

Fitzgerald
Frisby
Landscape
Architecture
ENVIRONMENT
REPORT
2022

Fitzgerald Frisby Landscape Architecture (FFLA) are committed to achieving positive social and environmental outcomes. We achieve this in the following areas

- In the way our office functions
- Through the outcomes of our project work

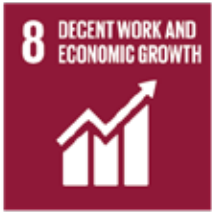
We have adopted the United Nations Developments Goals as a framework for action as we ‘think global and act local’. In this report our performance is assessed against each of the seventeen sustainable development goals, including the identification of performance measures.

Our approach to issues, proposed actions and measures of our commitment have been developed by FFLA directors and staff.



SUSTAINABLE DEVELOPMENT GOALS





- 1. No Poverty**
- 2. Zero Hunger**
- 8. Decent work and economic growth**
- 10. Reduce inequalities**
- 12. Responsible consumption and production**

FFLA are fortunate to be located within a developed economy with relatively low levels of poverty and hunger compared to other parts of the world. We believe it is important to continue to consider the source of the products we purchase and specify as these can have a direct impact on poverty and hunger.

- Prioritise local suppliers
- Prioritise suppliers with social or environmental credentials

Performance measures

- FFLA operates a nearly paperless office. Our consumption of office paper decreased by more than 95% compared to historic use. This has been achieved by staff choosing alternatives to printing and all staff being provided an iPad.
- Our reduced consumption of paper has resulted in a similar reduction in the consumption of office stationary. Less than 1 box of pens was purchased during the reporting period
- We source Apple computers and products from other suppliers with a commitment to supporting ethical business practices.
- Office 'e waste' and printer cartridges are recycled using recycling programs.
- FFLA don't support unpaid internships as we believe this is exploitation - if you work in our office on projects you should be paid appropriately.
- Over the past year FFLA has been involved in a number of affordable and social housing projects
- All office coffee is sourced from a local business, Eureka Coffee, who provide Fair Trade and Australian grown supplies.
- FFLA applies inclusive, universal design principles to all our project work.
- FFLA donate 1% of our revenue each year to environmental and charitable causes.



3. Good Health and Well-being

Good design can achieve multiple community health benefits. In our project work we consider the physical and mental health benefits of our projects.

- In the FFLA work environment we provide the following:
 - FFLA has a workplace environment which provides flexible hours for staff to promote a healthy work/life balance. These options were successfully expanded during the covid period to assist working from home.
 - Bicycle storage, end of use showers and staff lockers are provided within the office building. This enables staff to walk, run or ride to work or to take a break and enjoy the surrounding neighbourhood during the day.
- Through FFLA project work we advocate the following:
 - Promoting community engagement in projects to foster ownership and connectedness of individuals within their community
 - Advocate for health, active community outcomes such as the

importance of paths, trails, sports facilities as well as access to community buildings, aged care facilities and hospitals.

- FFLA applies inclusive, universal design principles to all our project work which considers the needs of people of all ages and abilities.

Measures

- 100% of FFLA master planning and public park projects incorporated community engagement.
- More than 80% of staff transport to the office is walking, riding or public transport.
- FFLA has whole of staff meetings twice a week which provides a mental health check in for people working from home/remotely.
- We discuss with our staff the use of sick leave for mental and physical health needs.
- In person staff social events (such as staff breakfast or morning tea) are arranged on a monthly basis.
- We provide flexible working arrangements to accommodate the different needs of our staff.



4. Quality Education

FFLA believe access to quality education and whole of life learning is an essential part of life.

- In our project work we promote the creation of high quality outdoor spaces within education projects. This includes the creation of outdoor learning spaces.
- FFLA staff contribute to design reviews and advisory boards for university landscape architecture programs
- We support 'work experience' programs for secondary school students. We had one work experience student during 2022.
- All FFLA staff can use at least 20 hours a year paid time off for volunteer services.
- Three staff members attended the Australian Institute of Landscape Architects National Festival in Queensland in 2022.

Measures

- All landscape architecture staff have completed or are in the process of completing tertiary qualifications.
- FFLA staff made presentations and contributions to tertiary landscape architecture courses
- Mark Frisby is a member of the landscape architecture course advisory panel at University of Melbourne.
- FFLA supports staff to undertake CPD at local and national events.
- FFLA pays staff membership to Australian Institute of Landscape Architects (AILA) as this encourages staff to participate in the peak industry body and undertake CPD.
- Senior staff have mentored graduates completing AILA Registration processes during 2022.
- One staff member completed AILA Registration in 2022



5. Gender Equality

We believe in gender equality within the workplace, and within broader society.

- We promote gender equality in the workplace and believe in equal opportunity regardless of gender.
- FFLA provides primary carers with an additional 2 weeks (above government requirements) maternity leave.
- FFLA provides secondary carers with an additional 2 weeks (above government requirements) maternity leave.
- During 2022 we implemented flexible work arrangements for staff taking and returning from maternity leave.
- FFLA provide flexible working arrangements to accommodate the different needs of our staff.

Measures

- FFLA is majority owned by women
- For nearly the whole period of operation, FFLA has a 60/40 gender balance and in recent years it has typically had an equal or higher ratio of female to male employees.
- As a relatively small office, FFLA doesn't deal with a high volume of staff maternal/parental/carer leave. There were multiple staff members utilising these types of leave in 2022, which was a useful test of our systems and provided insights for staff maternal/parental/carer leave needs. We continue to update our office processes to support staff caring for children.



6. Clean water and sanitation

14. Life below water

The planning, design and management of healthy water catchments is central to the FFLA design approach.

- In the FFLA work environment we provide the following:
 - Our office includes low water use taps and appliances.
 - Toilet facilities are shared with other tenancies.
- Through FFLA project work we advocate the following:
 - The creation of healthy catchments through Water Sensitive Design initiatives.
 - The inclusion of locally indigenous species and drought tolerant plants which don't require irrigation.
 - Our coastal projects consider the impacts of human activities on marine environments including the impacts of climate change.

Measures

- Locally indigenous and drought tolerant plant species are selected to for their low water requirements.
- We experiment by testing the drought tolerance of office plants



7. Affordable and clean energy

FFLA advocate for inclusion of wind, solar, bioenergy and other forms or renewable power as part of sustainable cities and sustainable site developments. This extends to our commitment to not work on projects related to the mining of non-renewing resources.

We seek to minimise the consumption of energy in our workplace.

- Natural lighting reduces the need for electronic lights
- Openable windows provides the opportunity for natural ventilation and reduced use of air conditioning
- We purchase 100% renewable energy
- FFLA purchases offsets each year to ensure we are carbon neutral.



9. Industry innovation and infrastructure

FFLA advocate for walking, cycling and public transport infrastructure as well as green infrastructure an essential component of a liveable city.

We promote the following

- In the FFLA work environment we provide the following:
 - Bicycle storage, end of use showers and staff lockers are provided within the office. This enables staff to walk, run or ride to work or to take a break and enjoy the local parks during the day.
- Through FFLA project work we advocate the following:
 - Plan and design new and upgraded pedestrian and bicycle trails
 - Consider whole of life costs and advocate for the use of robust materials with low recurring maintenance needs
 - Our projects incorporate products using recycled material such Replas and Playmatta.



11. Sustainable cities and communities

13. Climate action

The planning, design and management of sustainable cities is central to FFLA design approach. We believe the creation of sustainable cities and communities is an essential component of action on climate change.

- In the FFLA work environment we provide the following:
 - FFLA pay for all staff to use 'car share' for transport to site inspections and meetings
 - FFLA encourages staff to walk, cycle and use public transport for travel to meetings. To support staff cycling we provide free cycling knicks and tops.
 - FFLA staff participate in industry groups and forums to advocate for sustainable design solutions.
- Through FFLA project work we advocate the following:
 - Advocate for sustainable design solutions such as sustainable transport infrastructure, water sensitive design, and the use of locally indigenous plant species.
 - We promote and include Crime Prevention Through Environmental Design (CPTED) initiatives in our designs.
 - We advocate for community participation in planning and design processes.
 - We advocate for the inclusion of affordable housing

Measures

- FFLA has specialist expertise in the planning and design of trails working on a number of projects each year.
- We participate in the application of sustainability rating tools (such as the Green Building Council) as part of our project work.
- We purchase 100% renewable energy
- FFLA purchases offsets each year to ensure we are carbon neutral.



15. Life on land

Protection and enhancement of landscape values is an integral part of landscape architecture. Through our project work we plan and design the following:

- Protection and enhancement of productive landscapes
- The integration of urban agriculture and community gardens
- Protection, enhancement and management of remnant vegetation
- Use of locally indigenous plants

Measures

- We continue to advocate for the protection, management and enhancement of remnant vegetation.
- Our landscape designs include locally indigenous plant species.



16. Peace, justice and strong institutions

FFLA supports local justice and institutions in the following ways

- We advocate for community participation in projects
- FFLA is a supporter of the Australian Institute of Landscape Architects, Parks and Leisure Australia and Play Australia
- FFLA donate 1% of our revenue each year to environmental and charitable causes.
- We promote and include Crime Prevention Through Environmental Design (CPTED) initiatives in our designs.
- FFLA supports child safety with staff applying 'working with children' measures.

Measures

- FFLA pays for all staff memberships of the Australian Institute of Landscape Architects



17. Partnerships and the goals

This report is evidence of our support for the UN Development Goals. FFLA promote the importance of partnerships to achieve the outcomes outlined.