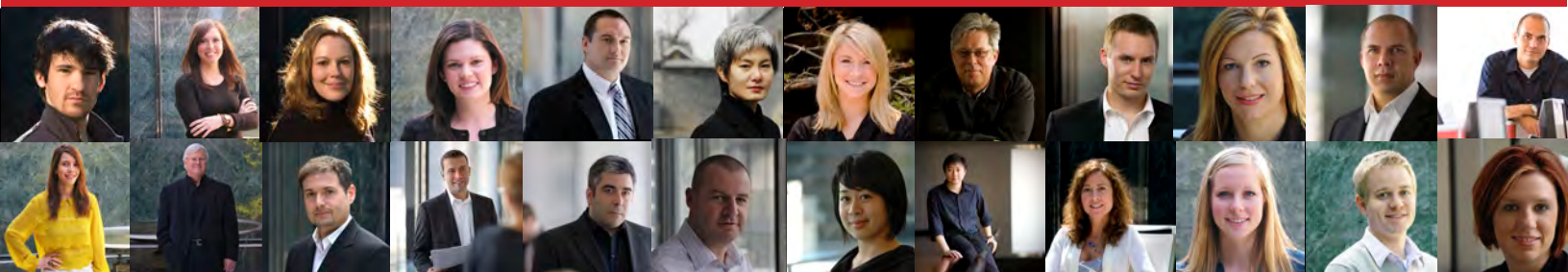




2011

# CORPORATE SUSTAINABILITY REPORT

ADRIAN SMITH + GORDON GILL  
ARCHITECTURE





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Adrian Smith + Gordon Gill Architecture

# ADRIAN SMITH + GORDON GILL

## ARCHITECTURE

June 6th, 2012

Welcome to our 2011 Corporate Sustainability Report (CSR). We take our role as thought leaders and innovators seriously and offer this report as an indicator of our commitment to sustainability – not just in the way we approach building and community design but also in the way that we go about our day to day business. This is our RESPONSIBILITY.

This is our second edition of our CSR and I am proud to say that as a firm we are showing our commitment to drive sustainability to the forefront of all that we do. As a firm we are pleased with our results of 2011 having met all but a couple of our 2011 goals. I am proud to say this indicates the commitment to sustainability by all of our staff and we shall increase our efforts where needed to meet our 2012 goals.

We are committed to annually pushing ourselves further and improving our results each year. We are looking for continual improvement as a sign of progress. We are increasing our EFFICIENCY.

We are committed to performative design as a firm-wide philosophy and we are adhering to this philosophy and even expanding the meaning of performative design. Our goal is that each and every person who works either for us, or with us as consultants or as our clients, is committed to these ideals.

From our results we are slowly creating a database that allows us to categorize our data and begin to compare performance and hopefully begin to predict results. We are also striving to capture data from completed projects by interfacing closely with our clients as projects are completed.

In 2011 we also committed to the 'AIA 2030 Challenge' which pushes us to achieve the '2030 Commitment' sustainable goals. The AIA 2030 Challenge mandates that we track how our project design efforts compare to the architectural industry as a whole. This has been enlightening in that even though we have increased our awareness of required design strategies to reduce carbon emissions and have incorporated these into our projects - we still have a significant way to go to meet the 2030 Commitment. We are tailoring our efforts accordingly.

We believe in the power of design to effect change and the responsibility to do so in a sustainable manner. We design millions of square feet of space for clients around the world that improves their practice in a sustainable manner and we are pursuing the goal of broadcasting this to all that will listen to show how we can effect change.

We have seen the value of our CSR reporting over the past year to ensure that we are consciously trying to achieve greater results and that we are ACCOUNTABLE for our actions.

RESPONSIBILITY ... EFFICIENCY ... ACCOUNTABILITY ...




We shall continue to use these words as a guiding principle in our work and daily lives.

On behalf of Adrian, Gordon and myself we welcome any thoughts or comments that readers may have.

A handwritten signature in black ink, appearing to read 'Robert Forest', with a stylized flourish at the end.

Robert Forest  
AIA, OAA, RIBA, LEED AP  
Partner

# 2011 Goals and Challenges

2011 Goal	Outcome
Continue tracking and reporting office energy consumption	 In 2011, we measured our office energy use through utility bills and estimates from our building owners. (pg. 22)
2% decrease in electricity consumption	 Our office electricity use decreased by 14% compared to 2010. (pg. 22)
Work with our building manager to identify potential building-wide energy savings	 First steps have been taken to work with our building manager, but we are limited in the amount of control we have. Discussions and strategy with the building manager need to take place. (pg. 22)
Conduct a 2011 transport survey measuring employee habits	 A transportation survey was conducted with a 81% response rate. (pg.23)
Keep a log of all virtual meetings and flights taken by staff	 All flights have been logged, but virtual meetings were only partially logged in 2011. (pg.25)
Increase office recycling rate to 60%	 Our office recycling rate was increased to 58% to be in reach of our goal of 60%. (pg.24)
Monitor waste generation and recycling throughout the year	 Recycling rates were measured, but not every month. (pg.24)
Increase employee use of sustainable materials and supplies	 Sustainable suppliers plan still needs to be implemented. (pg.24)
Prepare an energy model for all projects over 5,000 m <sup>2</sup>	 66% of the GSF of our projects in 2011 were modeled. (pg.29)
Request a commitment from our clients to report on actual project energy use	 Commitments were requested from clients in 2011, but persistent follow-up is needed in the future. (pg.28)

## 2011 Goal

## Outcome

Request a commitment from clients to report actual water use



In 2011, we reached out to our clients to obtain commitments on tracking actual project water use. (pg.30)

Incorporate construction waste reduction planning through the WRAP tool



Still needs to be implemented. (pg.31)

Research metrics used to estimate occupant health/productivity/satisfaction within the built environment and model these during design and occupancy phases



Metrics have been researched, but we are continuing efforts for modeling them. (pg.32-33)

Increase community outreach through events that promote the enrichment of the architectural community



Community outreach participation has been increased by our staff through various events and organization involvement. (pg.44)

Target 20% energy savings for every project against an ASHRAE 90.1 baseline



Projects in 2011 had an average of 34% energy savings against ASHRAE 90.1. All projects but one met or exceeded the 20% reduction target. (pg.29)

Track all water use per project and educate clients on water savings



Only implemented for some projects in 2011.



Goal Met



Goal Partially Met



Goal was not met









# OUR APPROACH

Sustainability is perhaps one of the most over used words of the modern age, meaning different things to different people. As a leading design firm, we are not interested in debating definitions, but would rather focus on principles and actions. We are in a unique position that enables us to address many of the core concepts that are widely associated with sustainability. We have the opportunity to design buildings and communities that directly tackle issues such as global warming, environmental degradation, urbanization, air quality and pollution. We can influence the supply chain to provide products that require fewer resources to manufacture, generate less waste and are more economical to purchase, operate and maintain. We can design buildings that have lower life cycle costs than similar buildings of comparable size. We can design buildings, districts and cities that have all the conditions necessary to develop into functional communities where people of all income levels can live happy, fulfilling lives.

Besides the results of our work, sustainability is a mantra that we apply to the way that we go about our business and our daily lives. Whether this is segregation of recyclable waste in the office or supporting tax incentive schemes for employees to use public transport, we instill these values in our staff and are constantly looking for new opportunities to improve.

# Sustainability Principles

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To guide us, we have developed a series of sustainability principles that we consider in our office practice and throughout the design process:

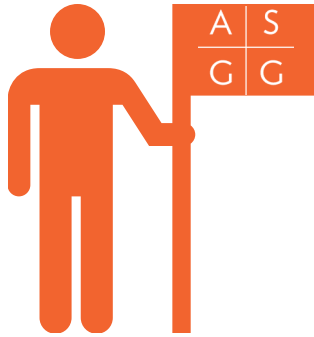
1. Explore with clients innovative strategies for improving their triple bottom line and exceeding their goals and expectations
2. Strive to develop and implement new approaches toward design that work with the natural environment and decrease buildings' environmental impact
3. Incorporate philosophies such as re-thinking waste and improved integration of existing technologies to deliver low-cost, high-performance buildings
4. Monitor, report and share with the architectural community at large our designs' energy consumption to hold ourselves accountable and help raise our profession's awareness and actions
5. Encourage and promote the professional and personal development of our employees through constant learning and educational opportunities
6. Promote a work environment that fosters diversity of cultures, experiences and knowledge which encourages collaboration and growth
7. Reduce fossil fuel consumption, water consumption and waste generation through sustainable business practices
8. Monitor and report our resource and energy consumption to hold ourselves accountable and promote a decrease in our own consumption
9. Increase employee awareness of issues pertaining to sustainability and implement initiatives to address them
10. Encourage community involvement to further develop a positive relationship with the communities in which we live and work











# PART ONE WHO WE ARE

Adrian Smith + Gordon Gill Architecture was founded in 2006 by partners Adrian Smith, Gordon Gill and Robert Forest. Headquartered in Chicago, Illinois, the firm specializes in architecture, urban planning, interior design and sustainable design. We also have offices in Beijing and Dubai. AS+GG's architects 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.

AS+GG uses an integrated, performative design approach that emphasizes a symbiotic relationship with the environment. We strive to seek out projects that are focused on sustainable issues that can become a part of a larger global effort of sustainability. We are not limited by new building projects; included in our sustainable approach are the retrofitting and rejuvenation of existing building projects both at a building and up through a city scale. We explore new methods to meet our goals and advance the practice of architecture and urban design.

# Leadership

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**Adrian Smith** has been a practicing architect for over 40 years. His extraordinary body of work includes some of the world's most recognizable landmark structures. Adrian looks at each project holistically, considering site orientation, climate and geography, cultural and social influences to create highly sustainable projects that achieve contextualism within the global environment. As one of the world's foremost exponents of supertall towers, he has long worked to integrate energy-efficient systems into his designs.



**Gordon Gill** has designed award-winning architecture across the globe. His work emphasizes a holistic approach to design that integrates all project disciplines. The results are performance-based designs that work symbiotically with their natural surroundings, contributing to the sustainability of cities and creating an optimal user experience. These projects exemplify Gordon's philosophy that architecture must strike a balance with its global environmental context.



**Robert Forest** has extensive knowledge and experience with the execution of projects on an international scale. His expertise in project management and technical architecture contribute to his comprehensive understanding of the practice of architecture. A recognized authority on the economics of sustainable design, he has combined his knowledge of local and international policies, funding sources and varied economic models to develop a system of best practices for managing high-performance projects.



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## OFFICER:

Kathy Fanning - Chief Financial Officer / Chief Operating Officer

## DESIGN:

Les Ventsch - Director of Design

Juan Benactur - Director of Design

Alejandro Stochetti - Director of Design

## TECHNICAL:

Sae Oh - Director

Jorge Soler - Director of Technical Design

Peter Weismantle - Director of Supertall Building Technology

## MANAGEMENT:

Brian Jack - Director

Jon Orlove - Director of Project Management

## URBAN DESIGN:

Peter Kindel - Director of Urban Design

## SUSTAINABILITY:

Christopher Drew, Phd. - Director of Sustainability

## INTERIOR DESIGN:

John Burcher - Director of Interior Design

## ASIA:

Weiwei Luo - Director of Chinese Operations

## COMMUNICATIONS:

Carrie Neill - Director of Communications

Kevin Nance - Director of Public Affairs

## INFORMATION TECHNOLOGY:

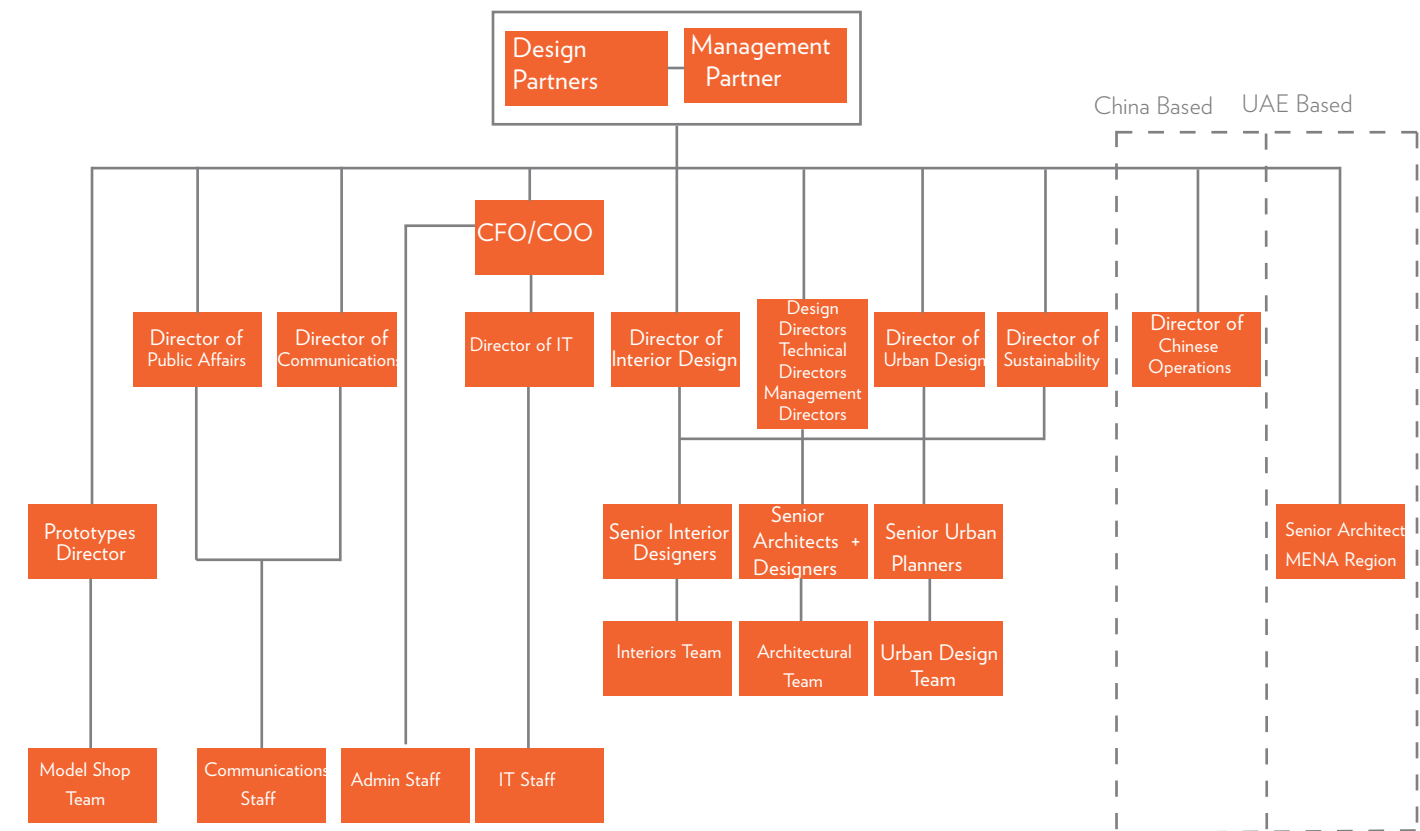
Dean Mueller - Director of IT

## PROTOTYPE/MODEL SHOP:

Brendan Gibbons - Prototypes Director

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# Office Organization



We value the fact that our staff comes from a diverse mix of geographic origins and cultural backgrounds. In total, our staff members were born in, have lived in or are nationals of 28 different countries. This allows us to bring a global perspective to our projects and this knowledge of cultural, religious, aesthetic, socioeconomic and technical differences enables us to thrive in both a local U.S. or international setting.



## WHERE WE'VE LIVED & WORKED:

Argentina / Belgium / Canada / China / Colombia / Dominican Republic / Egypt / Germany / Guyana / Hong Kong / India / Iran / Ireland / Israel / Jamaica / Japan / Mexico / Montenegro / Poland / Romania / Republic of Georgia / Russia / Serbia / South Korea / United Arab Emirates / United Kingdom / United States





# Services



The firm focuses on the design of high-performance, energy-efficient and sustainable architecture on an international scale. The practice includes designers with extensive experience in multiple disciplines, including technical architecture, interior design, urban planning and sustainable design.

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.

## AS+GG SERVICES: ARCHITECTURE

Civic	Institutional
Commercial	Mixed Use
Cultural	Residential
Hospitality	Supertall

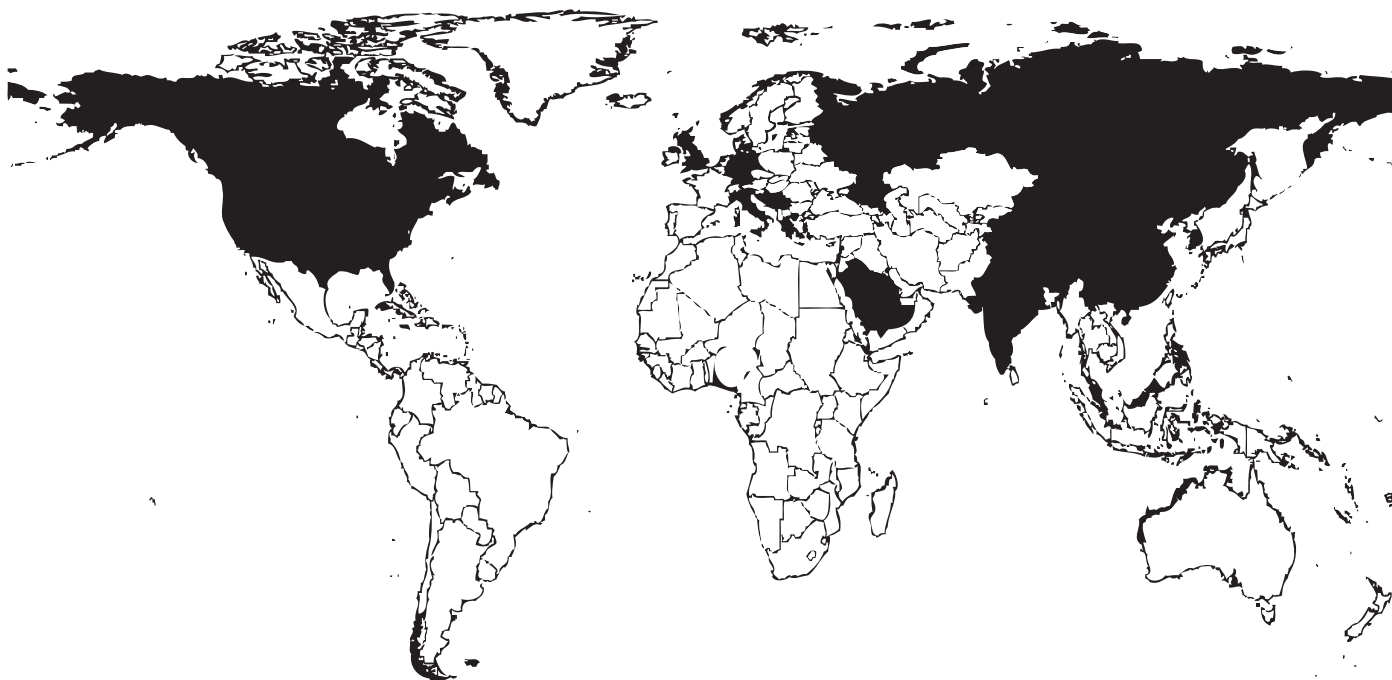
## URBAN DESIGN

City Planning  
Infrastructure Design  
Landscape Design

## INTERIOR DESIGN

Interior Design  
Furniture Design  
Product design

## SUSTAINABLE DESIGN



AS+GG has earned a strong international reputation through working with clients all over the world. Our staff's diverse knowledge of design, cultures, and techniques allows us to create novel designs around the globe.

We seek out ways to expand our perspective and generate new discoveries and insights into the world of design.

## AS+GG PROJECT LOCATIONS:

Belgium	China
Canada	India
Greece	Korea
Italy	Qatar
Malaysia	Saudi Arabia
Russia	United Arab Emirates
Serbia	United States
United Kingdom	









# PART TWO THE ENVIRONMENT

We recognize that business activities place a certain strain on the environment. As a global design firm we need to address our environmental impact. While we are in no way perfect, we have begun implementing sustainability initiatives in an effort to reduce our environmental impact. We have instituted business practice standards to help reduce our consumption and waste production; we look for ways to incorporate the concept of sustainability at all levels of our operations.

Our unique position as a design firm also allows us to tackle problems such as global warming, environmental degradation, urbanization, air quality and pollution through the design of buildings and communities for our clients. Part II: The Environment is divided into two sections, Sustainable Business Practice and Sustainable Design Practice. We strive to apply the concept of sustainability to the work we do for our clients as well as our own business practices, to positively impact the world in which we live and work. In the following section, our business practices as well as our design practices are outlined.

# Energy Consumption

The graph to the right illustrates AS+GG's energy consumption for 2011. Heating and cooling systems are controlled by the building and costs are not divided by lease. Therefore, heating and cooling consumption for 2011 are estimated based upon building totals and prorated by our square footage. Electricity consumption is from AS+GG's electricity bills from 2011.

**TOTAL:**  
2717044 kWh/ yr.

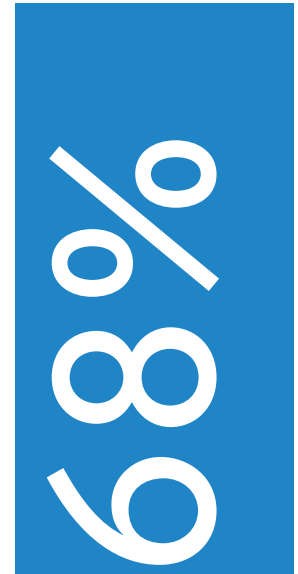
ELECTRICITY



COOLING



HEATING



# 14%

DECREASE  
IN ELECTRICITY  
CONSUMPTION FROM 2010

## 2012 GOALS

- Continue to track and report energy consumption
- 2% decrease in electricity consumption
- Work with our building manager to identify potential building-wide energy saving strategies.
- Talk to building manager about joining Retrofit Chicago.

2010 electricity consumption: 508 mWh

2011 electricity consumption: 437 mWh

2012 electricity goal: 428 mWh

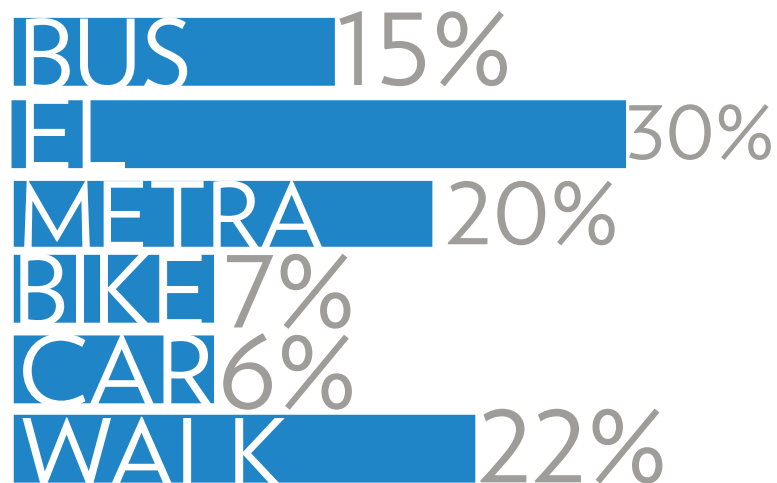
# Transportation

AS+GG promotes the use of alternative commuting options such as public transportation and biking to work. Our Chicago office is located in the Central Business District (the Loop) with convenient access to public transportation reaching the entire metropolitan area; Chicago's elevated trainlines (the El), subway system and bus routes provide access for city residents and Metra train routes service the suburbs of Chicago. We encourage our staff to use public transportation and offer a pre-tax mass transit program. Bicycle lockers and showers are available in our building for staff who prefer to cycle to work. We are also members of the Zipcar car-sharing program that is available to staff when necessary.

## 6.8 miles:

average staff distance from  
AS+GG office versus Chicago  
average of

## 22 miles



The graphic above illustrates the main mode of transport AS+GG staff use to get to work. This data is taken from our transportation survey which had a 77% response rate.



# Recycling and Waste Reduction

We have implemented an office-wide waste management system to help us manage waste and resources effectively. Our strategy utilizes the well-known scheme of “reduce, reuse, recycle.” First and foremost, we have addressed the underlying issue of a lack of knowledge by educating our staff on the proper methods of recycling. We have developed a cost-effective method of separating aluminum, plastic, paper and waste. Recycling bins are conveniently located near work stations, printers and in the kitchen areas. In addition, our IT staff has developed a program for recycling batteries and electronic waste.

Our waste production has further been reduced by making reusable dish ware and utensils available. We use electronic memos whenever possible as well as double-sided printing. Our staff tries to incorporate these sustainable practices whenever applicable and is asked to think twice about their choices and their effects on the environment.

In an effort to reduce our environmental impact, we have implemented an office-wide policy to purchase sustainable materials

whenever possible. We try and use recycled office supplies and FSC-certified paper whenever applicable. Our office supplies vendor participates in the Terracycle recycling program which enables us to recycle writing supplies back to them. As sustainable vendors and supplies become more widely available, we will be able to implement their services and products more.

In 2011, our recycling goal was 60%. Although our recycling rate increased we were just short of reaching our goal. In 2012, we will work to further educate our staff on our waste management system in order to meet this goal.



2010 recycling rate:

53%

2011 recycling rate:

58%

2012 recycling goal:

60%

## 2012 GOALS

- Increase office recycling rate to 60% by increasing staff awareness and implementing a new waste management policy
- Monitor waste generation and recycling rates throughout the year
- Increase employee use of sustainable materials and supplies through increased employee awareness of vendors and policies
- Request Lunch and Learns not to bring disposable dishware

# 2011 CO<sub>2</sub> Emissions

Total Emissions:

**1551** metric  
tons CO<sub>2</sub>

The graphic to the right represents our 2011 carbon dioxide emissions. The electricity data is based upon our utility bills, and the heating and cooling are estimates based upon building system data.

2010 Emissions: 3253 metric tons CO<sub>2</sub>

2011 Emissions: 1551 metric tons CO<sub>2</sub> (66% reduction)

2012 Emissions Goal: 1520 metric tons CO<sub>2</sub> (2% reduction)

AS+GG Electricity Emissions  
Reduced

**14%** since 2010



flights **38%**



heating **21%**



electricity **18%**



cooling **18%**



transport **3%**





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# SUSTAINABLE DESIGN PRACTICES

We focus on eight themes of sustainable design: energy, water, waste, materials, environment and ecology, health and wellbeing, community and economics. Each project is specific and each strategy is tailored to the project. We also consider our designs to meet the following organizational guidelines: LEED, BREEAM, ESTIDAMA, 2030 Challenge and the Malaysian GBI when appropriate. Below is a list of the themes and the key goals they address:

## ENERGY

- Reduction of energy consumption
- Generation of electricity from renewable sources

## WATER

- Reduction of potable water consumption
- On-site waste water management

## WASTE

- Minimization of construction waste
- Sustainable waste management and recycling

## MATERIALS

- Environmentally responsible materials

## ENVIRONMENT AND ECOLOGY

- Reduction of greenhouse gas emissions
- Ecosystem Integration
- Environmental Management Planning

## HEALTH AND WELLBEING

- Indoor environmental quality
- Health impact

## SOCIAL AND COMMUNITY

- Integrated communities
- Accessible places

## ECONOMICS

- Economic viability
- Lifecycle costing

# Energy

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We envision structures working symbiotically with the natural world and the existing built environment. Buildings can respond to their neighbors, improving the performance and efficiency of our cities. Instead of working against the environment, we can orient the building for optimal performance, take account of site opportunities, and even incorporate systems into a building to harness energy, such as photovoltaics and wind turbines. Not limited by known solutions, we utilize our experience and knowledge to move forward and develop new methods and technologies as needed for our clients, and when appropriate we consider energy reduction strategies to meet the goals of building performance assessment schemes. We have developed the following strategies to address the issues of energy saving through building design.

Climate analysis is completed for all projects routinely so that our designs can be tailored specifically to a project's environment.

Reducing energy consumption is first addressed through passive design

strategies and then renewable energy generation is considered to help meet the demand of the building. Energy strategies are tailored to individual project's and client's needs. When appropriate for a project, energy strategies are used to meet the benchmarks of building performance organizations such as LEED, BREEAM, ESTIDAMA, and the 2030 challenge.

In 2011 our goal was to target 20% energy savings for every project against ASHRAE 90.1. All projects but one met this target.

## ENERGY DESIGN GOALS

Reduction of energy consumption by 25% compared to ASHRAE 90.1 baseline

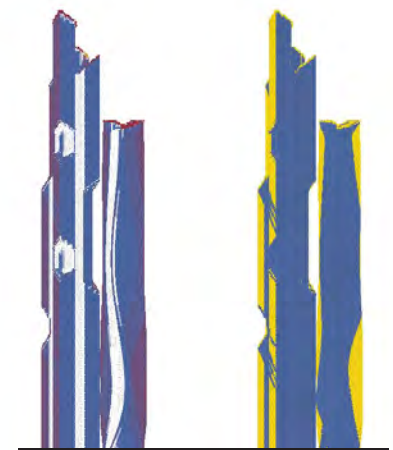
Generation of electricity from renewable sources

## STRATEGIES

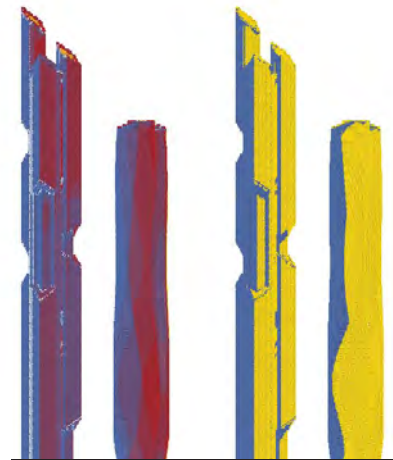
Climate Analysis

High Performing Exteriors

Daylighting



NORTH



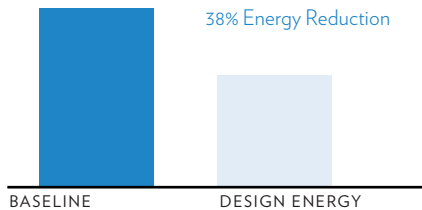
WEST

Yongsan Solar Studies pictured above

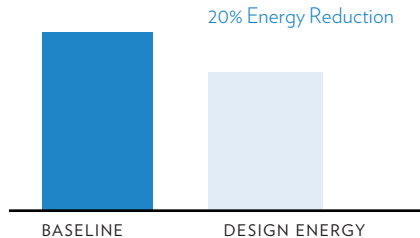
# 2011 Project Energy Savings

Below is a summary of the energy saved through the sustainable design of our projects in 2010. Only projects that have energy models are reported. We used ASHRAE 90.1 (2007) as our baseline for building energy consumption.

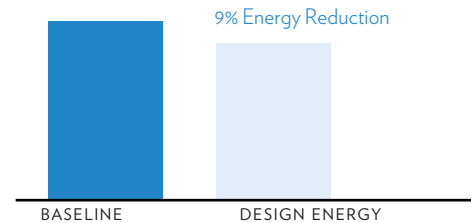
## 505 Church Street



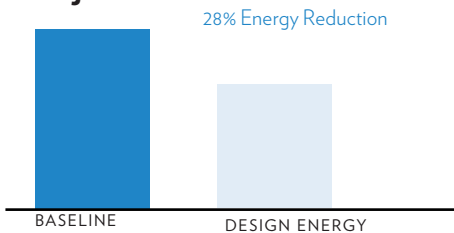
## Confidential Theatre



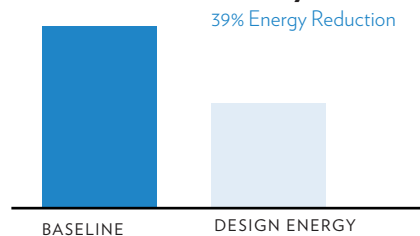
## SFERA



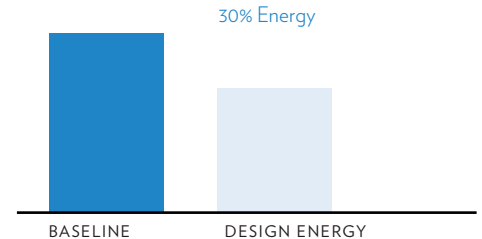
## Tianjin Vantone



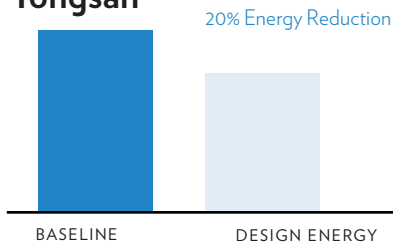
## Vantone Great City



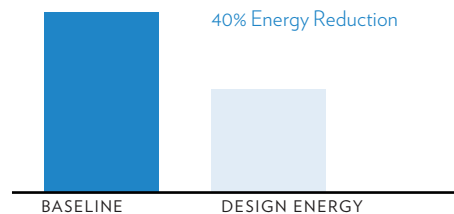
## Wuhan



## Yongsan



## York University



# 34%

average project energy reduction  
from ASHRAE 90.1 (2007)  
baseline.



# Water

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We recognize that water is a valuable resource that needs to be preserved and protected. We strive to implement water saving strategies into our designs in an effort to reduce water use by buildings. We have developed the following strategies to address the key issues of water relating to building design.

## WATER DESIGN GOALS

- Reduction of potable water consumption
- On-site waste water management

## STRATEGIES

- Greywater: waste water from showers, laundries and hand wash basins can be collected, treated and stored for use in flushing toilets and landscape irrigation.
- Blackwater: blackwater collected from the toilets, kitchen waste and floor drains will leave the building to the central city blackwater treatment system.
- Rainwater can be collected, treated and stored for irrigation of plant materials throughout the site.
- low flow fixtures: sanitary fixtures specified in buildings in order to reduce water consumption.
- Stormwater management: efficient designs for effective stormwater management systems for buildings and communities.
- Condensate: A condensate recovery system for re-use is designed as a standard practice in all of our designs where mechanical air conditioning is required.

# Waste & Materials

As architects, addressing the issues of waste and materials is very important to us since they are so closely tied to our designs. Addressing these issues early in design stages allows for the greatest opportunities to decrease waste. Buildings can be designed taking into account construction waste and efficient waste management systems to maximize both environmental and economic gains. In this same way, materials can be chosen to optimize gains. Below is a list of strategies we have developed to address the issues of waste and materials relating to building design.

## WASTE DESIGN GOALS

- Minimization of construction waste
- Sustainable waste management and recycling

## WASTE REDUCTION AND MANAGEMENT STRATEGIES

- Design for reduced construction waste
- Design for reuse
- Optimize materials
- Design of waste systems into buildings

## MATERIALS DESIGN GOALS

- Environmentally responsible materials
- High quality materials

## MATERIALS STRATEGIES

- Local or regional materials
- Readily renewable
- Recycled content
- Structure as finish
- Reusable and adaptable
- Life cycle analysis



# Environment & Health

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When designing a building or community, it is vital to acknowledge the surrounding environment. Analyzing the environment early on, and creating designs that work with it rather than against it, is important to us. Using adaptive ecosystem management and assuring the integrity of ecological processes at the site is crucial to the wellbeing of the community. The following strategies have been developed in order to address these environmental concerns. Health and wellbeing of the community is directly tied to our designs. We strive to create places that impact resident's health in a positive way using the following strategies to address these environmental and health issues.

## ENVIRONMENT AND ECOLOGY DESIGN GOALS

- Reduction of greenhouse gas emissions
- Ecosystem integration
- Environmental management planning

## ENVIRONMENT AND ECOLOGY STRATEGIES

- Climate analysis
- Efficient waste management
- Green roofs
- Public transport accessibility
- Habitat restoration

## HEALTH AND WELLBEING DESIGN GOALS

- Improve indoor environmental quality
- Reduce health impact

## HEALTH AND WELLBEING STRATEGIES

- Green roofs
- Natural ventilation
- Public transport accessibility
- Daylight exposure



# Social & Economic Practices

We strive to design buildings and communities that are “healthy” in a social and economic sense just as they are in terms of human health. It is important to create places that are inclusive and that develop into vibrant, sustainable communities with a functioning social system. A project must make economic sense to be sustainable, which is why we take a proactive economic approach to all our projects, reviewing all design options for economic viability with our clients. We work with cost consultants to undertake lifecycle cost analysis that looks at the project as a whole. The following strategies are utilized to create solutions to these social and economic concerns.

## SOCIAL AND COMMUNITY DESIGN GOALS

Integrated communities  
Accessible places

## SOCIAL AND COMMUNITY STRATEGIES

Public transport accessibility  
Demographically inclusive  
Green space

## ECONOMIC GOALS

Economic viability  
Lifecycle costing

## ECONOMIC STRATEGIES

Cost savings  
Occupancy levels  
Lifecycle costing



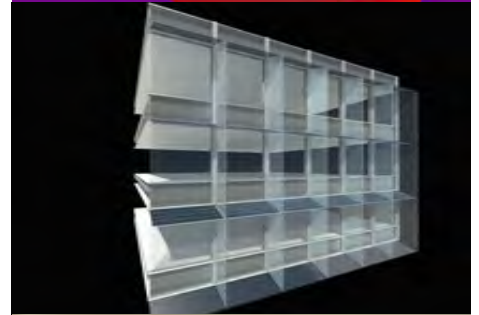
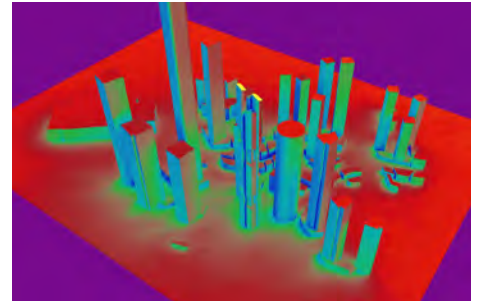
# 2011 Projects: Sustainable Design Utilized

Climate analysis is performed routinely on all of our projects, with the results enabling us to optimize the passive environmental design of the building, reducing the heating and cooling demand, improving occupant comfort and reducing construction costs.

High performing exterior walls were utilized in all of our 2011 projects to improve a building's energy performance.

Daylight harvesting saves electrical energy while also improving the building's indoor environmental quality. Daylighting methods utilized in our 2011 projects included the use of light shelves, light tubes, advanced lighting and shading controls and higher ceilings.

Renewable energy is utilized in conjunction with building design strategies to help meet the needs of building energy demand. The Centralcon Tower design included PV panels on the rooftop to help meet the building's energy demand. The Federation of Korean Industries Tower uses a BIPV system in the curtain wall that creates self shading (thereby reducing cooling demand) as well as generating electricity.





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Highly efficient mechanical systems were utilized in building retrofit designs as well as new building designs in 2011. Retrofit designs included MEP system upgrades that contributed to the total building energy savings.



Green roofs help contribute to better building quality in both aesthetics and climate control. They were used in six of our 2011 projects to improve the overall sustainability and beauty of the buildings' design.



Advanced water saving strategies were utilized in our 2011 projects. Efficient water systems and fixtures help reduce occupant water consumption.



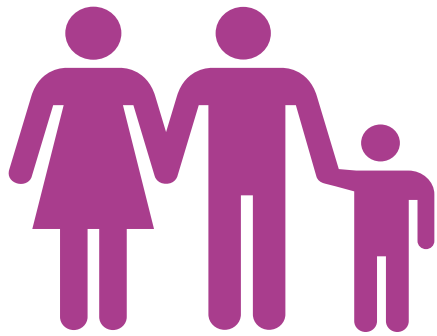
Selecting materials that have a low embodied carbon, are durable, of high quality and are manufactured locally or regionally was a focus for projects in 2011. This strategy helps support local economies while also reducing lifecycle carbon dioxide emissions of the buildings.



Waste can be reduced in both construction and operational phases of buildings. Design techniques can be utilized to reduce waste generation during the assembly of a building, as well as developing efficient waste management systems for building operation.







# PART THREE WORKFORCE & COMMUNITY

We foster a challenging and rewarding workspace and understand that the encouragement and development of each member of our staff will advance the practice of architecture. The business standards and practices outlined in the following section are implemented in hopes of bettering our staff as well as our organization.

# Workforce & Community

The successful business operation of AS+GG is built upon ideals of fair dealing and ethical conduct of our entire organization. We hold regard for the highest standards of conduct and professional and personal integrity. All AS+GG employees must follow the company's Code of Ethics and Conduct governing:

Equal opportunity employment

Solicitation of fellow employees

Outside employment

Confidentiality

Sexual and other forms of harassment

Conflicts of interest

Acceptance of gifts

Violence in the workplace

Drug and alcohol use

Problem resolution



**New hire rate= 23%**  
**Turnover rate= 20%**

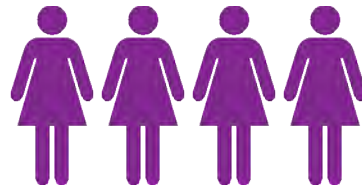
## PERFORMANCE REVIEWS

AS+GG's performance appraisal system is designed to communicate performance standards and to evaluate performance results. We strive to enhance employee development and work performance. We look to set goals and objectives that allow employees to maintain their career path. All employees that have worked with AS+GG for 6 months or more receive an annual performance review.



# Diversity & Equal Opportunity

AS+GG encourages a diverse workforce in order to reflect the multifaceted world in which we live. We value the knowledge that diverse backgrounds bring to our firm and our clients. We use the criteria of merit, qualifications, and abilities to determine hiring decisions and promotions within the organization.



Female: 33%



Male: 67%

The graphic to the right is a breakdown of our staff by gender and ethnicity. We are proud of the diversity of our staff and the knowledge base they bring to the table.

ETHNICITY	FEMALE	MALE	TOTAL	PERCENTAGE
AFRICAN-AMERICAN	0	0	0	0%
ASIAN	12	14	26	27%
HISPANIC	2	6	8	8%
TWO OR MORE	0	2	2	2%
WHITE	18	43	64	62%
TOTAL	32	65	97	100%

The graphic to the right is an age profile of our employees. Staff between the ages of 30 to 50 years comprise the largest group, indicating the experienced staff who are leading the growth of our practice in the formative years.

Under 30

27%

30-50

60%

Over 50

14%



# Competitive Staff Benefits

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AS+GG benchmarks and evaluates its benefits program in order to maintain competitiveness.

## BENEFITS OFFERED

- 401(k) savings plan
- Subsidized healthcare programs including medical and dental insurance
- Life and disability insurance
- Transportation benefits, which allows employees to set aside pre-tax earnings for mass transit and parking expenses
- Paid Time Off (PTO)
- Holidays
- Wellness programs
- Life and disability insurance
- Flexible Spending Account (FSA) and Dependent Care Spending Account
- Subsidized training and self improvement courses
- Subsidized annual architectural memberships

# Training & Education

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Employee development and growth is essential to the success of our company. In order to promote this we provide employee training and learning opportunities for both professional and personal growth. We offer the following programs:

- Subsidized AIA continuing education classes
- Subsidized lunch and learn opportunities
- Study guides for LEED examinations
- Internal AS+GG LEED exam training
- Software training
- Senior staff attend the AIA convention
- Opportunities to attend professional and cultural lectures
- Opportunities to attend cultural exhibitions and musical performances
- Intern architect mentorship program
- Friday office-wide design and project reviews

# Honors & Awards

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AS+GG received the following awards in 2011:

National AIA Honor Award, Regional and Urban Design, Chicago Central Area DeCarbonization Plan

International Architecture Award, Golden Cross Sky Ring

AIA Chicago, Unbuilt Design, Honor Award, King Abdullah Petroleum Studies and Research Center

AIA Chicago, Unbuilt Design, Citation of Merit, Dubai Bridge

The Chicago Athenaeum, American Architecture Award, Chicago Central Area DeCarbonization Award



Dr. Christopher Drew and Adrian Smith speaking at the 2011 ACE Mentor Program Luncheon.

# Charitable Contributions

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Adrian Smith granting a wish for the Make a Wish Foundation.

AS+GG donated to the following charities in 2011:

ACE Mentor Program

AIA Chicago

Chase Corporate Challenge

Chicago Architecture Club

Chicago Sister Cities International

Council on Tall Buildings and Urban Habitats

Field Museum

Lake Forest Historical Society

Museum of Contemporary Arts

Northwestern University

Society of Architectural Historians

Steppenwolf Theater

University of Illinois

Vital Bridges



# Community Engagement

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We encourage our staff to participate in societies and organizations related to our business and other civic activities. Community involvement helps our employees as well as the community grow.

These are some of the organizations we actively participate in:



- 2030 Challenge
- ACE Mentor Program of Illinois
- American Institute of Architects (AIA)
- BRE Environmental Assessment Method (BREEAM)
- Chicago Architecture Foundation
- Chicago Club
- Chicago Committee on High-Rise Buildings
- Chicago Literary Club
- Chicago Sister Cities: China Program
- Chicago Women in Architecture
- Compassion for Migrant Children, Beijing, China
- Council on Tall Buildings and Urban Habitat
- Economic Club of Chicago
- Friends of the Park, Chicago
- Green Office Challenge
- International Interior Design Association
- Project Management Institute
- Royal Institute of Architects (RIBA)
- Society for College and University Planning (SCUP)
- The Chartered Institute of Waste Management (CIWM)
- U.S. Green Building Council: Chicago Chapter
- Union League Club of Illinois
- University Club
- Urban Land Institute



# 2012 GOALS SUMMARY

## ENERGY CONSUMPTION

- Continue tracking and reporting office energy consumption
- 2% decrease in electricity consumption
- Work with our building manager to identify potential building-wide energy saving strategies
- Discuss joining Retrofit Chicago with our building manager

## TRANSPORTATION

- Conduct 2012 transport survey measuring employee transport habits bi-annually
- Keep a log of all virtual meetings and flights taken by staff

## RECYCLING AND WASTE REDUCTION

- Increase office recycling rate to 60% by increasing staff awareness and implementing a new waste management policy
- Monitor waste generation and recycling rates throughout the year by conducting a monthly waste audit
- Increase employee use of sustainable materials and supplies through increased employee awareness of vendors and policies

## ENERGY

- Prepare an energy model for all projects over 5,000 m<sup>2</sup> and track design energy demand
- Request a commitment from our clients to report the actual energy use of their projects to AS+GG in order to track actual energy use versus modeled energy demand
- Target 25% energy savings for every project against an ASHRAE 90.1 baseline

## WATER

- Track all water use per project and educate clients on the benefits and strategies of efficient water use
- Request a commitment from our clients to report the actual water use of their projects to AS+GG in order to track actual water use versus modeled water demand

## WASTE AND MATERIALS

- Incorporate construction waste reduction planning - through the WRAP Designing out Waste Tool into all future projects

## ENVIRONMENT AND HEALTH

- Research metrics used to estimate occupant health/productivity/satisfaction within the built environment and model these during design and occupancy phases

## WORKFORCE AND COMMUNITY

- Increase community outreach through events that promote the enrichment of the architectural community



AS+GG believes consistent CSR reporting measures are valuable for business worldwide, and we have adopted the Global Reporting Initiative (GRI) methodology.

Some of the standards and indicators of the GRI are not applicable because of the nature of our organization. Wherever the GRI is applicable we have included information to the best of our ability.

Following is a table summarizing the contents of this report and the corresponding guidelines from the Global Reporting Initiative, Sustainability Reporting Guidelines, version 3.0 (G3).

STRATEGY AND ANALYSIS	
GRI Indicators 1.1-1.2	Pages: 5,7,9
ORGANIZATIONAL PROFILE	
GRI Indicators: 2.1-2.10	Pages: 11,12,13,14,15,16,17,39
REPORT PARAMETERS	
GRI Indicators: 3.1-3.13	Pages: Cover,5,49
GOVERNANCE, COMMITMENTS AND ENGAGEMENT	
GRI Indicators: 4.1-4.17	Pages: 11-14
PERFORMANCE INDICATORS	
GRI Indicators/Economic Performance	Pages: 39,41
GRI Indicators/Environmental Performance	Pages: 20,21,24,27
GRI Indicators/Social	Pages: 15,37,38,39

For more information on the Global Reporting Initiative,  
visit: [www.globalreporting.org](http://www.globalreporting.org)



# PART SIX

## FEEDBACK

It is intended that a detailed Corporate Sustainability Report will be issued every year from AS+GG. This report was created in order to establish transparency regarding our economic, environmental and social impacts and procedures.

AS+GG welcomes feedback regarding the information in this report. If you wish to provide feedback, please contact Christopher Drew, PhD., Director of Sustainability, at [chrisdrew@smithgill.com](mailto:chrisdrew@smithgill.com).

