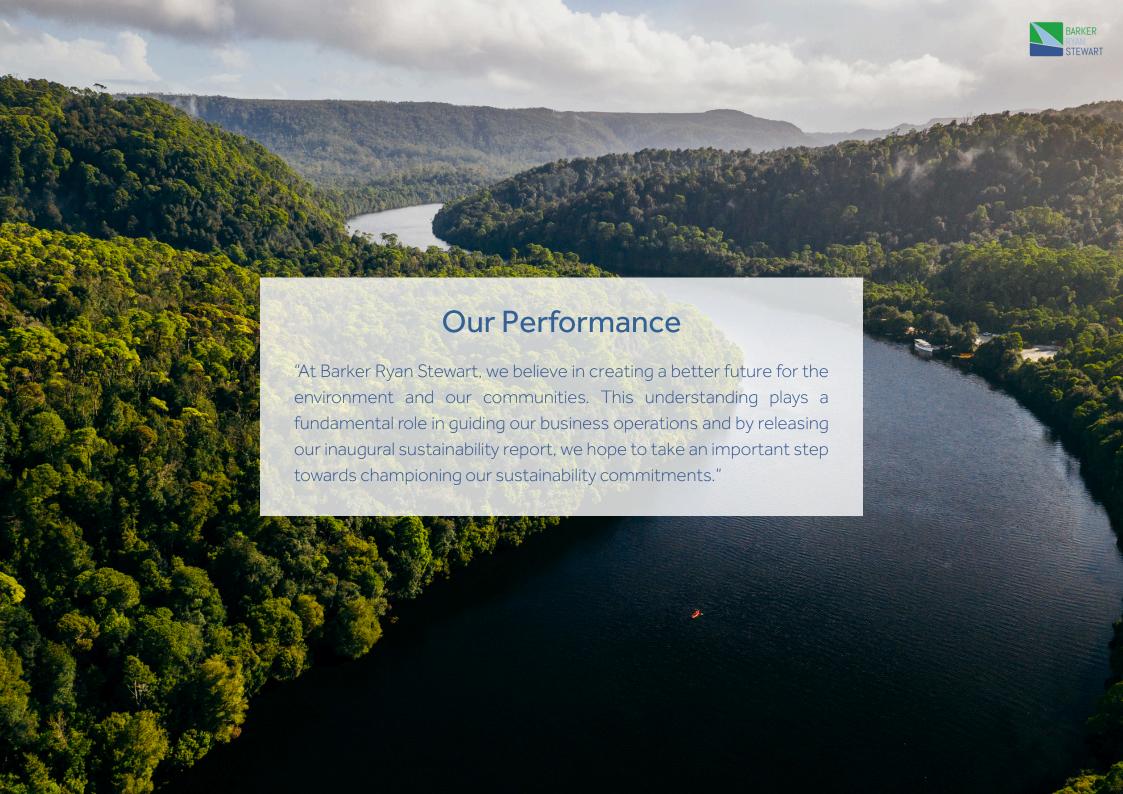




Barker Ryan Stewart
Sustainability Report
FY24-25

ENGINEERING
PLANNING
SURVEYING
CERTIFICATION
PROJECT MANAGEMENT







**Innovating Change, 2024**Jordan Lovegrove
Ngarrindjeri

# Acknowledgement of Country

We would like to acknowledge the Traditional Custodians of the land we stand upon today, and pay our deepest respects to Elders past, present and emerging for they hold the culture, dreams, and memories of Aboriginal and Torres Strait Islander peoples. We recognise and respect their culture, beliefs, history, and enduring relationship with the land.



## **CEO Statement**

At Barker Ryan Stewart, we believe in creating a better future for the environment and our communities. This understanding plays a fundamental role in guiding our business operations and the release of our third annual sustainability report, we continue to champion our sustainability commitments.

The aim of this report is to outline how we can achieve this vision by analysing our current performance and identifying areas for future improvement. The report includes our Sustainability Action Plan which encompasses our short-term goals to be achieved over the next financial year, and our medium-term goals to be achieved over the next 2-5 years – both of which will ensure we achieve net carbon neutrality by 2030 for our scope 1 and 2 carbon emissions.

In FY25, Barker Ryan Stewart experienced 2% revenue growth. We have experienced an overall retention rate of approximately 90% over the past two years. In FY25, we continued to invest a portion of our revenue and time into making a difference in our community by supporting a wide range of charities and organisations that advocate for positive change.

In FY25, we calculated our scope 1 and 2 carbon emissions across our business operations, which comprise six offices and a team of over 71 people. Our total scope 1 and 2 emissions that formed part of our carbon footprint for FY25 were 98.2 tonnes CO2.

To ensure that we hold ourselves accountable and minimise our carbon footprint in the upcoming year, our ESG working group which comprises of passionate individuals with diverse experience centred around sustainable practices in the property development and infrastructure industry will continue to monitor and implement the strategies and actions of this Sustainability Report.

Some of the key goals our ESG working group will champion over the next 12 months include:

- Implement the actions outlined in our recently endorsed Reconciliation Action Plan.
- Continuing to improve our calculation methods to more accurately calculate and offset our carbon emissions.
- Continuing to enhance our relationship with the KARI Foundation by attending employment expositions and events.
- Ensuring the BRS Foundation supports to charities and organisations that advocate for sustainability and/or First Nations communities.
- Utilising BRS services to be more involved in renewable energy, sustainable or ESG centred projects.

In FY26, I look forward to providing an update on the improvements we have made in our journey towards achieving carbon neutrality, to ensure we help create a better future for the environment and our communities



Andrea McDonald Chief Executive Officer Barker Ryan Stewart

#### BARKER RYAN STEWART

## Introduction

At Barker Ryan Stewart (BRS), we plan, manage, survey, design, and certify projects to create better communities and deliver high-quality infrastructure. We're a team of property development and infrastructure experts who specialise in providing infrastructure and civil engineering, traffic engineering and transport planning, town planning, surveying, project management, subdivision and strata certification, and TfNSW project verification services to various projects.

This Annual Sustainability Report outlines our support of the UN Sustainable Development goals we support, and our performance against our Financial, Environmental, Social and Governance goals for the year.

We also present our team performance, our client's satisfaction with our services, and feature some of our client's projects that have made a positive impact on our housing and community needs by supporting client resilience and sustainability, supporting job growth, and providing essential infrastructure.

## Our Core Beliefs

#### Our Purpose

At Barker Ryan Stewart, we believe in better. We believe in delivering better outcomes for our clients, better service to our communities, and a better future for the environment. For our team, believing in better encompasses all we do from our culture to our operating practices. We continually strive to provide a better workplace for our team.

#### Our Core Beliefs

- We believe building genuine relationships and providing great customer service is the key to success.
- We believe fostering a great culture enables everyone to work at their best, feel secure, be respected and enjoy their work.
- We believe leading by example, setting clear goals and supporting the team, drives the culture and positive outcomes for staff and customers.
- We believe that with a clear strategy a business can grow and identify new opportunities and markets.
- We believe environmental and social considerations should be balanced with economic growth.
- We believe that embracing the right technology is essential to being at the forefront of the industry.







# The UN Sustainable Development Goals

We support all 17 of the UN Sustainable Development Goals, however the goals that we have the most opportunity to positively impact through our operations and the projects we work on include:

- 5 Gender Equality Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.
- 9 Industry, Innovation and Infrastructure To build resilient infrastructure, promote sustainable industrialization and foster innovation.
- 11 Sustainable Cities and Communities Making cities and human settlements inclusive, safe, resilient and sustainable.
- 13 Climate Action To limit warming to 1.5° Celsius above pre-industrial levels, as set out in the Paris Agreement, global greenhouse gas emissions will need to peak before 2025. Then they must decline by 43 per cent by 2030 and to net zero by 2050.
- 15 Life on the Land Conserving life on land. It is to protect and restore terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and stop biodiversity loss.















#### BARKER RYAN STEWART

# Our People

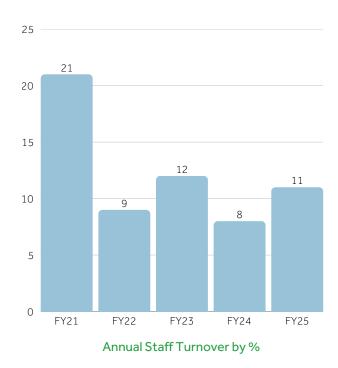
Our culture is extremely collaborative, and we work closely together as a team and constantly communicate with one another, our clients, and consultants we work with to ensure we deliver effective solutions for our client's projects.

We believe that prioritising our team's wellbeing and growth ensures that we can continue to have such high levels of retention and a successful recruitment strategy to attract future employees. We achieve this by providing the opportunity to join our Employee Share Ownership Plan, offering a Graduate Program and tailored professional development programs, and by continuing to prioritise a healthy work-life balance.

We currently have a highly engaged and motivated team of over 71 people split between our engineering, town planning, surveying, traffic engineering, certification, project management, and administrative teams. Since FY24, we have had an overall retention rate of approximately 90%.

We have an Employee Share Ownership Plan (ESOP) in place. Currently 33 (this is an increase of 19 over the previous two years) of our 71 strong team are part of the ESOP. Including our 5 directors, this represents 51% of the BRS team as owners of the company.













As a company, we are fully committed and passionate about diversity, inclusion, and gender equality within our organisation as we strongly believe that having a diverse and inclusive team allows us to create the best workplace possible and is a key determinant to our success.

We believe in creating a better workplace for our team, which is why we're committed to becoming a bigger player in the gender equality movement in our industry to help create more equity for women and close the gender gap within our historically male dominated industry.

We are strong supporters of the UN Sustainable Development Goal 5 Gender Equality - Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous, and sustainable world.

According to Engineers Australia, despite engineering being the largest employer within STEM (Science, Technology, Engineering and Maths) professions, it has the lowest representation of gender equality within the industry with women comprising of only 16% of the engineering workforce in Australia. Similarly, data from the Association of Consulting Surveyors NSW indicates that only 3% of Registered Surveyors are women. These statistics demonstrate that significant change needs to be made to increase in the participation and retention of women within our industry.

Currently, 32% of our team is comprised of women and we are continually looking for ways that we can increase this figure by attracting more women to join our team. We also want to ensure that we are empowering the women within our team to work at their best, feel secure and included, be respected, and enjoy their work.









## Our Clients

We are primarily a business-to-business consultancy firm and currently have over 1,000 active clients, all of whom are unique and require different outcomes on their projects. To describe our customers more succinctly, we work closely with a diverse range of property developers, publicly listed companies, consultants, NGOs, and all levels of government.

In FY 2024-25 we:



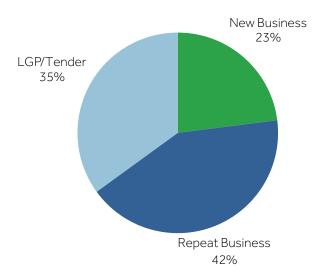
Worked with 650+ clients



Worked on 950+ projects



Created 1,073 new projects in Total Synergy



FY24-25 Revenue



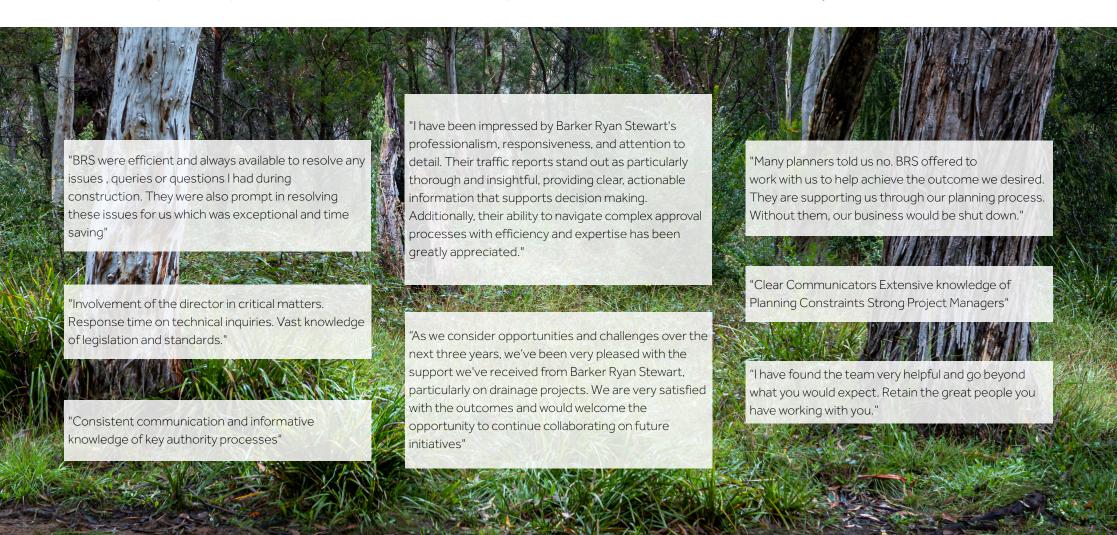
### Client Testimonials

We highly value our client's feedback and use it to ensure we can create the best customer service experience possible. Every year, we have an independently run client feedback survey undertaken through the process of entering the Financial Review's Client Choice Awards.

Overall, the feedback we receive has been extremely insightful to understanding why our clients value our services and how we can continue to improve the quality of our services to them.

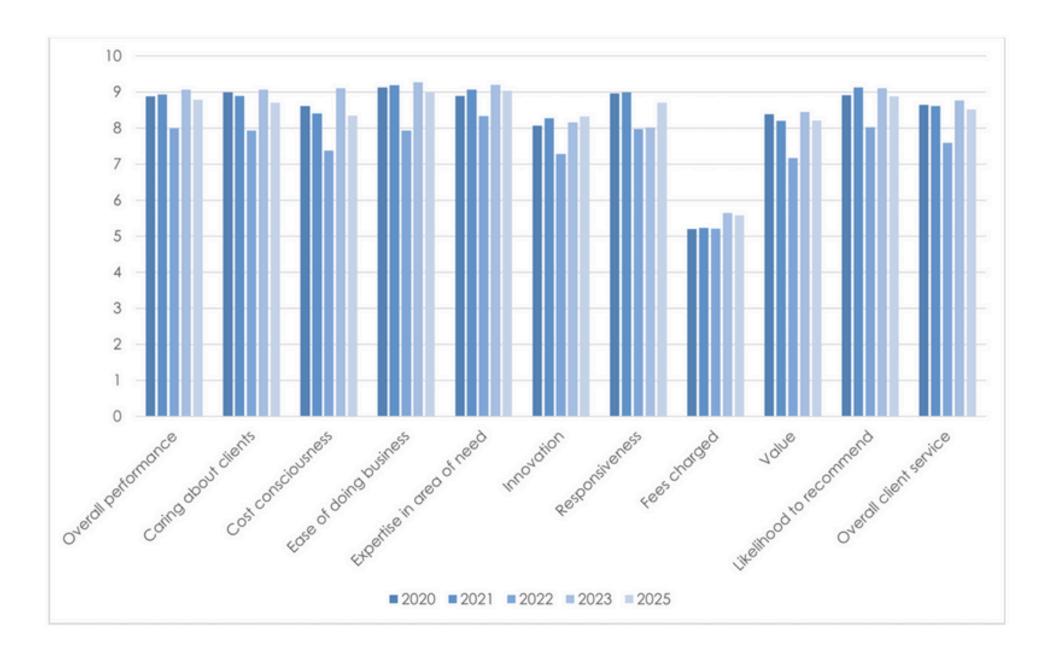
This year, we took home two awards, and were named Best Consulting Surveying Firm and Best Planning Firm in our revenue category.

Rather than explain how we provide value to our clients, we will let our clients speak for themselves based on feedback we received this year:





# Client Choice Awards - 5 Year Comparison









## Innovation

We believe our value proposition is enduring as it ensures we are continuously looking to grow as an innovative company by making small, incremental improvements on a consistent basis, with the belief that these small steps will add up to significant change. We understand that taking leaps and bounds to reach our goals is unsustainable, which is why we strongly believe implementing a strategy to improve by just one percent each day is the best way to create better outcomes for our company in the long run.

We support the UN Sustainable Development Goal 9 Industry, Innovation and Infrastructure - to build resilient infrastructure, promote sustainable industrialization and foster innovation.

To help align our resources, we primarily use cloud-based software including our practice management system, Total Synergy, our Customer Relationship Management system, HubSpot, and Office365 programs including Microsoft Teams, SharePoint, and Planner.

We use 12d Synergy, which has improved our document management capabilities and enhance our ability to remotely access data and files. Microsoft PowerApps and Power Automate enables us to automate numerous processes, including our current quality assurance system.

We also use Power BI, a data visualisation program which will assist in providing project and performance metrics through dashboards, reports, and analytics for our team. The implementation of Power BI has enabled our leadership team and staff to make informed decisions with near real time data on business performance.

The utilisation of cloud-based software applications enables our team members to access the information they need to undertake tasks regardless of where they are located and the time of day. This contributes to overall project efficiencies as well as an improved work-life balance for our team.

Our Integrated Management System has been independently assessed and certified as meeting the requirements of ISO 9001:2015 Quality Management Systems to assure the quality of our work.

#### BARKER RYAN STEWART

## Financial Performance

Over a period of significant growth, Barker Ryan Stewart has been able to maintain a strong financial position and balance risk associated with growth and entering new markets with financial stability to ensure future success.

In the financial year ending in June 2021, we experienced an 18% revenue growth, followed by a 20% revenue growth for the year ending June 2022 and a 34% revenue growth for the financial year ending June 2023.

In the financial year ending in June 2024, we experienced 6% growth, followed by 2% in the financial year ending June 2025. During these years, we have consolidated our position and the type of projects we work on to set BRS up for future sustained growth and improved profitability. Our forecast revenue growth is 67% over the four-year period remaining of our strategic plan ending June 2027.

Our historic revenue growth has been a mix of organic growth and acquisition. On top of this, our revenue streams have grown or remained consistent across all our disciplines which has significantly strengthened our financial position.

The monthly analysis of revenue includes analysis by discipline (engineering, surveying, planning, certification and project management), analysis by private v government clients to ensure a balanced mix is achieved, and tender v non tender projects. Analysis is also undertaken to review repeat v new clients to ensure we are both servicing our existing clients and attracting new clients through our marketing activities.

The top 50 clients by revenue and profit are analysed monthly to ensure these clients are well-serviced. We also have a robust revenue projection done within Total Synergy to ensure the continuity of our pipeline of work.

As outlined previously, we had reduced revenue growth in FY24 and FY25; This was a result of a bit of consolidation, upgrades to four of our offices, improved IT systems and boosting our management and support team. The net profit margin forecast is conservative to ensure our focus is on maintaining key employees with competitive market salaries and expenditure on innovation to ensure we stay ahead in the market. A forecasted 16% profit margin is above the industry average and reflects the spread of service offered and overheads controlled to ensure continued success. Overheads are reviewed against budget monthly and variances identified.

Historically, we have a robust balance sheet, and this is not forecast to change with the liquidity ratio 2 in FY25. Historically, the company has had a low debt to equity ratio and is well positioned to take advantage of future potential acquisitions if considered desirable. We have a strong relationship with our bank who is willing to support growth through lending.

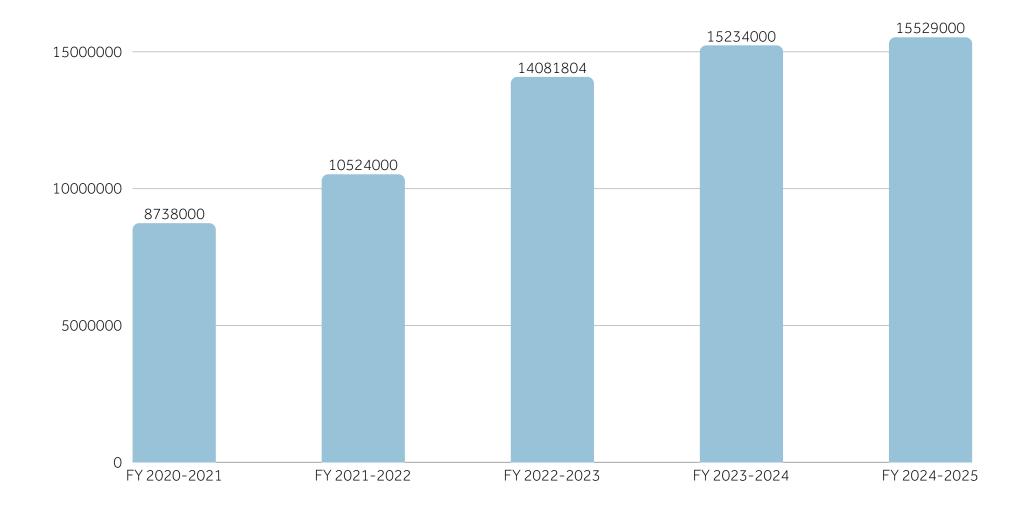






## **BRS Gross Revenue**







## Environmental Performance

We support the UN Sustainable Development Goal 13 Climate Action - to limit warming to 1.5° Celsius above pre-industrial levels, as set out in the Paris Agreement, global greenhouse gas emissions will need to peak before 2025. Then they must decline by 43 per cent by 2030 and to net zero by 2050.

Our Integrated Management System has been independently assessed and certified as meeting the requirements of ISO 14001:2015 Environmental Management Systems, to assure we are protected the environment and achieving our sustainability goals.

At the end of the 2024-25 financial year, we calculated and set our baseline measure of carbon emissions across our operations which includes six offices and a team of over 71 (or 67 full-time equivalent) people at the end of the financial year.

To calculate our scope 1 emissions, we applied the average emissions intensity of heavy SUVs and light commercial vehicles of 212.5 g/km (determined by the Federal Chamber of Automotive Industries Australia) to cover our vehicle fleet. For scope 2 emissions, we have applied the average use 0.91 tonnes of CO2 per full time equivalent employee per year (determined from The Chartered Institution of Building Services Engineers UK) for our energy use and office operations.

Due to the difficulties associated with determining our scope 3 emissions, initially we have not included them in this report. We are aiming to have a method of calculating these emissions and provide them for our FY26 Sustainability Plan.

The resulting emissions (tonnes CO2) that form our carbon footprint for FY24-25 are:

### Scope 1 Emissions

- Direct greenhouse gas emissions from our vehicle fleet = (174,942km x 212.5)/1.000.000 = 37.2
- This is a reduction of 21.9 tonnes compared to our 59.1 tonnes for our 2023-24 emissions.

#### Scope 2 Emissions

- Indirect greenhouse gas emissions from energy use and office operations = 67 average FTE x 0.91 = 61
- This is an increase of 4.5 tonnes compared to our 56.5 tonnes for 2023-24 emissions.

### Scope 3 Emissions – to be determined by 2030

- Employee home working
- Employee commuting
- Business travel
- Purchased goods, services and capital goods.

Therefore, our total scope 1 and 2 emissions for the FY2024-25 were estimated at 98.2 tonnes, a reduction of 17.4 tonnes compared to 115.6 tonnes for our 2023-24 emmsions. Based on Carbon Australia's estimates of 4 trees per tonne required to offset carbon emissions, BRS will arrange to plant 393 trees to offset our 2024-25 emissions.

It is our intention is to reduce our overall scope 1 and scope 2 emissions to reduce the amount of carbon offsets required to achieve our aim of being carbon neutral by 2030. We are also looking to gain a more comprehensive understanding of how to determine the scope 3 emissions, and then identify ways that we can sustainably reduce these emissions.

## Social Engagement

We're a team who understands that everything we do personally and professionally has an impact on the communities in which we live, work and play. We don't just want to be involved in exceptional architecture or significant projects; we also want to make a positive impact on people's lives. One of our founding principles was to ensure that our entire team not only has a sense of purpose working on our client's projects but also takes pride in supporting our local communities.

We know that our team is a small part of a much larger community who we don't always reach through our day-to-day projects, which is why for us it's important to give back to our community by supporting a diverse range of charities and not-for-profit organisations.

We provide pro bono services for an array of not-for-profit organisations who help create better outcomes for our communities. We also support charities that support and advocate for important causes such as North West Disability Services, Cancer Council, The Mark Hughes Foundation, Push for Better Foundation, OzHarvest, Good Samaritans Foundation, and Pink Ribbon Day – just to name a few.

In 2024 we became the proud sponsor of Far North Coast Women's Rugby, to support their pursuit to foster participation growth, professional opportunities and development, international success and excellence, and increase media coverage through the Barker Ryan Stewart Cup competition. The goal is to support an inclusive environment in which female athletes can thrive, create lasting friendships and social connections, build resilience and confidence, and enhance their skills and fitness at all levels of rugby.

The following are some other examples of the community work we have been involved in this year:

- Competing in the Evolution Charity Cup surfing competition
- Providing reduced fees for a project to support a local business affected by the Northern Rivers flooding
- Engaging our services on a pro-bono project for Jali LALC in the Northern Rivers region to support Aboriginal housing initiatives
- $\bullet$  Raising \$2,100 for the Cancer Council through participating in the March Charge





#### BARKER RYAN STEWART

### Governance

Barker Ryan Stewart is led by our Chief Executive Officer and Director, Andrea McDonald, who is responsible for proactively leading our team and managing the overall operations of Barker Ryan Stewart through the development, delivery, and continual refinement of our business strategies and actions.

Alongside Andrea, the Board of Directors is comprised of fellow Directors Glenn Barker, Garry Ryan, Ian Stewart, Glenn Jameson, and our Senior Associate Chris Borg – all of whom have a civil engineering, town planning, certification, or project management background. The Board of Directors is responsible for the overall governance, management, and strategic direction of Barker Ryan Stewart as well as delivering accountable corporate performance in accordance with our company's goals and objectives.

Our board members have a wide range of technical, financial, marketing, and business development skills, knowledge and experience which ensures that there is a diversity of perspective and a well-rounded decision-making process that helps contribute to the success of Barker Ryan Stewart.

Our leadership team also consists of our discipline managers, who are responsible for mentoring and leading their respective teams and providing expert technical advice on our projects, as well as our office managers, who are responsible for driving, maintaining, and enhancing our team culture within each office.

On top of this Annual Sustainability report which reports on how we performed against our Environmental, Social, Governance and Financial goals, we also have a number of policies which guide us to ensure we are applying our core belief of, 'We believe in better'.

In the 2024 Reconciliation Australia endorsed our Reconciliation Action Plan which we are now implementing through our RAP working group.

Our Integrated Management System has been independently assessed and certified as meeting the requirements of ISO 9001:2015 Quality Management Systems, ISO 14001:2015 Environmental Management Systems and ISO 45001:20018 Occupational Health and Safety Management Systems, to assure the quality of our work, the safety of our people and protection of the environment and achieving our sustainability goals.

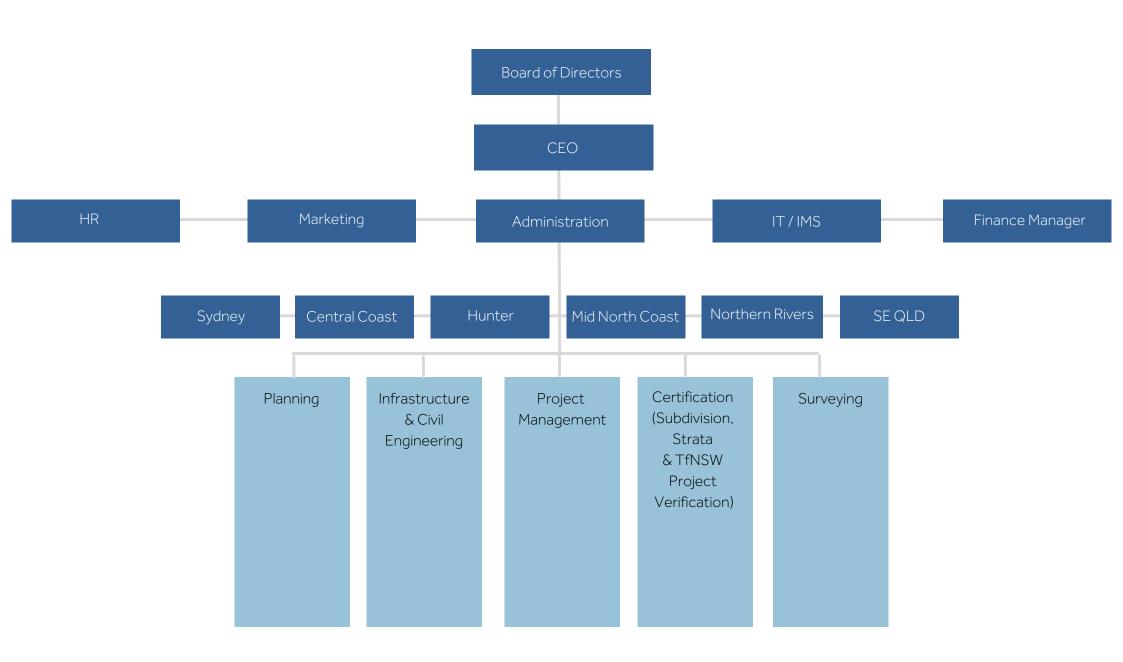
The IMS Manual comprises policies and procedures that provide our employees and subcontractors with a clear understanding of the requirements to be complied with, to ensure that our products and services meet all client and best practice requirements, and record forms and instructions, which are used to verify activities and provide evidence that the specified requirements have been met. The IMS Manual also defines the company objectives, structure and the responsibilities and authorities of our people.

In accordance with our Work Health and Safety requirements, we record all our WH&S incidents, lost work hours and to come up with the best ways to improve our systems and operations to ensure a safe and healthy workplace in our offices, at home and the projects we work on.





# BRS Organisation Chart









# Our Projects

We currently have approximately 1,000 active projects spread across a wide range of disciplines, locations, market sectors, and clients, which means that we need to utilise different collaborative digital tools, software, and technology to ensure we not only meet but exceed our client's expectations.

The UN Sustainable Development Goals we support through the delivery of the projects we are involved in:

- 11 Sustainable Cities and Communities Making cities and human settlements inclusive, safe, resilient and sustainable.
- 15 Life on the Land Conserving life on land. It is to protect and restore terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and stop biodiversity loss.







## Climate Resilience and Sustainability



Griffith Solar Farm

The Griffith Solar Farm encompasses approximately 200,000 solar panels across 125 hectares of land 7km from Griffith CBD.

The farm is proposed to generate up to 116,000 MWh of electricity a year, powering 18,000 homes and saving up to 110,000 tonnes of greenhouse gas emissions.

The project was one of 12 that recieved funding by the Australian Renewable Energy Agency in 2016, to progress toward the Australia's commitment at the Paris Agreement to minimise global warming by transitioning away from fossil fuels to renewable energy.

Barker Ryan Stewart was engaged on the Griffith Solar Farm project to provide:

- Construction Traffic Management Plan
- Swept Path Analysis
- Site Inspection
- Pre-Development Dilapidation Assessment



Moree Solar Farm

The Moree Solar Farm is located 10km from Moree, at a site with ideal levels of solar radiation. The 56MW solar farm occupies 280-hectares and avoids the production of 95,000 tonnes of carbon emissions annually.

The farm utilises a single-axis horizontal tracking system, which allows solar panels to follow the sun and maximise power. It was the first large-scale solar farm in Australia to use this technology.

The farm is expected to generate 4,000 GWh over it's operating lifetime of 30 years. It is currently producing enough energy to supply an approximate 15,000 homes.

Barker Ryan Stewart was engaged to provide traffic engineering services, including:

- Traffic Impact Assessment
- Traffic Counts
- Site Inspection



## Climate Resilience and Sustainability



Flood Recovery Gungas Road

During the massive flooding events that heavily impacted the Northern Rivers region in 2022, a 900m section of Gungas Road was damaged by flood waters.

Located approximately 5km north of Nimbin and provides access to the Nimbin water supply. The catchment upstream of the subject site is in the order of 15km2 of steep terrain with levels varying from RL 740m at the top of the catchment down to RL 100m at the bottom.

Lismore City Council proposed to investigate catchment runoff and resulting flood behaviour and the management of flood waters as part of the Gungas Road reconstruction project.

Barker Ryan Stewart was engaged by Lismore City Council to undertake a flood study to assess the proposed upgrade of Gungas Road including change of alignment and proposed two crossings.

This project provided Barker Ryan Stewart with the opportunity to strengthen existing infrastructure, making Gungas Road more resilient to future climate disaster events.



Uungula Wind Farm - Public Road Upgrade

The Uungula Wind Farm, located 14km east of Wellington, NSW, encompasses 69 x GE 6MW wind turbines.

The project aims to power more than 220,000 homes and prevent more than 560,000 tonnes of carbon emissions annually.

It marks one of the largest renewable energy developments in New South Wales, producing an approximate 260 jobs for the regional community.

Barker Ryan Stewart was engaged to provide private verification services associated with the upgrade of the public road accessing Uungula Wind Farm.

The verification services provided included:

- Design Verification
  - Design Verification & Design Documents Certificate
  - Project Plan
- Construction Works Verification
  - Verification & Monitoring Plan
  - Site Inspections
  - Construction Works Verification
  - Monthly Report and Construction Certificate
  - Construction Completion Certificate
  - Final Verification Certificate
- Attendance at Site Meetings



## Supporting Job Growth



Sydney Fish Market Subdivision

The iconic Sydney Fish Market site is currently undergoing significant redevelopment works as part of the State Significant Development approved works.

As part of such it is proposed to subdivide the subject land into two Torrens Title lots, and then further subdivide one of those lots into 7 stratum lots.

The redevelopment of the Sydney Fish Market is aiming to create a world-class food destination with a focus on boosting employment and fostering a stronger sense of community by creating an integrated public space.

Barker Ryan Stewart was engaged by Infrastructure NSW to provide subdivision certification services associated with the new Sydney Fish Market subdivision.

Our involvement in this project offered Barker Ryan Stewart the opportunity to have involvement in the development of a new social community hub, and the enriching of jobs in the area.



FDC Sydney Business Park

The FDC Sydney Business Park is a large-scale (256 hectares) logisitics and distribution precinct in Marsden Park, including offices, warehouses and retail spaces, with key tenants including IKEA, Bunnings, Costco and Aldi.

The project has a vision to create 23,500 jobs in the fastest-growing employment hub in Sydney.

The precinct will also contain a variety of eateries and cafes, accommodating the needs of the rising population in the surrounding subdivisions throughout the area.

Barker Ryan Stewart was engaged by FDC Construction to provide private certification services associated with multiple warehouses across Sydney Business Park, including Warehouses 1A and 1B, Warehouses 2A and 2B, Warehouse 4 and the Internal Road.

These services included:

- Design Compliance Certificate
- Site Inspections
- Works Compliance Certificate



## Housing and Community Needs



Kings Forest

Kings Forest is marked to be one of the largest new housing and employment developments in the Tweed area over the next 25 years, with a prime location on the far north coast of NSW, about 20km south of the Queensland border

It not only represents the region's largest-ever investment but also establishes a robust infrastructure and amenities network, seamlessly woven into the fabric of northern NSW's landscape.

The development emphasizes enhancing the region's growth while preserving its unique character.

Kings Forest creates a vibrant, sustainable living environment that was designed to support all aspects important to the Tweed community, including the local environment, health and wellbeing, transportation, education, local businesses and most importantly, its residents.

Barker Ryan Stewart is proud to be involved in such a milestone development that aims to enhance existing community-centred engagement which sits at the heart of the Northern Rivers Region.

Barker Ryan Stewart was engaged by Leda Holdings Pty Ltd in August 2023 to provide Principal Certifier services associated with the Kings Forest project. To date this has included the issuance of Subdivision Works Certificates, carrying out compliance inspections and review of quality assurance documents.

As a State Significant Development, Barker Ryan Stewart will also issue the Subdivision Certificates, which will mark a significant milestone for the project and its future residents.



Macksville, Hannam Vale and Wingham Brush Public Schools

Barker Ryan Stewart maintains a strong relationship with Schools Infrastructure NSW, having been engaged as a trusted consultant on numerous projects at schools throughout the state, including:

- The provision of a Due Diligence Report for the planning pathways requirements associated with the upgrade works of the existing School Administration building at Macksville Public School.
- The provision of a Due Diligence
   Assessment, Exempt
   Development Checklist and
   Review of Environmental Factors
   associated with the ramp,
   awning and covered walkway
   works and the structural and

- external works to Blocks C and F respectively at Hannam Vale Public School.
- The provision of a Due Diligence Assessment, DA Management, Statement of Environmental Effects, Waste Management Plan, Compile and Lodge DA Documentation and Monitor DA to determine the approval pathway for fencing works at Wingham Brush Public School.



## Housing and Community Needs



129-153 Parramatta Road & 53-74 Queens Road Five Dock

The development at 129-153 Parramatta Road and 53-74 Queens Road, Five Dock (now named the Kings Bay Village) marks a milestone redevelopment of Sydney's inner west, proposing a mixed-use precinct including 1,185 residential apartments, retail and commercial tenancies and a public park for community use.

The project proposes to provide 21,560 sqm of affordable housing and 14,000 sqm of commercial/retail space. The Kings Bay Village will be composed of four main buildings, ranging in height from 14 to 31 storeys.

Deicorp engaged Barker Ryan Stewart to provide the following services to accommodate the construction of the precinct.

- Construction Management Plan
- Construction Waste Management Plan
- Construction Pedestrian and Traffic Management Plan (including Traffic Control Plan)
- Crime Prevention through Environmental Design (CPTED)
- Consultation with Authorities



Jacaranda Precinct A & B

The Hawkesbury area has become home to the upcoming Jacaranda Ponds residential subdivision, boasting 580 new homes to be built in Glossodia.

The new plots will range from 1000m2 to over 4000m2, to allow ample room for both those wishing to downsize from acreage and those seeking to put down roots or build families. Alongside the big backyards, residents can expect views of bushland, creeks and lush, leafy rural areas.

The development is intended to serve as a space for a new community to be fostered and will include recreational spaces including parks and lakeside playgrounds.

It will also embrace the natural landscape of the area, with natural creek lines and bushwalking trails accompanying the communal spaces.

Barker Ryan Stewart has been by Celestino engaged Developments Pty Ltd to undertake the review of Subdivision Works Certificate desians documentation the prior to lodgement of the Subdivision Works Certificate related bulk earthworks with Hawkesbury City Council

These pre-lodgement reviews will be undertaken by Barker Ryan Stewart for Stages A and B of the Jacaranda Development.

#### BARKER RYAN STEWAR

### Essential Infrastructure



Wollombi Road Upgrade

Barker Ryan Stewart assisted Cessnock City Council with the provision of surveying, civil design and traffic engineering services required for the Early Works within Stage 1 of the Wollombi Road upgrade. The Wollombi Road upgrade will deliver high-quality infrastructure to improve capacity, safety and traffic congestion for the local community.

Stage 1 of the project includes an upgrade to a 2.9km section of Wollombi Road between Abbotsford Street, Bellbird and West Avenue, Cessnock. It also includes Early Works to construct a new intersection at Bellbird North.

The investigation and preliminary design phase of the project will consider a range of upgrade options including new and improved intersections, road pavement and kerb improvements, additional lanes, shared pathways and renewed utilities.

Barker Ryan Stewart delivered an Issued for Construction set of drawings and construction specifications for the new intersection at Bellbird North as part of the Early Works.

The full scope of services includes:

- Project management
- Cost modelling
- Technical specifications
- Bill of Quantities
- Safety in Design Report
- Topographic survey
- Preliminary design
- Detailed design
- Issue for Construction Design
- SIDRA modelling and Traffic Impact Assessment



Old Castle Hill Road Upgrade

Due to significant future development along the road frontage of Old Castle Hill Road, the Hills Shire Council sought to upgrade the road between Pennant Street and Lynstock Avenue, Castle Hill, including:

- Two single lane roundabouts at the intersection within Gilham Street and Garthowen Crescent
- One traffic lane in each direction
- One parking lane in each direction
- One shared cycle/pedestrian path on both sides of the road
- Median within Old Castle Hill Road

Barker Ryan Stewart was engaged by the Hills Shire Council to provide engineering services associated with the road upgrade, including:

- Concept Road and Drainage Design
- Final Road and Drainage Design
- Safety Report
- Project Management









### 1) Overview

Our Sustainability Action Plan encompasses our existing relationship with sustainability and the actions we will be committing to over the coming years.

This document outlines our short-term goals (to be achieved throughout the next twelve months), our medium-term goals (to be achieved throughout the coming two-five years), and our long-term goals (including net carbon neutrality for our scope 1 and 2 emissions by 2030).

This Action Plan also details the changes we will be making to our organisation's structure, including the introduction of a new Sustainability and Climate Resilience discipline and the provision of services targeting protection against, and recovery from climate-change related events.

Our Sustainability Action Plan will also incorporate the formation of an Environmental, Social and Governance (ESG) Working Group, who will be tasked with enforcing and reviewing the policies applicable to sustainability and ensuring our words and good intentions are put into action.

## 2) Environmental, Social and Governance Working Group

To ensure that we hold ourselves accountable, Barker Ryan Stewart has formed a team of passionate individuals with diverse experience centred around sustainable practices in the property development and infrastructure industry.

This team, our ESG Working Group, will monitor our sustainability progress, ensure that we achieve the goals outlined in our Annual Sustainability Reports and will manage our new Sustainability and Climate Resilience discipline over time.



## 3) Sustainability and Climate Resilience - Services

To meaningfully contribute toward our end goal of building sustainable communities resilient to the effects of climate change, we have embedded numerous environmentally conscious services into our repertoire, including:

### Civil Engineering

Our existing civil engineering services that focus on sustainability include:

- Water Balance Reports
- Water Sensitive Urban Design
- Water Quality Management Plans
- Wetland Design
- Site Remediation and Rehabilitation
- Riverbank Stabilisation and Rehabilitation
- Soil and Water Management Plans
- Construction Environmental Management Plans

Our existing civil engineering services that focus on climate-resilience include:

- Flood Studies
- Flood Evacuation Plans
- Flood Impact Assessments

### Planning

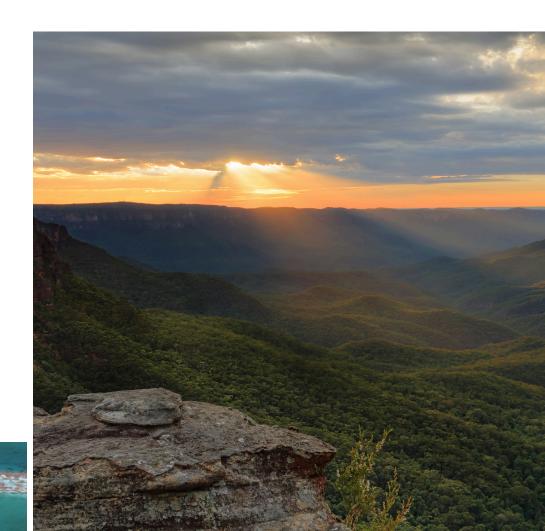
Our existing planning services that focus on sustainability include:

- Construction Environmental Management Plans
- Circular Economy
  - Demolition and Construction Waste and Recycling Management Plans
- Environmental Impact Statements and Review of Environmental Factors
- Crime Prevention through Environmental Design
- Social Impact Assessments
- Heritage Impact Assessments

- Traffic and Transport Management
  - Active and Integrated TMPs & Green Travel Plans
- EnviroDevelopment
  - Renewable energy projects & sustainability projects

Our existing planning services that focus on climate-resilience include:

- EnviroDevelopment
  - Floods, Bushfire and Coastal Erosion





### 4) Sustainability - BRS Operations

Below outlines the short-term goals we will be pursuing within the next 12 months, to minimise the impact of our day-to-day operations on the environment:

- Organise general waste, paper recycling, bottle/can recycling, soft plastics and food scrap bins
- Use biodegradable waste bags
- Use green friendly cleaning products (e.g. hand soap, dish soap)
- Implement non-pod coffee machines to limit single-use plastic waste
- Offsetting our emissions using Green Fleet
- Transitioning to becoming a paperless office
- Donate portion of BRS Foundation and pro-bono work on sustainable projects
- Promote sustainability with respect to our IMS by digitising the system
- Prepare Green Travel Plan for each office
- Local Government Procurement Sustainable Choice registration
- Department of Planning and Environment Sustainability Advantage Recognition Scheme registration
- Infrastructure Sustainability Council membership
- Create Sustainability and Climate Resilience capability statement and update CVs to promote services

The following outlines our medium-term goals we are looking to adopt over the next 2-5 years:

- New company vehicles to be EVs where practical/financially viable
- Independently certified for Scope 1, 2 and 3 carbon emissions via Climate Active

The above actions will be undertaken with the goal of achieving net carbon neutrality for our scope 1 and 2 emissions by 2030.

Additionally, we are actively working toward acquiring ISAP Accreditation from the Infrastructure Sustainability Council within the next few years.

In implementing our Reconciliation Action Plan, we have also taken on the related goals of:

- Attending First Nations Engineering & Sustainable Design Workshops
- Fostering a culture of connection with Country by attending immersive and educational First Nations led workshops, activities and seminars
- Taking on pro-bono projects for Aboriginal housing initiatives
- Working alongside First Nations owned organisations and stakeholders to take meaningful action toward reconciliation and sustainability in our business operations



