

# Advisory (Environmental, Social & Governance)



## Capability Statement

Shaping  
Tomorrow  
Together

[agilitus.com](https://www.agilitus.com)

# Acknowledgement of Country

Agilitus acknowledges Aboriginal and Torres Strait Islander peoples as the first peoples of Australia and the Traditional Owners and Custodians of lands and waterways on which we work and live.

Our operations are conducted on the traditional lands of the Whadjuk people of the Noongar nation in Perth, the Bindjareb people in Mandurah, the Larrakia people in Darwin, the Kaurna people in Adelaide, the Gurambilburra Wulgurukaba, Bindal, Nywaigi, and Gugu Badhun peoples in Townsville, the Turrbul and Jagera peoples in Brisbane, the Awabakal people in Newcastle, the Gadigal people of the Eora nation in Sydney, and the Wurundjeri and Boon Wurrung peoples of the Kulin nation in Melbourne.

We honour the wisdom of, and pay respect to, Elders past and present, and we acknowledge the cultural authority of all Aboriginal and Torres Strait Islander peoples across Australia.

We also acknowledge the vital contribution made by our Aboriginal and Torres Strait Islander employees and we thank those who have guided our approach and generously shared their insights.

Image: Aboriginal artwork created by Jayda Sebire (Indigenous Artist and former Agilitus People and Culture Assistant). Copyright 2024, Jayda Sebire.

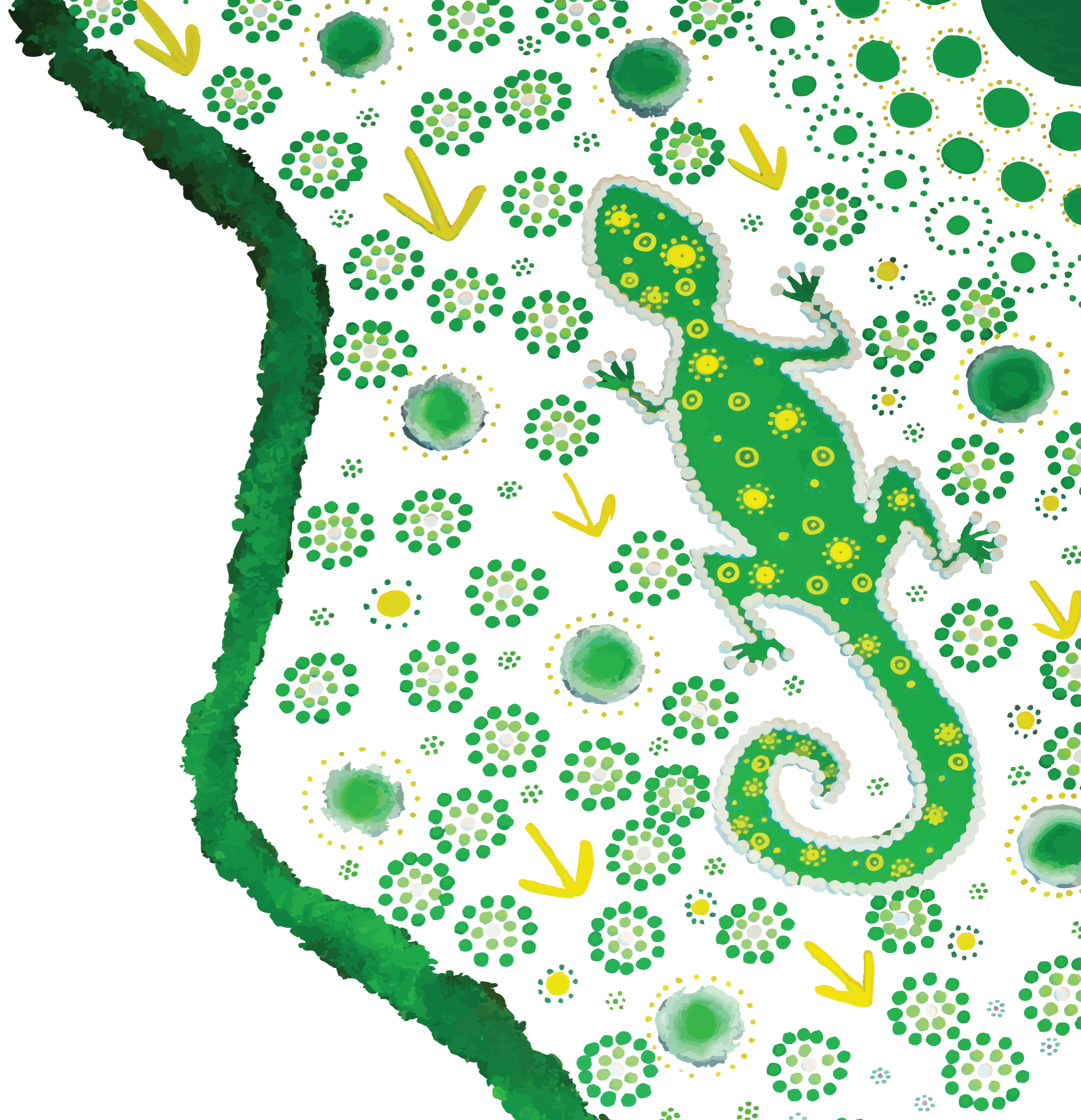




Image: Aboriginal children in Arnhem land, Northern Territory. Copyright approved via Shutterstock.

## United Nations (UN) Declaration on the Rights of Indigenous Peoples

We acknowledge that the UN Declaration on the Rights of Indigenous Peoples (the Declaration) is an international human rights framework that recognises and protects the unique and collective rights of Indigenous peoples across the world.

In the Australian context, this instrument relates to Aboriginal and Torres Strait Islander people's rights.

We continue to strive for best practice when engaging with Aboriginal and Torres Strait Islander peoples and communities, in alignment with the Declaration, Agilitus' Human Rights Policy and our Aboriginal and Torres Strait Islander Peoples Engagement Strategy.



# Planet. Humanity. Ambition.

As a global community, we are facing one of the most challenging times in modern history, as we collectively respond to the impacts of climate change, finite natural resources, biodiversity loss, technology disruption and ascending inequality.

Governments, industry, financiers, the professions and academia are leaning into these interconnected risks, and they are doing so with an increasing sense of urgency, as a once-in-a-generation transformation needs to occur within two decades.

Transformation began with the Paris Agreement, a treaty which saw countries pledge to limit the global temperature rise to below two degrees Celsius, by striving for 1.5 degrees Celsius, to avoid catastrophic impacts from the climate crisis. The implementation of Nationally Determined Contributions (NDCs) followed, and both embody efforts by countries to reduce their national emissions and pursue climate resilience. At the same time, the United Nations' (UN) deployed the Sustainable Development Goals (SDGs), 17 goals that serve as a blueprint to protect our environment, oceans and forests, improve human rights and justice, reduce inequality and preserve economic prosperity.

At Agilitus, we recognise the need to accelerate transformation to ensure we live, work and play within our planetary boundaries. We also recognise the compelling need to reimagine value creation, foster long-term resilience and apply a regenerative approach. We are optimistic about the future and the role we are playing in the global energy transition and the associated critical minerals boom – as they are key parts of this transformation.

Building on our six-plus years of robust performance and the market's increasing appetite for Environmental, Social and Governance (ESG), we have scaled up our climate and resilience, stakeholder consultation, cultural heritage management, decarbonisation and asset optimisation, energy transition and renewables, and governance capabilities. This is an exciting step in our journey of helping clients in the Resources, Energy and Industrial sectors to future-proof their operations and achieve their ESG ambitions.



The increased scrutiny on climate-related risks, First Nations peoples' participation, community engagement, human capital and Board composition, effectiveness and remuneration - are sharpening the focus by government and industry – to mitigate risk and leverage new opportunities.



## Demonstrating Transparency and Redefining Value for all Stakeholders

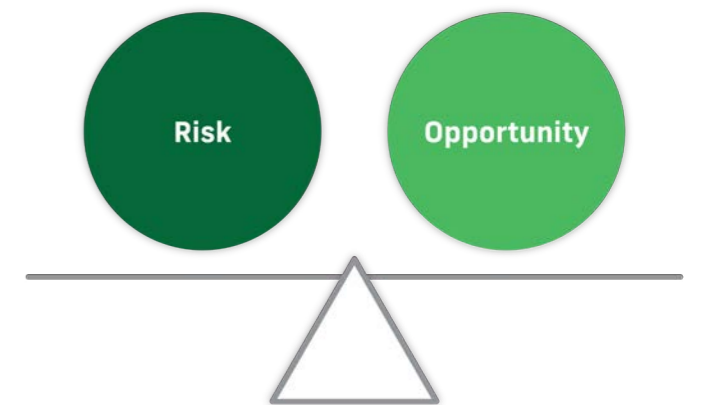
The commercial imperative for clients to embrace ESG is being realised across Australia, in the public and private sectors.

- Enhances Your Social Licence to Operate
- Augments Market Share by Leveraging New Technologies
- Interrogates and Integrates Supply Chains
- Optimises Capital and Maintains a Strong Balance Sheet
- Demonstrates Robust Governance and Competitive Advantage

To achieve a sustainable future, resources and energy companies, port authorities and other utilities, need to strike a balance between reducing carbon emissions, maintaining a social licence to operate and maximising financial returns. Increasingly, investors, shareholders, employees and community groups are turning their attention to developing, deploying and embedding ESG into their operations.

It will not be a lack of technology or financing that will prevent the private and public sectors from decarbonising. The most significant challenge will be enabling true collaboration between all stakeholder groups, when proponents and other are bringing projects to market.

Convincing communities that benefits can be realised throughout the project lifecycle and beyond – is equally as important as it is to convince financiers to fund projects.



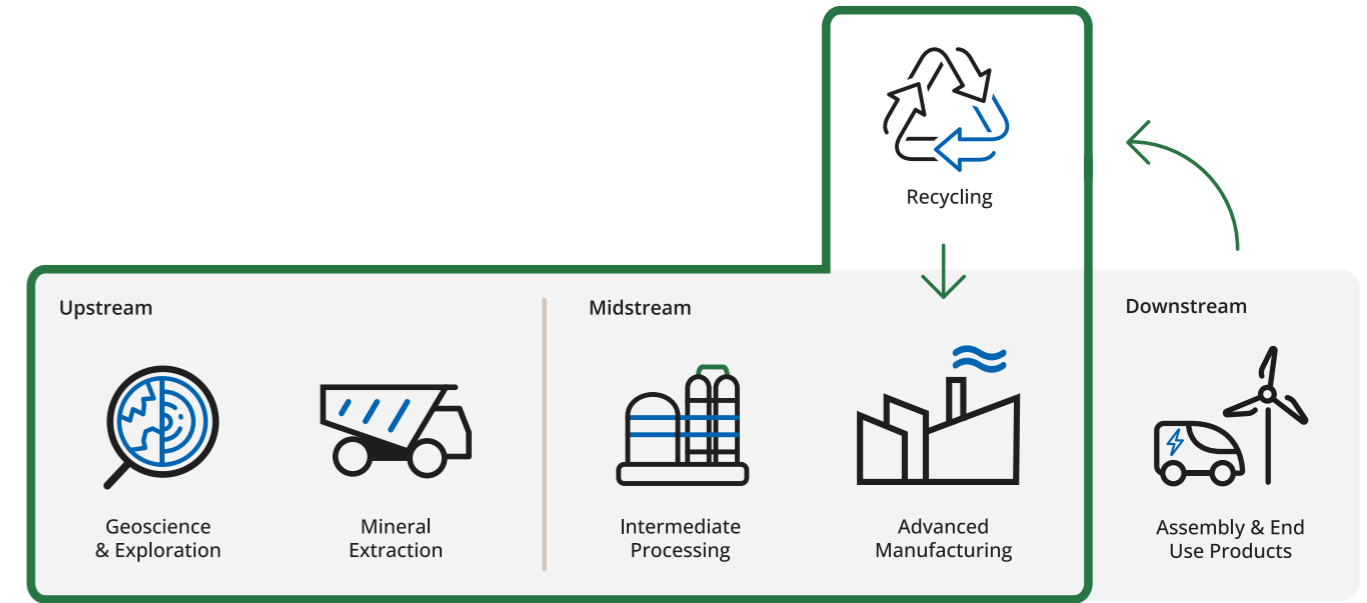
# Capabilities

Technical excellence is the bedrock of our business. It drives our people and propels the outcomes that we provide for clients, communities, asset owners and operators, financiers and investors.

From an institutional/organisational-level, we help clients establish a cohesive ESG Strategy (among other capabilities), which is the first step in charting a course to net zero. This usually includes:

- Alignment with the overarching company or government agency strategy and business plans;
- Identifying and responding to their ESG material issues, vulnerabilities and/or performance gaps;
- Responding to externalities (i.e. mega trends and market forces);
- Conducting Board and leadership reviews to assess and/or enhance corporate governance;
- Conducting scenario analyses to assess and/or mitigate climate risk and enhance resilience;
- Developing decarbonisation roadmaps; and
- Scoping data capture to enable monitoring of ESG datasets and/or undertaking user acceptance testing (UAT) for data automation for Environmental Management Systems (EMS), ESG Management Systems, etc.

Agilitus also partners with clients to mitigate the impacts of emissions at a project specific-level, across the entire lifecycle.



Our design, engineering, project delivery and advisory teams work seamlessly with clients and communities to pursue their vision.

We challenge the status quo, optimise innovation and deploy best-practice technical capabilities to transform Brownfield operations, and to help bring low-carbon Greenfield projects to market.

Our low-carbon solutions are delivered by the most qualified talent and provides the following benefits:

- Understanding of and adherence to regulatory instruments and technical Standards;
- Efficient navigation through Australia's statutory development approvals;
- Protection and preservation of our cultural heritage, and the environment and waterways;
- Healthy, transparent and trusted relationships with stakeholder groups;
- Respectful liaison with Traditional Owners; and
- Fair and equitable outcomes for local communities.

Looking through an ESG lens, Agilitus' collective ESG and engineering capabilities include:

- Stakeholder Consultation and Engagement
- First Nations Engagement and Cultural Heritage Management
- Sustainability
- Climate and Resilience
- Decarbonisation
- Energy Transition and Renewables
- Governance, Reporting and Disclosures.



Image: Indigenous peoples' hands. Copyright approved via Shutterstock.

# Respecting, Protecting and Preserving our Cultural Heritage

**Our clients trust in our ability to enhance their social license to operate, including through the provision of mutually rewarding cultural heritage consultation and management, healthy Indigenous partnerships, and ethical procurement from Aboriginal-owned and operated businesses.**

## Stakeholder Consultation and Engagement

The timely and successful implementation of Resources, Energy and Industrial projects is underscored by effective consultation with our clients and the communities in which they operate.

Inform. Consult. Involve. Collaborate. Empower. These are the cornerstones of the International Association for Public Participation's (IAPs) Public Participation Spectrum.

Our professionals leverage the IAP Spectrum when creating bespoke strategies to engage and communicate with clients and their respective stakeholder groups. This involves early planning phase consultation to: help shape projects; reduce social and reputational risk; secure approvals and funding; minimise potential project delays and design reworks; and, maximise stakeholder buy-in.

## First Nations Engagement and Cultural Heritage Management

We recognise the important role that First Nations peoples play in the nation's heritage and our future.

We believe that reconciliation is a means to bring about mutual understanding and learning that will ultimately serve to create a sustainable, vibrant and connected united for all Australians.

Agilitus' Aboriginal and Torres Strait Islander Engagement Strategy serves as our key policy and procedural tool to structure and improve our commitments relating to Aboriginal and Torres Strait Islander representation, employment, training, engagement and participation within our operations and when working with clients.

We firmly acknowledge Aboriginal and Torres Strait Islander peoples' rights to self-determination and we aim to manage our engagement with Aboriginal and Torres Strait Islander peoples in an open, transparent, and collaborative manner.

As a leading engineering, design, project delivery and advisory consultancy, our clients trust in our ability to enhance their social license to operate, including through the provision of mutually rewarding cultural heritage management, healthy Indigenous partnerships and ethical procurement from Aboriginal-owned and operated businesses.

From the Kimberley in the North to Esperance in the South of WA, across central Australia and along the Eastern seaboard – we engage with Traditional Owners and Custodians, Prescribed Body Corporates (PBCs), Aboriginal development corporations and First Nations communities to preserve their cultural heritage and when helping proponents and/or government agencies to deliver projects.

## First Nations' Partnerships

We have a range of actions in place to increase Aboriginal and Torres Strait Islander employment and engagement in our business, to help First Nations communities become self-sustaining (current participation is approximately 1.5 per cent of our workforce and we are striving to increase that to three per cent by December 2025).

We proudly support Aboriginal and Torres Strait Islander owned businesses and have established a majority-owned Aboriginal company, TICS (WA) Pty Ltd (TICS). TICS is a NATA-accredited laboratory to ISO 17025, providing nondestructive testing (NDT) services.

Similarly, we have strategic partnering arrangements with several Aboriginal-owned businesses, including Karlayura Contracting, which provides design and construction support for clients.

We have also established a similar partnering agreement with i24s, an Aboriginal-owned and operated workforce company, providing security, civil works and commercial cleaning services for mine sites in remote locations across Australia, as well as for commercial premises in capital cities (their clients include BHP, Horizon Power and Cundaline Resources, among others).

Most recently, we also established a partnership with Pirrpala, a 100 per cent Aboriginal-owned and operated small scale project delivery provider.

Our partnerships also span the globe, specifically in China, for the procurement of equipment and professional services, including on Country inspections of fabrication, testing, compliance and design reviews.

## Reconciliation

Review our [Innovate Reconciliation Action Plan](#), [Aboriginal and Torres Strait Islander Engagement Strategy](#), [Human Rights Statement](#) and [Anti-Discrimination Policy](#).

## Ethical Procurement and Supply Chain

We identify best-for-project Aboriginal businesses for clients (i.e. maximising low-cost, non-exploitative/not engaging suppliers that engage in 'black cladding', single origin, and environmentally sustainable suppliers for contracting and/or corporate opportunities).

## Sustainability

Companies and governments face significant challenges related to population growth, natural resource demands and constraints, and extreme weather events which impact on the sustainability of our communities.

In simple terms, sustainability is the balance between the environment, social equity and the economy. At Agilitus, our solutions go beyond conserving the environment and minimising depletion of our natural resources – we also seek to improve efficiency of production, minimise capital and operational costs to provide clients with a competitive advantage.

## Climate and Resilience

The impacts of climate change have already cost the global economy trillions of dollars. From shaping public policy, to preparing Climate Change Frameworks, to developing mitigation initiatives and delivering low-carbon designs – we help proponents and government agencies to understand their physical and transitional risks, related to climate and other hazards, based on science-based assessments.

Our approach enables the public and private sector to respond to global warming in a measured manner and to attain funding for projects, while ensuring business continuity is sustained and future-proofed.

## Decarbonisation

Decarbonisation is the process of lowering carbon emissions from commercial activities in an effort to slow the progression of climate change.

With key dates set for the world to have reduced emissions – that is, 2025, 2030 and 2050 – now is the time to act, in particular, for emission heavy sectors.

Our decarbonisation solutions are developed in accordance with the unique needs of our clients and are underpinned by reducing emissions in a staged and cost-effective way. Our capabilities include defining baseline emission pathways, GHG forecasting, scenario analysis, policy alignment, carbon offsets, transitioning to renewable energy, water and waste efficiencies, application of circular economy principles, durability assessments and tailings management, to name a few.

Agilitus' decarbonisation solutions draw on leading sustainability, financial and engineering technical expertise.

## Energy Transition and Renewables

Agilitus' energy transition solutions are dependable, sustainable and cost-effective. We provide advisory, design, engineering and project delivery capabilities for solar, wind, hydrogen, battery energy storage systems (BESS), hydropower, biofuels and thermal systems.

- Energy Efficiency and Carbon Savings for Scope 1, 2 and 3 (including audits)
- Emissions Forecasting
- GHG Management Plans
- Carbon Pricing and Offsets
- Lifecycle Assessments (LCAs)
- Decarbonisation Roadmaps
- Energy Studies (including financial modelling and reviews, net present value (NPV) calculations, energy intensity reviews, risk assessments, etc.)
- Energy Connection Agreements (i.e. Power Purchase Agreements (PPAs) and grid connections)
- Compliance Reporting for Reserve Capacity Mechanism (in accordance with the Wholesale Electricity Market obligations for Market Participants, including Certified Reserve Capacity, Expressions of Interest, Progress Reports, etc.).

## Governance, Reporting and Disclosures

The increased level of compliance surrounding ESG is a response to the increased demand for transparency by stakeholders (not only shareholders). ESG disclosures are part of public reporting and help all stakeholders to understand how companies and government agencies are performing against environmental, social, and governance matters. ESG disclosures include and are not limited to Taskforce on Climate-Related Financial Disclosure (TCFDs), Taskforce on Nature-Based Financial Disclosure, Science-Based Targets, etc.

# Capabilities

## ENVIRONMENT

- Licensing and Approvals
- Compliance Audits of Statutory Approvals, Obligations and Environment Management Plans (in accordance with ISO 14001 Environmental Management System (EMS))
- Statutory Environmental Reporting for regulators
- Environmental Planning and Management
- Environmental Training and Awareness
- Tailings Management

## PLANNING

- Urban, Master and Precinct Planning
- Land Use Development and Approvals
- Circular Economy (i.e. materials reuse/repurposing and durability assessments)

## CLIMATE AND RESILIENCE

- Climate Change Frameworks
- Climate Risk Mitigation and Adaption
- Climate Transition Action Plans
- Safeguard Mechanism Baseline Analysis
- Scenario Analysis
- Climate Studies

## ENERGY

- Energy Efficiency and Carbon Savings for Scope 1, 2 and 3 (including audits)
- Emissions Forecasting
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- Carbon Pricing and Offsets
- Life cycle Assessments (LCAs)
- Decarbonisation Roadmaps
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## COMMUNITY AND SOCIAL IMPACT

- Stakeholder Consultation and Engagement (including with Traditional Owners and Custodians, and First Nations communities)
- Indigenous Land Use Agreements (IULAs) and Native Title
- First Nations' Compensation, Mediation and Dispute Resolution
- Heritage Site Surveys
- Water Stewardship
- Cultural Heritage Management Plans
- Reconciliation Action Plans
- Indigenous Business Contracting (including teaming with Aboriginal-owned and Supply Nation-certified businesses to develop Indigenous workforces)
- Capacity Building (including coaching, mentoring and career pathway development for First Nations peoples)

## INCLUSION, DIVERSITY AND EQUITY (IDE)

- IDE Strategy
- Unconscious Bias Training
- Gender Equity Strategies

## HSEQ

- Training
- Management Systems
- ISO Certification

## STRATEGY AND GOVERNANCE

- Materiality Assessments
- ESG Committees
- ESG Frameworks, Strategy and Plans
- ESG Training (including bespoke programs for Boards, Executive Leadership Teams (ELTs), Senior Management and Project Managers))
- Sustainability Reporting (leveraging the Global Reporting Initiative (GRI) framework and including Sustainable Development Goal (SDG) setting))
- Disclosures (including Taskforce on Climate-Related Financial Disclosures (TCFDs), Taskforce on Nature-Related Financial Disclosures (TNFDs), etc.))
- Board and ELT Reviews
- Corporate Governance (including development and/or reviews of Board Committee charters and policies)
- Risk Mitigation and Management Plans
- Project-Specific ESG Peer Reviews

## GOVERNMENT AFFAIRS

- Public Policy
- Climate Policy Analysis
- Energy Policy Analysis
- Government Relations

## ECONOMICS AND MARKETS

- Business Cases
- Economic Impact Studies
- Market Demand Studies





# Shaping Tomorrow Together

Agilitus is a multidisciplinary engineering, design, project delivery and advisory consultancy, providing technical solutions for clients in the Resources, Energy and Industrial sectors. We are majority owned by our employees, who are united by our purpose – together, we embrace innovation to solve complex problems, for today and future generations.

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