



PUBLIC DISCLOSURE STATEMENT

HUB AUSTRALIA

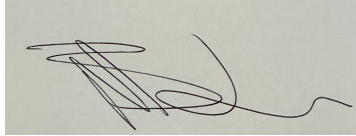
**ORGANISATION CERTIFICATION
CY2023**

Australian Government
Climate Active
Public Disclosure Statement



An Australian Government Initiative



NAME OF CERTIFIED ENTITY	Hub Australia Pty Ltd (ABN: 45 145 858 304)
REPORTING PERIOD	1 January 2023 – 31 December 2023 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>Michael Baker Head of People & Culture 17/10/2024</p>



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

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Version August 2023.



1. CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	7,795 tCO ₂ -e
CARBON OFFSETS USED	100% VCUs
RENEWABLE ELECTRICITY	57.39%
CARBON ACCOUNT	Prepared by: Pangolin Associates
TECHNICAL ASSESSMENT	Pangolin Associates Next technical assessment due: 2026

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2. CERTIFICATION INFORMATION

Description of organisation certification

This certification covers the Australian business operations of Hub Australia Pty Ltd (ABN: 45 145 858 304)

This includes the following locations and facilities:

- Hub Hyde Park, Level 3, 223 Liverpool Street, Darlinghurst 2010 NSW
- Hub Customs House, Level 3, 31 Alfred Street, Sydney 2000 NSW
- Hub Southern Cross, Level 2, 696 Bourke Street, Melbourne 3000 VIC
- Hub Parliament Station, Level 18, 1 Nicholson Street, East Melbourne 3002 VIC
- Hub Collins Street, Level 3, 62 Collins Street, Melbourne 3000 VIC
- Hub Anzac Square, Level 6, 200 Adelaide Street, Brisbane 4000 QLD
- Hub Adelaide, 89 Pirie Street, Adelaide 5000 SA
- Hub Wynyard, Level 11, 10 Carrington St, Sydney 2000 NSW
- Hub Flinders St, Level 7, 180 Flinders St, Melbourne 3000 VIC
- Hub St Kilda Road, Level 12, 412 St Kilda Road, Melbourne 3004 VIC
- Hub Civic Quarter, Level 1, 68 Northbourne Ave, Canberra 2600 ACT
- Hub Church St, Level 4, 459 Church Street, Richmond 3132 VIC
- Hub Martin Place, Level 1, 44 Martin Place, Sydney 2000 NSW
- Hub Box Hill, Corner Carrington Road & Thurston Street

Hub Australia is also certified as a Climate Active carbon neutral service and the emissions for both these certifications overlap completely. An operational control approach has been chosen to define the boundary of HUB Australia's organisation and service assessment.

This Public Disclosure Statement includes information for the CY2023 reporting period.

Organisation description

Founded in 2011, Hub is widely considered the market leading premium workspace-as-a-service platform in Australia and is renowned for its customer service. We deliver hospitality driven solutions that create workspace experiences that people love. We are the trusted local workspace partner for businesses and landlords that choose Hub because we help them attract and retain the best talent and tenants.

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 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 detail is available at Appendix D.

Inside emissions boundary

Quantified

Accommodation & Facilities
Cleaning & Chemicals
Construction Materials & Services
Electricity
Food
Horticulture & Agriculture
ICT Services & Equipment
Office Equipment & Supplies
Postage, Couriers & Freight
Professional Services
Refrigerants
Stationary Energy (gaseous fuels)
Stationary Energy (liquid fuels)
Transport (Air)
Transport (Land & Sea)
Waste
Water
Working From Home

Non-quantified

NA

Outside emission boundary

Excluded

NA

4. EMISSIONS REDUCTIONS

Emissions reduction strategy

Hub Australia is committed to reducing our operational emissions per member by 15% by June 2025, and 30% by 2030. We will achieve this through the following measures:

Scope 2 – By CY2024, 100% of our tenancy electricity use will be sourced from GreenPower where we are not part of an embedded network through the building owner.

Scope 3 – 50% reduction in Scope 3 emissions intensity per member (compared with CY19 baseline) by 2030 through:

- Working with building owners to achieve 40% renewable base building electricity by July 2025, and 100% by 2030
- Working with building owners to more accurately measure and reduce emissions from building refrigerants
- Implement procurement policies to reduce embodied emissions of selected materials
- Continuing to encourage employees to adopt sustainable commuting practices
- Introduce organic waste collection at all applicable locations by December 2024.

Our operational target does not currently include emissions associated with the fit-out of new spaces.

Emissions reduction actions

During CY2023, we have continued to take the following actions to reduce our emissions:

- Procuring Green Energy for all club-houses where Hub has direct control of the electricity supply (not part of an embedded network)
- Updating our flight policy to reduce the number of flights undertaken so that staff are only travelling for essential requirements.
- Moving to local quarterly internal meetings, rather than whole-of-company 6-monthly catch ups, to further reduce travel requirements
- Changing incentives for printing to reduce the amount of paper use.

5. EMISSIONS SUMMARY

Emissions over time

Emissions since base year					
		Total tCO ₂ -e (without uplift)	Total tCO ₂ -e (with uplift)	Total tCO ₂ -e per member	Scope 3 tCO ₂ -e per member (excluding fit-outs)
Base year/Year 1:	2019	10,425	NA	2.85	1.52
Year 2:	2020	3,009	NA	0.98	0.95
Year 3:	2021	10,787	NA	3.08	1.25
Year 4:	2022	5,793	NA	0.85	0.56
Year 5:	2023	7,795	NA	1.07	0.53

Significant changes in emissions

The main influence of emissions change year-on-year for Hub, is the level of operational activity relating to the fit-out of new club-houses.

Significant changes in emissions			
Emission source	Previous year emissions (t CO ₂ -e)	Current year emissions (t CO ₂ -e)	Reason for change
Non-residential building construction	1,754.7	3,366.1	During CY23, the fit-outs for the new Martin Place and Box Hill locations took place, which required additional expenditure compared with similar fit-outs that occurred during CY22.
Scope 3 Electricity	1,157.4	1,526.8	Increase in base building electricity requirements due to increase in our club-house footprint

Use of Climate Active carbon neutral products, services, buildings or precincts

Certified brand name	Product/Service/Building/Precinct used
Pangolin Associates	Service

Emissions summary

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

Emission category	Scope 1 emissions (tCO ₂ -e)	Scope 2 emissions (tCO ₂ -e)	Scope 3 emissions (tCO ₂ -e)	Total emissions (t CO ₂ -e)
Accommodation and facilities	0.0	0.0	19.2	19.2
Cleaning and chemicals	0.0	0.0	217.6	217.6
Construction materials and services	0.0	0.0	3,751.7	3,751.7
Electricity	0.0	427.6	1,526.8	1,954.3
Food	0.0	0.0	600.2	600.2
Horticulture and Agriculture	0.0	0.0	1.6	1.6
ICT services and equipment	0.0	0.0	218.3	218.3
Office equipment and supplies	0.0	0.0	71.5	71.5
Postage, courier and freight	0.0	0.0	3.2	3.2
Professional Services	0.0	0.0	328.6	328.6
Refrigerants	10.7	0.0	0.0	10.7
Stationary energy (gaseous fuels)	240.4	0.0	28.6	269.1
Stationary energy (liquid fuels)	4.4	0.0	1.1	5.4
Transport (air)	0.0	0.0	153.5	153.5
Transport (Land and Sea)	0.0	0.0	36.3	36.3
Waste	0.0	0.0	68.5	68.5
Water	0.0	0.0	70.3	70.3
Working from home	0.0	0.0	14.3	14.3
Total emissions (tCO₂-e)	255.5	427.6	7,111.3	7,794.4

Uplift factors: NA

6. CARBON OFFSETS

Eligible offsets retirement summary

Offsets retired for Climate Active certification

Type of offset units	Eligible quantity (used for this reporting period)	Percentage of total
Verified Carbon Units (VCUs)	7795	100%

Project description	Type of offset units	Registry	Date retired	Serial number (and hyperlink to registry transaction record)	Vintage	Stapled quantity	Eligible quantity retired (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 (%)
Installation of high efficiency wood burning cookstoves in Malawi	VCU	Verra	23/06/2023	13766-526074714-526074990-VCS-VCU-1289-VER-MW-3-2342-16042021-15102021-0	2021	0	277	70	0	207	2.7
The Mai Ndombe REDD+ Project	VCU	Verra	11/06/2024	12788-443197039-443197538-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	-	500	0	0	500	6.4
The Mai Ndombe REDD+ Project	VCU	Verra	11/06/2024	12788-445146039-445147441-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	-	1403	0	0	1403	18
The Mai Ndombe REDD+ Project	VCU	Verra	11/06/2024	12788-443196942-443197038-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	-	97	0	0	97	1.2
The Mai Ndombe REDD+ Project	VCU	Verra	11/06/2024	12788-443197539-443198538-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	-	1000	0	0	1000	12.8
The Mai Ndombe REDD+ Project	VCU	Verra	11/06/2024	12788-443195442-443196441-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	-	1000	0	0	1000	12.8

Project description	Type of offset units	Registry	Date retired	Serial number (and hyperlink to registry transaction record)	Vintage	Stapled quantity	Eligible quantity retired (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 (%)
The Mai Ndombe REDD+ Project	VCU	Verra	11/06/2024	12788-444818345-444819495-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	-	1151	0	0	1151	14.8
The Mai Ndombe REDD+ Project	VCU	Verra	13/03/2024	12788-444818345-444819495-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	-	97	0	0	97	1.2
The Mai Ndombe REDD+ Project	VCU	Verra	13/03/2024	12788-443593942-443594056-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	-	115	0	0	115	1.5
The Mai Ndombe REDD+ Project	VCU	Verra	13/03/2024	12788-443201942-443202844-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	-	903	0	0	903	11.6
The Mai Ndombe REDD+ Project	VCU	Verra	13/03/2024	13284-488041699-488042198-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	-	500	0	0	500	6.4
The Mai Ndombe REDD+ Project	VCU	Verra	13/03/2024	12788-442651942-442652741-VCS-VCU-259-VER-CD-14-934-01012018-31122018-1	2018	-	800	0	412	388	5
Ghani Solar Renewable	VCU	Verra	13/03/2024	10385-209662554-	2020	-	168	0	0	168	2.2

Project description	Type of offset units	Registry	Date retired	Serial number (and hyperlink to registry transaction record)	Vintage	Stapled quantity	Eligible quantity retired (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 (%)
Power Project by Greenko Group				209662721-VCS-VCU-997-VER-IN-1-1792-01012020-31122020-0							
Ghani Solar Renewable Power Project by Greenko Group	VCU	Verra	11/06/2024	10385-209662978-209663084-VCS-VCU-997-VER-IN-1-1792-01012020-31122020-0	2020	-	107	0	0	107	1.3
Ningxia Xiangshan Wind Farm Project	VCU	Verra	11/06/2024	12193-394742664-394742738-VCS-VCU-997-VER-CN-1-1867-01012021-30092021-0	2021		75	0	0	75	1.0
Ningxia Xiangshan Wind Farm Project	VCU	Verra	13/03/2024	8069-452825762-452825845-VCU-046-APX-CN-1-1867-01032019-31122019-0	2019		84	0	0	84	1.1
Total eligible offsets retired and used for this report										7,795	
Total eligible offsets retired this report and banked for use in future reports									412		

100% of Hub Australia's emissions relevant to the Organisation are also captured against our certified Service. Further details of Hub Australia's Service assessment can be found here on the Climate Active website: <https://www.climateactive.org.au/buy-climate-active/certified-members/hub-australia>

Co-benefits

NA

7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) summary

NA

APPENDIX A: ADDITIONAL INFORMATION

NA

APPENDIX B: ELECTRICITY SUMMARY

There are two international best-practice methods for calculating electricity emissions – the location-based method and the market-based method. Reporting electricity emissions under both methods is called dual reporting.

Dual reporting of electricity emissions is useful, as it provides different perspectives of the emissions associated with a business's electricity usage.

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.

For this certification, electricity emissions have been set by using the **market-based approach**.

Market-based approach summary			
Market-based approach	Activity Data (kWh)	Emissions (kg CO 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)	0	0	0%
GreenPower	1,595,881	0	32%
Climate Active precinct/building (voluntary renewables)	0	0	0%
Precinct/Building (LRET)	0	0	0%
Precinct/Building jurisdictional renewables (LGCS surrendered)	0	0	0%
Electricity products (voluntary renewables)	0	0	0%
Electricity products (LRET)	0	0	0%
Electricity products jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	341,335	0	7%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	87,302	0	2%
Large Scale Renewable Energy Target (applied to grid electricity only)	868,383	0	17%
Residual Electricity	2,147,635	1,954,348	0%
Total renewable electricity (grid + non grid)	2,892,902	0	57%
Total grid electricity	5,040,537	1,954,348	57%
Total electricity (grid + non grid)	5,040,537	1,954,348	57%
Percentage of residual electricity consumption under operational control	25%		
Residual electricity consumption under operational control	527,889	480,379	
Scope 2	469,879	427,590	
Scope 3 (includes T&D emissions from consumption under operational control)	58,010	52,789	
Residual electricity consumption not under operational control	1,619,746	1,473,969	
Scope 3	1,619,746	1,473,969	

Total renewables (grid and non-grid)	57.39%
Mandatory	18.96%
Voluntary	38.43%
Behind the meter	0.00%
Residual scope 2 emissions (t CO₂-e)	427.59
Residual scope 3 emissions (t CO₂-e)	1,526.76
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	427.59
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	1,526.76
Total emissions liability (t CO₂-e)	1,954.35
<i>Figures may not sum due to rounding. Renewable percentage can be above 100%</i>	

Location-based approach summary							
Location-based approach		Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control		53%	(kWh)	Scope 2 Emissions (kg CO ₂ -e)	Scope 3 Emissions (kg CO ₂ -e)	(kWh)	Scope 3 Emissions (kg CO ₂ -e)
ACT		460,455	216,828	147,433	10,841	243,627	177,848
NSW		1,445,153	680,523	462,755	34,026	764,631	558,180
SA		242,317	114,107	28,527	9,129	128,210	42,309
VIC		2,350,130	1,106,676	874,274	77,467	1,243,454	1,069,370
QLD		542,482	255,455	186,482	38,318	287,027	252,584
NT		0	0	0	0	0	0
WA		0	0	0	0	0	0
TAS		0	0	0	0	0	0
Grid electricity (scope 2 and 3)		5,040,537	2,373,589	1,699,481	169,782	2,666,948	2,100,291
ACT		0	0	0	0		
NSW		0	0	0	0		
SA		0	0	0	0		
VIC		0	0	0	0		
QLD		0	0	0	0		
NT		0	0	0	0		
WA		0	0	0	0		
TAS		0	0	0	0		
Non-grid electricity (behind the meter)		0	0	0	0		
Total electricity (grid + non grid)		5,040,537					

Residual scope 2 emissions (t CO₂-e)	1,699.48
Residual scope 3 emissions (t CO₂-e)	2,270.07
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	1,699.48
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	2,270.07
Total emissions liability	3,969.55

Operations in Climate Active buildings and precincts

Operations in Climate Active buildings and precincts	Electricity consumed in Climate Active certified building/precinct (kWh)	Emissions (kg CO ₂ -e)
NA	0	0
<p><i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their building or precinct certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the building/precinct under the market-based method is outlined as such in the market-based summary table.</i></p>		

Climate Active carbon neutral electricity products

Climate Active carbon neutral electricity product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO ₂ -e)
NA	0	0
<p><i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their electricity product certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the electricity product under the market-based method is outlined as such in the market-based summary table.</i></p>		

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

The following emissions sources have been assessed as relevant, are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. They have been non-quantified due to one of the following reasons:

1. **Immaterial** <1% for individual items and no more than 5% collectively
2. **Cost effective** Quantification is not cost effective relative to the size of the emission but uplift applied.
3. **Data unavailable** Data is unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.
4. **Maintenance** Initial emissions non-quantified but repairs and replacements quantified.

There are no sources in this inventory that have been non-quantified.

APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

Excluded emission sources

The below emission sources have been assessed as not relevant to this organisation'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.

There are no sources that have been excluded from this inventory

Excluded emissions sources summary

NA



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