

Our Five-Year Strategy

2024 – 2029



Welcome to the NABERS Strategic Plan

The National Australian Built Environment Rating System (NABERS) is a government program that has been helping building owners measure and manage the environmental performance of their buildings for over 25 years. We believe that sustainable buildings can enable a world where people and the natural environment thrive.

Since the release of our previous 5-year Strategic Plan in 2019, the sustainability space has become even more dynamic as we start to feel the effects of climate change. All Australian States and Territories have set targets to reach net zero carbon emissions by 2050. The Covid-19 pandemic took place during the same period which had wide reaching impacts on the global economy, health impacts and supply chain challenges. When people began to return to the buildings where they worked, shopped and played, a surge of interest in indoor air quality and wellness came with it.

Development of renewable energy resources throughout Australia has accelerated and the grid is forecast to decarbonise rapidly. This has placed the spotlight on other sources of carbon emissions in buildings, such as onsite fossil fuel use and the upfront carbon associated with their construction. The transition to a lower carbon future requires significant investment. The development of many sustainable finance standards such as the EU and Australian Taxonomies is providing a pathway for investment that can be labelled as environmentally significant with confidence.

Our previous strategic plan was used to drive direction, decision and capability building for the NABERS team. Guided by this plan, NABERS embarked on an ambitious expansion roadmap over the past five years, expanding its rating offering to 6 new building sectors.



A focus on market development and outreach has doubled the number of NABERS ratings, with particular growth in waste, indoor environment quality and carbon neutral ratings.

We also enhanced our energy efficiency rating by adding a Renewable Energy Indicator. This indicator shows how much energy consumed on site comes from renewable sources. It is intended to encourage the shift to fully electric buildings that can leverage our rapidly decarbonising grid. NABERS is also finalising the development of the national standard for measuring and comparing the embodied carbon associated with constructing new buildings.

This strategic plan builds on the success of the past five years. It consolidates NABERS activities focused on increasing participation in the program and supporting buildings owners to improve the sustainability performance of their buildings. It also acknowledges that we are operating in a very dynamic ecosystem and NABERS will need to evolve to stay relevant and achieve maximum impact.

Buildings have an essential role to play in our response to the climate crisis by urgently improving their environmental performance. This will take co-ordinated action across industry and this strategic plan places NABERS in a strong position to collaborate with key partners to support decarbonisation, resource efficiency and improved social outcomes in buildings.

Key principles

The success of NABERS is built on the following key principles:

- ① Measure actual impact, not intent.
- ② Assess building operations.
- ③ Deliver meaningful ratings that the market can understand.
- ④ Support a simple and easy rating process.
- ⑤ Achieve reliable ratings that everyone can trust.
- ⑥ Maintain strong governance and trustworthy management.
- ⑦ Foster strong collaborative relationships to maximise impact.



Setting our Direction

2024 – 2029



Our team & values



This document sets ambitious targets for scaling up the positive impact of NABERS. None of these targets would be possible without a talented, resilient, and well-functioning team willing and able to take on such an ambitious work program.

NABERS staff members have jointly developed the following values which set the organisational culture we believe we need to deliver on this strategy.

Collaborative

- * We support, help, and encourage others.
- * We work together to make big decisions.
- * We collaborate to drive system-wide, positive change.

Courageous

- * We are open, honest, and transparent.
- * We encourage others to speak up and support those who do so.
- * We take risks, innovate, and learn from our mistakes.
- * We don't compromise on quality.
- * We make decisions that are right for the environment, even when this is hard.

Diverse

- * We embrace and support diversity in culture, ability, thinking and ways of working.
- * We support work-life balance and flexible working as this enables us to attract and retain a diverse group of individuals.

Impactful

- * We prioritise and deliver outcomes that matter.
- * We listen to others and act on what we've heard.
- * We strive to be better personally and in our work.

Respectful

- * We are caring, kind and ethical.
- * We have respectful conversations and expect this from our stakeholders.
- * We respect each other's time and boundaries.

Our Strategy

An overview

VISION

Sustainable buildings enable a world where people and the natural environment thrive.

MISSION

NABERS collaborates with others to enable the design, construction and operation of more sustainable buildings. Our valued information supports better decisions in pursuit of positive environmental, social and economic outcomes.



All sectors and rating types improve their NABERS performance over time.

IMPROVE PERFORMANCE



Triple the number of NABERS ratings by driving uptake of existing tools and expanding new sectors.

GROW THE MARKET



Evolve and continuously improve NABERS.

EVOLVE FOR IMPACT



NABERS Vision & Mission



What is a Vision?

A vision paints a picture of the world an organisation works towards alongside others. The actions an organisation takes to implement its mission and goals contribute to the vision.

What is a Mission?

A mission details what an organisation contributes to the vision - in this case, how NABERS will contribute.

VISION

Sustainable buildings enable a world where people and the natural environment thrive.

MISSION

NABERS collaborates with others to enable the design, construction and operation of more sustainable buildings. Our valued information supports better decisions in pursuit of positive environmental, social and economic outcomes.

The built environment sector is facing a range of complex sustainability challenges that require considered, collective action in the coming decade. Sustainable buildings aligned with Australia's 2030 and 2050 decarbonisation targets will be instrumental in reducing global carbon emissions, tackling climate change, and creating spaces where people can thrive.

Sustainable buildings must be designed, built, and operated to minimise operational and embodied carbon emissions whilst maximising energy and water efficiency. They must offer a healthy and comfortable indoor environment, maximise circular economy outcomes and support energy network transformation through electrification and renewable energy use.

NABERS provides simple reliable and comparable building performance information that our stakeholders trust across building sectors. This information helps customers to accurately measure, compare and communicate the environmental performance of new and existing buildings while identifying areas for cost savings and future improvements.

NABERS is committed to collaborating with key players to accelerate market transformation and achieve urgent and positive environmental change. This includes working with other schemes, programs and standards to maximise consistency, access and impact.

Introduction to goals

This five-year strategic plan consists of three goals which are designed to work together to achieve maximum impact and alignment with the Vision and Mission.

In particular, the first two goals are complementary, and the best outcome relies on them both being achieved. Enablers are detailed for each of the three goals and these articulate how NABERS will achieve the goals.

The baseline for these goals will be set at FY 2024, with the plan running for five years from 1st July 2024 – 30th June 2029. A measurement and reporting plan will be developed to track progress against these goals.



Improve Performance



All sectors and rating types improve their NABERS performance over time.

This goal is about meeting NABERS' ultimate goal: to help improve the environmental performance of buildings.

Through this goal, NABERS will monitor and share the rate at which different building sectors improve their environmental performance. NABERS will work with partners to create and support initiatives that can drive improvement, focusing on those areas where there are gaps or slow progress.

Enablers

- * NABERS will proactively enable policymakers, regulators, investors, businesses and building stakeholders to set ambitious targets to drive improved performance.
- * NABERS will encourage building stakeholders to rate regularly and track improvements over time.
- * NABERS will connect building stakeholders to advice and initiatives to help them improve performance.
- * NABERS will regularly report and share data around building performance to support decision-making.



Grow the Market



Triple the number of NABERS ratings by driving uptake of existing tools and expanding to new sectors.

Many organisations have been measuring and managing their sustainability performance with NABERS for decades and have seen world-leading improvements. However, there are many other buildings that have yet to set their baseline and start their improvement journey. This goal builds on the previous strategic plan and continues the focus on increasing participation in NABERS across all jurisdictions, building types and rating types.

Enablers

- * NABERS will influence and enable policymakers, regulators, investors, tenants and businesses to require NABERS ratings.
- * NABERS will streamline operations and processes to ensure quality is maintained, while supporting assessors as more ratings are certified every year.
- * NABERS will regularly update its expansion roadmap to guide our approach and maximise impact.
- * NABERS will adapt its market development strategy to raise awareness and drive ratings uptake.
- * NABERS will ensure our tools are widely accessible for all types of customers.

Evolve for Impact



Evolve and continuously improve NABERS.

While our other goals look at growth and improvement, this goal looks at ways NABERS can evolve to have more impact.

This includes:

- Evolving existing tools to stay relevant to industry.
- Driving greater action on emerging sustainability challenges such as embodied carbon, building electrification, and supporting the transition to a sustainable and reliable grid among others.
- Evolving NABERS to support the growth and improvement goals in the Strategic Plan.

Enablers

- * NABERS will create an evolution strategy that leverages its strengths.
- * NABERS will continue to work alongside its partners to develop solutions that meet market needs.
- * NABERS will enhance capacity and capability of its staff, customers and assessors to drive urgent action in the built environment.
- * NABERS will support Federal, State and Local government to create ambitious built environment goals and directives around emerging sustainability challenges.
- * NABERS will develop an International Strategy for purposeful and impactful work overseas.

Implementing the Strategic Plan

The key purpose of this plan is to align and focus our partners and staff together behind the three strategic goals to achieve the best contribution towards our vision and mission. It will be used to prioritise our workplans and projects and share these priorities with our stakeholders.

To translate the strategic goals and enablers to our day-to-day work, we will develop an implementation plan which will be incorporated into our annual business planning and review cycle. This will be accompanied by a measurement and reporting plan. The baseline for reporting will be FY2024 and progress towards our goals will be reported to the NABERS National Steering Committee on a quarterly basis. The plan will last for five years up until 30 June 2029. The strategic goals are ambitious and include some stretch targets. Modelling indicates that these targets are achievable so long as some assumptions around policy and regulation levers hold true.



Acknowledgements

The NABERS Strategic Plan was developed over a period of around 12 months commencing in March 2023. It was co-created via a series of in-depth discussions with NABERS staff and over 80 stakeholders. The plan was approved by the National Steering Committee in March 2024.

The plan was developed and refined by:

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NABERS is administered by the NSW Government

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Our Five-Year Strategy

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The world needs better buildings.

Buildings that are measured, managed and charting a course towards zero environmental impact are in high demand. NABERS is the only independent star-rating system that uses real data to compare the environmental performance of our buildings. Real data that drives real impact.

NABERS. It's in the stars.

