



# UN GLOBAL COMPACT INITIATIVE

COMMUNICATION ON PROGRESS 2021

ADRIAN SMITH+GORDON GILL  
ARCHITECTURE

DEAR STAKEHOLDERS,

Adrian Smith + Gordon Gill Architecture became a signatory to the United Nations (UN) Global Compact in September 2012. In doing so, we made a commitment to supporting and implementing the ten principles of the United Nations in the four areas of Human Rights, Labour, Environment and Anti-Corruption. We continue to support these principles and report annually on our progress. Furthermore, we have supported the 17 Sustainable Development Goals (SDGs) in both the way we operate as a business and through the way that we approach and execute our design work.

As part of this commitment, we are required to make an annual disclosure whereby we inform our stakeholders about our efforts to implement the principles of the UN Global Compact. The disclosure report, termed a Communication On Progress (COP), is comprised of two main parts. The first relates to the 10 UN Global Compact Principles and is a description of how we have maintained compliance with the principles. The second section is a summary of our approach to the SDGs that we believe we have an influence on either through our day-to-day business operations or through the products of our work. We disclose statistics about our team – ethnicity, gender pay equity etc. and statistics about our work – how we have reduced carbon emissions of our buildings, how we approach water use reduction etc.

The COVID-19 challenges of 2020 continued through 2021. Although we returned to work early July, the roll out of new environmental and sustainability policies pertaining to the SDGs, scheduled for 2021, was pushed back to 2022. We continue to monitor and implement government directives relating to COVID-19 and currently offer a discretionary flexible hybrid work environment.

We present this Communication On Progress report to you for your feedback and look forward to continuing to improve our work practices and our effect on the built environment.

Yours sincerely



Robert Forest

FAIA, OAA, RIBA, LEED

Partner

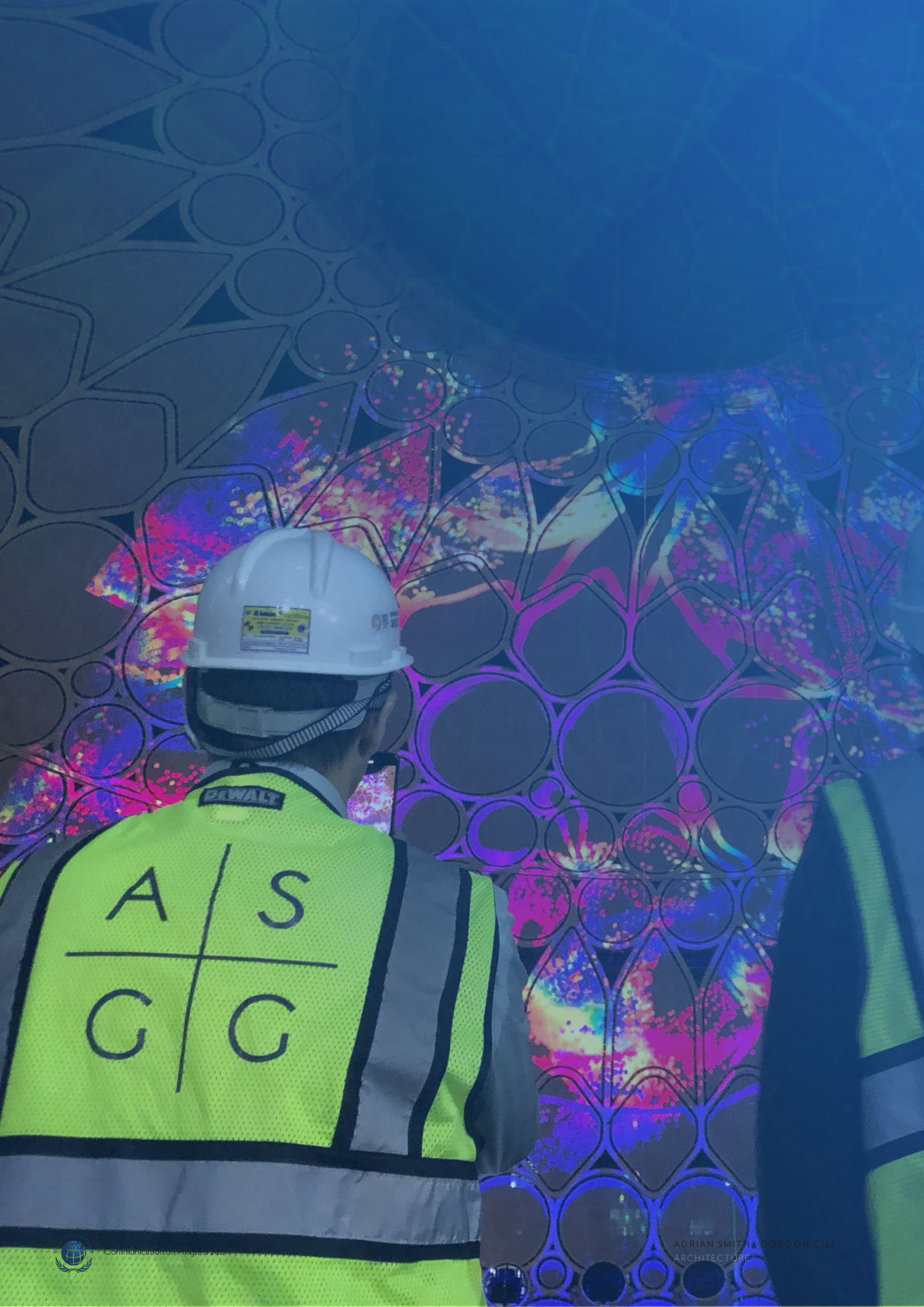






Gordon Gill, Adrian Smith, and Robert Forest







# ADRIAN SMITH + GORDON GILL

## ARCHITECTURE

Adrian Smith + Gordon Gill Architecture (AS+GG) is dedicated to the design of high-performance, energy-efficient, and sustainable architecture on an international scale.

We approach each project, regardless of size or scale, with an understanding that architecture has a unique power to influence civic life. We strive to create designs that aid society, advance modern technology, sustain the environment, and inspire those around us to improve our world.

**“Our office is dedicated to the creation of new paradigms for sustainable development.”** We utilize a holistic, integrated design approach that emphasizes symbiotic relationships with the natural environment—a philosophy we have termed “global environmental contextualism.”

This approach, which takes into consideration building orientation, daylighting, generation of wind power, solar absorption, and a site’s geothermal properties, represents a fundamental change in the design process in which “form follows performance”.

It is predicated on the understanding that everything within the built and natural environment is connected

and that a building’s design should stem from an understanding of its role within that context—locally, regionally, and globally.

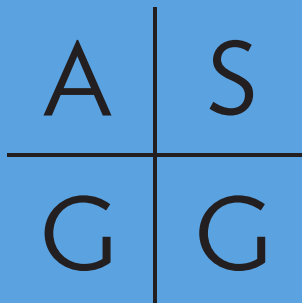
Such a pluralistic approach acknowledges the interaction among building systems as well as between those systems and the natural environment and seeks to improve each individual system’s performance. By using this principle in the design of buildings, we can create structures that significantly reduce, or eliminate, their environmental impact.

AS+GG’s practice includes designers with extensive experience in multiple disciplines including technical architecture, interior design, urban planning, and sustainable design. Our architects also have expertise in a range of building types, including supertall towers, large-scale mixed-use complexes, corporate offices, exhibition facilities, cultural facilities and museums, civic and public spaces, hotels and residential complexes, institutional projects, and high-tech laboratory facilities.

The firm was founded in 2006 by partners Adrian Smith, Gordon Gill, and Robert Forest and has 80 employees in offices in Chicago and Beijing. For more information, please visit [smithgill.com](http://smithgill.com).



PROVEN TRACK RECORD OF LEGACY  
FORM FOLLOWS PERFORMANCE  
PIONEERS IN SUSTAINABLE DESIGN



## DIVERSITY

We value that our staff comes from a diverse mix of geographic origins and cultural backgrounds. **60** employees from

**11** **14** **35** %  
NATIONS LANGUAGES ETHNIC MINORITY

**60** % MALE EMPLOYEES **40** % FEMALE EMPLOYEES

Project





Y PROJECTS



TOTAL AWARDS WON  
SINCE 2008

147

PROJECTS UNDER  
CONSTRUCTION

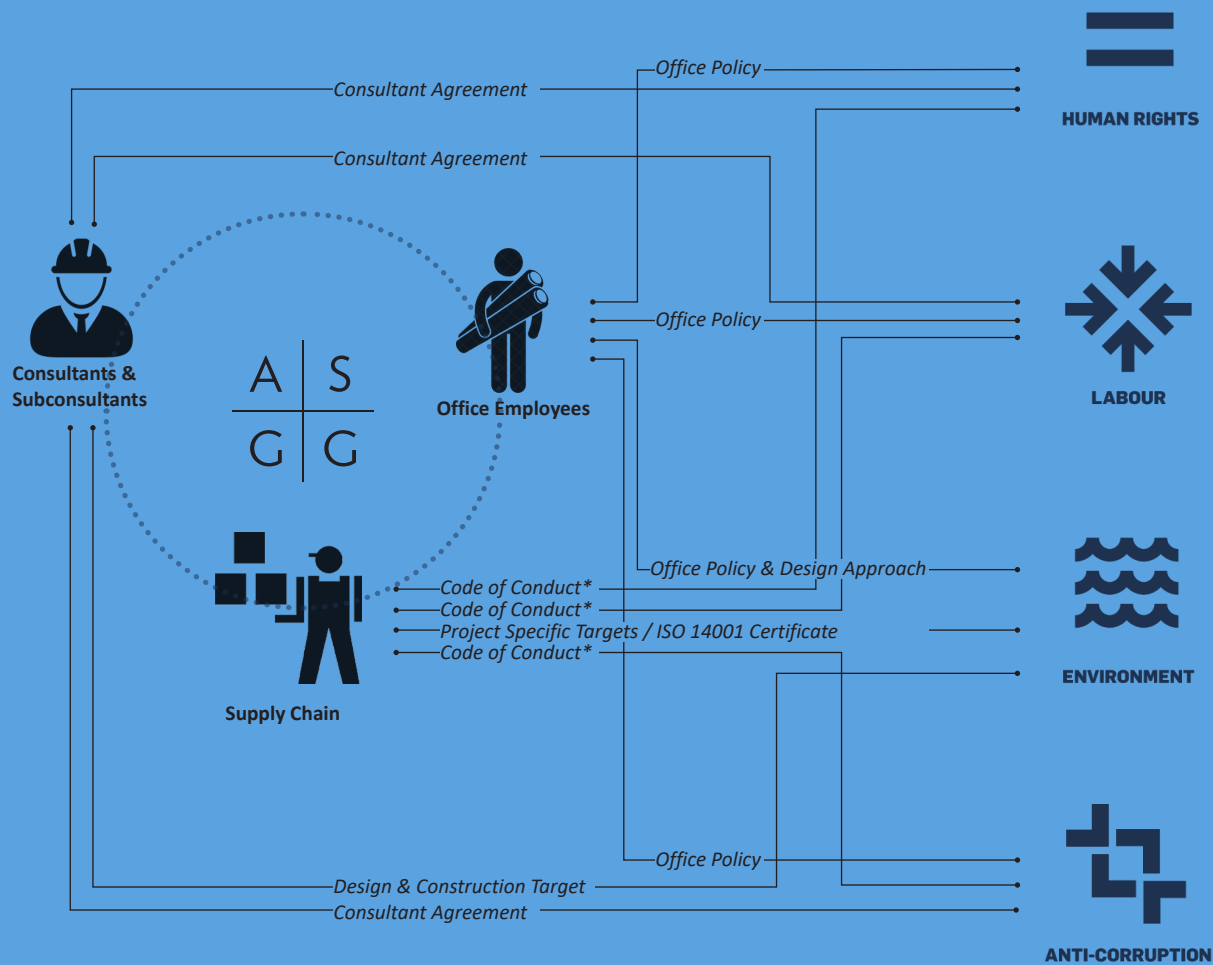
25

ts in **20** countries and **6** continents



# OUR COMMITMENT TO THE 10 UN GLOBAL COMPACT PRINCIPLES

Our commitment to the 10 UN Global Compact Principles are addressed at three levels- ourselves, our consultants and sub-consultants and materials suppliers.



*Code of Conduct\*: as part of specifications and material submittals.*







# HUMAN RIGHTS PRINCIPLES

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** Make sure that they are not complicit in human rights abuses.

## Assessment, Policy and Goals

AS+GG supports the Universal Declaration of Human Rights and has implemented policies which support the protection of such rights and avoidance of human rights abuses both within the firm and where they may inter-relate with our business activities.

The AS+GG Employee Handbook includes policies and position statements on business ethics and code of conduct as well as the company policy on equal employment opportunity.

## Implementation

The above documents, are discussed during new employee orientation and are readily available on the company intranet site, include specifically:

### Section 1- General employment

Business ethics and conduct

Equal employment opportunity

### Section 6- Employee standards of conduct

Sexual and other unlawful harassment

Violence in the workplace

Disability accommodation

All employees of AS+GG are expected to adhere to these policies. In addition:

- Each year there is a mandatory attendance presentation by the HR department to all staff,

supported by outside consultants, where the code of conduct is reviewed and any questions addressed.

- Each year all our employees receive mandatory sexual harassment training.
- Each year, during the annual employee self-appraisal there is a specific reminder of where the Employee handbook is located and a confirmation requested that it has been reviewed.

Where AS+GG has direct dealings with external companies, the consultant agreement that they sign with us binds them to a master agreement that we sign with all of our clients. This agreement includes the American Institute of Architects (AIA) 2012 Code of Ethics and Professional Misconduct. The AIA code includes a rule related to Human Rights (rule 1.401).

Where AS+GG has indirect dealings with external companies - specifically contractors, manufacturers/suppliers of products that we specify for use in the buildings that we design, we will develop a code of ethics that will be included as part of our agreement and our product specifications.

## Measurement

In the past year AS+GG has not been the subject of any investigations, legal claims or other action relating to human rights.











# LABOUR PRINCIPLES

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labor;

Principle 5: The effective abolition of child labor; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

## Assessment, Policy and Goals

AS+GG supports the International Labor Organization (ILO) core conventions.

AS+GG acknowledges every employee's right to be a member of a trade union and for collective bargaining and employee representation purposes.

AS+GG has issued policies to all employees and other staff regarding the importance of upholding equal opportunities and the prohibition of discrimination and harassment in the workplace on grounds of gender, race, disability, age, sexual orientation and religion.

Where AS+GG has direct dealings with external companies, the consultant agreement that they sign with us binds them to a master agreement that we sign with all of our clients. This agreement includes the American Institute of Architects (AIA) 2012 Code of Ethics and Professional Misconduct. The AIA code includes a rule related to Human Rights (rule 1.401) which covers discrimination.

All AS+GG specified suppliers will be expected to comply with the AS+GG code of ethics, which is under preparation. This guide expects that our suppliers do not use child labor or forced labor, are committed to equal opportunities and ensure that employees have the right to freedom of association and collective bargaining.

## Implementation

All employees of AS+GG are expected to adhere

to anti-discrimination and equal opportunities policies and confirm annually that they are aware of and adhere to these policies. In addition, an employee training program regarding equal opportunities has been implemented and the code of conduct, described for the Human Rights Principles above is applicable in terms of elimination of discrimination.

Additionally AS+GG is committed to pro-actively seeking opportunities to work with Minority and Women owned business Enterprises and we will begin reporting this as part of our annual Corporate Sustainability Reporting procedure.

AS+GG has a balanced workforce of male and female staff but senior leadership remains male dominated, as it does throughout most architecture practices, and we are actively trying to address this situation while at the same time demonstrating leadership and providing advocacy for females in senior positions.

As part of our design process we include Key Performance Indicators (KPIs). In our design for communities we have introduced a KPI that requires design for equal opportunities including specific strategies to support it.

## Measurement

In the past year AS+GG has not been the subject of any investigations, legal claims or other action relating to discrimination.

# ENVIRONMENTAL PRINCIPLES

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** Undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

## Assessment, Policy and Goals

AS+GG is committed to on-going reductions in energy and resource consumption in both the buildings that we design and the way we operate.

From a design perspective we are globally recognized for our leadership in high performance buildings. We have developed a robust process to sustainable design working from a vision, through goals and targets and in to strategies and key performance indicators. We adopt this approach on all projects, regardless of whether the project is attempting to seek some form of green building certification or not. Our policy is to always design to exceed prevailing codes and, accepting that our buildings have to be resilient to the potential effects of climate change, we simulate performance against current and predicted weather patterns.

All AS+GG sub-consultants are expected to work towards the goals and targets set forth at the commencement of the project and through a rigorous design review process we are able to ensure that the buildings are designed such that the goals are met.

Within the building occupied by our firm AS+GG has an environmental policy that allows us to meet the reporting requirements for the Green Office Challenge. We also publish an annual Corporate Sustainability Report (CSR), in which we report on energy and resource use within the office and set targets for the upcoming year.

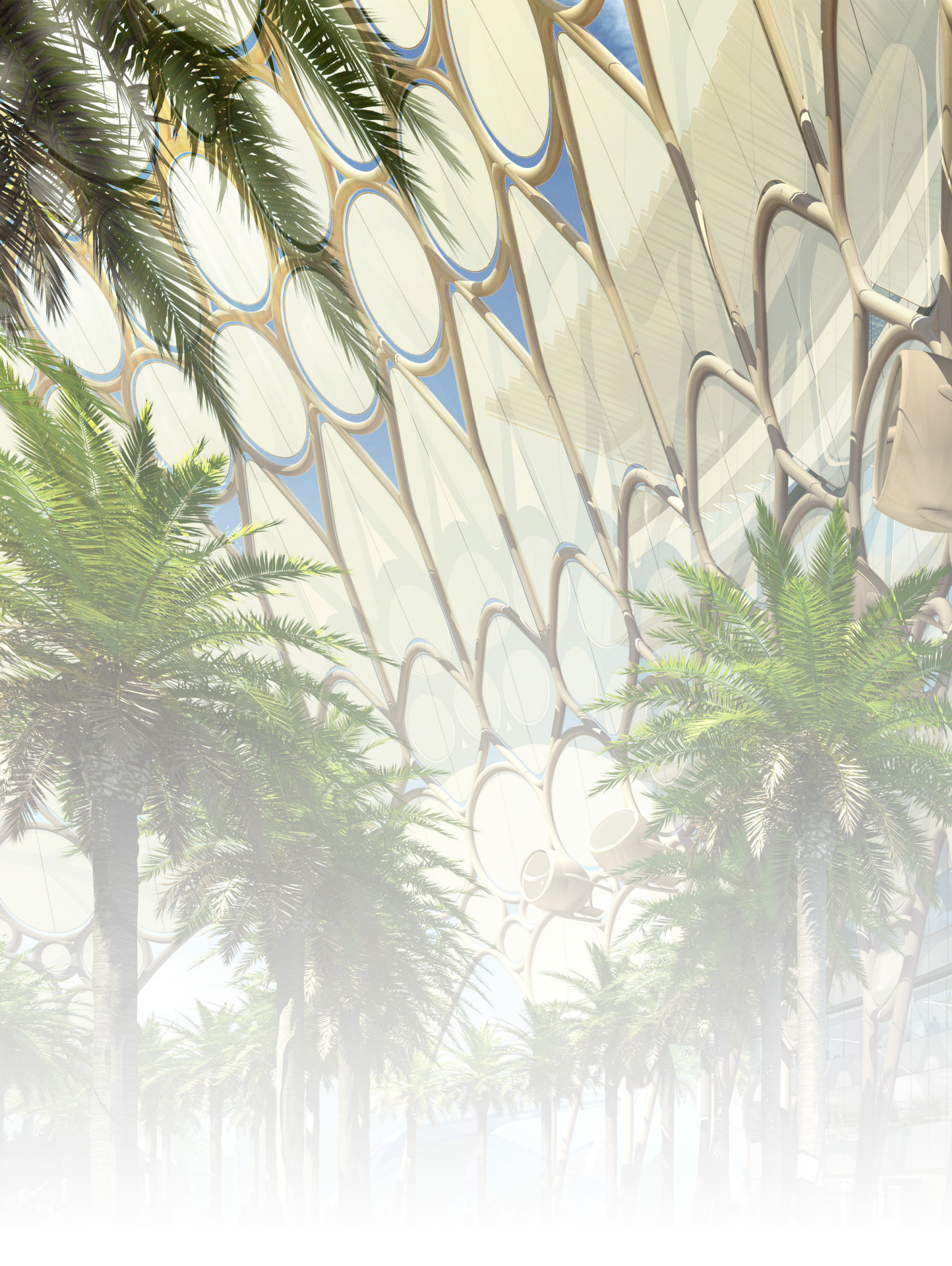
## Implementation

AS+GG is a signatory to the Architecture 2030 challenge, and project energy reduction and renewable energy generation targets are established based on meeting their goals at the outset. We are also corporate sponsors of the Carbon Leadership Forum, where we contribute to promoting the development of Environmental Product Declarations. We have taken a leadership position by including the requirement for suppliers to provide such declarations when we specify certain materials – notably insulation, concrete, steel and some furnishing materials. We undertake whole of building life cycle analysis (operational and embodied emissions and environmental impacts) and have established a baseline against which we can develop improvement targets. We develop and use advanced building performance simulation software throughout the design process. AS+GG has recently reviewed most of our specifications to include stringent requirements relating to life cycle assessment and use of products containing PVC.

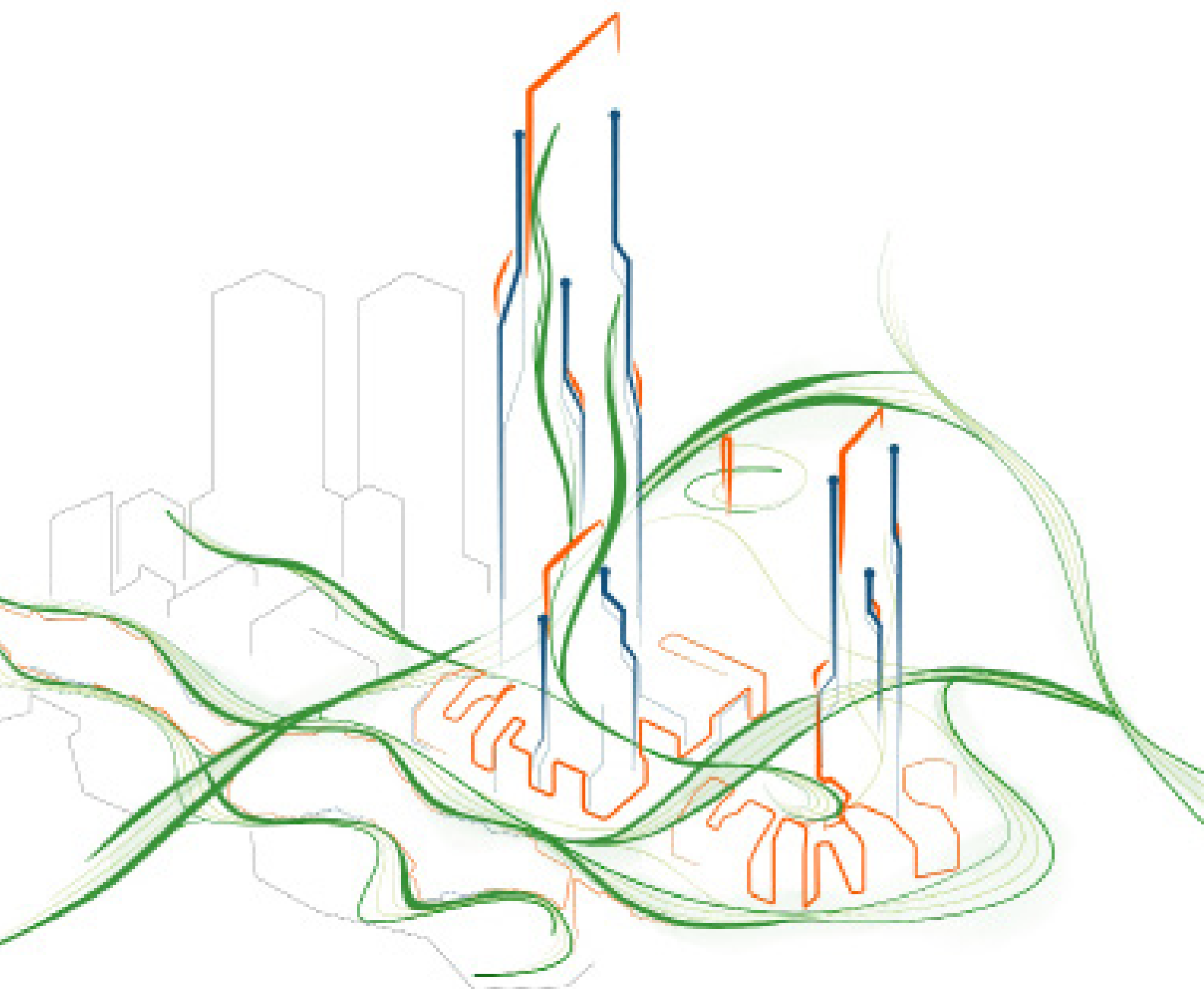
We hold bi-weekly performative design lunch and learns, either in-office or virtually, where staff present their projects and the lessons learned and technologies developed and / or implemented are shared throughout the firm. We also encourage vendors and manufacturers to host in-office or virtual lunch and learns and typically we have one or two each week, to which all staff are invited and encouraged to attend.











# ENVIRONMENTAL PRINCIPLES (CONTINUED)

Within the office, we have replaced most of the lighting with LEDs, the remainder being CFL. We provide recycling bins throughout the office and work with the janitorial staff and building management to measure segregation performance so that we may report it within the CSR.

We have funded additional staff training in passive house design and CEEQUAL assessment for infrastructure, public realm and landscape.

## Measurement

Environmental targets for our work are continually assessed throughout the design period. We work in an integrated manner with our sub-consultants and therefore as we improve the performance of the building envelope, or integrate low water consuming fittings, the engineers are able to incorporate these savings into their design. We report project performance annually to the American Institute of Architects and in our CSR. Some buildings will undergo formal Green Building Certification and the predicted energy savings as well as other environmental performance information is reported as part of the certification submittal.

Internally we report our own office's environmental performance through the CSR and through the Green Office Initiative.



# ANTI-CORRUPTION PRINCIPLES

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

## Assessment, Policy and Goals

AS+GG recognizes that bribery and corruption can be an issue in the construction industry and a concern in some of the places where we do business. AS+GG supports the UN Convention against Corruption and has issued policies and procedures regarding standards expected of employees in terms of acceptance of gifts and hospitality from third parties. Many of our clients contracts have anti-corruption clauses which AS+GG and our consultants are required to comply with.

## Implementation

The AS+GG Employee Handbook includes the following policies related to bribery and corruption.

Section 1- General employment

Business ethics and conduct

Section 6- Employee standards of conduct

Conflicts of interest

Acceptance of gifts

All employees of AS+GG are expected to adhere to these policies. In addition where AS+GG has direct dealings with external companies, the consultant agreement that they sign (with us) binds them to a master agreement that we sign with all of our clients. This agreement includes the American Institute of Architects (AIA) 2012 Code of Ethics and Professional Misconduct. The AIA code includes rule related to offering gifts (rule 2.102) and acceptance of gifts (rule 2.103)

## Measurement

In the past year AS+GG has not been the subject of any investigations, legal claims or other action relating to the matters covered by these principles.





AS+GG

On behalf of your colleagues, we welcome you to Adrian Smith + Gordon Gill Architecture, LLP (hereafter referred to as AS+GG) and wish you every success here.

**Welcome To Our Team!**

*This handbook is a general overview of policies. It is not intended to be a complete statement of policies or benefits.*

**MISSION STATEMENT**

Adrian Smith + Gordon Gill Architecture is dedicated to the following principles:

We believe that architecture has a unique power to influence our world. As architects, we intend to design and create our role in shaping our life. We strive to create spaces that are healthy, productive, and inspire. We are committed to providing a high level of service to our clients and to the community. We are committed to the highest standards of professional conduct and to the highest standards of business ethics. We are committed to the highest standards of environmental stewardship and to the highest standards of social responsibility. We are committed to the highest standards of innovation and to the highest standards of excellence. We are committed to the highest standards of integrity and to the highest standards of honesty. We are committed to the highest standards of respect and to the highest standards of fairness. We are committed to the highest standards of transparency and to the highest standards of accountability. We are committed to the highest standards of communication and to the highest standards of collaboration. We are committed to the highest standards of leadership and to the highest standards of vision. We are committed to the highest standards of passion and to the highest standards of dedication. We are committed to the highest standards of hard work and to the highest standards of perseverance. We are committed to the highest standards of creativity and to the highest standards of innovation. We are committed to the highest standards of quality and to the highest standards of excellence. We are committed to the highest standards of service and to the highest standards of customer satisfaction. We are committed to the highest standards of professionalism and to the highest standards of ethics. We are committed to the highest standards of integrity and to the highest standards of honesty. We are committed to the highest standards of respect and to the highest standards of fairness. We are committed to the highest standards of transparency and to the highest standards of accountability. We are committed to the highest standards of communication and to the highest standards of collaboration. We are committed to the highest standards of leadership and to the highest standards of vision. We are committed to the highest standards of passion and to the highest standards of dedication. We are committed to the highest standards of hard work and to the highest standards of perseverance. We are committed to the highest standards of creativity and to the highest standards of innovation. We are committed to the highest standards of quality and to the highest standards of excellence. We are committed to the highest standards of service and to the highest standards of customer satisfaction. We are committed to the highest standards of professionalism and to the highest standards of ethics.

**Business Ethics and Conduct**

The successful business operation and reputation of AS+GG is built upon ideals of fair dealing and ethical conduct of our entire organization. Our reputation is critical to the continued success of the organization. We are known for our integrity, which requires all of us to be in complete observance of the spirit and letter of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and professional and personal integrity.

The continued success of AS+GG is dependent upon our customers' trust. Employees owe a duty to AS+GG and our clients to act in a way that will preserve this trust. We must also realize that our dealings with vendors and the public will act to enhance or deteriorate this relationship.

AS+GG will comply with all applicable laws and regulations and expects its directors, officers, and employees to conduct business in accordance with the letter, spirit, and intent of all relevant laws and to refrain from any illegal, dishonest, or unethical conduct.

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**Standards and Conduct**

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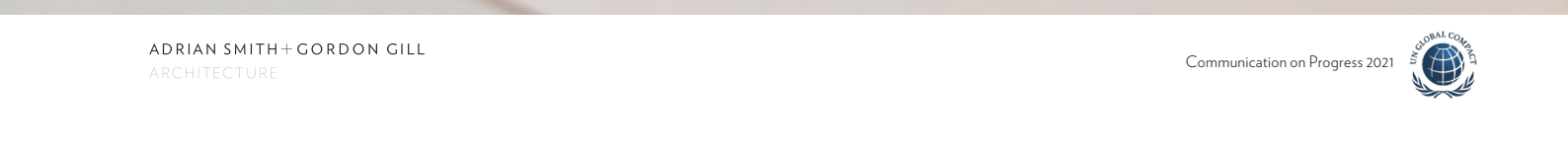
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# SUSTAINABLE DEVELOPMENT GOALS



# STRONG ENGAGEMENT ON THE SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) are a series of 17 goals with 169 associated targets and 232 indicators. The goals were adopted in 2015 by all 193 Nations of the United Nations Generally Assembly with the intention that they be achieved by 2030.

Adrian Smith + Gordon Gill Architecture was established with the strong belief that architecture had the power to solve many of the world's problems relating to the built environment and its impact on the planet and the human population. Through making a conscious effort to analyze each goal, we have identified areas where we may contribute - either through efforts within our office environment or through project design.

We have established AS+GG indicators and 2025 targets under each of the relevant UN SDG targets. We are committed to report on the progress of each of our 2025 targets in the coming years.





## END HUNGER, ACHIEVE FOOD SECURITY AND IMPROVED NUTRITION AND PROMOTE SUSTAINABLE AGRICULTURE

2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.

### AS+GG INDICATOR:

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- OFFICE:** Encourage staff participation in local urban farming programs and support sustainable food production and resilient agricultural practice outcomes.
- PROJECTS:** Integrate urban farming components in Master Planning projects to encourage local sustainable food production.

### AS+GG 2025 TARGETS:

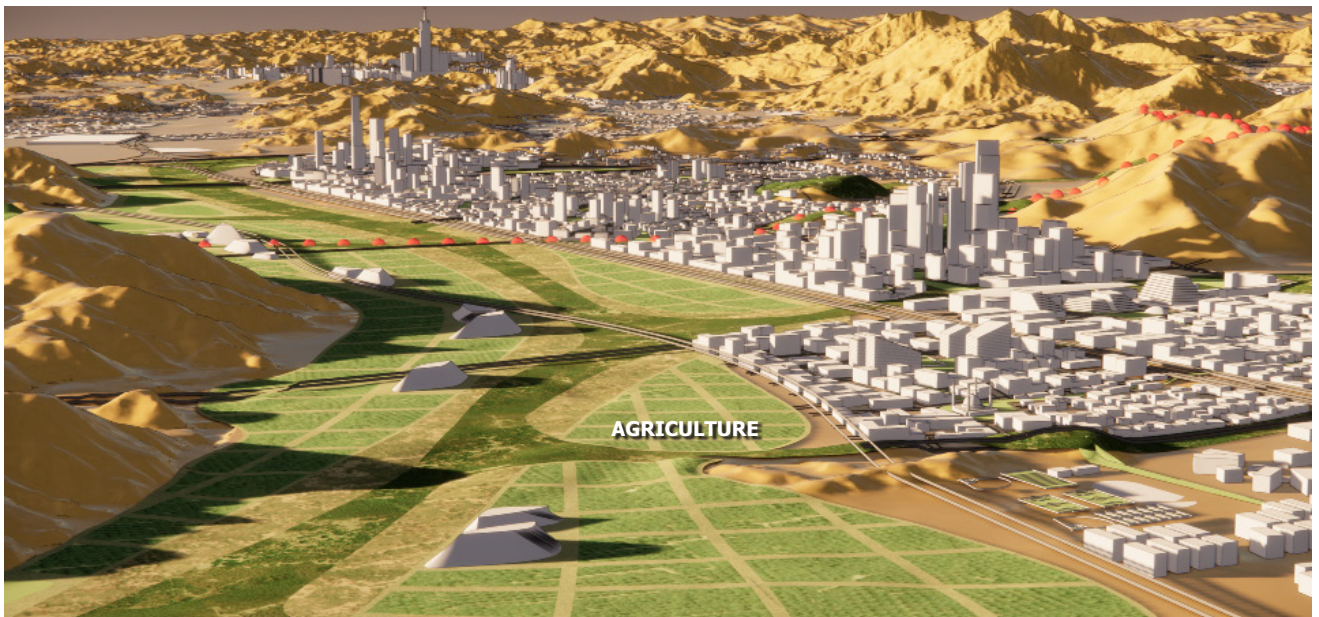
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- 1- 2 office level participation in educational urban farming programs every year.
- 100% of food purchased for brown bag lunches and office events is grown locally and organic.
- 100% urban planning / design projects with urban farming components, when feasible.

### AS+GG 2021 PROGRESS:

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- OFFICE:** Our staff worked from home till July 2021, then spent the rest of the year with a hybrid work schedule. Because of this, implementation of the office targets were put on hold.
- PROJECTS:** We have proposed urban farming programs in the master plan projects where the brief allows, combined with circular economy concepts to boost the local food production.



*Proposal of agricultural field as part of the circular economy concept in one of our project in Middle East*





## ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES

**3.4** By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

### AS+GG INDICATOR:

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- OFFICE:** Reduce the potential of cardiovascular disease, cancer, diabetes or chronic respiratory disease by creating a healthier working environment for the employees.
- Build positive working environment and company culture. Address employee mental health.
- PROJECTS:** Reduce the potential of cardiovascular disease, cancer, diabetes or chronic respiratory disease by designing healthy living and working environment in the projects.
- Include traffic safety as a design principle in master planning/design projects- separating slow traffic/vehicle traffic, travel speed limit, frequent crossing, etc.

### AS+GG 2025 TARGETS:

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- 100% employees having daily access to gym/work out facilities.
- Establish AS+GG fitness club and achieve 75% staff participation in at least one annual event.
- 100% employees having access to free mental health service.
- 100% design project to incorporate exercising components (gym, walking trails, bike related facilities, etc).

### AS+GG 2021 PROGRESS:

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- OFFICE:** Our staff worked from home till July 2021, then spent the rest of the year with a hybrid work schedule. Because of this, implementation of the office-wide activities were put on hold.
- PROJECTS:** We have incorporated exercising components in most of our projects- including bike storage and shower facilities, hiking trails, etc.

### 3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents.

#### AS+GG INDICATOR:

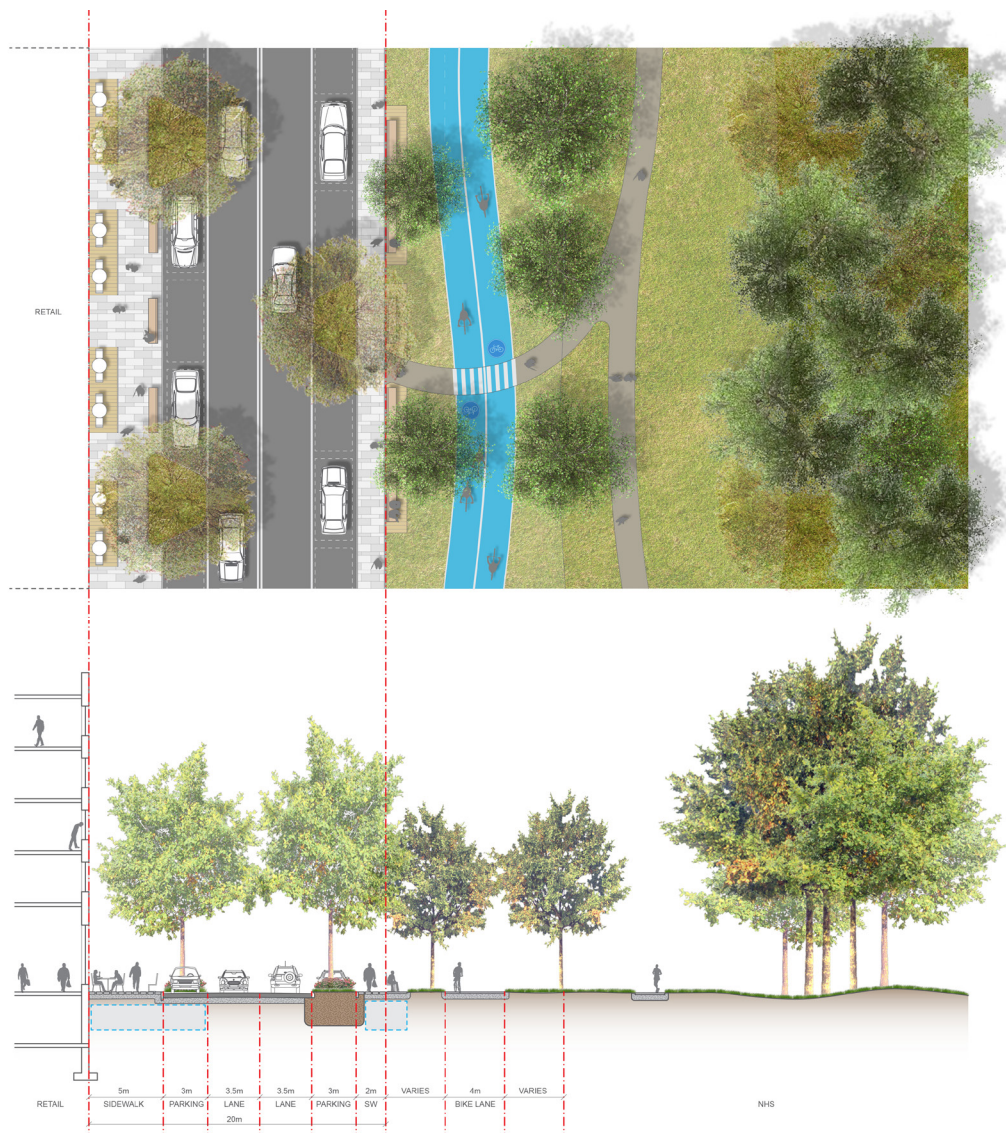
**PROJECTS:** Include traffic safety as a design principle in master planning/design projects- separating slow traffic/vehicle traffic, travel speed limit, frequent crossing, etc.

#### AS+GG 2025 TARGETS:

- 100% urban planning/design project having traffic safety design principle.

#### AS+GG 2021 PROGRESS:

**PROJECTS:** For all of our urban planning/design projects, we have street design sections which outline the width allocated to pedestrian and cyclists.



*Section of one of our projects*



### 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination

#### AS+GG INDICATOR:

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- OFFICE:** Eliminate the use of hazardous materials in model/workshops.  
Eliminate potential indoor air pollution in office space.
- PROJECTS:** Reduce building indoor air pollution by designing high indoor air quality buildings.  
Eliminate the risk of exposure to unsafe water, unsafe sanitation and lack of hygiene.  
Eliminate the use of hazardous materials.

#### AS+GG 2025 TARGETS:

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- Zero use of hazardous materials in model/workshops.
- 100% use of low emitting and non-hazardous products in office renovations & additions.
- Reject any samples containing hazardous chemicals and high VOC content.
- 100% of projects are designed to meet all the low emitting material credit requirements of current version of LEED.
- 100% projects to perform an urban sanitation risk assessment prior to design. Highlight the risks to MEP sub-consultants; promote the use of separate sewage system, water treatment system and safe piping materials.
- 100% projects to use non-hazardous materials and products that comply with AS+GG sustainable materials specification requirements.

#### AS+GG 2021 PROGRESS:

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- OFFICE:** Our staff worked from home till July 2021, then spent the rest of the year with a hybrid work schedule. Because of this, implementation of the office targets were put on hold.
- PROJECTS:** We specified low-VOC materials in our projects and targeted full scores under LEED v4 Low-Emitting Materials credit for our 5 LEED projects.  
AS+GG sustainable materials specification and questionnaire are under development.

# ADRIAN SMITH + GORDON GILL

## ARCHITECTURE

### SUSTAINABLE MATERIALS QUESTIONNAIRE

Adrian Smith + Gordon Gill Architecture (AS+GG) is dedicated to the design of high-performance, energy-efficient and sustainable architecture. As a firm, we are signatories to the AIA 2030 Challenge, the United Nations Global Compact Initiative, and the Carbon Leadership Forum. As signatories of these initiatives, AS+GG has committed to reporting annually on our progress toward achieving sustainability goals.

As it pertains to building materials and products, AS+GG is committed to providing our clients with products that promote healthy, transparent, and sustainable environments. This Questionnaire has been developed to allow AS+GG teams to verify products with our office specification standards prior to implementation on projects. Please take the time to review all requirements to accurately report your product's compliance.

#### General Information

|                           |                      |
|---------------------------|----------------------|
| Product:                  | <input type="text"/> |
| Product Description:      | <input type="text"/> |
| Manufacturer:             | <input type="text"/> |
| Location of Manufacturer: | <input type="text"/> |

#### Material Compliance (provide documentation when returning Questionnaire)

YES, NO  
provided

Material Safety Data Sheet (MSDS) provided: ☐ YES, provided ☐ NO

The product has an ISO 14025 and/or EN 15804 compliant Environmental Product Declaration (EPD):

Type: Product Specific Declaration (self-reported): ☐ Industry-Wide EPD: ☐ Product Specific Type III: ☐

The product has one or more of the following certificates:

Type: Health Product Declaration (HPD): ☐ Cradle-to-Cradle: ☐ Declare Label: ☐ Other: ☐

For interior products only, I certify that the product complies with the **AS+GG VOC Limits** (see next page): ☐ YES, provided ☐ NO

I certify that the product does not contain any chemicals on the **AS+GG List of Banned Chemicals**: ☐ YES, provided ☐ NO

For all wood products, I certify the product is either: FSC Certified: ☐ PEFC certified: ☐

Representative Signature:

Printed Name and Title:

Date:

Email:

Phone:

ADRIAN SMITH + GORDON GILL  
ARCHITECTURE

Draft AS+GG Sustainable Materials Questionnaire



### 3.A Strengthen the implementation of the World Health Organization Framework Convention on Tobacco Control in all countries, as appropriate

#### AS+GG INDICATOR:

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**OFFICE:** Establish no-smoking policy.

**PROJECTS:** Promote no-smoking policy in projects.

#### AS+GG 2025 TARGETS:

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- Smoking free office.
- 100% of projects are designed to meet the current version of LEED smoke free building pre-requisite requirements.

#### AS+GG 2021 PROGRESS:

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**OFFICE:** The building maintains a non-smoking policy throughout the building, including all common areas, the lobby, rest rooms, stairwells and elevators.

**PROJECTS:** We encouraged the adoption of non-smoking policy in our projects.

### 3.D Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks

#### AS+GG INDICATOR:

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**OFFICE:** Reduce the risks of disease outbreaks in the office.

#### AS+GG 2025 TARGETS:

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- Office to have a disease outbreak response plan ready.
- 100% employees equipped with devices that allow remote working.

#### AS+GG 2021 PROGRESS:

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**OFFICE:** The office has developed an AS+GG coronavirus response plan in face of the COVID pandemic. This will be used as a basis for future disease outbreak response plan.

All of the employees are equipped with laptops/desktops and VPNs which allows remote working when necessary for the hybrid work schedule.



## **ADRIAN SMITH + GORDON GILL CORONAVIRUS RESPONSE PLAN**

Adrian Smith + Gordon Gill (the “Firm”) has instituted this Coronavirus Response Plan (the “Policy”) to ensure the health and well-being of all Firm employees and third parties during the COVID-19 pandemic. It is the Firm’s policy to conduct all business operations in a manner that is safe and that complies with federal, state and local laws, regulations and guidance.

### **I. FIRM OPERATIONS AND SHELTER-IN-PLACE ORDERS**

Since the onset of the COVID-19 pandemic, there have been multiple “Shelter-in-Place” orders issued by government officials in the jurisdiction(s) in which the Firm operates. The Firm has required and/or permitted those employees who can work from home to continue to do so during the duration of the orders. As Shelter-in-Place orders are lifted, changed, altered or re-instituted, additional protocols may be announced.

### **II. EMPLOYEE RESPONSIBILITIES**

It is the responsibility of each employee to (A) review and become knowledgeable about the Policy, and (B) agree in writing to abide by the Policy. **Accordingly, all employees must confirm (by digital or hard copy signature) that they have received the Policy and agree to abide by all of the Employee Responsibilities set forth in Appendix A.**

In general, employees must:

- Self-monitor their own health and stay at home if ill;
- Promptly report to Human Resources should they become symptomatic and/or be diagnosed with COVID-19, so that the Firm can take appropriate measures to perform contact tracing, and inform impacted co-workers; and
- Practice social distancing, self-hygiene and other safety measures that comply with this Policy and CDC Guidelines.

### **III. COVID-19 IN THE WORKPLACE RESPONSE PLAN PROCEDURE**

The COVID-19 in the Workplace Response Plan Procedure (this “Procedure”) strives to continue the Firm’s business operations in a safe and healthy manner for all employees. The Procedure will apply when there are actual or suspected COVID-19 infections or exposure in the workplace.

A. **When to Use this Procedure.** This Procedure should be used when the Firm learns of one of the following scenarios (each referred to in this Procedure as a “Potential Exposure Event”):

1. An employee has tested positive for COVID-19 or is experiencing COVID-19 symptoms (i.e., fever of 100.4 degrees or higher, cough, shortness of breath, difficulty breathing, chills, muscle pain, sore throat, new loss of taste





## ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

### AS+GG INDICATOR:

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**OFFICE:** Provide opportunities for skills learning, workshops, career discovery for youth.

### AS+GG 2025 TARGETS:

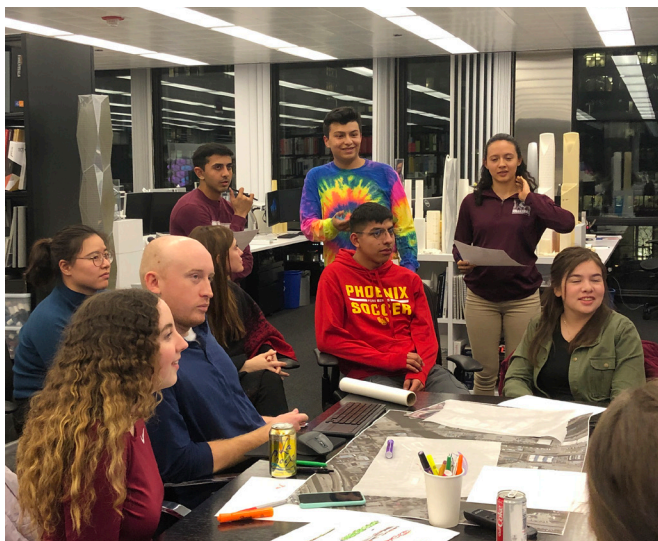
---

- Provide funding and staff resources to support a minimum of 2 youth programs such as ACE, and other outreach/internship programs annually.

### AS+GG 2021 PROGRESS:

---

**OFFICE:** AS+GG is a host firm for the ACE program in Chicago, representing the Architecture firm on Team 8 and receiving students in our office. Not only do we support the program by allowing a fantastic group of mentors to volunteer their time to the program, we also help with providing student meals, materials and actively take part in both the Executive Board and Associate Board of ACE.



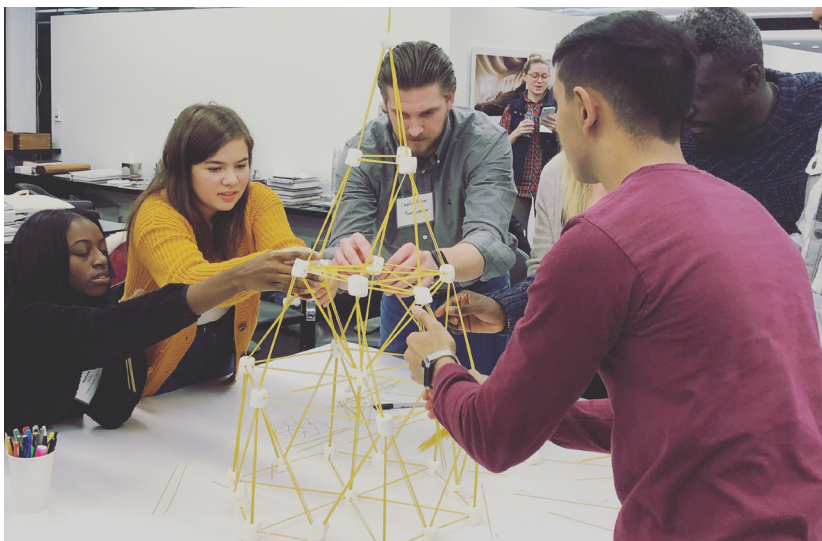
AS+GG ACE Program Fall 2019 - Spring 2020

**The ACE Mentor Program** is an after school program that introduces high school students to careers in architecture, construction management and engineering. The program is taught by the committed and enthusiastic participation of volunteer mentors who are practicing professionals in their respective fields. By working with real professionals in real work environments, ACE students receive an invaluable hands-on education by learning to understand the day-to-day workings of the ACE industries. ACE's mission is to inform and excite high school students about career opportunities; encourage students to pursue secondary and post-secondary education that will prepare them for careers in the integrated construction industry; and support the development of basic and technical skills through mentoring relationships.

The ACE Mentor Affiliate of Chicago was established in 2000 and has a fourteen-year partnership with the Chicago Public Schools (CPS). Since then, more than 1,500 high school juniors and seniors from 36 Chicago public schools have participated in the program. ACE Chicago places a special focus on recruiting minority and female students; groups that are significantly under-represented in the construction and design industry, and in professional occupations overall. 93% of participants are minority and 30% are female.

ACE not only engages sponsors and volunteer mentors to expose students to real-world opportunities, it financially supports each student's continued success through scholarships and grants. Since inception, ACE national has awarded over \$15 million in scholarships to promising participants.

Teams are composed of 15-25 students and their industry mentors. The program runs every year from November to April, and students meet at a downtown office once a week for two hours. Students learn about each of the three disciplines through lectures, activities and site visits. They also work together to develop a design project with their teammates. At the end of the year, all the teams gather for a final presentation night. Here they present their designs to other teams, their families, teachers, prospective mentors and the affiliate administrators so all can share in the students' accomplishments.





**4.7** By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development

#### **AS+GG INDICATOR:**

---

**OFFICE:** Engage employees in sustainable development education.

**PROJECTS:** Incorporate sustainable design principles in the projects.  
Promote social sustainability in proposals.

#### **AS+GG 2025 TARGETS:**

---

- 100% employees with LEED or other sustainability credentials.
- 100% projects incorporating sustainability design that addresses environmental and social aspects.

#### **AS+GG 2021 PROGRESS:**

---

**OFFICE:** 38% of our employees currently have obtained LEED or other sustainability credentials.

**PROJECTS:** All of our projects this year have incorporated sustainable design principles that address environmental aspects. We are committed to expand our design principles to address social issues and promote sustainable lifestyles, human rights, gender equality and cultural diversity.





*Sustainability themes proposed for one of our projects in the Middle East*





## ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

### 5.1 End all forms of discrimination against all women and girls everywhere

#### AS+GG INDICATOR:

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**OFFICE:** Eliminate gender pay gap.

#### AS+GG 2025 TARGETS:

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- Perform gender pay gap analysis and report annually.

#### AS+GG 2021 PROGRESS:

---

**OFFICE:** We have performed gender pay gap analysis and reported the result in our UN Global Compact Report.

### 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

#### AS+GG INDICATOR:

---

**OFFICE:** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

#### AS+GG 2025 TARGETS:

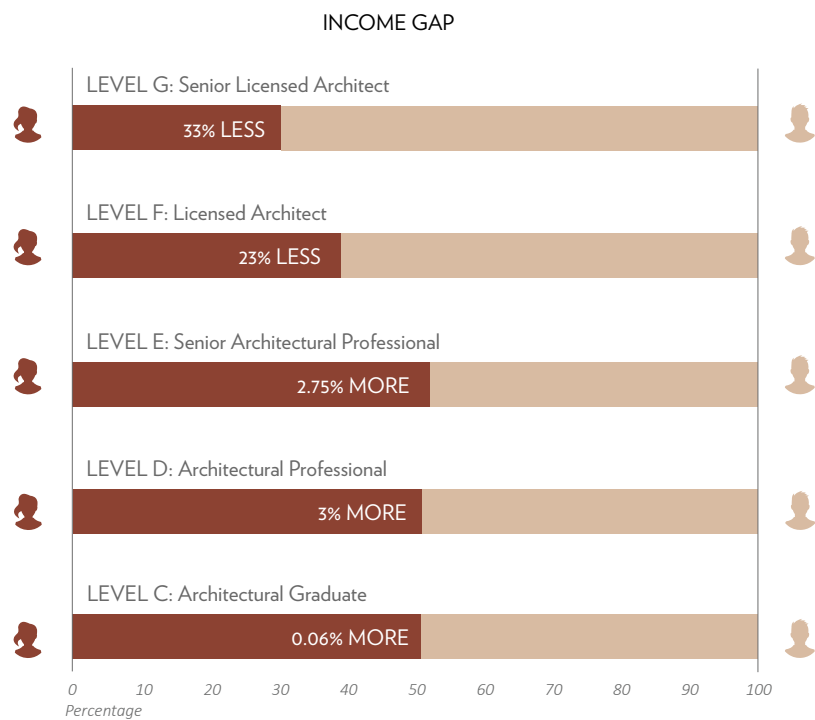
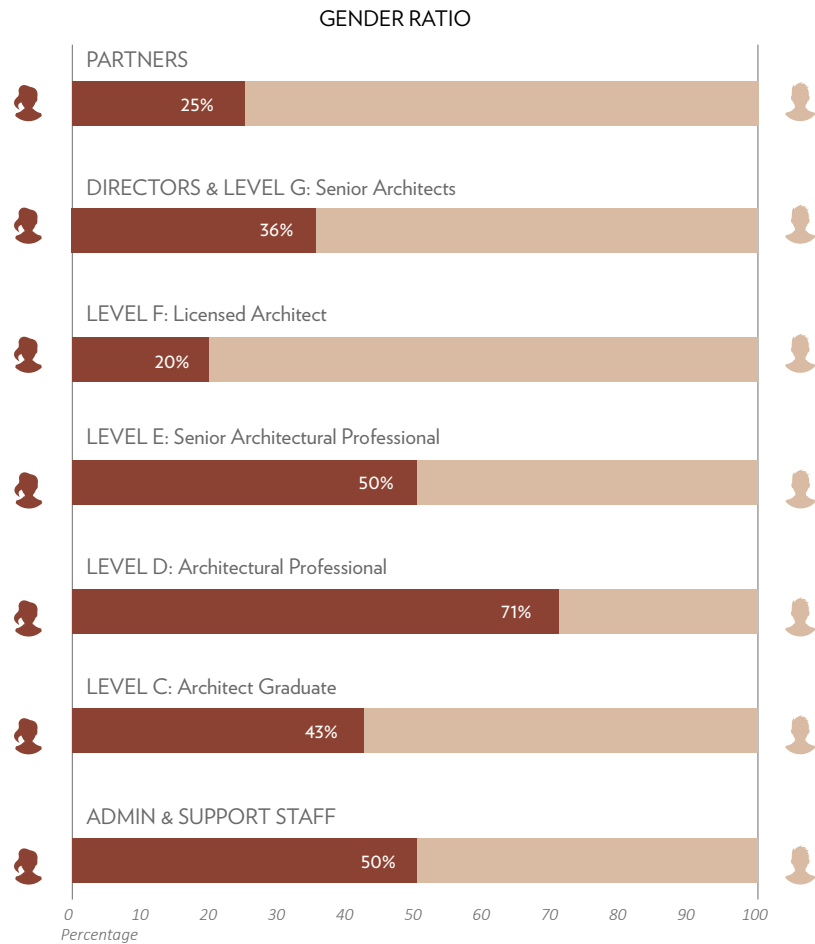
---

- Provide equal opportunities for women in hiring and promotion.

#### AS+GG 2021 PROGRESS:

---

**OFFICE:** We evaluated the gender ratio in each level and reported the result in our UN Global Compact Report.



*Gender ratio of different levels and income gap analysis*





## ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL

**6.1** By 2030, achieve universal and equitable access to safe and affordable drinking water for all

### AS+GG INDICATOR:

---

**PROJECTS:** Access to safe and affordable drinking water.

### AS+GG 2025 TARGETS:

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- Water from the faucets in 100% of projects will be pleasant tasting and safe to drink.

### AS+GG 2021 PROGRESS:

---

**PROJECTS:** All projects were designed to have access to safe and affordable drinking water.

**6.3** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally

### AS+GG INDICATOR:

---

**PROJECTS:** Implement collection, treatment and reuse of alternative water sources.

### AS+GG 2025 TARGETS:

---

- 100% projects incorporating alternative water collection, treatment and reuse systems in the design.

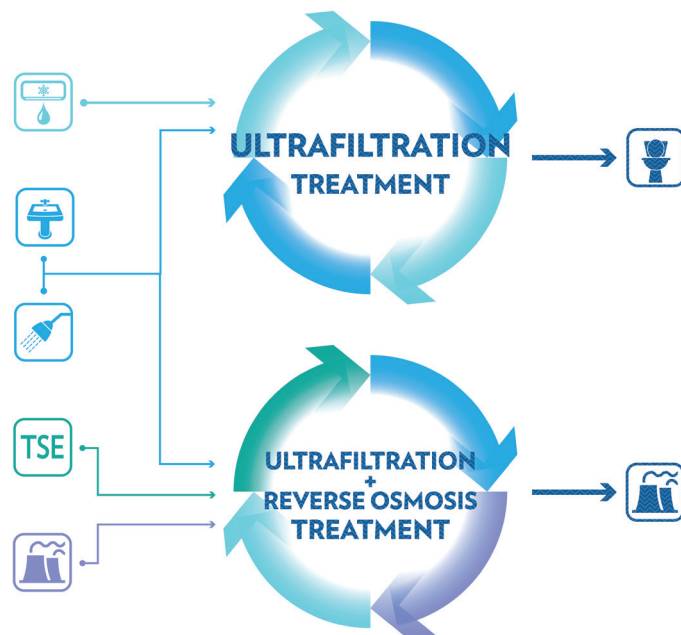
### AS+GG 2021 PROGRESS:

---

**PROJECTS:** We have proposed collection, treatment and reuse of alternative water in all of our projects. The alternative water sources are based on project locations and their climate conditions. Alternative sources taken into consideration include rainwater, condensate, grey water and municipality treated black water.



*Reclaimed water ultrafiltration treatment plant used in one of our projects in the Middle East*



*Water reuse concept proposed for one of our projects in the Middle East*

## 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity

### AS+GG INDICATOR:

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**OFFICE:** Reduce potable water consumption.

**PROJECTS:** Report on net use of freshwater as part of the LCA reporting process.  
Reduce potable water consumption.

### AS+GG 2025 TARGETS:

---

- Office to have a water saving policy.
- Use water saving fittings and fixtures in the office:
  - Public Faucet: 1.5 lpm
  - Kitchen Faucet: 5 lpm
  - Toilet: Dual flush 3/4.5 lpf
- 100% projects with embodied water life cycle assessment.
- Achieve 50% reduction against LCA embodied water baseline for all projects.
- Achieve 60% reduction in potable water use against LEED v4.1 baseline for all projects.

### AS+GG 2021 PROGRESS:

---

**OFFICE:** We are working with our interior design team and will retrofit our fittings and fixtures to meet the flow rate requirements.

**PROJECTS:** We started to perform embodied water life cycle assessment using OneClick software and achieved 66% reduction in embodied water against baseline.



## 6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes

### AS+GG INDICATOR:

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**PROJECTS:** Manage rainwater onsite.  
Report on eutrophication potential as part of the LCA reporting process.

### AS+GG 2025 TARGETS:

---

- 100% projects incorporating rainwater collection and reuse system.
- 100% projects designed to manage 1 in 50 year stormwater event on site.
- 100% projects reporting on eutrophication potential in their life cycle assessment.

### AS+GG 2021 PROGRESS:

---

**PROJECTS:** We have proposed on-site rainwater management strategies to all of projects, using 1 in 50 year stormwater event or worse.  
We conduct life cycle assessment on our projects.

## 6.B Support and strengthen the participation of local communities in improving water and sanitation management

### AS+GG INDICATOR:

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**PROJECTS:** Promote water efficiency awareness.

### AS+GG 2025 TARGETS:

---

- 100% projects with smart metering and sub-metering system that records and shares real-time water use data.

### AS+GG 2021 PROGRESS:

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**PROJECTS:** We have proposed smart metering and sub-metering system in most of our projects.



## ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL

### 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix

#### AS+GG INDICATOR:

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**PROJECTS:** Produce clean energy.  
Promote the use of electric or green hydrogen vehicles.

#### AS+GG 2025 TARGETS:

---

- 100% projects designed with renewable energy production system.
- 20% energy consumption met by onsite renewable energy for all design projects.
- Provide 20% preferred parking for electric/hydrogen vehicles and 50% of the parking spaces EVSE ready.

#### AS+GG 2021 PROGRESS:

---

**PROJECTS:** We have proposed renewable energy strategies including roof mounted photovoltaic panels and waste to energy plant and preferred parking for electric vehicles in all of our projects.

### 7.3 By 2030, double the global rate of improvement in energy efficiency

#### AS+GG INDICATOR:

---

**OFFICE:** Reduce energy consumption.

**PROJECTS:** Reduce energy consumption.

## AS+GG 2025 TARGETS:

---

- Office to have a energy saving policy.
- 20% reduction in annual energy consumption against 2019 baseline.
- 30% improvement in energy use compared to ASHRAE 90.1 (2016 or newer) baseline.
- 100% projects to be Net Zero Carbon by 2030.

## AS+GG 2021 PROGRESS:

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**OFFICE:** We have installed lighting sensors throughout the office.

**PROJECTS:** We are committed to meeting the AIA 2030 target, which requires our buildings to be net zero carbon by 2030. Each year we report to AIA on our progress.

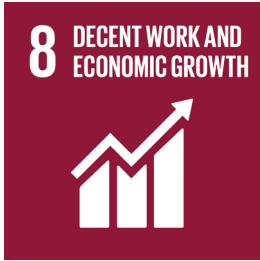
Each year we have performed above average and in most years the energy reduction performance has been significantly better than most of our peers.

We performed in-house energy modeling for all of our projects. All of our current designs target a 50% improvement against ASHRAE 90.1 (2016) Energy Efficiency Standard.



*Roof mounted PV panels on one of our projects in California*





## PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors

### AS+GG INDICATOR:

---

**OFFICE:** Enhance productivity through employing new technology and innovation.

### AS+GG 2025 TARGETS:

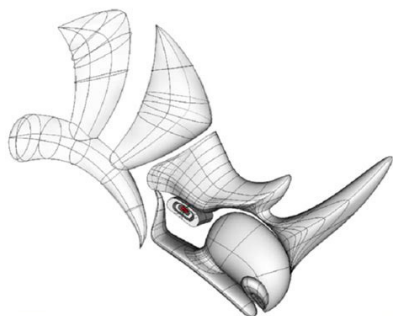
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- Quarterly office technology meetings that include the IT Director and at least one of the partners.

### AS+GG 2021 PROGRESS:

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**OFFICE:** We frequently evaluate and upgrade our design software. We attend webinars for new technology solutions.



**RhinoCeros**<sup>®</sup>  
NURBS Modeling for Windows



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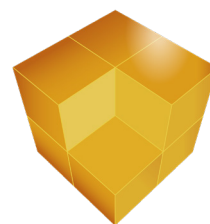
LADYBUG



HONEYBEE



**ArcGIS**<sup>®</sup>



**ENSCAPE**<sup>™</sup>



## BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION

9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

### AS+GG INDICATOR:

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**PROJECTS:** Increase resource-use efficiency and adopt clean and environmentally sound technologies and methods.

### AS+GG 2025 TARGETS:

---

- 50% reduction in carbon emission against LCA baseline for all projects.

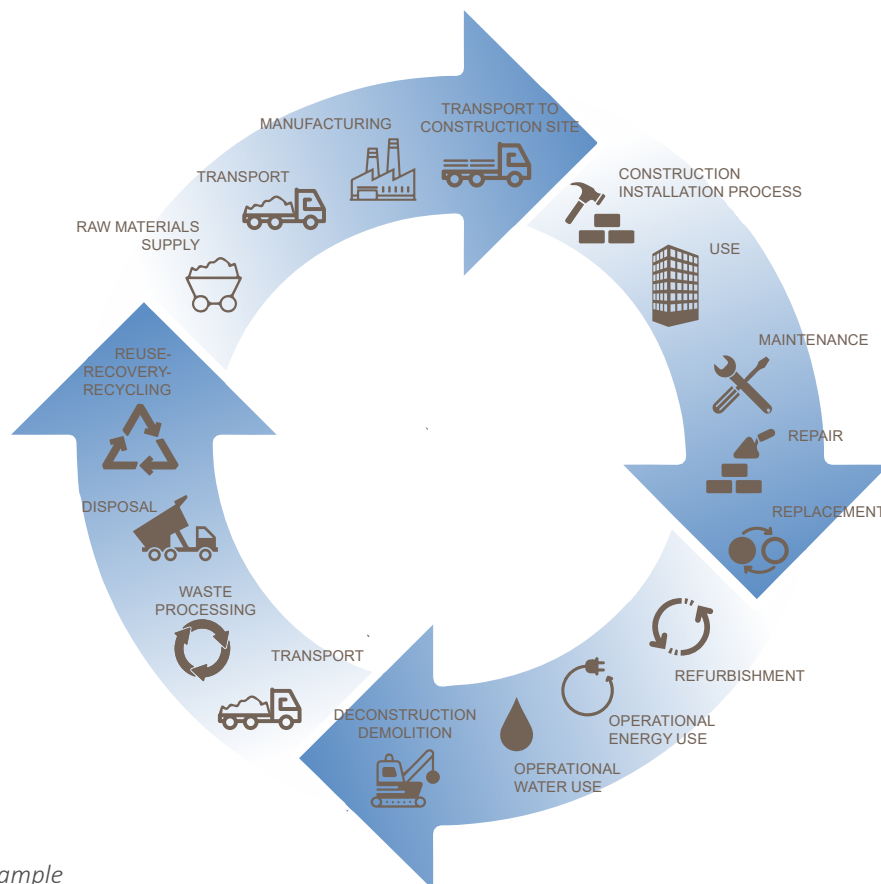
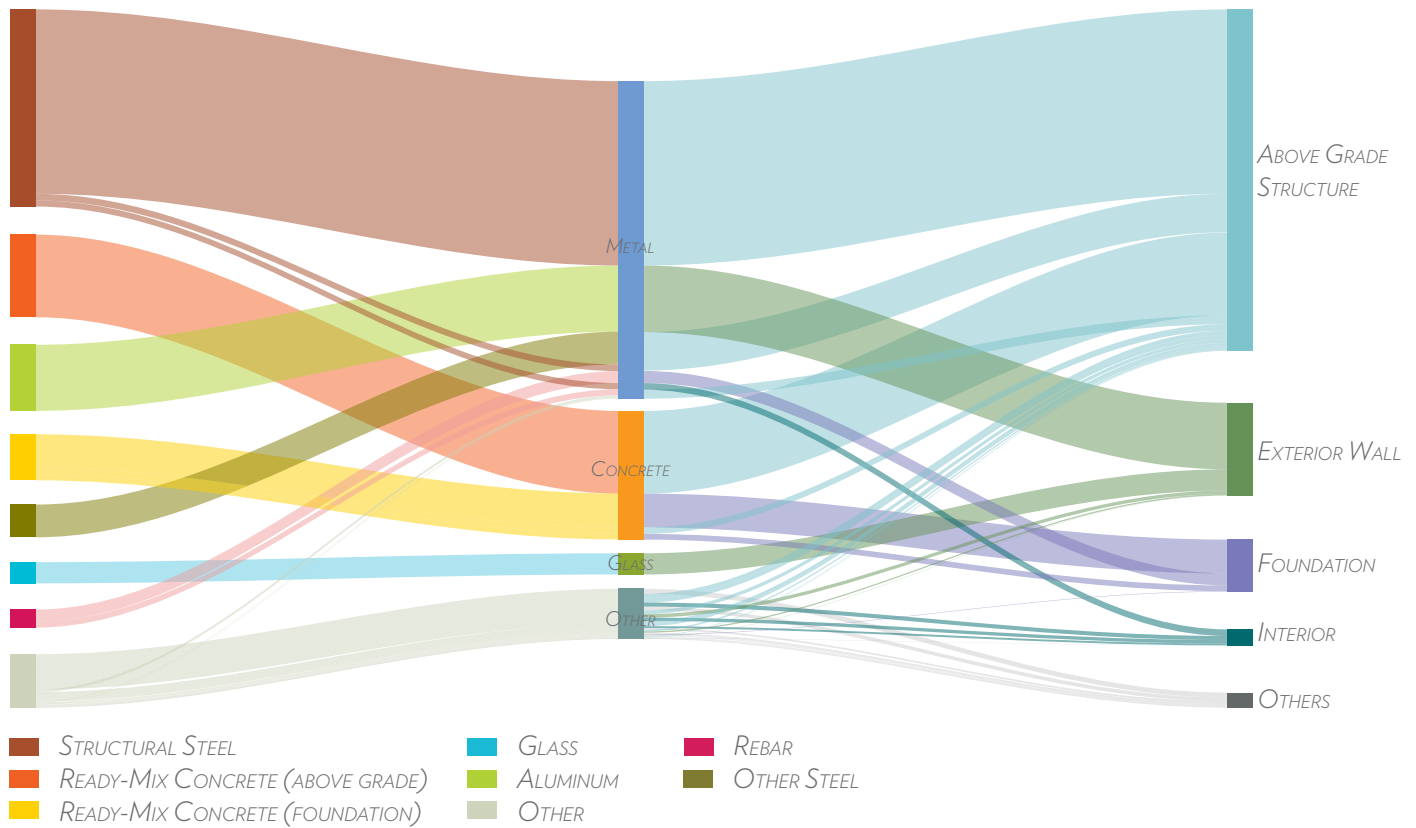
### AS+GG 2021 PROGRESS:

---

**PROJECTS:** We are committed to meeting the AIA 2030 target, which requires our buildings to be net zero carbon by 2030. Each year we report to AIA on our progress. We conducted life cycle analysis on about half of our projects this year.



## EMBODIED CARBON BREAKDOWN BY MATERIAL



Life Cycle Analysis example

9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.

#### **AS+GG INDICATOR:**

---

**OFFICE:** Encourage the exploration and use of new technologies and innovations.

**PROJECTS:** Promote the use of emerging technologies and innovations.

#### **AS+GG 2025 TARGETS:**

---

- 80% employees to participate in office Hackathons, materials researches and software development. Allocate at least 80 hours per capita to technology development annually.
- 100% projects to have new technology proposals as part of the design.

#### **AS+GG 2021 PROGRESS:**

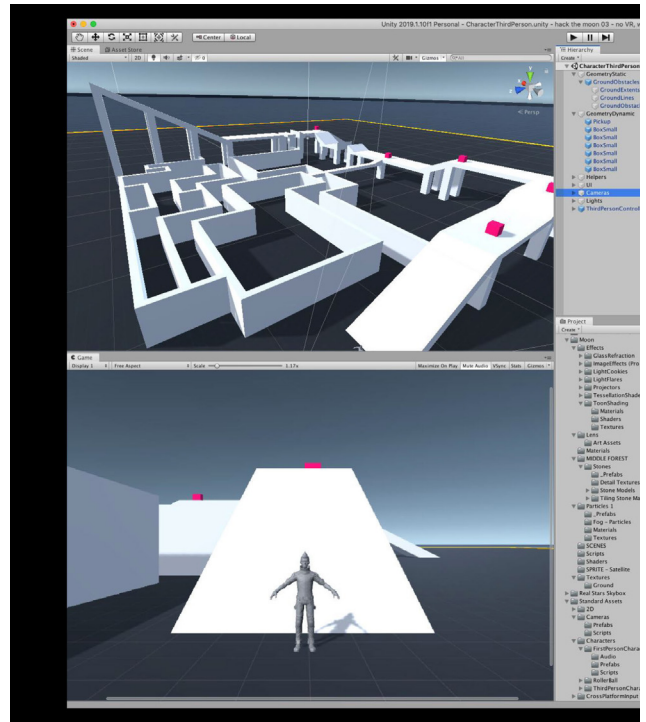
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**OFFICE:** We expanded our entire office use of virtual collaboration tools and developed new ways of interaction to adjust to the work-from-home environment and a hybrid work schedule. We will continue to adopt new technologies to improve collaboration and work efficiency.





Lecture with one of the company suppliers



AS+GG Hackathon





## REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES

**10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

### AS+GG INDICATOR:

---

**OFFICE:** Empower and support minority groups through education on the profession.  
Increase presence at job fairs in different locations, including areas with high minority populations.

### AS+GG 2025 TARGETS:

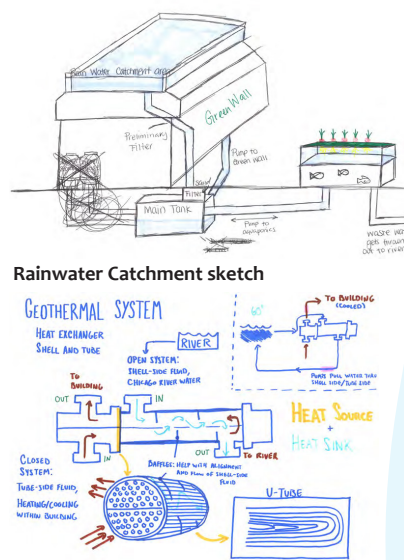
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- 60% employees to participate in ACE, and other outreaches. Report hours spent on programs.
- Identify local high schools and universities with high percentage of minority students and develop and implement an engagement plan.

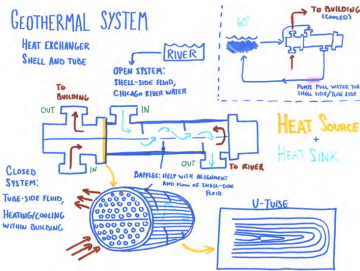
### AS+GG 2020 PROGRESS:

---

**OFFICE:** AS+GG is a host firm for the ACE program in Chicago, representing the Architecture firm on Team 8 and receiving students in our office. Not only do we support the program by allowing a fantastic group of mentors to volunteer their time to the program, we also help with providing student meals, materials and actively take part in both the Executive Board and Associate Board of ACE.



### Rainwater Catchment sketch



### Geothermal sketch



### Aquaponics sketch

AS+GG ACE Program Fall 2019 - Spring 2020

10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

**AS+GG INDICATOR:**

---

**OFFICE:** Provide equal opportunities for all in hiring and promotion.

**AS+GG 2025 TARGETS:**

---

- Review employment ranks and salaries and report annually.

**AS+GG 2021 PROGRESS:**

---

**OFFICE:** We evaluated the gender ratio in each levels and reported the result in our UN Global Compact Report.

10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.

**AS+GG INDICATOR:**

---

**OFFICE:** Non-discriminatory office policy. Prioritize suppliers/contractors who do the same.

**PROJECTS:** Include Supply chain code of conduct in specifications and tender packages.

**AS+GG 2025 TARGETS:**

---

- Review policies and current employment ranks and salaries and report annually.
- Develop Specifications documentation that requires suppliers to meet.

**AS+GG 2021 PROGRESS:**

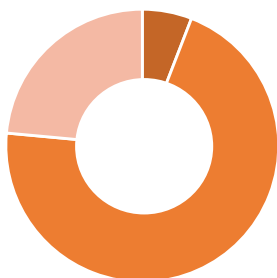
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**OFFICE:** We have firm policies that prohibit discrimination for any reason at any level.

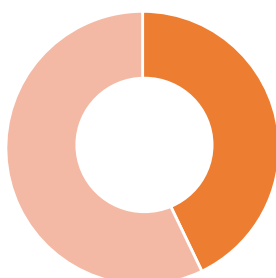




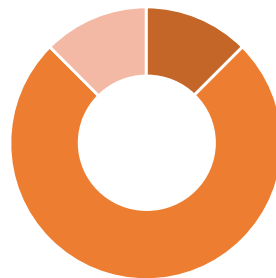
ADMIN + SUPPORT STAFF



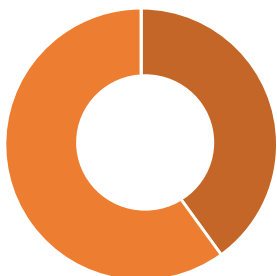
LEVEL D: Architectural Professional



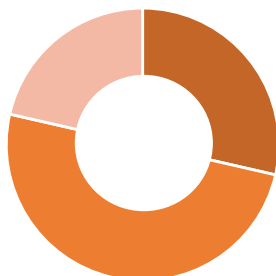
LEVEL E: Senior Architectural Professional



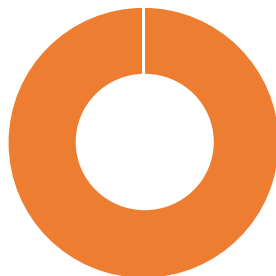
LEVEL F: Licensed Architect



DIRECTORS & SENIOR ARCHITECTS



PARTNERS





## MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE

**11.2** By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons

### AS+GG INDICATOR:

---

**OFFICE:** Provide safe transportation for staff working late.

**PROJECTS:** Provide access to safe, affordable, accessible and sustainable transport systems for all.

### AS+GG 2025 TARGETS:

---

- Ensure that all staff have access to company on-demand ride share account for after hours travel or for anytime that they feel insecure or unsafe.
- 100% projects with direct access to public transportation, and equipped with EVSE stations.

### AS+GG 2021 PROGRESS:

---

**OFFICE:** Our office compensates for after hours commutes for all employees working over time. We are also exploring other safe travel options.

**PROJECTS:** All of our projects this year were designed with direct access to public transportation, and equipped with EVSE stations.

## 11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management

### AS+GG INDICATOR:

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**PROJECTS:** Provide access to clean air for all and facilitate improved monitoring of environmental air quality.

### AS+GG 2025 TARGETS:

---

- Include deployment of external air quality sensors on all buildings and masterplan projects. Ensure data is fed into National database and is connected to individual building management systems to facilitate appropriate action being taken.
- PM<sub>2.5</sub>/CO<sub>2</sub> sensors in all projects, connected to ventilation methods.

### AS+GG 2021 PROGRESS:

---

**PROJECTS:** All of our projects this year were proposed with CO<sub>2</sub> sensors.



*Protected bike lanes*



*Bike Share System*



*Hybrid Electric Zip-car*



11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities

#### AS+GG INDICATOR:

---

**PROJECTS:** Design for all.  
Ensure public spaces are universally accessible.

#### AS+GG 2025 TARGETS:

---

- Bike storage, bike lanes and pedestrian friendly streets on all masterplan projects
- Develop and implement universal access design standard for all our projects.
- 30% overall public/green spaces for masterplan projects.

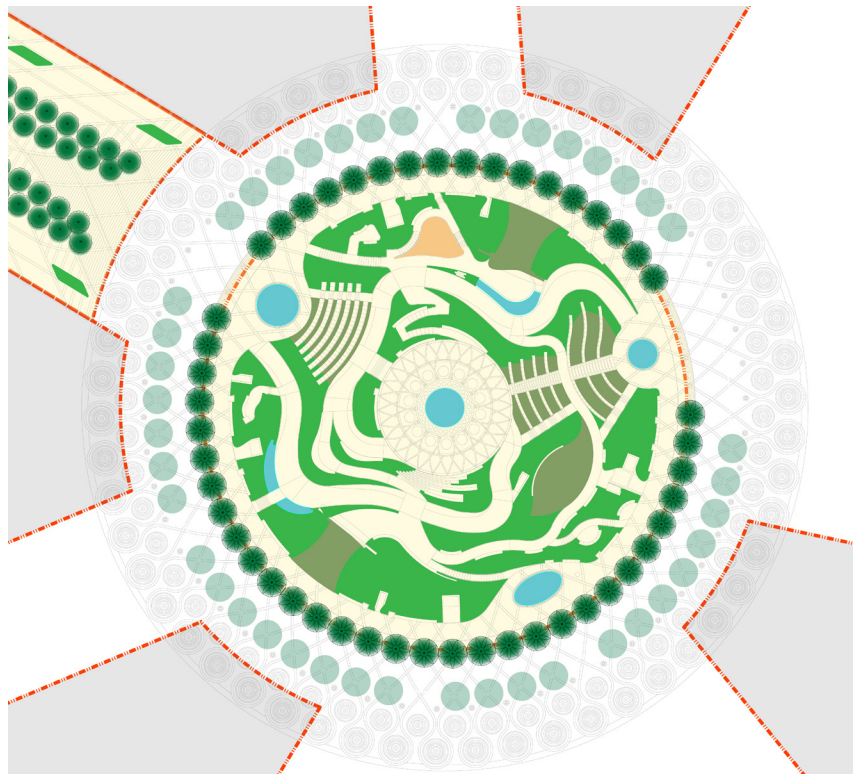
#### AS+GG 2021 PROGRESS:

---

**PROJECTS:** All of our urban planning/design projects this year were designed with dedicated bike lanes and pedestrian paths.

All of our projects are compliant with ADA requirements.

All of our urban planning/design projects this year were designed to provide maximum amount of green spaces.



*Open space and green space proposal for one of projects in the Middle East*

11.B By 2020, substantially increase the number of cities and human settlements adopting and implementing integrated policies and plans towards inclusion, resource efficiency, mitigation and adaptation to climate change, resilience to disasters, and develop and implement, in line with the Sendai Framework for Disaster Risk Reduction 2015-2030, holistic disaster risk management at all levels

#### AS+GG INDICATOR:

---

**PROJECTS:** Improve project resilience to disasters.

#### AS+GG 2025 TARGETS:

---

- 100% projects to have a resiliency plan.

#### AS+GG 2021 PROGRESS:

---

**PROJECTS:** We established the resilience framework for some of our projects.



*Resilience framework*



## ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

**12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

### AS+GG INDICATOR:

---

- OFFICE:** Reduce office waste generation through prevention, reduction, recycling and reuse.
- PROJECTS:** Reduce waste generation through prevention, reduction, recycling and reuse.  
Promote the use of reclaimed building products and high recycled content materials.

### AS+GG 2025 TARGETS:

---

- Maintain composting program.
- Lunch & Learn providers to not use single use plastics.
- Volunteer once per year at a community clean-up activity. ( Examples include- Lincoln Park, Arboretum, Pullman Neighborhood, with a client program).
- 100% WEEEs recycled through responsible Electronics recycling program.

### AS+GG 2021 PROGRESS:

---

- OFFICE:** Our staff worked from home till July 2021, then spent the rest of the year with a hybrid work schedule. Because of this, implementation of the office targets were put on hold.
- PROJECTS:** AS+GG has a strong focus on materials use in our buildings. We know that the built environment is responsible for 39% of global CO2 emissions. We established waste KPIs for construction and required 85% diversion rate on our Al Wasl project in the Middle East. The project has exceeded the diversion target.



Please see updated status below:

| <b><u>CRME - Trellis Project / Concrete Waste Recycling Status</u></b> |                 |   |
|--|-----------------|---|
| <b>Destination/ Recycling Facility</b>                                 | <b>Tonnage</b>  | <b>Supporting Documents</b>   |
| Ducon  | 663.66          | Recycling Report submitted to EXPO in the Environmental data logs in April 2020                               |
| Dulsco / CND Facility - Ajman  | 1,680           | Manifests / Delivery notes submitted to EXPO in the Environmental data logs in February & March 2020          |
| TADWEER  | 1,084.69        | Manifests submitted to EXPO in the Environmental data logs in August & September 2020                         |
| Re-use (Al Jaber & EXPO Pavilions)                                     | 422.7           | Re-use Letter mentioning the location of re-use and quantities sent EXPO sustainability & Environmental teams |
| <b>Total Quantity</b>  | <b>3,852</b>    |   |
| <b>Total managed</b>   | <b>3,851.05</b> |   |
| <b>Diversion % away from landfill</b>                                  | <b>99.98%</b>   |   |

Also, I would like to confirm that CRME has exceeded the overall EXPO & CEEQUAL target of 85% diversion from landfill and achieved **98.2 % of recycling**. (See attached Project Waste Status File). In the next week we will be working on the final sustainability close out report and finalize all logs and reports related to CEEQUAL.

*Construction waste diversion rate of the Al Wasl Trellis project in the Middle East*



## TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

### 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

#### AS+GG INDICATOR:

---

**PROJECTS:** Integrate climate resilience strategies in the design.

#### AS+GG 2025 TARGETS:

---

- 100% projects to have preliminary assessment on potential climate related hazards and natural disasters.

#### AS+GG 2021 PROGRESS:

---

**PROJECTS:** We provide preliminary climate assessments on all of our projects, to inform our environmental performance design and design strategies.

### 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

#### AS+GG INDICATOR:

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**OFFICE:** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

#### AS+GG 2025 TARGETS:

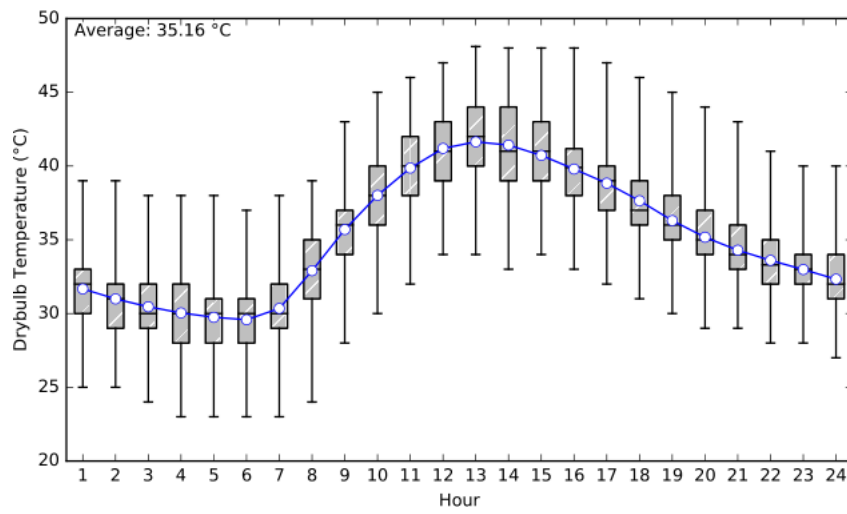
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- Provide 1-2 training sessions annually to employees.

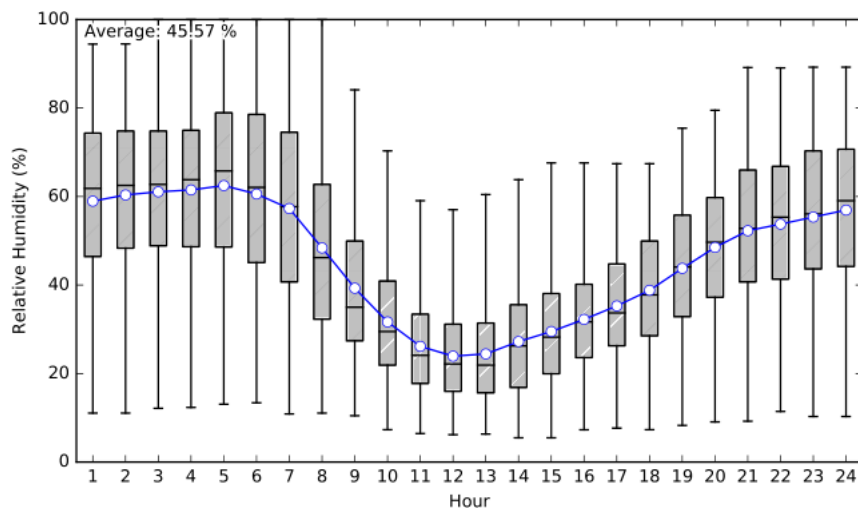
#### AS+GG 2021 PROGRESS:

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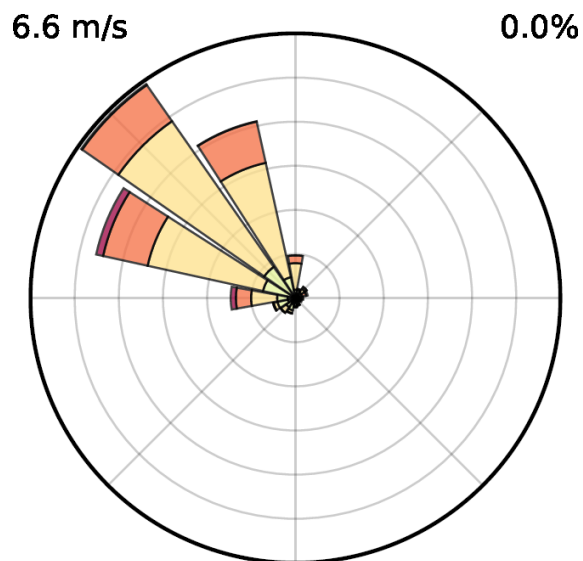
**OFFICE:** Our staff worked from home till July 2021, then spent the rest of the year with a hybrid work schedule. Because of this, implementation of the office targets were put on hold.



Drybulb temperature (°c)



Relative humidity (%)



Wind condition





## CONSERVE AND SUSTAINABLY USE THE OCEANS, SEAS AND MARINE RESOURCES FOR SUSTAINABLE DEVELOPMENT

**14.1** By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution

### AS+GG INDICATOR:

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**PROJECTS:** Prevent and reduce marine pollution.

### AS+GG 2025 TARGETS:

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- 100% projects to use environmentally friendly landscaping fertilizers.
- Zero use of herbicides and pesticides.

### AS+GG 2021 PROGRESS:

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**PROJECTS:** We are committed to zero use of herbicides and pesticides and only use environmentally friendly landscape fertilizers in our projects.

**14.5** By 2020, conserve at least 10 per cent of coastal and marine areas, consistent with national and international law and based on the best available scientific information

### AS+GG INDICATOR:

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**PROJECTS:** Conserve coastal and marine areas.

### AS+GG 2025 TARGETS:

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- Commit to zero building footprints within coastal greenfields, designated coastal restoration zones, and/or riparian buffer zones.

### AS+GG 2021 PROGRESS:

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**PROJECTS:** We are committed to zero building footprints within coastal greenfields, designated coastal restoration zones, and/or riparian buffer zones.



*Coastal mangrove system*



## PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS

**15.1** By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and dry-lands, in line with obligations under international agreements.

### AS+GG INDICATOR:

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**PROJECTS:** Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services.

### AS+GG 2025 TARGETS:

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- 100% projects with consideration of natural habitat restoration.

### AS+GG 2021 PROGRESS:

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**PROJECTS:** We always evaluate existing conditions of our project sites and restore natural habitat when feasible.



*Pesticide action network UK*



*Organic pest control USA*



## 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species

### AS+GG INDICATOR:

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**PROJECTS:** Protect natural habitat and enhance biodiversity.

### AS+GG 2025 TARGETS:

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- Use 100% FSC or PEFC certified wood in all projects.
- 100% projects to include preliminary ecological assessment of natural habitat and ecosystem prior to design and identify ecological protection strategies.

### AS+GG 2021 PROGRESS:

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**PROJECTS:** We committed to use only FSC or PEFC certified wood in our projects.  
We always evaluate existing conditions on our project sites and identify preservation strategies for local natural habitat and ecosystems.

## 15.8 By 2020, introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species

### AS+GG INDICATOR:

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**PROJECTS:** Reduce the impact of invasive alien species on land and water ecosystems.

### AS+GG 2025 TARGETS:

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- Zero use of invasive species in all projects.

### AS+GG 2021 PROGRESS:

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**PROJECTS:** We committed to zero use of invasive species in our projects.

# SUMMARY

Martha Thorne, Executive Director of The Pritzker Architecture Prize, and Paloma Durán, Director of the Sustainable Development Goals Fund (SDGF) wrote that “Architects can directly shape the outcomes of a design process to the betterment of a community’s overall quality of life, sustainability, social equity, health and resilience’. This statement echoes the fundamental beliefs of our firm and it is reflected in our day-to-day business operations and the products of our designs.

We will continue to update our office environmental policy. It will include new initiatives around indoor environmental quality as well as waste reduction and reporting procedures.

One of the reasons for choosing to report on the SDGs was to establish a baseline for future reporting and to guide the development of our AS+GG 2025 sustainability road-map, which will establish targets and an implementation plan for how we work and how our designs will perform within the next 6 years.

We look forward to presenting our 2025 plan in the next Communication on Progress Report.







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