

It's our planet,
Let's save it together!

Every choice we make has the potential to help the planet that we all share.

We are four University of Melbourne students who have come together to try and help STREAT become the greatest and greenest company it can be in order to make a positive impact not only on the people on the planet but the earth itself. This document is the result of our 7 weeks of research.

The key impact areas that we have chosen are the pillars of sustainability and anyone can adapt these principles in their own lives.

- Community & Connectedness
- Places
- Eco & Food Systems
- Water
- Materials & Products
- Energy
- Transport
- Waste

By supporting STREAT you are making a difference not only in the lives of young people but to the very planet that we all share. In using these principles we know that one step at a time, we can all help save the planet.

- Team Planet

In 2013 Geoff Harris gifted us our Cromwell Manor flagship site in Collingwood for 50 years. Inspired by the Wurundjeri, the custodians of this land for the last 50,000 years, we determined to also tread lightly on this small patch of earth, and also the other places we inhabit now and into the future. We plan to rejuvenate this land, and leave it in a better state than we'd found it — a small patch of land with a crumbling 150 year old building, two large European trees towering over concrete, and the depleted soil hiding asbestos and an enormous rusty tank leaking petrol.

Across the summer of 2017, we welcomed Heath Wallace and four Melbourne Uni students — David, Yvonne, Tim and Josh — to help us create our first Planet Roadmap. They examined our electricity invoices, waded through our waste, and scrutinised our supply chain. They held up a mirror to all parts of our operations — frequently making us squirm with what they found. And we are all the better for it. Outlined below is a snapshot of what they found, along with some of our upcoming activities.

We want to ensure that for decades to come STREAT creates goodness for People and the Planet.

The STREAT Team xoxo

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STREAT'S PLANET PLAN

< 6 MONTHS

Use e-water for all cleaning at all sites, where appropriate

Use 100% biodegradable soap. Buy in bulk and decant for use.

Offset all transport

Set up a way for staff, trainees and customers to suggest green initiatives and help implement them

Review all appliances and create a database of appliance energy consumption and efficiencies

Educate customers on green initiatives (through menus, and tips on how to reuse packaging)

Convert to refillable packaging for coffee and other products

6MO-2 YRS

Utilise conference calls or new video technology (even VR) rather than flying or travelling and as an added sales point for room hire

Encourage trainees and staff to walk, cycle, take public transport or carpool to and from work and between sites

Step down high impact foods to the next level lamb < beef < pork < chicken Choose sustainable fish

Get separate bins in more categories: soft plastics, compost, co-mingled recycling, and landfill

Buy 100% green power for the energy not generated by our solar panels

Install solar panels at Cromwell

Implement a supplier code of ethical/sustainable conduct (reusable packaging, delivery distance, and supplier greenness)

Use no sticker labels on packaging

Institute vehicle log books, a purchase order system and separate meters for electricity, water and gas

Offer no bottled water for purchase

Make retail products out of waste items

Use biofuel in the delivery vans

Hold a zero waste challenge day, product or dish

Grow our own organic produce. Start with herbs and leafy greens in beds and vertical gardens

Get non-stick trays or silicone mats to reduce the amount of baking paper waste

Buy more regional coffee beans (Asia-Pacific)

Use power saving power points with auto turn off or timed on/off functions for appliances

Install good quality hand dryers to stop using paper towels in bathrooms

2-5 YEARS

Have dedicated paid time for a casual staff member to action green initiatives

Teach organic waste reduction and recycling training in youth program

Grow our own organic produce. Start with herbs and leafy greens in beds and vertical gardens

Ensure all printing is on 100% post-consumer recycled paper stock and uses refillable plant-based ink cartridges

Employ a full-time Sustainability Officer

Use reclaimed and upcycled crockery and furniture

Use grey water to flush toilets

Install a solar hot water system

Start a "STREAT Cycles" program and provide all trainees and staff access to communal bicycles made from second hand or reclaimed materials

Stop offering take-away cups in all cafés

Implement a hard limit on acceptable supplier distance

STREAT grows and uses a substantial number of indigenous food plants in menus

Use composting toilets

Minimise all milks from drinks

Upgrade to a recirculated air system for coffee roaster

Maximise the number of vegetarian meals on the menu

Offer only home-made soy milk instead of cow milk to reduce packaging and deliveries involved

5+ YEARS

Employ a sustainability department, headed by a Chief Sustainability Officer

Install high-tech solar panel windows

Use subterranean heat pumps for heating and cooling

Develop another source of water — solar desalination, on-site recycled, or harvest atmospheric water

Generate enough electricity to power Cromwell with surplus green energy to give to the neighbourhood

Complete independence from water network through rainwater collection

Waste does not exist at STREAT. All things are reused, composted or converted into something that can be internally used making STREAT self-reliant, leaving no landfill on the earth

Use only electric vehicles powered by renewable sources of energy or bicycles

STREAT a catalyst for further greening local communities

Start Farmily, an urban agriculture farm: Training youth to make grow, cook and share produce. The site is an environmental flagship with rain tanks, water recycling, solar panels, closed-loop waste system, sustainable transport etc.

3D printers are used to produce all needed items that can't be sourced second hand (cutlery, cups, utensils, furniture)

STREAT produces no packaging and does not accept anything with packaging therefore embodying sustainability and reusability in all faculties of business

Potential use of lab grown high impact foods e.g. meat, milk, coffee etc.

STREAT is a global leader on what it means to care for the planet and produces more resources than it needs, therefore taking steps towards restoring the planet for future generations

STREAT educates and creates earth-aware students and its training program integrates the Planet ethos into all who interact with the business

STREAT'S PLANET PLAN

We've always been passionate about maximising our social footprint whilst minimising our environmental one. This year we're raising the bar further. Over the last six months we've been working with Heath Wallace and Melbourne Uni student interns David, Yvonne, Tim and Josh to baseline our current impact and create this plan. Outlined are our planned activities for the upcoming years along with our highlighted progress to date. We'd love your ideas and involvement.

COMMUNITY & CONNECTEDNESS

1. We connect People to their Planet

- Understand what it means to be the custodians of our land and have the local Wurundjeri undertake a smoking ceremony and cultural training at Cromwell (*Ceremony with Uncle Colin Hunter Jr held on 1 Aug 18*)
- Understand key features of our sites (traditions, sunshine, wind, heat, aspect, rainfall) and create site eco plans (*full Cromwell site assessment undertaken in Aug18*)
- Create green spaces and places where people feel connected to the planet (*ongoing*)
- Establish ways for staff, trainees, customers and other stakeholders to suggest green initiatives and help implement them (*new Green Team staff member -May18, Horticulturist starts Sept18*)
- Educate all of our stakeholders on green initiatives they can personally take – encourage One Planet Living with all people live sustainably within the earth's resources
- Develop a Planet module for STREAT's youth and staff training programs
- Expand our youth training program from hospitality to also include urban horticulture

2. We show leadership in sustainable business and eco-innovation

- Transparent measurement, evaluation & reporting of footprint (separate metering of electricity, water & gas, purchase order tracking)
- Secure and allocate funds for staff to get involved in green initiatives, with the plan to employ a Sustainability Officer and staff within 5 years (*Funds allocated for a 0.2 FTE Sustainability Manager*)
- A wide range of people and partners involved in open innovation projects with the organisation – e.g. incubation of new eco products, value chain innovations (*new coffee ground soap added to retail products, starting work with collaborators on new eco products*)
- Undertake closed loop designing for our entire operations – potential links with new Alphington Food Hub
- The costs of carbon, water, and ecosystem services are internalised into product pricing
- Help catalyse greening the streets we operate on, with a strong focus on building the Cromwell Commons with our neighbours
- Start Farmily, an urban agriculture farm which trains young people and the community to grow, cook and share healthy food, live meaningfully and sustainably, and feel connected
- Help grow and build the social enterprise sector by increasing the no. of social enterprises, B Corps & ethical enterprises in our supply chain — (*we've had 30 to date, and we'll keep adding more!*)

PLACES

3. We design and build places that are nurturing and green

- Green indoor and outdoor spaces created to support emotional and physical health – areas for prayer or contemplation, multiple furniture types encouraging people to dwell (*hammocks, deck chairs, rugs for sitting on the grass, outdoor furniture - ongoing*)
- Buildings designed with passive heating/cooling, insulation, & strong thermal properties – extensive use of plants for shade/cooling at Cromwell (*ongoing*)
- Strong use of natural light and ability to see circadian rhythms and seasons – large windows at Cromwell
- Sites strong in olfactory & acoustic deliciousness – bread fresh from oven, freshly ground coffee, freshly picked herbs, birds singing in the trees (*ongoing*)
- Water capture, efficiency, filtration and treatment onsite – tank water for gardens, non-chemical eWater system, dual flush toilets, water efficient equipment, wicking garden beds, self-watering indoor plant pots, drip irrigation system
- Minimisation of airborne contaminants – filtering of coffee roastery emissions, strong use of indoor plants to purify air, low VOC paints used, strong ventilation and cross-breezes through louvre windows
- Child, dog and family-friendly spaces – toys, dog bowls, play equipment (*ongoing*)

ECO & FOOD SYSTEMS

4. We regenerate and improve the land we're the custodians of

- Removal of asbestos and gas tank at Cromwell, soil improved (*undertaken during construction 2016*)
- Increase the biodiversity at Cromwell with a focus on increasing native species — (*19 new native species planted in March18, potted 16 new indigenous food plants added Aug18*)
- Habitats created at Cromwell for wildlife, including insect and bird boxes (*new insect box added Aug18*)

5. We produce and procure locally

- Increase the production of organic food grown onsite by creating kitchen gardens - beginning with herbs and leafy greens in beds and vertical gardens in 2018, building an arbour in 2019, - food miles to food metres. (*new Horticulturist starts Sept18 with focus on creating Cromwell's kitchen garden*)
- Continue our locavore focus by buying produce, goods and services locally within Melbourne and Victoria (*ongoing*)

6. Our meals are healthy for People and the Planet

- Further increase the number of healthy, vegetarian and vegan meals on our menus — (*try our new Green Team smoothies with re-usable metal straws; new vegan and gluten free items just added to our catering menu*)
- Step down high impact foods to the next level – lamb > beef > pork > chicken > fish > meat substitutes
- Encourage people to step down their milk impact – cow > almond > soy (we'll also explore making our own home-made soy milk to reduce packaging and transport)
- Only free range eggs, cruelty-free meats and sustainable seafood used — (*seafood now assessed using Good Fish Bad Fish rating and is fully sustainable*)

WATER

7. We capture and efficiently use water

- Harvest our own water onsite – installation of onsite water tanks
- Implement a range of water-saving or efficient technologies – possibilities include a drip-irrigation system, self-watering pots for indoor plants, onsite recycled water, a grey water system, or no-water composting toilets
- Xeriscape our Cromwell site with construction of water-efficient wicking beds, planting of native and drought-tolerant species — (*Cromwell wicking bed installed*)

MATERIALS & PRODUCTS

8. We don't use toxic chemicals at our sites

- Use 100% biodegradable soaps and earth-friendly chemicals
- Use eWater for all cleaning and sanitising at sites, where possible — (*all sites now using eWater*)

9. We only use or create low impact products

- Institute a concrete set of green and ethical principles in a supplier code of conduct
- Offer no bottled water for purchase (*switched to 100% recycled rPET bottled water Aug18, encouraging reusable water bottles through the implementation of an on-tap water system to be installed in new sites and retro-fitted in Melb Central site Oct18*)
- Development of our own Biodegradable Coffee Pods (*Aug18*)
- Increase the amount of regional coffee beans purchased from the Asia-Pacific region (*did our first test roast on Vanuatu coffee Aug18*)
- Internal and external printing is minimised, and when necessary we use 100% post-consumer recycled paper stock and wherever possible plant-based inks — (*this year's annual report was two A4 pages as opposed to last year's 40 page booklet*)
- Reclaimed and upcycled materials used where possible – crockery, furniture, soft furnishings — (*strong use of upcycled timber, materials and furniture at Cromwell, ongoing*)

ENERGY

10. We're striving to be energy self sufficient

- Review all appliances and create a database listing appliance efficiency and environmental impact
- Install solar panels at Cromwell
- Buy 100% green power for the energy not generated by the solar panels
- Use of energy-efficient appliances and installation of power saving power points with auto turn off functions
- Maximise use of passive heating and cooling — (*huge reduction in use of office air-conditioning*)
- Investigate other energy and fuel generation options, including wind turbines, biofuel, solar panel windows, re-circulated air system for our coffee roaster
- Reduce the use of gas – including solar hot water heating, use of biofuels

TRANSPORT

11. We minimise transport emissions through reducing travel and use of low carbon transport

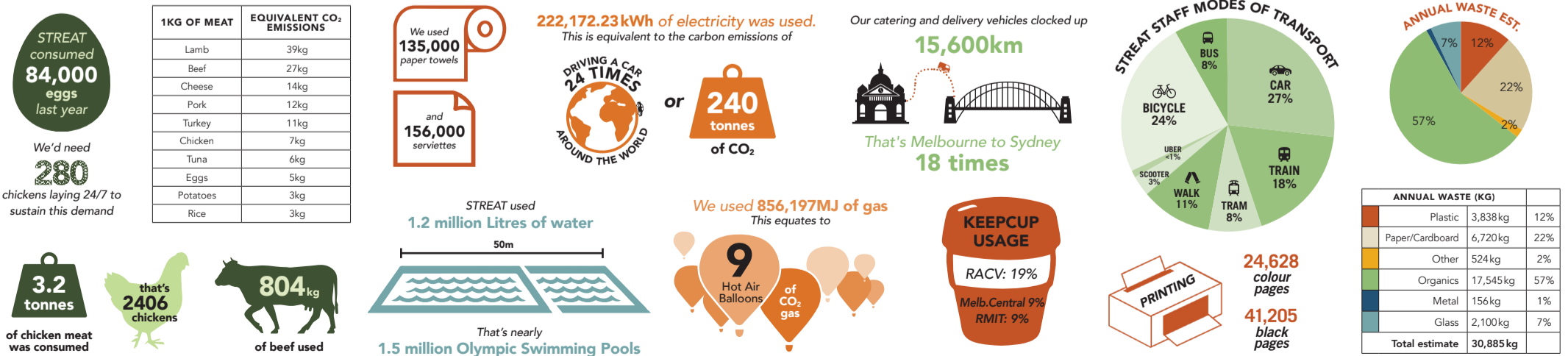
- Allow staff to work from home when possible, and install telephone and video conferencing technology to avoid travel
- Ensure all sites are accessible by public transport, and people are encouraged to travel that way (*ongoing*)
- Encourage trainees and staff to step down their transport from car > motorbike > car pool > public transport > cycle > scooter > walk
- Start a STREAT Cycles program and provide all trainees and staff with communal bicycles made from second hand or reclaimed materials
- Implement a hard limit on acceptable supplier distance and increase the goods and services procured locally
- Institute vehicle log books to track fleet usage (*ongoing*)
- Reduce the emissions of our delivery and logistics – where possible deliveries are human powered, electric or biofuel vehicles used, carbon emissions offset

WASTE

12. We're aiming to become Zero Waste in the coming decade

- Further reduce and recycle takeaway coffee cups – 30c discount offered, retail Keep Cups, recycling program (*ongoing*)
- Increase recycling of waste – separate into categories: soft plastics, compost, co-mingled recycling and landfill
- Reduce the large amount of paper waste – e.g. hand dryers, reduce size of napkins, minimise photocopying
- Have a Zero Waste Challenge – including retail products, menu items
- Reduce baking paper waste by purchasing non-stick trays or silicone mats
- Undertake value chain innovation projects to reuse, recycle and regenerate our by-products – e.g. development of retail products like pet food made with leftovers, stocks made with food scraps, cushions made from coffee sacks (*new coffee soap being retailed Aug 18, ongoing*)
- Installation of commercial worm farm to divert their organic waste from landfill (*130,000 new worm/employees started Aug 18*)

THE FOLLOWING STATISTICS ARE STREAT'S ANNUAL BASELINE MEASURED IN 2017



STREAT operates on the traditional lands of Wurundjeri People of the Kulin Nation and we wish to acknowledge them as Traditional Owners. We would also like to pay our respects to their Elders past, present and future.

GREEN FUNDERS

We would like to acknowledge and thank our new supporters of our green initiatives: Fouress Foundation, The McLeod Family Foundation, Roberts Family Foundation and Liping Meng.