



HIP V. HYPE believes that sustainability matters.

We believe sustainability is achieved when a system exists and prospers indefinitely. This is true for all systems; ecological; social; cultural; organisational and institutional... Regrettably many systems in our world are not prospering and indeed many are failing.

We believe that a considered, integrated, responsible and innovative approach is required.

We use our unique perspective on business, process and technical knowledge to enable intuitive solutions for sustainable systems at all scales. We focus on decreasing environmental impact, encouraging social unity and increasing economic performance responsibly.

We embrace our responsibility to operate sustainably and to positively influence our partners, collaborators and clients. We don't preach. Rather we reflect on all aspects of our operations and consider whether there is a more sustainable approach to achieve better outcomes.

DECREASING ENVIRONMENTAL IMPACT

We believe in leaving the natural world in a better condition than we found it. We use our skills to remedy destruction caused to the natural system by past and present generations.

To do this, we use as few finite natural resources as possible to effectively deliver our services, and ensure those resources are renewable wherever possible.

We support long term maintenance and renewal of natural resources and ecosystems through reducing and where possible eliminating pollution and other externalities associated with our operation. Where external impacts cannot be avoided, we seek to offset these impacts investing in the best available certified offsets.

ENCOURAGING SOCIAL HARMONY

We believe in social harmony, equity, freedom and the rights of the individual to act responsibly with respect for others and the natural environment.

We respect and celebrate our connection to the natural world as well as the cultural heritage of our staff, clients, partners and the places in which our business operates.

INCREASING ECONOMIC PERFORMANCE RESPONSIBLY

As a business we believe in doing well by doing good. We focus on long term considerations, building relationships and using our business success to invest in growing our capacity and technical skill to increase our impact. We seek to support the work of other organisations whose work we see as vital to achieving a sustainable future.

OUR JOURNEY

To date we have:

- _ Retrofitted our studio with high performance double and triple glazed windows and doors, and added insulation and draught proofing.
- _ Switched to 100% Green Power for our office energy supply.
- _ Installed a 3.5 kW solar PV system and 6.8 kWh Tesla Powerwall battery.
- _ Partnered with our neighbours Park Street Cafe to allow us to compost all organic food waste from staff kitchen in their industrial composter.
- _ Created a workplace that celebrates cycling to and from work, and adopted a sustainable transport hierarchy for travel to meetings, encouraging employees to cycle or take public transport. Where this isn't possible we encourage staff to use Helmut, our local share car.
- _ Successfully encouraged our team to avoid takeaway coffee cups.
- _ Committed to offering our team My Future Super as the default Super option

We are committed to doing more, including:

- _ Moving towards a 'paperless office' model, where hard copy printing is eliminated in most circumstances.
- _ Adopting a simple screening tool to guide purchases of office supplies and equipment to ensure the most sustainable option is selected wherever possible.
- _ Quantifying and offsetting the greenhouse gas emissions attributable to our business operations each year.
- _ Encourage swapping single use items for reusable, where practicable.

We are committed to measuring our performance and using data to provide the evidence to demand better of ourselves and those around us. Where possible we will seek to measure the following on an annual basis:

- _ Energy consumption.
- _ Energy generation.
- _ CO₂ emissions from energy .
- _ Water consumption.
- _ Vehicle and air travel emissions (estimated from quarterly sample periods).
- _ Paper usage.