


2023 Green Operations Plan

 LORD AECK SARGENT

FIRM OVERVIEW

Lord Aeck Sargent is a collaborative team of dedicated professionals that find a shared sense of meaning and purpose through responsive design. Together we create thoughtful, enduring work that has a positive impact on the clients and communities we serve and a restorative impact on the environment.

LAS’ six offices and eight practice areas are focused on their common mission of providing responsive design, technological expertise and exceptional service in order to provide clients with the best possible facilities and places that will serve them well into the future.

The LAS portfolio includes museums, arts centers, multifamily housing and mixed-use projects, government buildings, laboratories, corporate headquarters, education and conference facilities, and downtown and neighborhood plans. Our services range from master planning and programming to design, construction administration, and facility management support.



The design staff at LAS represents a broad range of experiences in design and construction. Our staff includes registered architects, interior designers, urban designers, landscape architects, building performance analysts, materials specialists, land planners, cost estimators, and zoning specialists.

Our projects have been awarded more than 350 awards including national distinctions such as three R&D Magazine Laboratory of the Year and Special Mentions Awards as well as multiple AIA Honor Awards for Excellence in Architecture for our work with a wide variety of clients. The firm has been in Engineering News-Record (ENR) Magazine’s Top 500 Design Firms list 11 times, is No. 88 on ENR’s Top 100 Green Design Firms list, and has been named a Top Green Design firm more than 15 times by numerous publications.

At LAS, our goal is to create buildings that have a restorative, positive impact on the building’s inhabitants and a regenerative impact on the environment. We have practiced sustainability since the early 1990s and believe in using an analytical approach to optimizing building performance.

DID YOU KNOW?

LAS reports that 46% of staff and 52% of recent hires are women. In the past year, nearly 9 out of 10 new hires were women and 7 or traditionally underrepresented minorities.



Additionally, LAS was one of the first architecture firms in the country to adopt The 2030 Challenge, an initiative that called on the global building sector to immediately reduce energy usage by 50 percent in new buildings and major renovations in order to avoid hazardous climate change.

Lord Aeck Sargent’s Sustainability Forum, a group of sustainability champions drawn from across the organization, meet monthly to advance sustainability professional education, project delivery, equity, and advocacy efforts, including development of this Green Operations Plan.

Just.

Organization Name: Lord Aeck Sargent
Organization Type: Architecture
Headquarters: Atlanta, Georgia
Number of Employees: 145

Social Justice Indicators:

| | |
|--------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| Diversity & Inclusion ■■■■ Gender Diversity ■■■■ Ethnic Diversity ■■■■ Inclusion ■■■■ Engagement | Employee Benefits ■■■■ Health Care ■■■■ Retirement Provision ■■■■ Family/Medical Leave ■■■■ Training/Education |
| Equity ■■■■ Full-Time Employment ■■■■ Pay-Scale Equity ■■■■ Freedom of Association ■■■■ Living Wage ■■■■ Gender Pay Equity | Stewardship ■■■■ Local Communities ■■■■ Volunteering ■■■■ Animal Welfare ■■■■ Charitable Giving ■■■■ Positive Products |
| Employee Health ■■■■ Physical Health ■■■■ Well-Being | Purchasing & Supply Chain ■■■■ Equitable Purchasing ■■■■ Supply Chain |

THE SOCIAL JUSTICE LABEL 2.0
LAS-003 EXP. 05/01/2023
INTERNATIONAL LIVING FUTURE INSTITUTE™



140+

DEDICATED
PROFESSIONALS

MARY ELLEN JONES RESEARCH BUILDING RENOVATION
UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL



ATLANTA CORPORATE OFFICE
LORD AECK SARGENT PLANNING & DESIGN, INC.

150+

COLLEGE & UNIVERSITY
CLIENTS ACROSS THE
COUNTRY



40+

LEED ACCREDITED
PROFESSIONALS

THE KENDED A BUILDING FOR INNOVATIVE SUSTAINABLE DESIGN
GEORGIA INSTITUTE OF TECHNOLOGY



90+

LEED CERTIFIED
PROJECTS

JAMES L. SORENSON MOLECULAR BIOTECHNOLOGY BUILDING
UNIVERSITY OF UTAH



350+

PLANNING
PROJECTS

GWINNETT ENVIRONMENTAL & HERITAGE CENTER
GWINNETT COUNTY BOARD OF COMMISSIONERS



HARDMAN FARM
GEORGIA DEPARTMENT OF NATURAL RESOURCES

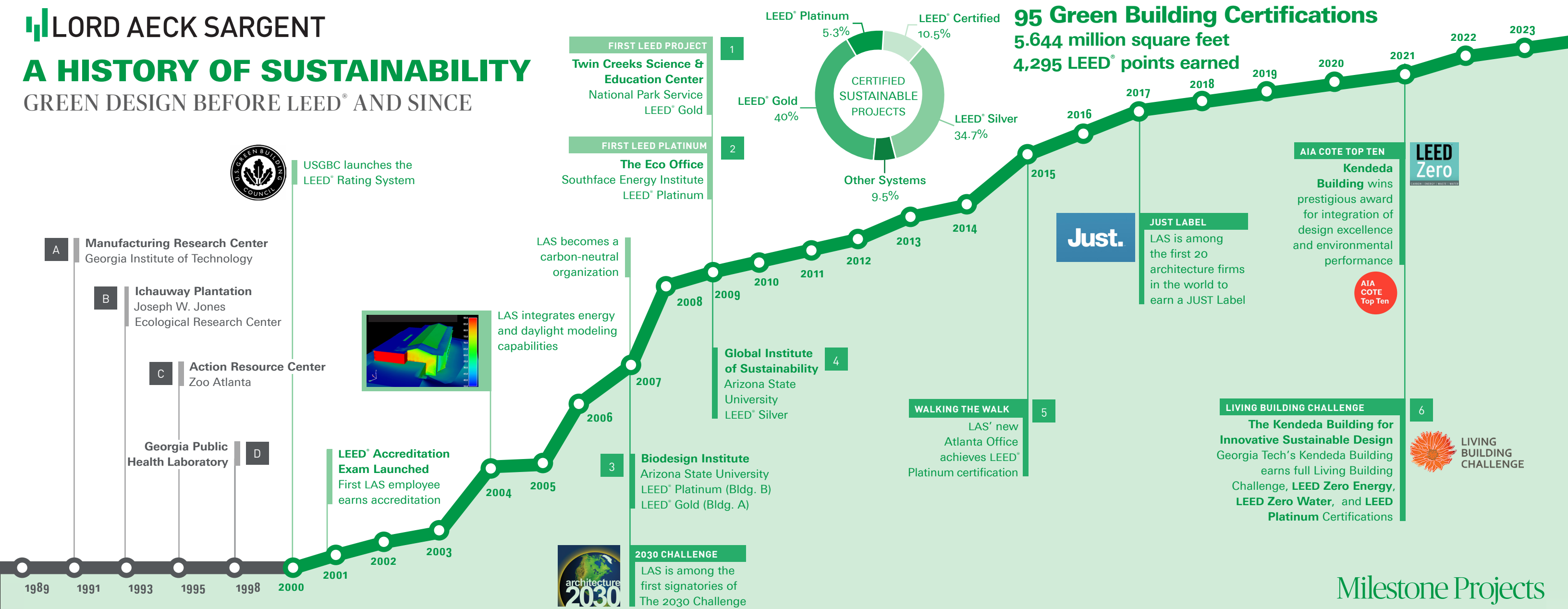
2030

ONE OF THE FIRST
ARCHITECTURE FIRMS
IN THE US TO ADOPT
2030 CHALLENGE

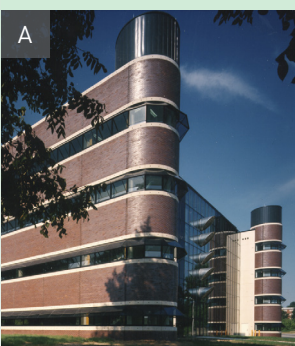
LORD AECK SARGENT

A HISTORY OF SUSTAINABILITY

GREEN DESIGN BEFORE LEED® AND SINCE



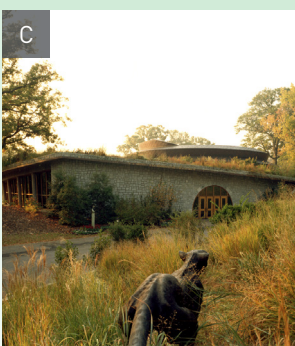
Pre-LEED® Projects



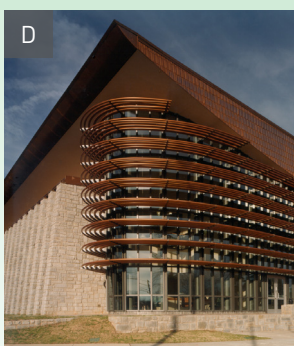
Daylight harvesting makes the Center one of LAS's first structures to include sustainable features after the merger (1991 High Honors R&D Lab of the Year).



Site-harvested lumber and one of the first previous pavement applications in Georgia.



Extensive use of recycled, salvaged, and renewable building materials; the "living roof" was the first vegetated roof in Atlanta.



Extensive daylight and views, recycled and salvaged building materials; featured by the EPA as a LABS 21 Case Study and showcased in a Daylighting Best Practice Guide (1998 R&D Lab of the Year).



LAS's first registered project features daylight harvesting, natural ventilation, bio-retention of storm water, 2008 ED&C Award, 2008 AIA COTE Atlanta Award, 2009 AIA Award



The **Platinum-certified** Eco Office features a photo-voltaic array, electro-chromic glazing and composting toilets 2007 AIA COTE Atlanta Award, 2009 Conserve Georgia Water Award



On of the firm's largest LEED® certified project to date at 350,000 sf has become a model facility 2006 R&D Lab of the Year, LAS in collaboration with Gould Evans



The nation's **first school of sustainability** features parapet-mounted wind turbines. Daylighting was enhanced by replacing existing corners with glass 2009 ED&C Award



Lord Aeck Sargent's LEED Platinum Certified office is a physical testament to the firm's commitment to sustainable design and meeting the 2030 Challenge.



Designed by LAS and The Miller Hull Partnership, **The Kendeda Building at Georgia Tech** is the most environmentally advanced education and research building in the Southeast. 2021 AIA COTE Top Ten

Milestone Projects
LEED® Certified



LAS' LEED PLATINUM HEADQUARTERS

The new office space occupies the top two floors of the building and a monumental stair linking the two floors was added. The stair connects the reception area on the top floor with a large casual seating area and break room on the lower floor. With most of the work in the office performed in teams, the new office layout is designed to support and enhance collaborative work and create better synergies between the firm's multiple practice areas. The floor layout and furniture configuration is designed to be flexible to allow for future growth.

At each corner of the square floor plan there are conference rooms and other special spaces including a large training room and resource library. Eight conference rooms offer full audio visual and video conferencing capabilities for communication with the firm's other offices, clients and consultants. Informal meeting spaces are located throughout both floors to encourage interaction within the office.

The project's sustainability efforts include bicycle storage racks and showers to encourage and accommodate alternate transportation; LED fixtures with daylight harvesting; and furniture with recycled content in the materials. The project is LEED Platinum certified.



ALTERNATIVE TRANSPORTATION



Buses, trains and bikes are forms of transportation that allow for individual carbon emissions to be reduced. Alternatives, such as bike share programs, electric scooters and ride share businesses, provide options for getting around without a car. Electric Vehicle charging stations reduce carbon emissions for individual automobiles. Flexible work arrangements coordinated with teams can reduce individual vehicle trips.

How We Encourage Alternatives

- Office Proximity to Public Transit, Car Share, and Micro Transportation Share Stations
- Public Transit Discounts for Employees
- Bike and Pedestrian Friendly Offices
- Access to Ride-Share
- Virtual Meeting Facilities
- Flexible work arrangements
- 100% annual offset of rental car and air travel emissions
- Green rental options such as hybrid or fuel-efficient cars

How We Improve

- Prioritize Public Transit Access when selecting new office locations
- Provide discounted fare cards for transit systems in more offices
- Provide bike storage and showers during office renovation/procurement
- Provide alternative transportation options for office related travel

INDOOR AIR QUALITY



Most of an individual's exposure to air pollutants comes through inhalation of indoor air. Improved air filtration and ventilation, reduction of introduced toxins and careful evaluation of the properties of building materials reduces indoor air pollutants. Providing views to the outdoors and natural daylighting visually connect a building occupant to the outdoors.

How We Practice

- Renovations include HVAC cleaning and refurbishment
- Daylight and views are provided in offices
- Green Housekeeping Practices utilized in Atlanta Office minimizing exposure to harmful chemicals
- Specialized cleaning services to keep our workplace COVID free

How We Improve

- Provide periodic indoor Air Quality testing for offices
- Integrate Green Housekeeping Practices into all offices

ENERGY CONSUMPTION



Improved energy efficiency saves energy and money while reducing carbon emissions. As much as two-thirds of energy generated is wasted due to transmission losses, so energy efficiency measures have a multiplicative impact. Lord Aeck Sargent's LEED Platinum Certified headquarters achieved a 53% reduction in Lighting Power Density.

How We Reduce

- 100% of office energy use is offset annually with Renewable Energy Credits
- EnergyStar equipment standard for new equipment purchases
- Energy efficient and LED lighting in offices
- Daylight harvesting and controls
- Occupancy Sensors at desks automatically turn off monitors
- Occupancy Sensors in restrooms and public office spaces to turn off lights
- Reduced HVAC use when office is not occupied.
- 100% annual travel carbon offset

How We Improve

- Provide LED lighting in all offices
- Expand daylight harvesting and occupancy sensor usage to all offices
- Establish HVAC setback schedules for all offices

EMPLOYEE DEVELOPMENT



Individual achievement and uniqueness is a very important intention of the Firm’s philosophy. Development of each employee is tailored to the individual and their personal goals, as well as those of the Firm. The Firm offers employees training and the opportunity to enhance personal and professional development. Time is allocated to professional development. Seminars, conferences and professional meetings enhance development, and is often paid for by the Firm.

How We Communicate

- Weekly Lord Aeck Sargent University learning opportunities
- Monthly Sustainability Roundtables
- Internal blog for communication and lessons learned, searchable by keywords
- LEED User Group
- Green design capabilities prioritized in job postings and growth reviews
- 40+ LEED Accredited professionals and the firm reimburses the exam expenses

How We Improve

- Increase employee input in sustainability blog
- Expand accreditation in additional sustainability rating systems

SUPPLIES AND WASTE



We support the use of environmentally positive products in our operations, striving to purchase and use positive products and services that contribute constructively to our communities. Local sourcing represents an opportunity for organizations to ensure a sustainable supply of goods and services while building a more locally based, self-sustaining, economy and strengthening the social health of communities. To control our waste, we participate in recycling programs.

How We Reduce and Conserve

- 100% green cleaning materials including all paper products
- Recycling provided in offices
- Coffee cartridges are recycled
- Water Filtration to reduce single use water bottles
- Dishwashers and Reusable dishes provided
- Paper plates, cups and napkins meet Green Kitchen Supplies Standard
- Recycled content printing paper provided
- Environmentally friendly office supplies
- Goods and services purchased from 300-mile radius of offices
- Composting Pilot introduced in Chapel Hill

How We Improve

- Expand Green Cleaning standard to all offices
- Expand Recycling and Composting to all offices
- Develop a periodic waste audit process to identify problem areas and improve them
- Provide water filters in all offices



AUGUST 2022 IIDA ZEROLANDFILL DONATIONS



SEPTEMBER 2019 LASU

WATER EFFICIENCY



Water is a limited resource. Lord Aeck Sargent conserves this resource whenever possible. Installing efficient fixtures and placing a high priority on leasing of properties with efficient fixtures help what we have go further. Our Atlanta Office LEED Platinum Certified headquarters renovation achieved a 41% reduction in projected water use

How We Reduce

- High efficiency plumbing fixtures
- Low flow or dual flush toilets
- Energy Star kitchen equipment

How We Improve

- Installation of high-efficiency fixtures during renovations
- Installation of low flow or dual flush toilets during renovations
- Require new equipment purchases to meet Energy Star water conservation requirements



OCTOBER 2016 ATL FIELD DAY

HEALTH AND WELLNESS



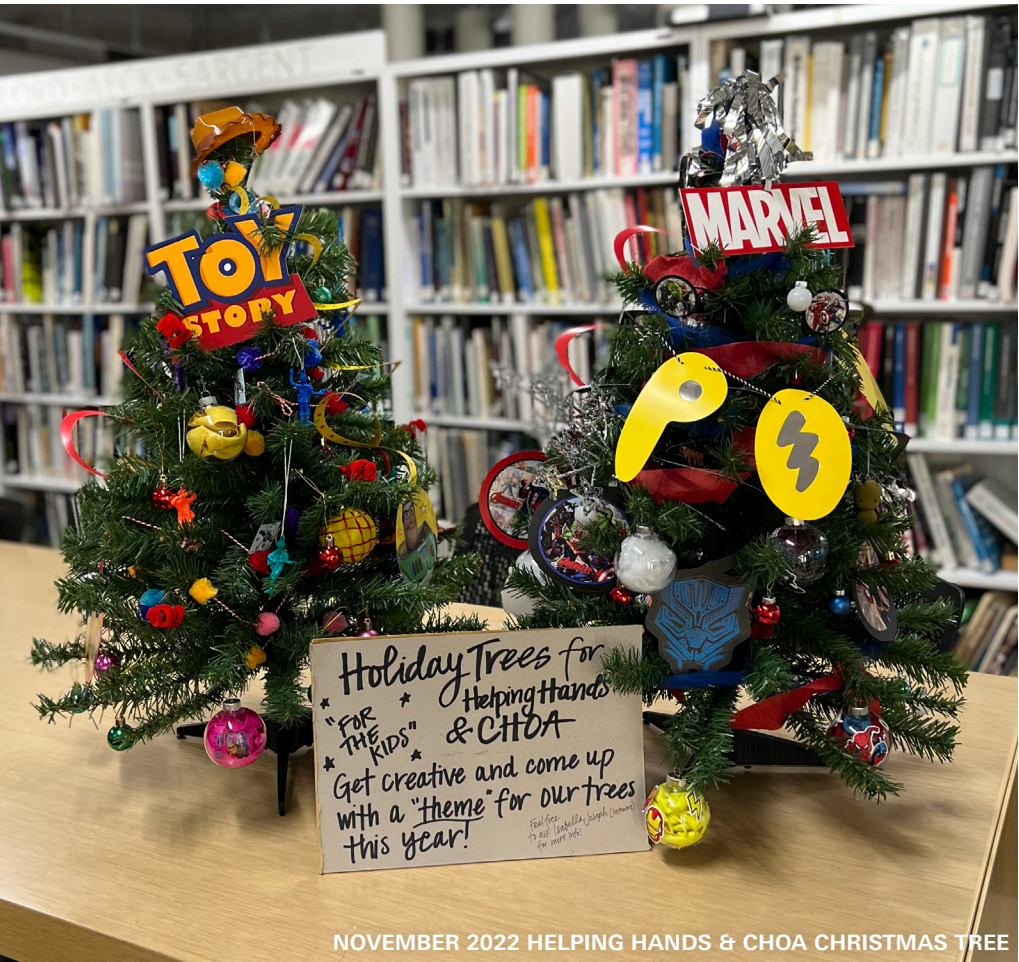
Lord Aeck Sargent is committed to creating, maintaining, and supporting a positive work environment that supports and fosters worker happiness and job satisfaction. We value our employees and their families and we strive to create an appropriate work-life balance and provide workplaces where our employees are professionally challenged and satisfied.

How We Grow

- Firm Sponsored Recreation Committee organizes multiple opportunities for team and individual sports participation
- Discounted memberships to fitness centers.
- Availability of standing desks
- Fun challenges for voluntary participation encouraging movement and exercise
- Annual employee survey

How We Improve

- Expand participation in Recreation Committee to smaller offices
- Increase availability of standing desks
- Expand participation in fun challenges to all offices



NOVEMBER 2022 HELPING HANDS & CHOA CHRISTMAS TREE

GIVING BACK



Lord Aeck Sargent is committed to corporate responsibility by being actively involved in charitable giving to worthy causes both within and outside of the local communities where we operate, supporting causes important to our organization.

How We Share

- Corporate workplace campaigns for non-profits
- In-house program for identifying local non-profits to provide pro bono services
- Paid time off to participate in community volunteer programs

How We Improve

- Extend campaigns to all offices



OCTOBER 2022 D.C. FIELD DAY



JUSTICE, EQUITY, DIVERSITY & INCLUSION

Lord Aeck Sargent is committed to creating and maintaining an inclusive workplace and proactively working to advance a culture and work environment where employees feel inspired, motivated, and engaged. We value our employees and their families, and we strive to create an appropriate work-life balance and provide workplaces where our employees are professionally challenged and satisfied.

54%

EMPLOYEES
ARE WOMEN

20%

EMPLOYEES
ARE BIPOC

WOMEN IN DESIGN (WID)



Women in Design at Lord Aeck Sargent is a community of designers and professionals committed to advancing gender equity in and through design. We believe there is a critical need for diversity, collaboration, and inclusion to address the historic under-representation of women, minorities, and marginalized voices in all stages of the field of design. We are a supportive network of women and allies organized to increase the visibility of women, build community, and advocate for inclusion and gender equity both at Lord Aeck Sargent and the community at large. Those who do not identify as female are highly encouraged to join the group and be an ally and advocate for women in design.

How We Support Gender Equity

- Increase visibility of Women in Design at Lord Aeck Sargent and in the design profession at large.
- Create opportunities for connectivity and community to promote personal and professional development.

How We Improve

- Expand support, education, and advocacy for systemic change towards gender equity.

JEDI COMMITTEE



The Justice, Equity, Diversity, and Inclusion (JEDI) Committee was established to support an inclusive and equitable workplace, support employee development to address issues of systemic racism and sexism, promote equitable hiring and retention practices for underrepresented populations, and promote equitable design in the community.

How We Support JEDI

- In recognition of the importance of JEDI at LAS, the subcommittee was elevated to a committee of the Board in 2021
- Recognized Juneteenth as an official, paid holiday in 2022
- Provide healthy work environments that foster employee wellbeing
- Develop JEDI initiatives at LAS and associated professional development content and activities
- Prioritize selection of consultants that include certified Minority-Owned Businesses, Women-Owned Businesses, Service-Disabled Veteran-Owned Businesses, certified B Corps, JUST labeled Businesses or Worker Cooperative Businesses

How We Improve

- Monitor and report on JEDI metrics at LAS
- Developed staff volunteering and low- pro-bono project policies to promote equity in the communities where we work and live
- Engage an external consultant to advance JEDI practices, policies, and performance at LAS

JUST LABEL

Just.

The JUST Program provides a “transparency platform” for organizations to report on 22 organization- and employee-related indicators, with the goal of helping organizations “optimize policies that improve social equity and enhance employee engagement.”

How We Support Transparency

- LAS became one the first 20 architecture firms in the world to earn a JUST Label in February 2017
- The firm evaluates our performance biannually and publicly shares our policies and performance results across the JUST program’s 22 social justice and equity Indicators
- We promote our involvement in the JUST program to staff, consultants, and clients to advance equity in the industry

How We Improve

- Provide periodic assessments of JUST Label performance over time, using the process to identify opportunities for continued improvement and track progress