more, should.

Welcome to Hesperia's 2022 Sustainability Performance Report

Acknowledgement of Country

Hesperia acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of the Noongar nation and the continuation of cultural, spiritual, and educational practices of Aboriginal and Torres Strait Islander peoples.

About this Report

This is Hesperia's first annual Sustainability Performance Report, covering our sustainability approach and performance for the financial year 1 July 2021 until 30 June 2022 (FY22). Data presented in this report applies to Hesperia Property Pty Ltd and is correct as of 30 June 2022 in relation to the company's corporate businesses in Western Australia.

Hesperia is developing its Environmental Social and Governance (ESG) approach by reporting in reference to the internationally recognised Global Reporting Initiative (GRI) Standards. This will ensure our reporting meets the evolving needs of our stakeholders.

As this is our first report, we acknowledge that it includes a focused number of disclosures. While we are embedding sustainability into our business, we are developing our governance and data capture capabilities to increase the scope and breadth of our disclosures. Future reports will include more detail on our project portfolio.

The content of this report has been developed in collaboration with FTI Consultancy.



Message from the Leadership

The release of our inaugural Sustainability Performance Report is an important milestone for Hesperia. We have embedded sustainability into the fabric of our company since it was founded in early 2020. We firmly believe the opportunity to openly report on our performance is key to continually improving. Sustainability is a natural and fundamental part of the sense of purpose that drove us to start Hesperia in the first place.

Hesperia has taken a leadership position on sustainability for a range of reasons including the expectations of our staff and the communities that we work in. There are also strong commercial benefits such as attracting interest from institutional investors who include sustainability performance as a key metric in their due diligence assessments. As an example, the Clean Energy Finance Corporation (CEFC) has been a major funding partner in our Roe Highway Logistics Park (ROE) industrial project, based on our strong sustainability goals and achievements, in particular low carbon emissions.



Highlights from FY22

Sustainability highlights:

- Adopting our 2021 - 2026 Sustainability Strategy and having it recognised nationally by Banksia Foundation with the Net Zero Action Award.
- Becoming a certified carbon neutral organisation under the Climate Active national standard, along with maintaining our B Corp certification.
- Delivering our first two Green Star ratings including the state's first 6 Star Green Star industrial facility, and the 6 Leaf EnviroDevelopment certification.
- Founding renewable energy group, Empowered. The group will find the most efficient ways to power our projects with green energy and will support the transition to a renewables-based energy system for the state, with the aim that it will become a self-sustaining business.
- Commencing Hesperia's first major 'pro bono' project, the Perth Children's Hospice in Swanbourne. Hesperia is providing the development management services and other inputs to deliver the project at no cost.
- Installing electrical vehicle (EV) charging points in our office car park as part of program to support staff to change to electric vehicles and other transport alternatives.
- Publication of the Hesperia funded, peer reviewed academic paper titled 'Nature-Positive Design and Development: A Case Study on Regenerating Black Cockatoo Habitat in Urban Developments in Perth, Australia'. Two Hesperia staff were co-authors along with some of the world's leading academics.
- Staff have spoken at forums such as The Green Building Council of Australia (GBCA) TRANSFORM Conference, Green Building Day in Perth, UDIA WA's State Conference and numerous panels and speaking events. Management and staff have also published and been interviewed for several articles in state and national media.

Looking Ahead

We will continue to have a strong emphasis on sustainability across our organisation, to solidify our position as leaders in our industry.

Our focus will be to deliver on our Sustainability Strategy (the Strategy) with a strategic focus on project outcomes. The corporate aspects of the Strategy have been quicker to implement as we have clear control and ability to action our corporate objectives immediately, whereas construction project timelines mean that it takes more time to deliver on our objectives and targets.

To date, the process has been a top down one – setting requirements in the Strategy and implementing them through the sustainability group and project teams. Now that the details of achieving certifications and other objectives for our projects are becoming well understood by our teams, we are moving to a place where they are driving the Strategy.

We want to continue to embed a deep culture of sustainability at Hesperia. We are empowering staff to bring their creativity and innovation to the task of meeting our high-level objectives through their work. It is our role as leaders of Hesperia to make sure that staff are supported to make this change, and that they are acknowledged and rewarded for excellent work that establishes Hesperia as a leader in sustainability.

Over the past two years, we have already seen government policy and even regulations quickly catch up with what seemed like ambitious targets. This is good news and is part of the reason that we seek to be an example of what a property group can deliver. Hesperia's approach is principles based so that it can evolve and will always remain best practice, regardless of how policies and regulations may change. Each year we will review the Strategy to ensure that it is relevant and shows leadership.

The annual Sustainability Report will be a principal element as we seek to measure a broader range of metrics each year. Publishing our year-on-year performance will highlight what impact our strategies are having, and the chance to test innovative methods.

We expect the next report to include data from our first Net Zero carbon projects as these will be completed in the next reporting period, along with data from the first projects to be delivered by our renewable energy business, Empowered.

Hesperia is a young, energetic firm that has made a strong start but we do not underestimate the work required to implement our ambitious Strategy. It has required staff to think differently and adopt changes in their work. This is never easy, and we are immensely proud of what our people have achieved.

- Adrian Fini and Ben Lisle, Founders



About Hesperia

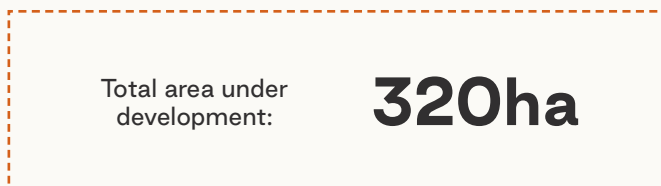
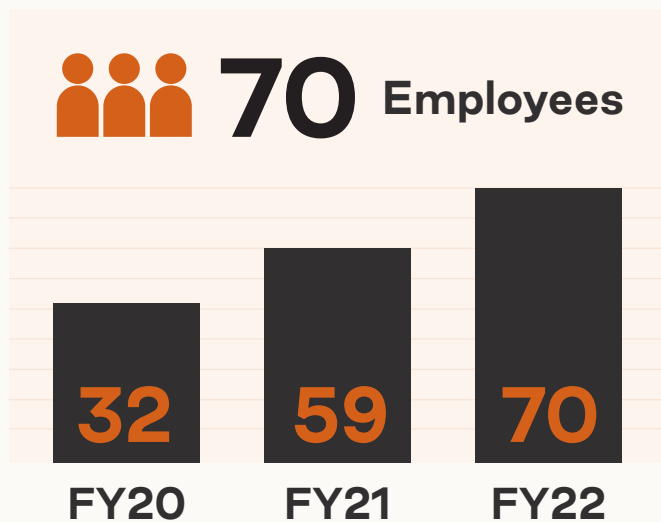
Our Business

Hesperia was formed in 2020 from the long and trusted relationship between two of Western Australia's leading property developers, Adrian Fini and Ben Lisle.

Meaning 'western land', the name Hesperia reflects our Western Australian heritage and focus. As an organisation we recognise the uniqueness of this State and the need to evolve continually alongside our growing community. This perspective drives our focus on delivering places of enduring value – unlocking potential in place.

As one of Western Australia's leading property groups, Hesperia is proud to be making sustainable development a core aspect of our business.

Growing Hesperia



Corporate

- Certified carbon neutral organisation.
- Carbon footprint offset using a mix of Australian nature based projects and international renewable energy.
- Carbon footprint of Hesperia corporate for the period was 384-tonnes CO₂ equivalent.
- Hesperia's corporate per capita emissions reduced by 9% over the reporting period.
- 100% renewable energy powered office (60% from our solar PV system and 40% GreenPower).
- Year-on-year 30% reduction in electricity usage and reduction in emissions intensity (tCO₂e per capita) from our corporate offices.
- B Corp certified.

Projects

- Revegetation in carbon offset projects: Hesperia pre-purchased carbon credits in order to take projects to Net Zero. An estimated 1,286,775 trees were planted across 766 hectares of unusable degraded farmland.
- 516 kilowatts of PV installed (including 20kW on Hesperia's Barker Rd office).
- Three project certifications: 5 Star Green Star, 6 Star Green Star and 6 Leaf EnviroDevelopment.



Project Highlights

During FY22 we have been working on delivering some of Western Australia's most prominent projects, including:

- **Murdoch Square:** Part of the Murdoch Health and Knowledge Precinct, it will bring together aged care, specialist medical suites, a hotel and medi-hotel, commercial offices, and a hospital, along with retail, and a food and beverage precinct. The development is targeting 5 Star Green Star and 5 Star NABERS Energy ratings, a Net Zero carbon position, and the use of 100% renewable energy including from a large, onsite solar PV system.
- **Roe Highway Logistics Park (ROE):** The prime logistics industrial development in Kenwick is addressing embodied carbon by pioneering the application of low carbon concrete and offsetting remnant emissions. The project was selected by the CEFC as its first direct investment. ROE was awarded the Environmental Excellence Award at the 2022 UDIA National Awards and it includes the first to 6 Star Green Star accredited industrial facility in Western Australia. ROE is on track to become the first carbon neutral industrial park in Western Australia.
- **Victoria House:** The development includes the restored heritage listed Victoria House alongside three newly built boutique residential buildings. The development will achieve Net Zero carbon construction through reduction and offsetting of embodied emissions and will feature a renewable-based energy system.
- **Rivermark:** The master planned community has regenerated a former industrial site for residential use and re-opening public access to a length of the Swan River. This project was awarded a 6 Leaf EnviroDevelopment rating, Waterwise Gold endorsement and a Net Zero carbon outcome. Hesperia's renewable energy business unit, Empowered, is launching an innovative program to deliver affordable and accessible battery energy storage systems into the residential homes.

Our Values

Good Citizenship

Make a genuine and meaningful contribution to our community through the creation of inspiring and sustainable places to live and work, development of public policy and philanthropy.

Environmental Responsibility

Lead the market in environmental sustainability and leave our environment in a better state than we found it for generations to come.

Innovation and Excellence

Make the effort to listen and understand, be curious, challenge assumptions, think differently and constantly seek better ways of doing things.

Accountability and Initiative

Hold ourselves accountable for outcomes and step forward to help solve significant issues for our community.

Respect and Integrity

Treat our team, customers, partners, community and other stakeholders with honesty, respect and consistency.

Teamwork and Collaboration

Build and empower our team through culture, systems and processes and seek to build strategic partnerships and win-wins wherever possible.

Resilience and Courage

Be prepared to be uncomfortable, take risks, dream big, do things differently and keep going when things get tough.

Hesperia's Approach to Sustainability

The past year was one of dramatic growth for Hesperia, not only in size but through the maturing of our corporate governance and in the number of significant achievements across our project portfolio. This growth was underpinned by our our Sustainability Strategy.

The Strategy's purpose is to deliver on Hesperia's objectives: to be known for effective delivery of best practice sustainability in our projects; to be an employer of choice based on demonstrated actions to address climate change and a reputation for leading practice in addressing environmental impacts; and to influence better sustainability outcomes beyond our own operations and projects through innovation and partnerships.

With sustainability at the heart of everything we do, we involve our team through regular communications and updates, professional development opportunities, support for volunteering and philanthropy, and programs that enable sustainable lifestyles.

Hesperia's Strategy and achievements to date have been recognised nationally in the 2022 Australian Financial Review Sustainability Leaders List, as well as winning the Net Zero Action Award by the Banksia Foundation.

Project Review Principles

Hesperia applies a set of review principles to each project, as a way of ensuring that each project is aligned to Hesperia's Strategy and broader vision. They are:

- **Public Good:** Delivery of public good through placemaking and activation, public open space, community facilities, philanthropic donations and community programs, research, generation of economic activity and jobs and delivery of public Infrastructure.
 - Placemaking/Activation
 - State Infrastructure
 - Community Amenity/Facilities
 - Health and Wellness Facilities
 - Public Open Space
 - Philanthropy/Community Program
 - Educational Initiatives
 - Research
 - Jobs and Economic Activity
- **Ecology and Landscape Led:** Protecting and enhancing our environment through retention and enhancement of biodiversity, planting and offsets, enhancing connections to local and regional ecology, emission minimisation and offsets and groundwater management.
 - Biodiversity – Retention, Offset/Planting Strategy and Connection to Local and Regional Ecology.
 - Emissions and Air Quality – Emission Minimisation and Offset Strategy.
 - Groundwater Management.
- **Identity and Sense of Place:** Protection and celebration of First Nations and other cultural heritage through engagement and consultation in project design and delivery.
 - First Nations Heritage
 - Recent History and Cultural Heritage
 - Culture and Vibrancy
- **Healthy, Safe, and Inclusive:** Delivery of healthy places that are culturally and physically safe with high air quality, open space, natural light, biophilia, affordability and accessibility.
 - Healthy Places and Spaces (Air Quality, Space/Open Space, Light, Sound, Biophilia)
 - Affordability
 - Accessibility
 - Connected - Public Transport, Active Transport (Bikes/Walking)
 - Intergenerational spaces catering to a range of activity levels and types
 - Safe - Culturally and Physically
- **Optimal Use of Resources:** Efficient and sustainable use of resources through efficient design, low carbon and sustainable construction materials and methodology, use of renewable energy, energy efficient design and EV infrastructure, efficient use of water and recycling and resource recovery.
- **Efficient Design:** Construction Materials/Methodology – Low Carbon, Sustainably Sourced, Recyclable
 - Energy/Renewables – Energy Efficient Design, Renewables Strategy, EV Infrastructure
 - Water Use/Recycling – Fixtures, Fittings
 - Resource Recovery – Construction, Operational

Alignment to the UN Sustainable Development Goals

The private sector plays a significant role in resolving the world’s critical societal and environmental issues. There are big global challenges ahead, and by taking action and working towards the vision set out in the United Nations Sustainable Development Goals (SDGs) blueprint, we can deliver the outcomes in this “call to action” framework.

We have mapped our 2021 - 2026 Sustainability Strategy against the United Nations SDGs, of which six are most strongly aligned to our actions.

Table 1: United Nations Sustainable Development Goals

UN Sustainability Development Goal	Our Actions
 <p>Goal 7: Affordable and clean energy</p>	<ul style="list-style-type: none"> All projects targeting 100% renewable energy supply when Hesperia is managing the completed facility and therefore can control electricity purchasing. Business innovation RE100: developing a business unit to deliver 100% Renewable Energy to all Hesperia developments and to provide renewable energy services to the wider development industry.
 <p>Goal 9: Industry, innovation and infrastructure</p>	<ul style="list-style-type: none"> Hesperia is working on creating industrial and logistics facilities that target high levels of sustainability performance including Net Zero carbon and ambitious sustainability ratings. Winning the Net Zero Action Award by the Banksia Foundation. Creation of new business streams to deliver sustainability outcomes will impact our industry broadly and long term. Collaborate on research work centered on our projects: deliver two peer reviewed papers. We are active in innovations around construction methods and materials. Hesperia fosters a test bed approach for innovation in themes such as housing, renewable energy, and materials.
 <p>Goal 11: Sustainable cities and communities</p>	<ul style="list-style-type: none"> Delivery of healthy and sustainable spaces that contribute to Perth's growth and maturing as a vibrant, exciting city. Hesperia has been actively working with the State Government to guide development of housing solutions for in response to the pandemic and to pre-existing housing inequality.
 <p>Goal 12: Responsible consumption and production</p>	<ul style="list-style-type: none"> Hesperia has a comprehensive procurement policy in place for operations. Projects are considering recycled materials and renewable alternatives to traditional materials, including a research project to adapt low-carbon concrete (with high recycled content) to new applications such as industrial floors with rigorous specification. Resource Recovery: Recycling C&D waste, processing acid sulphate soils and other challenging materials to create safe, stable recycled fill into our projects and to the wider industry. Other waste streams such as organics and soft plastics are emerging as opportunities.
 <p>Goal 13: Climate action</p>	<ul style="list-style-type: none"> Hesperia is carbon neutral in our operations, with a Climate Active certification. Projects to be Net-Zero carbon - reducing carbon intensity through materials selection and innovation, and offsetting remaining emissions. Hesperia is looking at developing high quality carbon farming projects, in collaboration with aboriginal groups that we have worked with before, to deliver high quality, biodiversity-based carbon offsets over the long term. Cycle Net-Zero: All projects serviced by 100% renewable energy, construction carbon reduced, and all remaining emissions offset through projects that have positive co-benefits, particularly biodiversity outcomes.
 <p>Goal 17: Partnership for the goals</p>	<ul style="list-style-type: none"> Hesperia is taking an active, respected role in policy and debate on ecologically sustainable development Hesperia is collaborating with academia and industry including Select Carbon, Hanson, Curtin University, Murdoch University, UDIA WA, the Green Building Council of Australia (GBCA), and the Materials Embodied Carbon Leaders Alliance to create programs that set standards, change policy, and can involve the community directly in improving sustainability performance in WA.

Materiality and Focus

Hesperia seeks to apply a best practice approach across our organisation. We engaged experienced consultants to conduct a materiality assessment workshop with our business leaders. Three spheres of influence were identified: corporate, projects, and community. This materiality process identified the Focus Areas for our reporting. Diagram 1 (page 15) aligns the Focus Areas to the ESG categories and indicates the spheres of influence.

With Hesperia's targets, measures and data gathering processes continuing to be developed, there was insufficient information available across four of the Focus Areas. This has resulted in them not being directly addressed in this report. The following table shows the Focus Areas, Hesperia's high-level response to each, and whether they are being reported on in detail in this report.



Table 2: Focus Area Reporting FY22

Focus Area	Our Response	Reporting FY22
Environmental		
Acting on climate change	<ul style="list-style-type: none"> Address corporate carbon emissions by reducing and offsetting using nature-based carbon credits from projects with strong biodiversity credentials. In projects, minimise emissions through design, low carbon materials and renewables. Create resilience through design and use revegetation to manage microclimate. 	Yes
Retain and enhance biodiversity	<ul style="list-style-type: none"> Support a resilient natural environment by ensuring all projects maximise retention of flora and fauna and contribute to the regeneration of biodiversity. 	Yes
Protect and enhance water assets	<ul style="list-style-type: none"> Protect and enhance water assets through minimising water use, capture and use of rain and grey water, maximising water quality and recharge. 	Yes
Efficient use of resources	<ul style="list-style-type: none"> Minimise waste through efficient design and maximise resource recovery and reuse. 	Yes
Social		
Our people	<ul style="list-style-type: none"> Staff are supported in a work environment that enables them to thrive, feel safe, included, and rewarded for their efforts. Our staff are actively part of our sustainability transition at Hesperia. 	Yes
Empowering first nations people	<ul style="list-style-type: none"> Support the empowerment of First Nations communities to combat entrenched disadvantage, focusing on creating greater cultural awareness and understanding across the community, access to education, opportunities for employment and economic participation and access to housing. 	Yes
Health and wellness	<ul style="list-style-type: none"> Support delivery of health and wellness facilities and services that provide better health and wellness outcomes for staff and the wider community. 	No
Vibrant precincts	<ul style="list-style-type: none"> Create places that support cultural and artistic expression, community interaction and deliver programs and benefits for the community. 	No
Governance		
Corporate governance	<ul style="list-style-type: none"> Ensure best practice governance, transparency, and integrity in the operation of the business and delivery of projects. 	Yes
ESG oversight	<ul style="list-style-type: none"> Management oversight of Environmental, Social and Governance by the Executive Committee and management as a commercial and strategic imperative so that Hesperia's material impacts underpin its investment decisions, risk management and reporting transparency. 	Yes
Assurance	<ul style="list-style-type: none"> Undertake reviews and audits of processes and outcomes and to report on findings to ensure compliance and transparency. 	No
Supply chain	<ul style="list-style-type: none"> Monitor and address sustainability risks in our supply chain to reduce our environmental impact and ensure better outcomes for our communities and broader society. 	No
Philanthropy		
Corporate and Staff	<ul style="list-style-type: none"> Hesperia's giving and volunteering activities are reported on in this section. 	Yes

Report Structure

The following sections of the report are divided into the three ESG categories: Environment, Social and Governance. Each of these sections contains detailed descriptions of each Focus Area relevant to that category. Each Focus Area also includes an overview, specific initiatives implemented, and targets for the next reporting period and beyond. A summary table of the Focus Area targets and progress for FY22 is available in Appendix A.

Philanthropy is presented in the report as a stand-alone section. The choice of recipient projects is broadly aligned to Hesperia’s environmental and social Focus Areas.

There are also two Project Profiles. These are overviews of Hesperia projects that include a range of elements that are aligned to Hesperia’s Sustainability Strategy. They are included to provide a grounded sense of how Hesperia implements some of the initiatives described in this report.

Performance data is provided against a set of metrics covering both corporate and project measures. Hesperia will work to expand this section each year, as well as continuing to present year-on-year data points to track progress and change. This reporting period has seen very few project completions, which in turn means that there is only a limited amount of project data available as definitive data points are generally only available once the construction process is finalised.

Diagram 1: ESG Report Structure – Alignment of Focus Areas to ESG categories and the three realms of influence



Environmental

This section provides an overview of Hesperia's response to the Environmental Focus Area. It outlines relevant actions, achievements and defines the targets that Hesperia is determined to achieve.



Focus Area: Acting on Climate Change



Our response: Address corporate carbon emissions by reducing emissions and offsetting using biodiversity nature-based carbon credits. In projects, minimise emissions through design, low carbon materials and renewables. Create resilience through design and revegetation to manage microclimate.

Hesperia is committed to action through our operations and projects to address our contribution to climate change. We are measuring, reducing, and offsetting embodied carbon emissions in every realm and have recently won the Banksia Net Zero Action Award (2022) for our life cycle Net Zero approach.

Progress to Date

Corporate

Hesperia is certified as a carbon neutral organisation by Climate Active, the national standard body for carbon disclosures. The B Corp process that Hesperia went through also involved measuring and offsetting emissions, meaning Hesperia has effectively been carbon-neutral since being founded in 2020.

[Hesperia | Climate Active](#)

This year, Hesperia improved the corporate office design, resulting in a 30% reduction in energy consumption per capita. Hesperia also moved the office to 100% renewable energy, utilising a rooftop solar PV system that is topped up with 100% GreenPower. Four EV charging points have been installed to power staff-owned electric vehicles with energy sourced from renewable energy.

The Environmental Committee is working with our staff to help decarbonise commutes, promoting virtual meetings to reduce air travel, and reviewing our office purchasing to identify more carbon neutral providers for office materials, goods, and services.

Hesperia recorded a 9% decrease in carbon emissions per capita during the reporting period.

Projects

Hesperia has a commitment to Net Zero on projects through being a signatory to the World Green Building Council Net Zero Buildings Commitment.

[Hesperia - World Green Building Council \(worldgbc.org\)](https://worldgbc.org)

Hesperia's Strategy determines that all projects will be serviced by 100% renewable energy. This outcome will be formally reported on an annual basis from 2025. Generally, preference is given to onsite renewable energy, followed by renewable energy sourced through the grid from nearby generators, followed by certified renewable energy from the wider grid, or even nationally.

Examples of our projects that are achieving significant outcomes include:

- Hesperia's Rivermark project in Viveash will be Net Zero through a mandatory solar PV requirement and will feature a home energy storage program that will enable households to have a battery installed under a lease arrangement, reducing the entry barrier.
- ROE in Kenwick was selected by the CEFC as its first direct investment to reduce embodied carbon in property construction. Innovative use of low carbon concrete in specialised industrial floors was demonstrated at ROE.
- ABN Group's head office in Leederville included a solar PV system and electric car charging infrastructure.

Empowered – Renewable Energy Business

Hesperia's renewable energy business - is charged with delivering 100% renewable energy to our projects with as much renewable energy generated and consumed within the development as feasibly possible. It will focus on delivering renewable energy services to purchasers and tenants in Hesperia's projects and will explore opportunities to scale its impact into the broader market.

Greenhouse Gas Emissions Profile

For this reporting period, our estimate of GHG emissions builds on our data collection efforts from our initial 2020/21 Climate Neutral Certification submission to Climate Active, which involved our corporate business operations. Our GHG data has been calculated following guidance from Climate Active, an Australian Federal Government initiative.

Table 3: Corporate GHG (tCO₂-e)

	FY22	FY21
Hesperia corporate scope 1	0	0
Hesperia corporate scope 2	0	23.9
Hesperia corporate scope 3	365.4	173.0
Non-quantified emissions (5% uplift applied)	18.3	16.7
Total GHG emissions offset	384	214
Hesperia corporate net GHG emissions	0	0

Note: Hesperia's GHG profile is published online in annual Public Disclosure Statements through Climate Active. See Hesperia's entry here:

[Hesperia | Climate Active](#)

Carbon Offsets

Hesperia completes a comprehensive identification and selection process to purchase carbon emission offsets that are aligned with the organisation's ethos and operational objectives. Hesperia currently purchases offsets from the following sources, in approximately 50% shares:

- The Yarra Yarra Biodiversity Corridor: A reforestation project in WA's Wheatbelt. Multi-specie, native reforestation is established on degraded, semi-arid agricultural land that no longer supports viable farming practices. More than 50 native tree and shrub species endemic to the region are planted and are protected with 100-year carbon rights and carbon covenants registered on the land titles.
- International Renewable Energy Projects: Projects in several countries including India, China, Thailand and Indonesia considered by the company if they have established a strong reputation, do not involve negative biodiversity impacts, and confirm that they are working with or owned by the local community.

Targets

- Hesperia maintains Net Zero corporate emissions from 2021, with Hesperia's corporate carbon neutral organisation certification to be maintained annually.
- Hesperia's projects are to be serviced by 100% renewable energy supply by 2025.
- Hesperia's operations and projects are to be Net Zero by 2030.
- By 2040, all Hesperia projects will be zero carbon, or 'Absolute Zero', with all suppliers and materials carbon neutral and a Net Zero report to be published within three months of project completion.

Focus Area: Retain and Enhance Biodiversity

Our response: Support a resilient natural environment by ensuring all projects maximise retention of flora and fauna and contribute to the regeneration of biodiversity.

Biodiversity is regulated by state and local government in the locations where we operate, reflecting its importance and value. Our approach to biodiversity management is encompassed in the development of environmental management plans for each of our developments, that follow industry standards. To help us achieve the best outcomes for the site, we engage external consultants and work with relevant regulatory bodies and community groups. Hesperia is seeking to exceed minimum requirements on ecological outcomes for all projects. Remnant vegetation in urban areas is highly valuable and, because some of the important, endangered fauna are birds, even small islanded pieces of vegetation can have high value. A second principle is that the land being developed cannot be returned to its original, natural state while it is in use for the built environment, therefore projects will conserve and/or revegetate an area of land equivalent to the site area that will be protected long term.

Progress to Date

Corporate

Hesperia has implemented an offset policy that aims to achieve biodiversity co-benefits from our offset spending. At least 50% of offsets are sourced from Australian biodiversity-based projects that deliver high quality revegetation. Further information on our offset portfolio can be found in the Carbon Offset section.

The following table is based on purchases of carbon offsets. Only a portion of these have so far been retired against Net Zero outcomes for our corporate and project strategies.

Table 4: Biodiversity outcomes achieved to date

	FY22	FY21
Area revegetated	766 ha	1 ha
Number of trees and shrubs planted	1,286,775	1,695

Projects

Hesperia is committed to managing the environmental impact of our operations and projects through ecology led development. We recognise the significant role biodiversity plays in sustaining healthy ecosystems, managing micro-climates, and supporting human health and wellbeing.

Rivermark was guided by the design philosophy of retention and enhancement of the significant native vegetation present across the site. We wanted to respond to the site's proximity to the Swan River foreshore, bush forever sites, high value existing trees and habitat corridors.

The project team optimised design opportunities across the site to maximise tree canopy retention, delivering a range of benefits including reduced threats and disturbance to flora and fauna. As part of the environmental management plan, Hesperia designed the subdivision to enable movement of native animals across the landscape.

Revamp a Cocky Nest Project

After contributing to Birdlife Australia's successful 'Adopt a Cocky Nest' campaign last year, Hesperia is supporting the next phase of the campaign, 'Revamp a Cocky Nest'. Hesperia will contribute to the refurbishment and maintenance of existing artificial hollows, the installation of a permanent watering point, the black cockatoo nesting site yearly survey and ongoing monitoring with the "Cocky Cam" telescopic pole and camera.

Hesperia's relationship with Birdlife Australia began in 2020 after recognising the threats impacting on the Carnaby's, Baudin's and Forest Red-Tailed Black-Cockatoo species in Western Australia. Hesperia's efforts last year helped fund 39 artificial nesting boxes installed in the Perth metropolitan area, contributing to one of the most successful Carnaby's Black-Cockatoo breeding seasons on record.

Targets

- From 2023, Hesperia will establish a measurement methodology and processes to ensure that the overall impact of our portfolio is 'nature-positive', resulting in a net improvement in biodiversity.



Focus Area: Protect and Enhance Water Assets

Our response: Protect and enhance water assets through minimising water use, capture and use of rain and grey water, maximising water quality and groundwater recharge.

Hesperia is committed to effective water management in our corporate operations and projects.



Progress to Date

Corporate

Office water use has been measured and included in our carbon inventory this year but has not been a focus for reduction, given that waterless urinals and efficient shower heads were already installed prior to the reporting period.

Projects

Throughout the planning and development stages of our projects, we work closely with regulatory and community stakeholders to develop our water management strategies and plans.

Hesperia's standard inclusions guide for projects includes specification of high Water Efficiency Labelling and Standards (WELS) ratings for all fittings. Management of stormwater according to Water Sensitive Urban Design (WSUD) principles, generally by infiltration through landscape elements, is our strong preference.

The Water Corporation's Waterwise Development Gold endorsement is targeted by all projects and has been achieved at Rivermark stage one.

During the reporting period, Hesperia worked extensively with the Department of Water and Environmental Regulation, Water Corporation and City of Gosnells to prepare a Local Water Management Strategy and Urban Water Management Plan to deliver a best practice Water Sensitive Urban Design proposal for our ROE project.

Targets

- Hesperia aims to reduce consumption of mains water for construction by 50% by 2030, from a 2023 baseline through more efficient use of water and sourcing fit-for-purpose water from rain harvesting and sustainably managed groundwater. The construction water intensity baseline will be set in the FY23 Annual Impact Report, if data is available, in units of kilolitres-per-metre-square.

Focus Area: Efficient Use of Resources

Our response: Minimise waste through efficient design and maximise resource recovery and reuse.

Hesperia is committed to contributing to a circular economy, while reducing the emissions and embodied carbon that is generated from construction materials in our supply chain.

We recognise that our industry generates high volumes of waste, and we are focused on reducing waste from our projects, while exploring ways to incorporate resource recovery into our projects through reuse of materials from recycling and stockpiles.



Progress to Date

Corporate

At our offices, we have introduced a three-bin waste recycling system, battery and eWaste bins, and added a Containers-for-Change bin that is donated to benefit Direct Reach Ethiopia, a charity working on education in Ethiopia. We are progressing with the addition of a soft-plastic bin, once we have identified a suitable recycling service. Hesperia has provided training for staff on the use of the bin system and the broader topic of resource recovery. We have also introduced office initiatives such as Plastic Free July and have provided keep cups to staff.

Projects

We are developing our construction methods to apply recycled materials in an expanding range of uses. Currently, we are implementing recycled road base and other use of recycled material in civil and landscaping works.

Other waste streams such as organics and soft plastics are emerging as opportunities for Hesperia to collaborate with resource recovery businesses.

Targets

- All Hesperia projects are to target minimum 90% diversion from landfill into recycling or reuse for 'waste' generated during construction.
- Hesperia projects will produce 50% less waste on an absolute basis by 2030 from a 2023 baseline. This will be achieved through more efficient construction methods, reduced packaging, and product stewardship.

Social

This section provides an overview of Hesperia's response to the Social Focus Area. It outlines relevant actions, achievements and defines the targets that Hesperia is determined to achieve.



Focus Area: Our People



Our response: Staff are supported in a work environment that enables them to thrive, feel safe, included, and rewarded for their efforts. Our staff are actively part of our sustainability transition at Hesperia.

Hesperia's passionate and dedicated team are experts in making the complex appear simple, finding solutions that others don't see and delivering on our promises.

The growth in head count has presented challenges in terms of office accommodation and processes. With a larger team, our operational footprint has impacted our GHG as consumption at our office and corporate activities increased. It has become increasingly important to involve our growing team in their personal sustainability journey and this has been achieved through regular communications, professional development, support for volunteering and philanthropy, and programs focused on building their sustainable lifestyle.

Health and Wellness

Hesperia's Wellbeing Policy outlines a commitment to staff. It is the responsibility of the Executive Committee and the Health and Wellness Committee to actively support and contribute to its implementation.

The Health and Wellness Committee has maintained a calendar of events during the reporting period to provide a diverse range of opportunities for staff to engage. Events in FY22 included:

- Physical Health
 - Hesperia Annual Run – 3km run around Lake Monger
 - Rottnest Swim – two teams of four employees
 - First aid course
- Mental Health
 - Guided meditation session – mindfulness program that lead to healthier team from the inside out
 - R U OK? Day lunch and discussion – joint effort with Philanthropy Committee to raise funds for mental health
- Team Building Activities
 - Two cross pollination sessions – up to 3 staff members from different business units meet to appreciate each others backgrounds and have a safe space to communicate. Sessions themed "Getting to know your colleagues"

Embedding Agile Work Practices

Growth has necessitated the deployment of enhanced management tools and structures to ensure our people are effectively supported.

This year, we embedded agile work practices and the Jira platform into our processes, so our team were equipped with the systems and tools to drive and manage our large and complex projects. Our agile approach is built around three key operating principles:

- **Agile:** Our iterative approach to project management promotes velocity and heightens adaptability. Rapid decision making and learning cycles promote a dynamic staff model.
- **Problem Solving:** We are driven to solve the right problems in a world where the pace of change only serves to increase problem complexity and impact.
- **Growth Mindset:** Our people feel empowered and committed to collaborate, constantly innovate, are open to feedback and unafraid to make mistakes.

Training has been provided to staff in adopting the agile approach to working, including an intensive nine months of training for staff on the fundamentals of agile project delivery, co-designing Hesperia's bespoke operating rhythm, and hands-on coaching to embed that operating rhythm within our core business units.

Employee Engagement

The ability to engage and retain our people is critical to our overall culture and business performance. Hesperia's approach to employee engagement is about building and growing our people and capabilities through information sharing, learning and development and, rewards and recognition programs.

A fundamental part of our employee engagement is our internal communications and information sharing. Hesperia utilises an intranet that regularly updates staff on various aspects of the business, including monthly sustainability items.

Since the formal adoption of the Sustainability Strategy, Hesperia has run staff presentations to introduce the key features and impacts on their work, to ensure staff adopt and contribute to the Strategy and remain engaged.

Hesperia measures our employee engagement and sentiment through a series of regular surveys. A yearly engagement survey provides the Executive Committee with a detailed snapshot of the team's thoughts on our brand, our projects and how the team is working. This detailed survey is supported by a set of smaller, quarterly, pulse surveys that help leadership regularly monitor sentiment in important operational areas.

The recently concluded engagement survey covered topics like 'Vision and Values', 'Performance, Growth and Development' and 'Work Environment'. The results highlighted that the team are inspired by Hesperia's vision and values with more than 90% of respondents agreeing that, "Hesperia's purpose aligns with my passions, and I want to contribute to Hesperia's success."

The survey highlighted some opportunities for operational improvements particularly around our systems and internal communication processes. These results, and the accompanying actions were shared with the broader team at one of Hesperia's quarterly updates.

COVID-19 Response

During the reporting period, Hesperia implemented three policies to instrument and maintain a safe work environment for our staff, contractors, and visitors:

- COVID-19 Workplace Safety Policy to provide responsible measures in the workplace.
- COVID-19 Incident Response Plan to ensure a proactive approach to response planning and protocols.
- COVID-19 Vaccination Policy to govern safety, processes, record keeping and vaccination requirements of our staff who attend building and construction sites.

Flexible Working

Hesperia acknowledges the value of face-to-face staff interaction that contributes to a collaborative, team-based culture. Hesperia also recognises that many of our staff may require working arrangements that are outside of the traditional work structure.

Hesperia is committed to being a flexible employer and understands the associated benefits of creating a flexible workplace culture. All staff are eligible to seek and apply for flexible working arrangements around when and where they work to best carry out their professional obligations in consideration of personal circumstances.

Hesperia is committed to providing parents with the support and assistance to balance work responsibilities while having time to enjoy family commitments. All staff are covered by our Parental Leave Policy, which aims to attract and retain skilled and experienced staff; support staff members with the transition required to balance work and family commitments; provide an environment that increases the diversity of Hesperia's workforce; and help position Hesperia as an employer of choice in our industry.

Inclusive and Diverse Workplace

Hesperia is committed to championing the diversity of our workforce and building on our inclusive culture. We recognise that diversity isn't just about gender equity, but also about other dimensions of identity, race, geographical background, sexuality, neuro divergence and disability.

Our Equal Employment Opportunity, Discrimination, Harassment and Bullying Policy sets a baseline for Hesperia's commitment to an equal opportunity workplace that provides an environment where all individuals are treated with respect and inclusivity.

Building on this, our Diversity, Equality and Inclusion Committee was established this year. The committee is working towards a framework to ensure that Hesperia is removing any barriers to a diverse, inclusive workplace. Hesperia has joined the Diversity Council of Australia and has made the Council's resources available to staff. Training is planned to ensure that staff and directors are challenging internal biases if they exist.

Targets

Hesperia will continue to build on its strong culture through:

- Maintaining a schedule of bimonthly health and wellbeing sessions
- Quarter pulse check surveys
- Annual comprehensive engagement survey
- Maintain monthly and quarterly staff update sessions
- Diversity Equality and Inclusion training for all staff
- Formalising the Annual Hesperia Training and Development Program
- Individual Annual Performance Plans rolled out for every employee
- 6 month KPI Targets signed off for every employee
- Monthly check-ins introduced within each BU
- Intern / Graduate program established building relationship with the local universities



Focus Area: Empowerment of First Nations People

Our response: Support the empowerment of Aboriginal and Torres Strait Islander communities to combat entrenched disadvantage focusing on creating greater cultural awareness, and understanding across the community, access to education, opportunities for employment and economic participation and access to housing.

There is a strong feeling in our organisation that, as people working directly on Country, we have a responsibility to both undertake and commit to reconciliation. There is also an understanding from both directors and staff that there is much to be gained, and much to be proud of, in creating strong, healthy relationships with Aboriginal and Torres Strait Islander people.

Although Hesperia is a relatively new organisation, we have been committed to building on the pre-existing relationships held by directors with Noongar communities, and it remains a focus and a priority. We have a very engaged group of staff who are guiding the reconciliation process internally, and there has been strong support for events and other initiatives from the staff during the year.

Progress to Date

Corporate

Reconciliation Action Plan (RAP)

This year, we submitted our 'Reflect' Reconciliation Action Plan (RAP) with Reconciliation Australia (RA). Our endorsed plan will be published by Hesperia in early 2023. The RAP Committee has engaged in additional activities, including excursions to cultural events, cultural awareness training, and support to bring Acknowledgement of Country into our way of working.

Opportunities for First Nations People in our Supply Chain

We are improving connections between our projects and Aboriginal and Torres Strait Islander service providers through our membership with Supply Nation and Noongar Chamber of Commerce and Industry. These relationships are helping us to examine our supply chain and procurement opportunities.

As part of this activity, Hesperia staff attended the 2021 and 2022 Indigenous Emerging Business Forum (IEBF), a not-for-profit organisation that focuses on encouraging and assisting employment and business development opportunities for First Nations peoples.

Hesperia is establishing a Responsible Procurement Policy, which will support project teams to seek out First Nations suppliers. During FY21, Hesperia procured \$80,000 of goods and services by First Nations owned businesses.

Staff Cultural Awareness

Since the end of the reporting period, Hesperia has begun a program of cultural awareness raising that includes access to training, opportunities to volunteer and attend events, corporate philanthropy, and membership of First Nations organisations. For staff, cultural awareness opportunities have included:

- Cultural awareness training for all staff started in October 2022 with Noongar leader, Danny Ford OAM, Director of Kambarang Services.
- Attending First Nations arts and culture at events such as the 2022 Revealed Exhibition at Fremantle Arts Centre.
- During Hesperia's annual offsite training to Broome in April 2022, a bush tucker tour was provided by a local Yawuru-owned and operated business.
- Hesperia staff have volunteered to work in event support roles at the 2022 Danjoo Koorliny Festival and conference, hosted by the University of Western Australia.
- An Acknowledgement of Country training session run by Noongar-owned firm, Acknowledge This, to build awareness and confidence with staff.
- We acknowledge NAIDOC Week and Reconciliation Week through events and communications with staff.

Partnerships and Corporate Activities

Hesperia has been fostering partnerships with First Nations communities since its formation. It has engaged with and gained advice during various points of the development of its RAP from Aboriginal leaders in Western Australia, including Gordon Cole, Chair of the Noongar Chamber of Commerce, Glen Kelly OAM, Member, National Native Title Tribunal, and former CEO of the Southwest Aboriginal Land and Sea Council (SWALSC).

Hesperia is currently working with Farley Garlett and Barbara Bynder of Karrda on a long-term master planned community project, with Barry McGuire and Carol Innes from Soft Earth on a central metro urban development project, and with Ron Bradfield Jnr from Yarns R Us in an arts and cultural advisory capacity on a project in Boorloo (Perth).

Projects

Our projects are the core of our business activity, and an important aspect of our reconciliation journey. Our projects have always included engagement with consultants, generally sourcing First Nations firms for this service. These engagements are now considered a vital and an early piece of our project work rather than merely a legal obligation or additional aspect.

During the reporting period, Hesperia has sought to support reconciliation through our Rivermark project. To develop a narrative that is historically authentic and representative of Noongar culture today, Hesperia engaged cultural specialists Karrda and TheFulcrum.Agency.

Together our role was to facilitate meaningful engagement with local Elders to understand the areas Noongar history. This rich heritage is celebrated and integrated through a range of initiatives including street naming, public art, planting palettes and traditional ceremonies.

Just prior to the reporting period, to mark the launch of the Rivermark project, a smoking ceremony was led by Noongar Elders, Neville Collard and Farley Garlett. Smoking ceremonies are planned to mark the commencement of work at subsequent stages.

Targets

- Hesperia's Reflect RAP will run during 2023, after which Hesperia will continue its reconciliation pathway and seek endorsement for the next level of Reconciliation Australia RAP, 'Innovate', in 2024.
- Hesperia is targeting 25% by value of our office supply purchasing to be from First Nations suppliers by 2025.
- Hesperia projects will seek to include First Nations consultants and suppliers through established relationships as well as through Supply Nation.
- Deliver social and affordable housing for Aboriginal people as part of a broader social housing project.
- Actively explore opportunities to joint venture with Aboriginal groups on projects that the communities they represent will benefit from.



Governance

This section provides an overview of Hesperia's response to the Governance Focus Area. It outlines relevant actions, achievements and defines the targets that Hesperia is determined to achieve.



Focus Area: Corporate Governance



Our response: Ensure best practice governance, transparency, and integrity in the operation of the business and delivery of projects.

Our values underpin the way we conduct ourselves to ensure the best possible outcomes from our people and our stakeholders. As a relatively new business, we acknowledge that we have hit the ground running in our development projects and we have grown rapidly. Over the next two years, we will continue to build our internal policies, guidelines, and assurance to remain committed to upholding the enhanced levels of corporate governance and adapt to our ever-changing operating environment.

Our Governance Structure

The key governance elements, including the Executive Committee, the Committees and the Sustainability Group as outlined in the diagram below.

Diagram 2: Hesperia's Governance Structure

Hesperia Executive Committee

The Executive Committee is responsible for Hesperia's long term success by managing business affairs to the highest standards of corporate governance. The Executive Committee delegates several roles to the Managing Director, such as the delivery of the Strategic Plan, Sustainability Strategy, overseeing the company's day to day operations, conducting performance reviews and ensuring control over internal processes.

Adrian Fini Director		Ben Lisle Managing Director		
Judd Dyer Director Industrial and Residential	Kyle Jeavons Director Built Form and Construction	Rowan Clarke Director Commercial	Cheryl Tan Financial Director	Song Goh Operations Director

Committees

The Committees are responsible for delivering on Hesperia's Sustainability Strategy 2021-2026 and other business improvement initiatives.

Environmental Committee	Health and Wellness Committee
Social Committee	Knowledge Committee
Diversity, Equality and Inclusion Committee	Philanthropy Committee
RAP Committee	Business Improvement Committee

Sustainability Oversight

Responsible for sustainability oversight.

Ben Lisle Managing Director	Sustainability Group
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Focus Area: ESG Oversight

Our response: Management oversight of Environmental, Social and Governance (ESG) by the Executive Committee and management as a commercial and strategic imperative so that Hesperia's material impacts underpin its investment decisions, risk management and reporting transparency.

Hesperia's Managing Director, Ben Lisle, leads the ESG at Hesperia. This includes overseeing the Sustainability Group strategy, managed by Mark Taylor, and Enpowered, the renewable energy business unit, managed by Linh Le.

Support for specific aspects of the Sustainability Strategy is provided by Committees:

- The Environmental Committee drives corporate social responsibility and other corporate level programs and initiatives.
- The Health and Wellness Committee organises events and services to support staff health and wellbeing.
- The Social Committee brings together staff in a casual environment through team bonding activities and events.
- The Knowledge Committee supports communication and training internally.
- The Diversity, Equality and Inclusion Committee is working to ensure that Hesperia does not present barriers to a diverse and supportive workplace.
- The Philanthropy Committee oversees Hesperia's giving and volunteering programs.
- The RAP Committee is supporting reconciliation at Hesperia.
- The Business Improvement Committee looks to develop strategies to support the business.

Memberships and Affiliations

Hesperia seeks to be a proactive contributor to our industry, community, and state. One avenue for this is membership and/or financial and pro-bono input to the following organisations:

- Green Building Council of Australia (GBCA)
- Materials and Embodies Carbon Leader' Alliance (MECLA)
- Bioregional Australia
- Curtin University
- Murdoch University

We have been acknowledged by the following bodies:

- B Lab Australia & New Zealand (Hesperia is a certified B Corp)
- Australian Government | Department of Industry, Science, Energy Resources
- Australian Government Initiatives | Climate Active Organisation
- Advancing Net Zero | World Green Building Council | Net Zero carbon Building Commitment

Progress to Date

Corporate

Hesperia has governing groups with the appropriate skills, using the appropriate information, with due regard to policies and guidelines to make key decisions. As a business, we are working on additional formal methods to undertake internal reviews and audits of processes and project outcomes to ensure compliance and transparency.

During the reporting period, Hesperia has:

- Adopted the 2021 - 2026 Sustainability Strategy, the first of what will be a continuous series of plans to set sustainability ambition and guide implementation.
- Developed a Philanthropy Strategy, which will be reviewed every six months by the Philanthropy Committee in conjunction with the Executive Committee.
- Formed a Reconciliation Action Plan Committee, commenced cultural activities and progressed Hesperia's first Reflect RAP.
- Established a Diversity, Equity and Inclusion Committee and become a member of the Diversity Council of Australia.
- Re-established the Environmental Committee, which guides and oversees the Corporate Social Responsibility aspects of the Sustainability Strategy.
- Become certified as a carbon neutral organisation by the national standard body, Climate Active.
- Become a B Corporation certified - B Lab Australia & New Zealand.

Projects

Hesperia has adopted a comprehensive strategy to guide our projects from the earliest planning to final delivery. During the reporting period, Hesperia has achieved the following third-party certifications through assessment frameworks for project design and delivery:

- Roe Highway Logistics Park (ROE): 6 Star Green Star at Sandvik Lot 53
- Rivermark: 6 Leaf EnviroDevelopment
- Rivermark: Gold Waterwise Development
- ABN Office Building: 5 Star Green Star; 5 Star NABERS Energy rating

Targets

- Hesperia will maintain B Corp and carbon neutral organisation, or equivalent certifications, in perpetuity.
- Hesperia is a signatory to the World Green Building Council's Net Zero carbon Development Commitment, to deliver all projects as Net Zero carbon by 2030.
- Hesperia will develop a system for reliable capture of portfolio level reporting against a suitable framework in 2023, which will result in additional project detail and disclosures in future reports.



Philanthropy

Our response: Hesperia's giving and volunteering activities are reported on in this section.

Individually and collectively, we're proud to support a range of initiatives and partnerships focused on arts and culture, First Nation's prosperity, environmental conservation and youth wellbeing. Importantly, we offer our skills, experience, and time through leadership roles at several not-for-profit organisations.

5 Key Focus Areas

These have been identified as areas where we can deliver the most positive impact through philanthropy and are used as a guide to develop a giving plan each year.

- 1. Environment:** Helping to preserve Western Australian land through rehabilitation, conservation, native planting and protection of native species.
- 2. Physical and Mental Health:** Supporting organisations that champion the physical and mental health of our communities.
- 3. First Nations Partnerships:** Encouraging reconciliation and empowerment for our Aboriginal and First Nations people.
- 4. Social Disadvantage:** Supporting the provision of social housing and other services to disadvantaged members of the community.
- 5. Community, Arts & Culture:** Creating communities surrounding our projects, by nurturing relationships with organisations that create place-making spaces and enriching arts and culture.

Hesperia's Giving Structure

Tier 1: Hesperia Donations and Sponsorships

Focuses on our 'perpetual' charities, these organisations benefit from monetary donations. These organisations are the largest beneficiaries of our overall philanthropic commitment. This category changes each year, evolving and adapting as we take on new projects and undertake new initiatives.

Tier 2: Individual Volunteering and Donations Matching Scheme

This 'personalised' category is targeted to smaller organisations that have a particular interest of staff members and/or the company. The matching scheme is split into two sections; donations and time.

- **Donations:** Staff members are given an opportunity to donate to a charity with Hesperia matching their donations.
- **Time:** Staff members are given an opportunity to have up to one day per quarter to be allocated as a 'corporate volunteering day'. In return they should match this with a day of their personal time to support a charity of their choosing from the list of vetted charities.

Tier 3: Donations Directly from Hesperia Projects

Hesperia projects may give directly to charities that are particularly relevant to the project location or sector. In this reporting period, a literacy program, Bookaburras, came to the attention of the Rivermark project team, resulting in a donation of \$12,500.

Together, we gave \$370,834 in FY22, made up of:



Table 5: Corporate Giving FY22

Giving Focus Area	Organisations Supported
Environment	<ul style="list-style-type: none"> ▪ Dr Kit Prendergast ('The Bee Lady'): Funding native bee research to ensure the health of native bee populations in the Southwest ▪ BirdLife: Corporate minor sponsorship for conservation for endemic bird life
Health and Mental Health	<ul style="list-style-type: none"> ▪ R U OK? Day ▪ Rottnest Channel Swim ▪ Cancer Council: The Longest Day golf fundraising initiative ▪ Hawaiian Ride for Youth / Youth Focus: Youth and mental health mentorship through the Midland HeadSpace IPS Program ▪ Harry Perkins Institute: Personal commitment from Managing Director, Ben Lisle ▪ Pro-bono work for the WA Children's Hospice
First Nations	<ul style="list-style-type: none"> ▪ Motivation Foundation - Two academy scholarships: Civil project scholarships, partner and subcontractor support for industry training and education for First Nations students
Social Disadvantage	<ul style="list-style-type: none"> ▪ Little Bookaburras Literacy Program: Project partnership to help 4-year-olds with reading ▪ Foodbank WA ▪ RUAH Xmas Drive and Mother's Day ▪ Direct Reach Ethiopia
Arts, Culture and Social Vibrancy	<ul style="list-style-type: none"> ▪ The Chamber of Arts and Culture ▪ Fremantle Theatre Company: Project sponsorship ▪ Southern Districts Gaelic Football Club

Case study

Creating Education and Employment Opportunities with Motivation Foundation

During the reporting period, Hesperia has partnered with Motivation Foundation to create a scholarship program that encourages young people to become involved in the construction industry by providing educational and employment opportunities to students of diverse backgrounds. This program has a key focus on First Nations prosperity, environmental conservation, and youth wellbeing.

Motivation Foundation is a not-for-profit organisation aiming to educate and develop life and employability skills for school students enrolled in Year 11, 12 or equivalents from diverse backgrounds. They offer students the opportunity to achieve a nationally recognised Certificate II in Civil Construction and Certificate II in Resources and Infrastructure Work Preparation, through onsite training and workplace experience while still in high school.

Targets

- Charitable donations: Hesperia will maintain or increase total giving as a percentage of profit each financial year.
- Team volunteering: Arrange at least four community service events per year with a target of 60% staff participation rate.
- Staff matching scheme: Achieve at least 90% staff participation rate for the Tier 2 matching scheme during each year.

Project: Roe Highway Logistics Park (ROE)

ROE is a 75ha industrial land development located within the Maddington–Kenwick Strategic Employment Area (MKSEA), abutting the proposed Kenwick Rail Freight Facility.

Roe Highway Logistics Park has set a new benchmark in environmental excellence. Developed by Hesperia, ROE is at the leading edge of achieving environmental sustainability through innovation.

Hesperia has invested heavily in innovations that have never been delivered in a Perth industrial park before, including delivering a carbon neutral development. This required extensive research and investment in state-of-the-art environmental initiatives and the creation of new products, such as a low carbon concrete. ROE has recently delivered WA's first 6 Star Green Star accredited industrial facility.



Key Outcomes

- Over 40 parcels of land acquired, amalgamated, and rezoned for industrial use.
- \$95 million investment by the CEFC.
- Committed to over \$4.9m in voluntary sustainability initiatives.
- 95% of ROE committed to large national and multi-national tenants, as of December 2021.
- Hesperia preserved 1.5ha of roosting site for the endangered Forrest Red-Tailed Black Cockatoo (FRTBC).
- Environmental Excellence, Urban Development Institute of Australia 2022 National Awards for Excellence.
- Environmental Excellence, Urban Development Institute of Australia 2021 WA Awards for Excellence.
- Best Industrial Development, 2021 WA Property Council Awards.
- Best Sustainable Development, 2021 WA Property Council Awards.

Retain and Enhance Biodiversity: Habitat Conservation of the Forest Red-Tailed Black Cockatoo

Hesperia developed a conservation strategy with input from key environmental stakeholders and interest groups after it identified the development of ROE would impact native vegetation and, potentially the habitat of the FRTBC in the area.

As the FRTBC species is recognised as threatened under State and Commonwealth legislation and is listed as fauna that is 'likely to become extinct' in the wild (specially protected) under the Wildlife Conservation Act 1950, Hesperia consulted with: Department of Water and Environmental Regulation, Department of Biodiversity Conservation and Attractions, Murdoch University, WA Museum, City of Gosnells, City of Kalamunda, Kaarakin Black Cockatoo Conservation Centre, The Beelihar Group, Birdlife Australia and SERCUL.

The key initiatives Hesperia achieved during the reporting period, was the preservation of 1.5ha of roosting sites for the endangered FRTBC. Hesperia has planted more than 2,000 new trees, including those on the estate, as part of the collective conservation efforts, with over 70% of the roost sites maintained.

We also engaged two leading experts in FRTBC's to confirm no significant impact to the roost, with Hesperia voluntarily referring the roost to the national Department of Environment and Energy.

Acting on Climate Change: Renewables and Energy Optimisation

The design of the Parks facilities included solar power generation (minimum 40kW of solar per facility), and energy optimisation strategies.

Hesperia actively promoted uptake of solar PV systems for warehouses, with all warehouses owned and leased at ROE to have sufficient solar power generation capacity to offset each tenant's daytime energy usage. As at end June 2022, over 516-kilowatts of solar capacity has been committed to across eight warehouses.

Acting on Climate Change: Low Carbon Concrete

ROE worked with Boral to introduce a reduced embodied carbon emissions concrete. As of end June 2022, 9,481m³ of ENVISIA[®] low carbon concrete has been poured, reducing carbon emissions by 40%.



Project: Rivermark

Rivermark is a 52ha master planned residential land development, currently under construction and located in Viveash, Western Australia. The development comprises of 46.3ha delivering 650 residential dwellings, creating a home for approximately 1,600 residents and 5.72ha of public space, including a redeveloped foreshore, parks, and amenities.

Rivermark has a deep connection to the Swan River. It has been designed with an overarching focus on placemaking, capitalising on existing community assets to create inviting public spaces and a public realm that responds to the current and future needs of the community.

The vision for Rivermark is to foster ongoing respect and care for the land, seeing an authentic cultural narrative developed in consultation with First Nations local elders to understand and celebrate the area's history.



Key Outcomes

- Acquisition and rezoning of the former Midland Brick industrial site to unlock 1.2km of Swan River foreshore for public use.
- Ecology-led planning at Rivermark includes maximising tree retention, restoring habitat for local native species and restoring the area's natural connection to the Swan River.
- Rivermark has been delivered as Net Zero Carbon.
- Its offering also incorporates a sustainability incentive program for purchasers, and waterwise planting which promotes and encourages the development of an ongoing environmentally sustainable community.
- Independent recognition of Rivermark's commitment to environmental excellence includes 6 Leaf EnviroDevelopment accreditation and endorsement from Water Corporation as a Gold Waterwise development.

Acting on Climate Change: Empowered Solar Maximiser Service

Empowered has provided Rivermark homeowners with an opportunity to participate in the Solar Maximiser Service. Under this service, homeowners can access a fully maintained home battery for a low monthly service fee.

The home battery stores surplus renewable energy generated from their rooftop solar system instead of selling the excess solar at low prices during the day. The homeowner can then use the stored energy in the evening when they need energy, reducing the need to purchase power from the grid.

With the estate being fully electrified (no reticulated natural gas), we estimate that more than 90% of a typical household's energy requirements will be met from the rooftop solar system together with the battery service. We expect that this will reduce carbon emissions by 4 - 5 tCO₂e per home each year.

It is anticipated that the typical household will achieve net savings of \$200 to \$300 per year, after payment of the monthly service fee to Empowered. There is no upfront cost or commitment to a minimum term required by the homeowner. This flexibility in commitment and the savings for the homeowner has been made possible due to subsidies provided by Rivermark.

Efficient Use of Resources

Due to the legacy of Rivermark as a 'brick site' there was a need for significant clay extraction and subsequent fill. The fill was to be sourced from recycled material wherever possible. The development has also reused waste materials generated on site, where possible, minimising the impacts of both materials and transport. Hesperia's aim for residential projects is to incorporate a waste management and recycling program to divert at least 90% of valuable resources away from landfill.

Protect and Enhance Water Assets: Gold Waterwise Development Recognition

The project has been endorsed by the Water Corporation as a Gold Waterwise development. Rivermark's location on the banks of the Swan River means that stringent environmental considerations apply to all aspects of the community, including rigorous controls on stormwater runoff that will continue to be managed throughout the life of the development.

Recognised for achieving outstanding outcomes in water efficient design and storm water management, Rivermark households will reduce potable water use by more than 20% when compared to the average Perth household.

As a Gold Waterwise Development, Rivermark demonstrated alignment to the Water Sensitive Cities Index framework, including governance and community capital; productivity, resilience, and resource efficiency; and ecological health and quality urban space. Projects that receive this endorsement have demonstrated best-practice outcomes in sustainability and water-sensitive principles to help shape livable communities.



Appendix



Appendix A: Focus Areas – Summary of Targets and Progress

FY21–40 Targets & Priorities

Environment

Focus Area	Target	Status	Progress
Acting on climate change	<ul style="list-style-type: none"> Minimise our operational carbon footprint. Hesperia maintains Net Zero corporate emissions from 2021. Carbon neutral organisation certification to be maintained annually. 	On Track	Hesperia achieved Net Zero corporate emissions in FY21, certified by Climate Active. For FY22, our activities resulted in a 30% reduction in electricity consumption per unit area. We estimated an 80% increase in our total organisational emissions, which was offset to achieve Net Zero emissions in FY22.
	<ul style="list-style-type: none"> Hesperia’s operations and projects are targeting Net Zero from 2021. By 2040, projects will be zero carbon, or ‘Absolute Zero’, with all suppliers and materials carbon neutral. 	Emerging	We expect to achieve this by adopting new and emerging construction technologies and by choosing certified carbon neutral suppliers and products.
	<ul style="list-style-type: none"> All projects are to be serviced by a 100% renewable energy supply by 2025, with preference given to onsite renewable energy, followed by renewable energy sourced through the grid from nearby generators, followed by certified renewable energy from the wider grid. 	Emerging	Hesperia has established Empowered, a renewable energy business that is charged with delivering 100% renewable energy to our projects.
Retain and enhance biodiversity	<ul style="list-style-type: none"> Carbon offsetting procurement to include at least 50% ‘nature based’ projects – generally reforestation. 	Emerging	Hesperia’s carbon offsetting policy has resulted in extensive revegetation of degraded farmland in WA’s Wheatbelt.
	<ul style="list-style-type: none"> From 2023 Hesperia will establish a measurement methodology and processes to ensure that the overall effect of our portfolio is ‘nature-positive’, intending a net improvement in biodiversity. 	Future Activity	Trials of this strategy have begun on Hesperia projects and will be refined into a formal strategy by end FY23.
Protect and enhance water assets	<ul style="list-style-type: none"> Hesperia projects to reduce construction mains water consumption by 50% by 2030, from a 2023 baseline. 	Future Activity	Data gathering to develop a baseline began in 2022.
Efficient use of resources	<ul style="list-style-type: none"> Hesperia projects will produce 50% less waste on an absolute basis by 2030, from a 2023 baseline. Achieved through more efficient construction methods, reduced packaging, and product stewardship. 	Emerging	We are developing our construction methods to apply recycled materials in an expanding range of uses. Currently, we are implementing recycled road base and other use of recycled material in civil and landscaping works.

■ On Track
 ■ Emerging
 ■ Future Activity

Social

Focus Area	Target	Status	Progress
Our people	<ul style="list-style-type: none"> Staff are supported to be part of the sustainability transition at Hesperia. 		<p>Staff access to the Climate Clever platform, and a rebate on offsetting, is assisting people to reduce their carbon footprint.</p> <p>A program is being developed to assist staff to change over to electric vehicles, potentially through EV pool vehicles.</p> <p>Staff are kept up to date on sustainability topics and progress through Hesperia's intranet.</p>
	<ul style="list-style-type: none"> Wellbeing sessions are made available to all staff on a bimonthly basis. 		Achieved in FY22, programmed for FY23.
Empowering first nations people	<ul style="list-style-type: none"> Publish Hesperia's first Reconciliation Action Plan (RAP), Reflect RAP, by 2023. 		Reconciliation Committee formed and 'Reflect' RAP submitted with RA. We expect the RAP to be endorsed by RA in late 2022 and published by Hesperia in early 2023.
	<ul style="list-style-type: none"> Seek endorsement for the 'Innovate' RAP (the next in the Reconciliation Australia sequence) in 2024. 		The Reflect RAP will apply during 2023. The development of the Innovate RAP will begin at the end of this period.
	<ul style="list-style-type: none"> Make in-depth Cultural Awareness Training, delivered by a local Aboriginal provider, available to all staff. 		Cultural events have been well attended by staff, including the Revealed exhibition at Fremantle Art Centre. Cultural Awareness Training is being arranged for all staff during 2023.
	<ul style="list-style-type: none"> Create affordable housing that benefits Aboriginal people. Actively pursue opportunities to create joint venture projects with Aboriginal groups. 		Hesperia has strong relationships with First Nations groups such as SWALSC and will continue to pursue project opportunities.
Health and wellness	<ul style="list-style-type: none"> Support delivery of health and wellness facilities and services that provide better health and wellness outcomes for staff and the wider community. Measurable targets to be set in the next report. 		Although significant progress has been made during the year in Hesperia projects that will deliver on this Focus Area, such as Murdoch Square, none were completed to the point of providing data for this report.

Governance

Focus Area	Target	Status	Progress
Health and wellness	<ul style="list-style-type: none"> ▪ Maintaining a schedule of bimonthly health and wellbeing sessions. ▪ Quater pulse check surveys. ▪ Annual comprehensive engagement survey. ▪ Maintain monthly and quarterly staff update sessions. 		Staff information sessions and continual engagement began in FY22.
	<ul style="list-style-type: none"> ▪ Formalising the Annual Hesperia Training and Development Program. ▪ Individual Annual Performance Plans rolled out for every employee. ▪ 6 month KPI Targets signed off for every employee. ▪ Monthly check-ins introduced within each BU. ▪ Diversity Equality and Inclusion training for all staff. 		Hesperia has adopted an HR framework and will begin formalising it during 2023.
	<ul style="list-style-type: none"> ▪ Intern/Graduate program established building relationship with the local universities. 		Hesperia has had graduate and intern positions in place but will formalise this in 2023.
Vibrant precincts	<ul style="list-style-type: none"> ▪ Create places that support cultural and artistic expression, community interaction and deliver programs and benefits for the community. Measurable targets to be set in the next report. 		Although significant progress has been made during the reporting period in Hesperia projects that will deliver on this Focus Area, none were completed to the point of providing data for this report.
Corporate governance	<ul style="list-style-type: none"> ▪ Corporate operations are transparently reported on and reviewed by a third party (B Corp) by FY21. 		Hesperia achieved B Corp certification in August 2021.
	<ul style="list-style-type: none"> ▪ Carbon neutral accreditation for Hesperia operations by FY21. 		Hesperia has been certified as a carbon neutral organisation by Climate Active since end June 2020.
	<ul style="list-style-type: none"> ▪ Hesperia is a signatory to the World Green Building Council's Net Zero carbon Development Commitment, to deliver all projects as Net Zero carbon by 2030. 		Hesperia has begun delivering on this commitment from 2022 and will commence formal reporting from 2023.
	<ul style="list-style-type: none"> ▪ Implement a Diversity, Equality and Inclusion Strategy determined by the Committee by end FY23. 		Diversity, Equality and Inclusion Committee was established during the year. The Committee has made resources accessible to staff and is working towards providing training for staff at all levels, and to develop a strategy with measurable outcomes.

Philanthropy

Focus Area	Target	Status	Progress
Corporate governance	<ul style="list-style-type: none"> Implement an integrated project delivery process that all projects conform to. Include process gateways to ensure that sustainability and other governance items are captured in project documentation. Implement standardised monthly reporting cycle. 		Hesperia's rapid growth has meant that internal processes need to be more formal in some cases. These processes will be developed and implemented during 2023.
Assurance	<ul style="list-style-type: none"> Formal process to be established to undertake reviews and audits of processes and outcomes and to report on findings to ensure compliance and transparency. 		Internal work has been ongoing to develop a consistent workflow that will support improved data-gathering and reporting, change management, and transparency.
ESG oversight	<ul style="list-style-type: none"> Sustainability Committee to develop data capture capabilities to increase the scope and breadth of our disclosures to include our projects in future Impact Reports. 		<p>Corporate data gathering is well developed but will be continuously improved.</p> <p>Project data gathering is currently less tested because few projects reached completion in the reporting period.</p>
Supply chain	<ul style="list-style-type: none"> Adopt a Responsible Procurement Policy that requires a plan to be in place on each project. 		Policy drafted at end FY22. Plans being introduced on projects in late 2022.
Philanthropy and volunteering	<ul style="list-style-type: none"> Hesperia will maintain or increase total giving as a percentage of profit each financial year. 		Annual profit has not been published so the percentage is not available but will be maintained through internal review.
	<ul style="list-style-type: none"> Arrange at least four community service events per year with a target of 60% staff participation rate. 		This was achieved in FY22.
	<ul style="list-style-type: none"> Achieve at least 90% staff participation rate for the Tier 2 matching scheme each year. 		<p>In FY22, \$10,757 was donated by staff through to Hesperia initiated programs.</p> <p>The matching scheme will commence in FY23.</p>

Appendix B: Performance and Data

This section provides Hesperia's ESG disclosures for the reporting period, and where available the previous financial year. Where data is not included, it was not recorded in FY21. Disclosures have been prepared in reference to the GRI Standards and annotations have been provided, rather than a GRI Content Index.

Workforce

Disclosure	GRI	FY22	FY21 ¹
Full time equivalent employees (at the end of the reporting period)	2-7	70	53
Identify as male	2-7	41	na
Identify as female	2-7	29	na
Identify as other than male or female	2-7	0	na
Unknown	2-7	0	na
Under 30 years old	2-7	31	na
30-39 years old	2-7	30	na
40-49 years old	2-7	6	na
Over 50 years old	2-7	3	na
Average number of employees during the period	2-7	63	32

Footer

¹ Some employment data unavailable for FY21.

Employees by Category and Diversity

Disclosure	GRI	Gender		Age			
		Male	Female	Under 30	30-39	40-49	50+
Full time ²	405	40	25	29	28	5	3
Part time ³	405	1	4	2	2	1	0
Fixed term full time ⁴	405	0	0	0	0	0	0
Fixed term part time	405	0	0	0	0	0	0
Casual	405	0	0	-	-	-	-

Disclosure	GRI	Gender		Age			
		Male	Female	Under 30	30-39	40-49	50+
Managers	405	20	6	3	18	3	2
Professional	405	21	19	25	12	3	0
Support	405	0	4	3	0	0	1

Disclosure	GRI	Gender Pay Equity Ratio ⁵
		Female/Male
Managers	405	82%
Professional	405	78%
Support	405	NA (all female)

Disclosure	GRI	Gender		Age				Turnover Rate ⁶
		Male	Female	Under 30	30-39	40-49	50+	
Employee new hires	401-1	13	17	14	13	3	0	-
Employee turn over ⁷	401-1	6	5	4	5	1	1	17%

Footer

² Employed on a full-time basis (38 hours per week).

³ Employed on a part-time basis (less than 38 hours per week).

⁴ Employed for a fixed term (their employment has an agreed end date).

⁵ The gender pay disparity here has been reviewed and is thought to be largely due to the fact that most female staff have joined both the firm and the industry more recently on average than males, so are at the less senior end of some salary bands. There is also a skewing of the ratio because some of the business units that are on average higher paid, do not have any female members currently. In summary this metric is an important flag for Hesperia but is one that we expect to be improving. If the GPER is not improved at next report, then more pro-active responses will be considered.

⁶ Turn over represents the proportion of workforce that exited during the reporting period. It is calculated by dividing [total number of exits in the period] by [reporting period average headcount]. All turn over data excludes those employed on a fixed term basis.

⁷ According to the ABS, "Job Mobility" in Australia in 2021 was 9.5%. Hesperia's rate is significantly higher. This may in part be due to the young demographic and the rapid growth of the firm. Around half of the finishes occurred during their probationary period, indicative of the fast growth and inevitably imperfect recruitment processes.

Parental Leave

Disclosure	Unit of measure	GRI	FY22
Employees covered by parental leave	#	401-3	70
Male	#	401-3a	41
Female	#	401-3a	29

Reconciliation

Disclosure	Unit of measure	GRI	FY22
Employee RAP participation	%	Not GRI	42% ⁸
Employee cultural awareness training or other RAP activities	Hours	Not GRI	400

Energy

Disclosure	Unit of measure	GRI	FY22	FY21
Total electricity consumed	kWh	302-1c (i)	58348	58347
	GJ	302-1c (i)	210	210
Total electricity consumed from grid	kWh	Not GRI	21861	36203
	GJ	Not GRI	79	130
Total electricity consumed from renewables - grid sourced	kWh	Not GRI	21861	6741
	GJ	Not GRI	79	24
Total electricity consumed from renewables - onsite PV	kWh	302-1c (i)	58348	58347
	GJ	302-1c (i)	210	210
Total electricity from renewables exported - onsite PV	kWh	Not GRI	21861	36203
	GJ	Not GRI	79	130
Total energy consumption	kWh	Not GRI	21861	6741
Year-on-year change (energy consumption)	%	302-4a	0.0%	-
Energy Intensity	GJ/m2	302-3a	115	165
Year-on-year change (energy intensity)	%	302-3a	30%	-
Total renewable energy (consumed plus exported)	kWh	Not GRI	60378	29377
	GJ	Not GRI	217	106
Renewable energy proportion of electricity consumption	%	Not GRI	100%	50%

Footer

⁸ Hesperia began its RAP process in FY22 but most resulting cultural training and events occurred after the reporting period completed. It is expected that the FY23 participation rate will be 100% due to implementation of the Reflect RAP.

Project Renewable Energy Infrastructure

Disclosure	Unit of measure	GRI	FY22	FY21
Photovoltaic (PV) systems total nameplate capacity	kWp	Not GRI	96	420
Photovoltaic (PV) systems nameplate capacity running total	kWp	Not GRI	516	420
Battery energy storage systems (BESS). Total nameplate capacity	kWh	Not GRI	0	0

Greenhouse Gas Emissions

Disclosure	Unit of measure	GRI	FY22	FY21
Total GHG emissions (scope 1 + 2)	tCO ₂ -e	305-1	384	214
Year-on-year change (carbon footprint)	%	Not GRI	80% ⁹	-
Carbon intensity	tCO ₂ -e / person	305-4a	6	7
Year-on-year change (carbon intensity)	%	Not GRI	-9%	-
Scope 1	tCO ₂ -e	305-1a	0	3
Scope 2	tCO ₂ -e	305-2a	0	24
Scope 3	tCO ₂ -e	305-3a	384	187

Disclosure	Unit of measure	GRI	FY22	FY21
Total GHG emissions offset	tCO ₂ -e	305-5	384	214
Nature based offsets with positive biodiversity outcomes in addition to the sequestered/avoided carbon	tCO ₂ -e	305-5	192	113
Offsets from international renewable energy projects	tCO ₂ -e	305-5	192	101

Footer

⁹ The increase in total GHG emissions is proportionate to the 97% increase in average staff numbers between periods, as illustrated by the overall reduction in carbon intensity.

Water

Disclosure	Unit of measure	GRI	FY22	FY21
Total water consumption	ML	303a	0.47	0.18
Change year-on-year	%	Not GRI	161%	-
Third party water	ML	303	0.47	0.18
Reduction using alternative water sources.	%	Not GRI	0%	0%
Total water discharge	ML	303a	0.44	0.17
Water consumption intensity	kL/m2	303	0.92	0.50
Benchmark water consumption intensity ¹⁰	kL/m2	Not GRI	0.68	0.68
Relative to benchmark	%	Not GRI	36%	-26%

Materials and Waste

Disclosure	Unit of measure	GRI	FY22	FY21
Total waste generated	kg	306-3(a)	4,425	3,206
Change year-on-year	%	Not GRI	38%	-
General waste (to landfill)	kg	306-2(iii)	3,159	2,455
Cardboard	kg	306-4(ii)	302	-
Comingled recycling	kg	306-4(ii)	241	-
Organics	kg	306-4(ii)	724	-
C&D (fit out works and repairs)	kg	306-4(ii)	634	-
Total waste diverted from landfill	kg	Not GRI	1,266	-

Biodiversity and Urban Greening

Disclosure	Unit of measure	GRI	FY22	FY21
Area revegetated	ha	Not GRI	808	1
Number of trees and shrubs planted ¹¹	#	Not GRI	1,357,080	1,695
Projects with a biodiversity management plan	%	413-1	100%	100%

Footer

¹⁰ There was an increase in water intensity, potentially due to a disproportionate increase in active transport and therefore showers. FY21 reporting may also have been incomplete as data gathering is improved each year.

¹¹ A major purchase of reforestation-based carbon offsets was completed in FY22, resulting in a dramatic increase in these metrics.

Philanthropy: Company and Directors

Disclosure	GRI	FY22	FY21
Environment	413-1(iv)	\$38,450	\$69,591
Health & mental health	413-1(iv)	\$115,607	\$117,884
Indigenous empowerment	413-1(iv)	\$20,000	\$1,000
Social disadvantage	413-1(iv)	\$19,800	\$27,592
Arts & culture / social vibrancy	413-1(iv)	\$153,720	\$136,350
Total giving (company and directors)	-	\$347,577	\$352,417
Year-on-year change	-	-1% ¹²	-

Philanthropy: Matched Giving

(Matched to Staff Donations) – New Program in FY22

Disclosure	GRI	FY22	FY21
Health & mental health	413-1(iv)	\$8,423	-
Social disadvantage	413-1(iv)	\$2,334	-
Total giving (staff through Hesperia)	-	\$10,757	-
Year-on-year change	-	na ¹³	-

Philanthropy: Projects

Disclosure	GRI	FY22	FY21
Social disadvantage	413-1(iv)	\$12,500 ¹⁴	-

Footer

¹² Corporate giving was reviewed in FY22 to establish a strategy and principles to guide giving.

¹³ Not Applicable: The staff matched giving program was just being established in FY22 and is expected to continue to grow into the next reporting period. These figures do not include private giving by staff.

¹⁴ The Rivermark project donated to Little Bookaburras Literacy Program.

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