



PUBLIC DISCLOSURE STATEMENT

HESTA

ORGANISATION CERTIFICATION


FY2021–22

Australian Government
Climate Active
Public Disclosure Statement



An Australian Government Initiative



NAME OF CERTIFIED ENTITY	HESTA
REPORTING PERIOD	1 July 2021 – 30 June 2022 Arrears report
DECLARATION	<p><i>To the best of my knowledge, the information provided in this public disclosure statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.</i></p>  <p>Debby Blakey CEO Date 19-Jun-2023</p>



Australian Government
**Department of Climate Change, Energy,
the Environment and Water**

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Version March 2022.



1. CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	2108 tCO ₂ -e
OFFSETS BOUGHT	19% ACCUs, 81% CERs
RENEWABLE ELECTRICITY	41%
TECHNICAL ASSESSMENT	Date 19/11/2021 Name John Hutchinson Organisation Eden Suite Next technical assessment due: 19/11/2024

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2. CARBON NEUTRAL INFORMATION

Description of certification

The Climate Active certification covers the Trustee as explained in the organisation description below.

The Trustee uses an operational control approach consistent with the requirement under the National Greenhouse and Energy Reporting Act 2007 as well as the Greenhouse Gas Protocol (GHG Protocol). An organisation is considered to have operational control over a facility if they have the authority to introduce and implement any of the following for the facility:

1. operating policies
2. health and safety policies; or
3. environmental policies.

The implementation of the above policies in leased premises is to a certain extent governed by the policies of the building owners/operators.

“At HESTA we're committed to reducing our environmental impact today for a better tomorrow.”

Organisation description

H.E.S.T. Australia Ltd. ('Trustee') is the Trustee of HESTA (ABN 64 971 749 321), an industry superannuation fund, with more than 930,000 members and \$68 billion in assets as of 30 June 2022.

For the purposes of this report, we will only include the Trustee's operational emissions. This report does not include investment-related emissions.

The Trustee leases office space in each state and territory throughout Australia, with its national office in Melbourne. Most employees work at the national office, including the investment and supporting administrative teams, while the interstate offices predominantly house member engagement and advice teams.

This certification is for the Australian business operations of the Trustee.

3.EMISSIONS BOUNDARY

Inside the emissions boundary

All emission sources listed in the emissions boundary are part of the carbon neutral claim.

Quantified emissions have been assessed as relevant and are quantified in the carbon inventory. This may include emissions that are not identified as arising due to the operations of the certified entity, however, are **optionally included**.

Non-quantified emissions have been assessed as relevant and are captured within the emissions boundary but are not measured (quantified) in the carbon inventory. All material emissions are accounted for through an uplift factor. Further detail is available at Appendix C.

Outside the emissions boundary

Excluded emissions are those that have been assessed as not relevant to an organisation's or precinct's operations and are outside of its emissions boundary or are outside of the scope of the certification. These emissions are not part of the carbon neutral claim. Further details are available at Appendix D.

The emission sources in the boundary diagram below are as per the emissions categories in the emission summary table.

Inside emissions boundary		Outside emission boundary
<p><u>Quantified</u></p> <ul style="list-style-type: none"> Petrol in vehicles Refrigerants Electricity Air travel Base building refrigerants Hotel stays Data centre activity Outsourced FTE Electricity and petrol (indirect emissions) Electricity, natural gas, diesel oil (base building) Paper Staff commuting Staff WFH Waste Water Taxis Food and catering Venue hire Postage IT waste 	<p><u>Non-quantified</u></p> <ul style="list-style-type: none"> Nil 	<p><u>Excluded</u></p> <ul style="list-style-type: none"> Investments Computer and electrical components Computer and technical services Office equipment repairs Office Furniture Education and training Subscriptions & periodicals Marketing and distribution Advertising & Promotion Insurance and retirement services Photographic services Rental vehicles

Data management plan for non-quantified sources

There are no non-quantified sources in the emission boundary that require a data management plan.

4. EMISSIONS REDUCTIONS

Emissions reduction strategy

This year, the Trustee is formalising the goal of reducing its emissions by 45% by 2030 from its 2018-19 baseline. Beyond that, the Trustee is devising a strategy for operations to reach net zero by 2050.

To achieve its 45% cut in emissions, the Trustee will continue working to reduce its impact on the environment by transitioning business operations to be more sustainable. For example, it has re-engineered its procurement processes, seeking partners who are carbon neutral or working towards it, signing up to carbon neutral leases and green energy across all of its offices where the Trustee has operational control, replacing its hybrid fleet with electric vehicles and pursuing EV chargers in office car parks, exploring flexi-desking to maximise office space, and implementing video conferencing to reduce IT hardware and travel, and improving its waste management.

The Trustee has been active in the net-zero space since 2016, implementing a sustainability working group focused on a broad set of initiatives to lower emissions within the office and beyond, to the homes and habits of its employees. We are seeing the benefits of these actions now, as more opportunities arise – such as using Bintracker, purchasing renewable electricity across the country, and operations and investments sharing their sustainability actions and knowledge.

Additionally, the Trustee is building on its Climate Immersion program for all HESTA employees, with lunch and learn sessions, educating staff on offsetting, clean energy, reducing consumption, recycling, the organisation's strategy to net zero, and the part they can play by reducing, recycling and reusing.

This year, the sustainability team alongside the procurement team, continues to meet with operational partners to ask about their carbon neutral journeys. We are placing clauses in leases that mean each landlord has to reduce their footprint, hence reduce our footprint. For example, in NSW we are asking that the buildings are run at certain NABERS levels, that works are completed to certain Green Star ratings, the building procures carbon neutral or renewable energy and that it has a strategy to get to net zero.

Pleasingly the NSW landlord is planning on becoming carbon neutral in 2022/23, and one of our material IT partners is now carbon neutral. The Trustee's drive to build a community where sustainability is a top priority is accelerating.

The Trustee is also seeking an offsetting consultancy partner to find the most appropriate long-term partnerships to make the biggest impact possible. Projects that protect and increase biodiversity alongside social and cultural benefits for local communities are a priority.

Meanwhile, the 50-50 office/work from home week has become the norm, having a long-term impact on travel expenditure and energy usage per FTE within the office. As the workforce continues to grow, the Trustee may move to a desk-sharing system in order to house all staff at the office. This is predicted to increase efficiencies and lower emissions per FTE.

The Trustee has reduced its car fleet, and therefore petrol expenditure, and is aiming to upgrade to an EV fleet. It is in discussions with landlords to have EV chargers installed at office car parks.

The Trustee is closely watching developments in carbon markets, including a review into the integrity of the Australian market. Accordingly, it has decided on short-term commitments to carbon credits, until the independent inquiry is completed. What the concerns of the carbon market have highlighted for the sustainability team is that lowering consumption and carbon emissions is by far the most powerful act the Trustee can make in reaching net zero.

With this in mind, the targets proposed to reduce the Trustee's carbon consumption include:

- Where the Trustee has operational control of its retail electricity, it will transfer to 100% renewable electricity by 2024.
- The Trustee requires that all its base buildings source renewable electricity where possible for all their operations by 2024.
- All new leases have a defined plan to go carbon neutral by 2030.
- Commit to 75% recycling at its national office by 2024.
- Commit to an education program for staff and partners to build sustainability awareness and reduce consumption.

And finally,

- The Trustee has committed to net zero across its business operations by 2050.

With new floors and a major new sky signage being placed on top of the national office, the Trustee's electricity bills close to doubled in FY2021-22. While the power purchased at the Victorian and South Australian offices is carbon neutral and not counted in emissions, the procurement team is now searching for green energy options, in line with the goal of cutting carbon consumption to net zero and using renewable energy for all power needs.

Of course, in FY2021-22 the world was still in the shadow of COVID, but the lockdowns have shown the Trustee that the fastest way to a 45% decrease in emissions is to severely cut business travel. However, maintaining a cut to business travel is not realistic given we are a nationwide organisation, with global partners, and in order to produce the best retirement outcomes for its members, staff need to be mobile.

But the Trustee can be nimbler and smarter with its travel by choosing the most sustainable options: clustering overseas meetings to minimise air miles; flying economy; seeking carbon neutral partners with agents, airlines and accommodation; choosing the most direct flights in the most efficient aircraft; and travelling only when necessary. The Trustee is presently seeking a corporate travel management system to help achieve these goals. This year staff air miles were a third of pre-pandemic levels. Next year will give a truer account of where the Trustee is in its journey to net zero, and the actions required to get there.

Emissions reduction actions

The Trustee completed a major refurbishment of two floors at its national office to a 5 star Green Star standard while expanding from three floors to five. The builder employed sustainability consultants WSP to recommend and measure a 5-star strategy, which included assessing the design, auditing all furniture, building materials, light fittings, IT equipment for energy ratings and provenance, measuring recycling, signing up to carbon-neutral electricity, adding plantings and including a social enterprise café.

The Trustee asked WSP to measure its fit-out on Levels 24 and 25 against the United Nation's Sustainable Development Goals (SDGs). It found the build addressed 31 of 41 targets – including all of HESTA's chosen SDGs – giving the fit-out a 76% SDG contribution rate, which WSP reported as far exceeding what a typical office fit-out would achieve in Australia. The builders also recycled 93% of materials during demolition – another result far outstripping the average office fit-out.

One of HESTA's SDGs is No.3 Good Health and Well-being, which was a major design consideration for the refurbishment.

The flexible office spaces, social enterprise café and varied meeting places all promote connection, community and collaboration between staff, members and partners in order to develop stronger networks and more creativity across the organisation.

The ergonomically designed workplace and these connections promote safety, good health and well-being, so found an ISPT survey of employees returning to the office in early 2022. The pulse survey of 30 HESTA staff found “a very strong positive correlation between high quality connection and outcome; and positive correlations between well-being and high-quality connections, and well-being and outcome”.

With the new floors open, along with the social capital café, staff feedback has been extremely positive, with many saying they are eager to come into the office to meet colleagues and get to work.

We believe that providing opportunities for people places less burden on society and it can be argued that that places less burden on the environment. We believe that healthy and happy people place less pressure on health services, hence a smaller footprint.

Bintracker is another measure introduced this year to quantify waste production. The national office received its first data in March 2022 weighing four streams of waste: general, mixed recycling, organics, and paper and cardboard, and the quantity recycled versus going to landfill. The sustainability team advertises these results within the organisation to start a conversation about recycling and waste. It is also holding tours of Bardee, which transforms the national office's organic waste to insect protein and fertiliser, and our e-waste and paper recycler DocShop

We are continually improving our waste outcomes by educating staff in proper disposal and reworking bin design, and introducing a container deposit scheme with base buildings.

This is indicative of the holistic approach the Trustee is taking to sustainability.

All of the outcomes noted above are validation that the Trustee's sustainability strategy is having a real-world impact on operations and employees' working lives.

The extra floor space was required to house another hundred staff employed over FY21-22. Since the Trustee's first Climate Active certification in 2017-18, the Trustee has grown from 100 staff to more than 500.

Despite this growth in FTE and office space, the ending of lockdowns over FY21-22 and the resumption of business travel, the Trustee has recorded only a small increase (6%) in carbon emissions, from 1990.14 tCO₂-e last reporting period to 2107.07 tCO₂-e. This result is a 35% drop in emissions from the FY2018-

19 baseline - just 10% shy of the Trustee's 2030 proposed target.

In the meantime, it can absorb those lessons and celebrate this year's result in tCO₂-e emissions per FTE.

Emissions (tCO₂-e)/FTE	
2017-18	15.89
2018-19	14.34
2019-20	11.07
2020-21	5.44
2021-22	4.39

A 19% drop in emissions per FTE on FY20-21 can be explained by less postage and freight as the entire workforce was provided with home office equipment in 2020, more staff working from home, lowering commutes, and reductions in the Climate Active emission factors for venue hire and maintenance.

5. EMISSIONS SUMMARY

Emissions over time

Emissions since base year		Total tCO ₂ -e
Base year/Year 1:	2017-18	2901.61
Year 2:	2018-19	3293.32
Year 3:	2019-20	3176.76
Year 4	2020-21	1990.14
Year 5	2021-22	2107.07

Significant changes in emissions

Emissions have risen 1% compared with 2020/21, steady despite a 31% increase in FTE. Some decreases in emissions have been due to reductions in the Climate Active emission factors e.g. the emission factor for venue hire is nearly a quarter of what it was last year and the building maintenance factor is nearly a third of the previous years. Other decreases such as a fall in car use are due to a reduction in the car fleet. These decreases have helped offset increases in paper use and air travel as people start returning to the office after COVID.

Large changes in significant emission sources are outlined in the table below:

Emission source name	Current year (tCO ₂ -e)	Previous year (tCO ₂ -e)	Detailed reason for change
Electricity	102.14	0	Change from Location-based to Market based (% change is actually -46% emissions from location-based last year were 195591.96). Part of the reduction is also due to some data centre electricity now reported as bespoke data centre emissions.
Food & catering	216.11	131.13	Catering has increased with more events on since COVID and employees returning to the office.
Telecommunications	124.62	63.05	Telecommunication costs have gone up with the implementation of Zoom calls due to COVID.
Paper	134.73	115.12	As people returned to offices, paper use has increased
Mailing services: parcels, postal and courier	748.99	813.29	Mailing service use has decreased with a push to online statements and ceasing redirections due to COVID.
Short economy class flights	109.21	31.26	As travel restrictions due to COVID have eased flights have increased
Long business class flights	166.80	5.14	As travel restrictions due to COVID have eased flights have increased
Train	98.27	74.53	Train use has increased in line with FTE increase and people returning to the office.

Use of Climate Active carbon neutral products and services

Certified brand name	Product or service used
Powershop	Carbon neutral electricity
ISPT	Carbon neutral office accommodation in Melbourne (2 Lonsdale St)
NextDC	Carbon neutral data centres

Organisation emissions summary

The electricity summary is available in the Appendix B. Electricity emissions were calculated using a market-based approach.

Emission category	Sum of Scope 1 (tCO ₂ -e)	Sum of Scope 2 (tCO ₂ -e)	Sum of Scope 3 (tCO ₂ -e)	Sum of total emissions (tCO ₂ -e)
Accommodation and facilities	0	0	109.73	109.73
Cleaning and Chemicals	0	0	22.09	22.09
Construction Materials and Services	0	0	46.67	46.67
Data Centre	0	0	59.51	59.51
Electricity	0	102.14	0	102.14
Food	0	0	216.11	216.11
ICT services and equipment	0	0	143.22	143.22
Office equipment & supplies	0	0	156.98	156.98
Outsourced FTE	0	0	8.43	8.43
Postage, courier and freight	0	0	748.99	748.99
Refrigerants	2.95	0	0.00	2.95
Stationary Energy (gaseous fuels)	3.87	0	0.85	4.71
Stationary Energy (liquid fuels)	0.13	0	0.01	0.14
Transport (Air)	0	0	313.71	313.71
Transport (Land and Sea)	22.60	0	279.14	301.74
Waste	0	0	13.58	13.58
Water	0	0	1.04	1.04
Working from home	0	0	-144.68	-144.68
Total	29.55	102.14	1975.38	2107.07

Uplift factors

N/A

6. CARBON OFFSETS

Offsets retirement approach

In arrears	
1. Total number of eligible offsets banked from last year's report	0
2. Total emissions footprint to offset for this report (tCO ₂ -e)	2107.07
3. Total eligible offsets required for this report	2108
4. Total eligible offsets purchased and retired for this report	2229
5. Total eligible offsets banked to use toward next year's report	121

Co-benefits

The Trustee's offset portfolio this reporting period comprises:

- 400 units of Arnhem Land Fire Abatement offsets
- 1708 units of Certified Emissions Reductions from renewable energy projects in India

Arnhem Land Fire Abatement Project (19% of offsets)

Arnhem Land in the Northern Territory is prone to extreme, devastating wildfires that affect the landscape, people, plants and animals. These projects are owned exclusively by Aboriginal people with custodial responsibility for those parts of Arnhem Land under active bushfire management. Local rangers conduct controlled burns early in the dry season to reduce fuel on the ground and establish a mosaic of natural firebreaks, preventing bigger, hotter and uncontrolled wildfires later in the season. The projects provide employment and training opportunities for local rangers while supporting Aboriginal people in returning to, remaining on and managing their country. Communities are supported in the preservation and transfer of knowledge, the maintenance of Aboriginal languages and the wellbeing of traditional custodians.

Certified Emissions Reductions (81% of offsets)

Across India, wind farms introduce clean energy to the grid that would otherwise be generated by coal-fired power stations. Wind power is clean in two ways: it produces no emissions and also avoids the local air pollutants associated with fossil fuels. Electricity availability in the regions have been improved, reducing the occurrence of blackouts across the area. The projects support national energy security and strengthen rural electrification coverage. In constructing the turbines new roads were built, improving accessibility for locals. The boost in local employment by people engaged as engineers, maintenance technicians, 24-hour on-site operators and security guards also boosts local economies and village services.

Eligible offsets retirement summary

Offsets cancelled for Climate Active Carbon Neutral Certification											
Project description	Type of offset units	Registry	Date retired	Serial number (and hyperlink to registry transaction record)	Vintage	Stapled quantity	Eligible quantity (tCO ₂ -e)	Eligible quantity used for previous reporting periods	Eligible quantity banked for future reporting periods	Eligible quantity used for this reporting period	Percentage of total (%)
West Arnhem Land Fire Abatement (WALFA) Project	ACCU	ANREU	14 Dec 2022	8,329,320,861 – 8,329,321,260	2020-21	-	400	0	0	400	19%
Enercon Wind Farms in Karnataka Bundled Project – 33 MW	CER	ANREU	14 Dec 2022	271,580,798 – 271,582,326	CP2	-	1529	0	0	1529	72.5%
Enercon Wind Farms in Karnataka Bundled Project – 33 MW	CER	ANREU	25 Jan 2023	291,367,712 – 291,368,011	CP2	-	300	0	121	179	8.5%
Total offsets retired this report and used in this report										2108	
Total offsets retired this report and banked for future reports										121	
Type of offset units		Quantity (used for this reporting period claim)				Percentage of total					
Australian Carbon Credit Units (ACCU)		400				19%					
Certified Emissions Reductions (CERs)		1708				81%					

7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) summary

N/A

APPENDIX A: ADDITIONAL INFORMATION

N/A

APPENDIX B: ELECTRICITY SUMMARY

Electricity emissions are calculated using a **market-based approach**.

Location-based method:

The location-based method provides a picture of a business's electricity emissions in the context of its location, and the emissions intensity of the electricity grid it relies on. It reflects the average emissions intensity of the electricity grid in the location (State) in which energy consumption occurs. The location-based method does not allow for any claims of renewable electricity from grid-imported electricity usage.

Market-based method:

The market-based method provides a picture of a business's electricity emissions in the context of its renewable energy investments. It reflects the emissions intensity of different electricity products, markets and investments. It uses a residual mix factor (RMF) to allow for unique claims on the zero emissions attribute of renewables without double-counting.

Market-based approach summary			
Market-based approach	Activity data (kWh)	Emissions (kgCO ₂ -e)	Renewable percentage of total
Behind the meter consumption of electricity generated	0	0	0%
Total non-grid electricity	0	0	0%
LGC Purchased and retired (kWh) (including PPAs & Precinct LGCs)	0	0	0%
GreenPower	38,595	0	22%
Jurisdictional renewables (LGCs retired)	669	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	153	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	32,255	0	19%
Residual electricity	102,657	102,140	0%
Total grid electricity	174,329	102,140	41%
Total electricity consumed (grid + non grid)	174,329	102,140	41%
Electricity renewables	71,671	0	
Residual electricity	102,657	102,140	
Exported on-site generated electricity	0	0	
Emissions (kgCO ₂ -e)		102,140	
Total renewables (grid and non-grid)	41.11%		
Mandatory	18.97%		
Voluntary	22.14%		
Behind the meter	0.00%		
Residual Electricity Emission Footprint (TCO₂e)	102		
<i>Figures may not sum due to rounding. Renewable percentage can be above 100%</i>			
<i>Voluntary includes LGCs retired by the ACT (MWh)</i>	0		

Location-based approach summary

Location-based approach	Activity data (kWh)	Scope 2 emissions (kgCO ₂ -e)	Scope 3 emissions (kgCO ₂ -e)
ACT	822	641	58
NSW	114,323	89,172	8,003
SA	11,202	3,361	784
VIC	0	0	0
QLD	19,279	15,423	2,313
NT	969	523	39
WA	18,508	12,400	185
TAS	9,226	1,292	185
Grid electricity (scope 2 and 3)	174,329	122,812	11,566
ACT	0	0	0
NSW	0	0	0
SA	0	0	0
VIC	0	0	0
QLD	0	0	0
NT	0	0	0
WA	0	0	0
TAS	0	0	0
Non-grid electricity (Behind the meter)	0	0	0
Total electricity consumed	174,329	122,812	11,566

Emissions footprint (tCO₂-e)	134
Scope 2 emissions (tCO ₂ -e)	123
Scope 3 emissions (tCO ₂ -e)	12

Carbon neutral electricity offset by Climate Active product	Activity data (kWh)	Emissions (kgCO ₂ -e)
National office – Powershop	209,693.00	0
South Australia office – Powershop	7,743.00	0
Data Centre – NextDC	17,410.50	0
National Office Base Building electricity - ISPT 2 Lonsdale St Melbourne	482,515.82	0

Climate Active carbon neutral electricity is not renewable electricity. The emissions have been offset by another Climate Active member through their product certification.

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

HESTA has no non-quantified emission sources.

APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

Excluded emission sources

The below emission sources have been assessed as not relevant to an organisation's or precinct's operations and are outside of its emissions boundary. These emissions are not part of the carbon neutral claim. Emission sources considered for relevance must be included within the certification boundary if they meet two of the five relevance criteria. Those which only meet one condition of the relevance test can be excluded from the certification boundary.

Emissions tested for relevance are detailed below against each of the following criteria:

1. **Size** The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions
2. **Influence** The responsible entity has the potential to influence the reduction of emissions from a particular source.
3. **Risk** The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.
4. **Stakeholders** Key stakeholders deem the emissions from a particular source are relevant.
5. **Outsourcing** The emissions are from outsourced activities previously undertaken within the organisation's boundary, or from outsourced activities typically undertaken within the boundary for comparable organisations.

Emission sources tested for relevance	(1) Size	(2) Influence	(3) Risk	(4) Stakeholders	(5) Outsourcing	Included in boundary?
Investments	No	No	No	No	No	No
Computer and technical services	No	No	No	No	No	No
Office equipment repairs and maintenance	No	No	No	No	No	No
Office Furniture	No	No	No	No	No	No
Education and training	No	No	No	No	No	No
Subscriptions & periodicals	No	No	No	No	No	No
Marketing and distribution	No	No	No	No	No	No
Advertising & Promotion	No	No	No	No	No	No
Insurance and retirement services	No	No	No	No	No	No
Photographic services	No	No	No	No	No	No



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Climate Active PDS FY2021-2022

Final Audit Report

2023-06-18

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