



2030 Sustainability Action Plan
V. 2 September 2022

SUSTAINABILITY ACTION PLEDGE

Axis Architecture + Interiors is committed to the advocacy and practice of Sustainable Design across the entire spectrum of our work, both in the environments we design and the operations of our workplace.

We are dedicated to pushing the boundaries of design and creating projects that meet or exceed client goals while ensuring that our contributions to the built environment improve the quality of place and the lives of those around us.

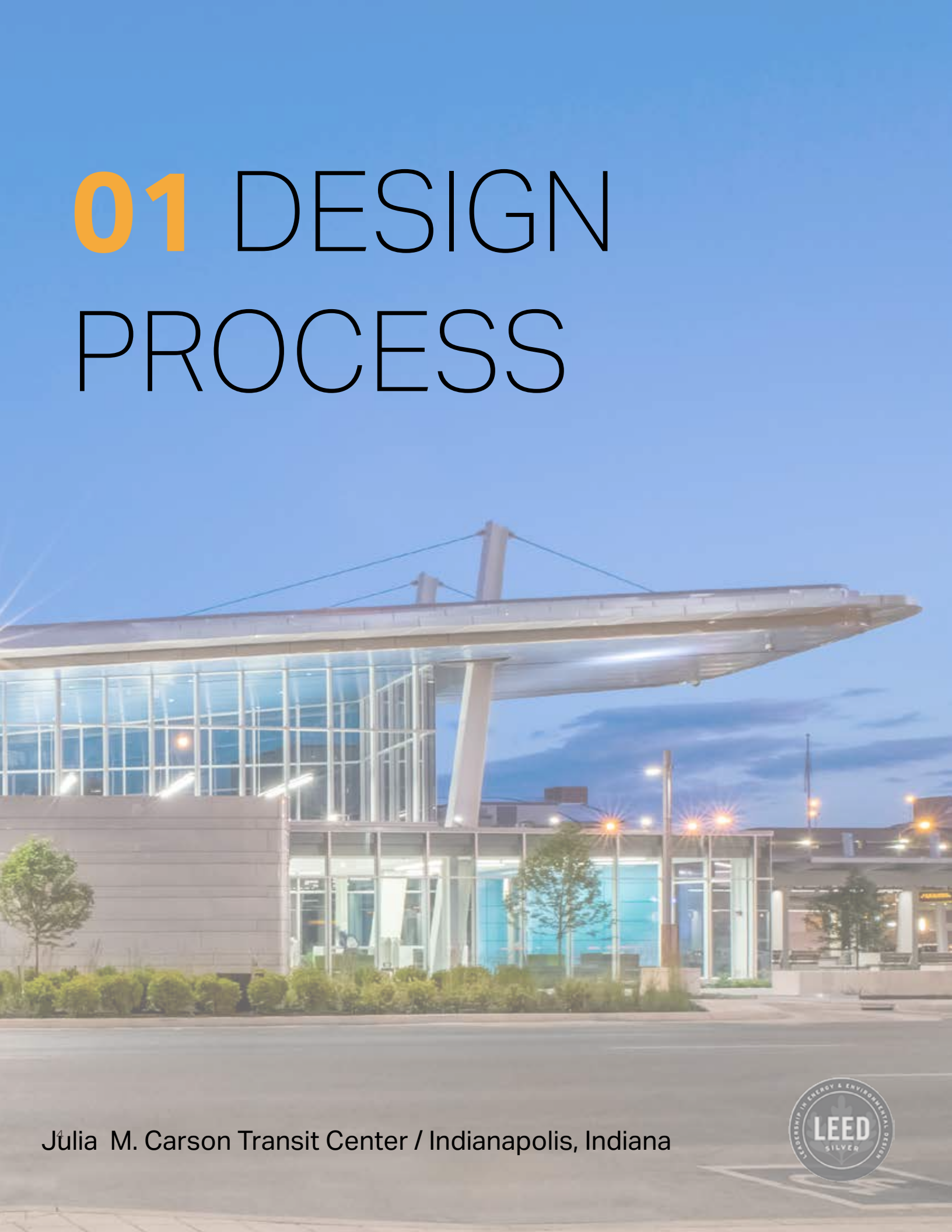
We are proud to be signatory members of the American Institute of Architects (AIA) 2030 Commitment. By taking a leadership role in project design and operation, we pledge to reduce energy consumption in the built environment through design innovation, education, and promotion of new technologies and solutions. Our goal is to produce carbon neutral design by 2030, and we pledge to do so by reducing carbon in our everyday operations, promoting carbon reduction through our product and material choices, and being stewards of carbon reducing design.

This commitment is obtained by focusing on 5 key areas:

- 01 Design Process
- 02 Accredited Professionals and Staff Education
- 03 Firm Operations
- 04 Firm Advocacy
- 05 Future and Measureable Targets



01 DESIGN PROCESS



Julia M. Carson Transit Center / Indianapolis, Indiana



"DREAM BIG. START SMALL.
BUT MOST OF ALL, START."
- SIMON SINEK

AXIS SUSTAINABILITY DESIGN GUIDE

The Axis Sustainability Design guide provides a framework from which all studio projects will explore options to reduce operational energy and embodied carbon from all studio projects. The guide will serve as a metaphorical checklist to develop a design that not only meets the 2030 challenge requirements, but prioritizes embodied carbon reduction and healthy building strategies and focuses on three key areas:

ENERGY CONSERVATION, EMBODIED CARBON, HEALTHY BUILDINGS

- Challenge your building to require 80% less energy usage than 2003 building survey.
- Make smarter material choices- specify low VOC, low embodied carbon, energy efficient.
- Focus on energy efficiency, electrification, and renewable energy
- Improve air sealing and insulation.

RESOURCES FOR ACTION

Prioritizing energy conservation, embodied carbon reduction, and healthy buildings is accomplished using energy analysis and carbon reduction software, use of material transparency and health declaration documents, and an in-house sustainability team that is a resource of sustainable knowledge for all project teams.

DESIGN INQUIRY

- Identify performance goals.
- Audit owner requirements.

ANALYZE / GATHER

- Review energy goals and design checklist at each project phase.
- Identify design loads vs. baselines with the intent to collect actual data.
- Obtain data for 2030 challenge reporting.

ACTION

- Energy Modeling in all phases of project development.
- Use Axis Architecture + Interiors typical standards for energy

02 ACCREDITED PROFESSIONALS AND STAFF EDUCATION

Martindale Brightwood Library / Indianapolis, Indiana



"SUSTAINABILITY IS NOT A GOAL TO BE REACHED, BUT A WAY OF THINKING, A WAY OF BEING, A PRINCIPLE THAT WE MUST BE GUIDED BY." - GIULIO BONAZZI

EDUCATION ON SUSTAINABLE TOPICS IS CORE TO OUR ABILITY TO FULFILL OUR PLEDGE.

ACCREDITED STAFF

- 8 (32%,) professionals with LEED accreditation.
- 1 (4%) Fitwel professionals.
- 1 (4%) WELL AP professionals.
- Credentials that we pledge to have our staff pursue in the next two years include PassiveHaus and the Living Building Challenge. Our goal is to increase staff accreditation by 10% each year for the next three years.
- Credentials and conference attendance are taken into consideration for raises, promotions, and employment for all positions. We encourage employees to pursue a deeper foundation of knowledge by obtaining green building credentials.

STAFF EDUCATION

- Staff are encouraged to attend seminars, presentations, and conferences that further their knowledge of sustainable building principles.
- Sustainability committee will direct the firm's efforts to stay current on sustainability goals and trends, track progress towards meeting the 2030 challenge, manage sustainability education and opportunities, and promote opportunities for learning.
- Sustainability Committee will meet bi-monthly to discuss firm standards, track growth, and plan monthly learning opportunities.

ITEM IMPLEMENTATION FOR 2022:

- Monthly CE presentations including webinars and lunch and learns are offered to promote knowledge on new products, resources, emerging technologies, green design principles, and 2030 challenge tracking.
- Lunch and learn presentations must provide literature that proves they are sustainable.
- All projects, indoor finishes and furniture specified should be low VOC, and have a green label or have a health product declaration.
- An all-employee yearly recap of project lessons learned, sustainable design goals and results, and tracking the progress of the 2030 challenge is mandatory every spring.

03 FIRM OPERATIONS

The Mosaic / Indianapolis, Indiana



"REMEMBER, TODAY IS THE TOMORROW YOU WORRIED ABOUT YESTERDAY."
- DALE CARNEGIE

AS LEADERS OF ENVIRONMENTAL STEWARDSHIP, WE WANT TO INTERNALLY REFLECT IN OUR EVERYDAY OPERATIONS WHAT WE PLEDGE TO ADVOCATE FOR IN OUR PROFESSION.

SOLID WASTE REDUCTION

- Reusable or compostable dishware and utensils.
- Discourage printing and utilize Bluebeam for mark-ups.
- Water reduction by utilizing filtered water station and personal reusable water bottles.
- No one-time use plastic water bottles. We pledge to reduce one-time use plastics.

ENERGY REDUCTION

- Office outfit with daylight harvesting sensors to automatically adjust lighting throughout the day.
- Convert to 100% LED lights
- Computer group policies that turn off equipment at off hours
- Smart, programmable thermostats set to lower/higher set temps during unoccupied hours to conserve energy.
- No use of personal space heaters.

INDOOR AIR QUALITY

- Maintenance policy that requires the use of only MERV 13 filters do be checked quarterly.
- Employees are encouraged to turn off HVAC and open the windows when appropriate to provide fresh air flow.
- Live office plants are provided in potted containers for viewing from all desk locations, to improve indoor air quality.

RESTORATIVE OFFICE ENVIRONMENT

- Two agile workstation, sit to stand desks.
- Wifi and outdoor seating is provided on the patio, conducive to working outside.
- "Pink" noise or an approved playlist of music is played from 4-5 pm as appropriate.

04 FIRM ADVOCACY

"WE CAN NO LONGER IGNORE THAT BUILDING MATERIALS ACCOUNT FOR HALF OF A BUILDING'S TOTAL LIFETIME CARBON FOOTPRINT." - DIANE HOSKINS, GENSLER

THE BEST WAY TO ADVOCATE IS TO TAKE ACTION IN OUR DAILY LIVES AND INVEST IN THE FUTURE.

- Employees will be encouraged to participate in volunteer work with the community. All volunteer work must be approved with management.
- Employees are encouraged to participate in the ACE mentorship program to mentor young students interested in the design field, promoting a future career in sustainability.
- Office policy requires yearly involvement in arbor day or a day of service such as Habitat for Humanity and will be planned on a yearly basis for all-staff involvement.
- Employees are encouraged to serve as guest critics or guest lecturers at universities.
- Employees are encouraged to participate in career fairs.
- We pledge to have participation in sustainability promoting organizations such as COTE Indy, AIA Indiana, and USGBC.
- Employees are encouraged to serve on committees, boards, and organizations within the design industry.



05 FUTURE AND MEASURABLE TARGETS

The Nature Conservancy/ Indianapolis, IN



"YOU NEVER CHANGE THINGS BY FIGHTING THE EXISTING REALITY. TO CHANGE SOMETHING, BUILD A NEW MODEL THAT MAKES THE EXISTING MODEL OBSOLETE."
- BUCKMINSTER FULLER

WE WILL STRIVE TO CUMULATIVELY INCREASE OUR METRICS BY 10% EACH YEAR UNTIL WE HIT 100% OF OUR PROJECTS AS CARBON NEUTRAL IN 2030.

- At a minimum, projects will strive to be 30% better than the 2021 energy code.
- Each year, the sustainability team will review projects reported to the DDX platform and identify area of weaknesses short of the 2030 challenge goals, and provide a list of opportunities to improve for the following year.
- Yearly, an internal office and employee survey will be conducted to discover inefficiencies in the design process, as well as record our anticipated EUI against the final EUI data.
- At the end of each fourth quarter, a report will be conducted to evaluate the efficacy of our intended reductions on built projects by gathering EUI data from completed projects.
- We pledge to review this document yearly and provide updates that will improve our process.

COLLECT

- pEUI (kBtu/sq. ft. per year)
- Lighting Power Density (LPD)
- Actual Building energy consumption (POE)

REPORT

- Project Performance to AIA 2030 DDx annually.
- Project Performance at quarterly office meetings.