



ABOUT 100% RENEWABLES AND HOW WE HELP **UNIVERSITIES**

MARKET EXPECTATIONS



Universities to lead the push to net zero



Expectations from current and future students, and staff



Sustainability to be at the core of operations, teaching, research, and engagement



Pressure from gov agencies, council & industry research partners, sector networks



SDG alignment as per THE impact rankings



Need to get grant funding for research and education



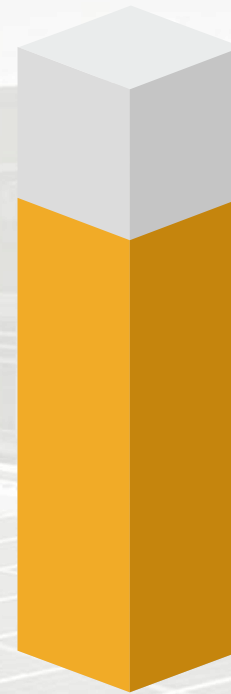
Step 1

Detailed energy audits, solar feasibility assessments, energy baseline and basic carbon footprint



Step 2

Operations and academic stakeholder engagement, targets in line with science, net zero/carbon neutral/renewables strategy



Step 3

Carbon accounting and decarbonisation strategy for full value chain, 100% renewables, Climate Active carbon neutrality



Step 4

Net zero precinct, full electrification/EV strategy, embedded network/microgrid, climate positive goal

THE PAYOFF



Higher THE impact ranking



Attracting more students



Better attraction and retention of staff



Reduced operating costs



Contributing to a sustainable society



Access to funding

ABOUT



ABOUT

100% RENEWABLES

WHAT SETS US APART



TRUSTED GOVERNMENT PARTNER

Preferred supplier to numerous Government panels



EXCEPTIONAL CLIENT SATISFACTION

With an NPS of over 75, our clients trust and recommend us



CARBON NEUTRAL FIRM

Climate Active carbon neutral certified



KNOWLEDGE HUB

Go-to resource for net zero learning via multimedia content



EXPERT NET ZERO TEAM

Multi-disciplinary specialists designing innovative solutions

OUR STORY AND VALUE PROPOSITION

100% Renewables is a consulting firm that partners with all levels of government, businesses and industry associations to help them decarbonise and prepare for mandatory reporting. Recognising the powerful intersection of business success and climate ambition, we launched the company in 2015 to help organisations *Drive Net Profit with Zero Emissions*.

We solve customer challenges with innovative, whole-of-business decarbonisation solutions. Our nimble, senior-led team sets us apart from larger firms, bringing simplicity and personal commitment to every project. We help businesses by developing customised decarbonisation strategies, integrating sustainability into operations, and ensuring assurance readiness.



OUR VISION

We believe in a future when all organisations are 100% renewable and have zero emissions



OUR MISSION

Driving Net Profit with Zero Emissions



OUR VALUES

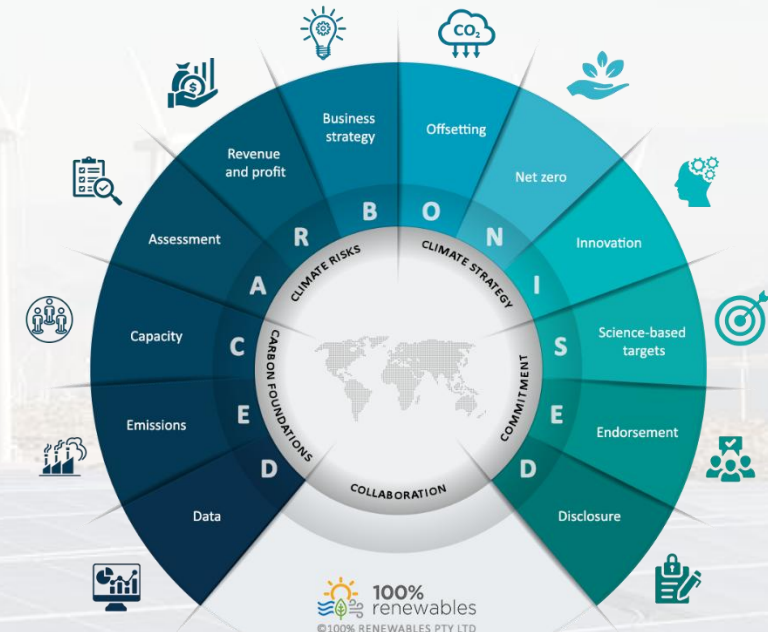
Aim high
Always be curious
Act now

OUR DECARBONISED APPROACH

We help organisations decarbonise by building carbon footprints and internal capacity, addressing climate risks and opportunities, developing transition plans, setting targets and preparing our clients for reporting. We also help reduce our customers' value chain emissions by engaging with their suppliers.

Our goal is to be a full-service partner to clients across the spectrum of decarbonisation services and to meet and work with them where they are on that journey.

Whether aiming to lead in sustainability, meet regulatory demands, or embark on their first steps, we empower our clients to achieve their decarbonisation goals, supporting them every step of the way.



Panel Appointments We Hold



Professional Memberships





HOW WE HELP UNIVERSITIES

THE PROBLEM



Pressure from stakeholders



Employee pressure



No alignment of net zero target with business plan



No whole-of business plan to achieve net zero



Net zero not part of any KPIs or accountabilities



Net zero low priority compared with other business



ALIGN

- › Net zero diagnostic
- › Senior management meeting
- › Meeting key organisational stakeholders

WHAT YOU RECEIVE

- ✓ Executive level buy-in strategy
- ✓ Key stakeholders are aligned with your net zero goal
- ✓ Net zero diagnostic results and recommendations report
- ✓ Increased climate literacy & understanding of value chain emissions

2 MONTHS



ANALYSE

- › Carbon footprint
- › Identification of abatement measures (onsite or online)
- › Business case analysis

WHAT YOU RECEIVE

- ✓ List of emission sources/hotspots
- ✓ Your carbon footprint and projected emissions
- ✓ Net zero emissions abatement solutions
- ✓ Short/medium/long-term action plans and net zero pathway

3 MONTHS



ADOPT

- › Net zero roadmap
- › Face to face or online presentation

WHAT YOU RECEIVE

- ✓ Your final net zero strategy
- ✓ Presentation of the strategy to the Executive/Board
- ✓ Senior management commitment to net zero with interim targets
- ✓ Your recommended immediate next steps

1 MONTH

THE PAYOFF



Increased business value, reputation and growth



Drives inv. in low carbon technology & product/ service innovation



Better talent acquisition and retention



Whole of business alignment on net zero goal



Informed sustainable procurement decisions



Engaged and aligned stakeholders

	Client name	Project type
	University of New England	2025 – Comprehensive Carbon Baseline (ongoing) To develop a comprehensive greenhouse gas emissions baseline for the University of New England (UNE), covering Scope 1, Scope 2, and relevant Scope 3 emissions.
	Murdoch University	2025 – Transport & Commuting Net Zero Roadmap (ongoing) To develop a Net Zero Roadmap for transport and commuting, supporting the university's commitment to net-zero emissions by 2030
	Swinburne University of Technology	2024 – Climate Active Consultancy Services Climate Active support to the university in achieving its carbon neutrality goal by 2025. The project includes refinement of Organisational Carbon Boundary, Compliance and Technical Assessments, and Documentation and Reporting Support
 	James Cook University	2024 – Energy audit Type 2 Energy Audits per AS/NZS 3598.2014.1 for their Townsville campus and Cairns campus
	Western Sydney University	2022 – Climate Active certification - Boundary assessment, full Climate Active carbon footprint, technical assessment sign-off, validation, provide offset purchase advice, achieve Climate Active accreditation 2021 - Carbon Neutrality Implementation Plan - Climate Active-aligned carbon footprint – operational boundary and value chain emissions - Develop in consultation with key stakeholders a costed program to achieve carbon neutrality 2020 - Sustainable Energy Strategy - Comprehensive framework around all aspects of WSU's energy and climate change plans and actions, encompassing operations, procurement and capital works processes
	University of Newcastle	2020 to 2024 - Climate Active emissions inventory for CY2019, CY2020, CY2021, CY2022, CY2023 and CY2024 Development of a detailed carbon emissions inventory inclusive of value chain emissions, which meets the Climate Active Standard
	University of the Sunshine Coast	2021/22 – Road to Carbon Neutrality - Net zero strategy including roadmap to enable main campus to become 'energy net zero' - Development of a Climate Active-compliant carbon footprint inventory 2016 - Development of Carbon Management Plan - Development of recommended short, medium and long terms carbon abatement actions
	Australian Catholic University	2025 - Greenhouse gas inventory for CY2024 2021 - Climate-Active-compliant carbon footprint Determine and calculate ACU's greenhouse gas emissions boundary, develop Climate Active compliant carbon footprint, manage third-party validation, provide carbon offset advice

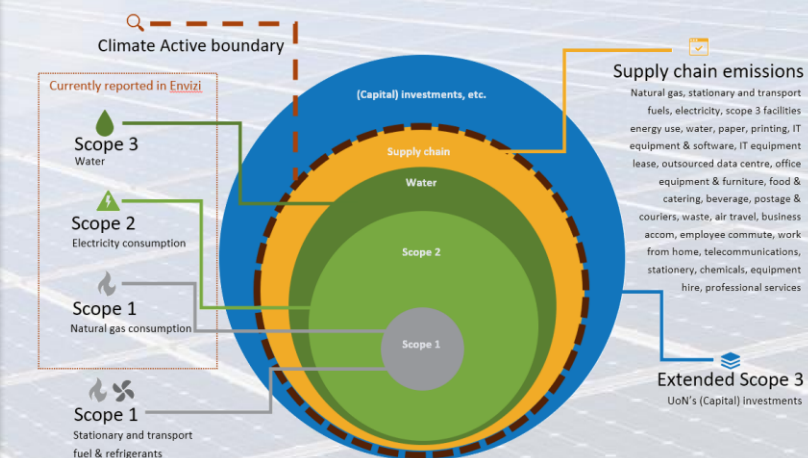
2022 Net Zero Tracker and THE Impact Rankings of leading Australian universities



Universities' net zero, emission reduction and renewable energy commitments



HOW UNIVERSITIES ARE PROGRESSING TO NET ZERO LEADERSHIP



HOW WE HELP OUR CLIENTS GO CARBON NEUTRAL THROUGH CLIMATE ACTIVE

THE PROBLEM



Not seen as a leader



Challenging global CO2 and net zero targets



Limited funds / resources



Customer demand



Employee pressure



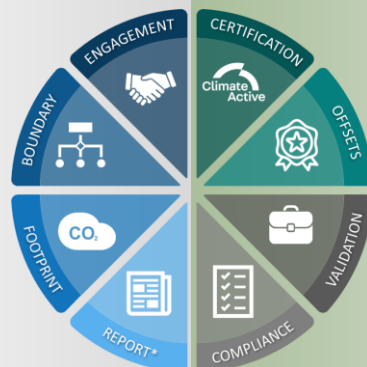
Don't fully understand your carbon footprint



Causing climate change

PREPARE

- › Online stakeholder engagement
- › Streamlined data collection
- › Structured boundary assessment and Relevance Test
- › Expert analysis of your carbon footprint



WHAT YOU RECEIVE

- ☒ Your Climate Active carbon footprint boundary
- ☒ Comparison of boundary to others in the sector
- ☒ Graphical representation of Climate Active boundary
- ☒ Climate Active compliant carbon footprint – Excel sheet*
- ☒ Carbon footprint report for your stakeholders*
- ☒ Clear plan and indicative costs for achieving certification*

*Not needed if going for full CA certification

2 MONTHS

CERTIFY

- › Simple, efficient registration
- › Cost effective validation
- › Cost effective carbon offset procurement
- › Seamless certification

WHAT YOU RECEIVE

- ☒ Emissions reduction plan for Climate Active submission
- ☒ Filled-in Climate Active licence agreement, PDS, spreadsheet
- ☒ Climate Active Technical Assessment
- ☒ Sourcing of cost-effective third-party validation
- ☒ Carbon offset strategy and help with sourcing carbon offsets
- ☒ Climate Active accreditation and use of Climate Active logo

3 MONTHS

PROMOTE



WHAT YOU RECEIVE

- ☒ A podcast episode which showcases your organisation
- ☒ Or a case study showcasing your organisation
- ☒ Or a blog post featuring your organisation
- ☒ Or an internal workshop to engage your staff
- ☒ Or an internal workshop to engage your senior leaders
- ☒ Meet with your marketing department on comms strategy

ONGOING

THE PAYOFF



Lower emissions, better bottom line



Low emissions growth



Reputation improves



Drives investment in low carbon technology



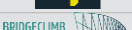
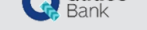
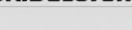
Product/service innovation



Lower climate risk



Talent acquisition and retention

	Client name	Project type	Year
	Erbas	CA accreditation	2024
	Hire Australia	CA accreditation	2024
	National Museum Australia	CA ready carbon footprint	2024
	Enterprise Architectural	CA accreditation	2024
	Forza Capital	CA accreditation	2023
	BridgeClimb	CA accreditation	2023/2024/2025
	Scenic World	CA accreditation	2023/2024/2025
	Summit Fleet	CA accreditation	2023
	Qudos Bank	CA ready carbon footprint and accreditation	2022/2023
	Key Produce	CA ready carbon footprint	2022
	Wagner	CA ready carbon footprint	2022
	Ecocene (Astron)	CA accreditation	2022/2023/2025
	Jeckra Childcare Centre	CA accreditation	2022/2023
	Floating Solutions	CA accreditation	2022
	NSW Ports	CA ready carbon footprint – multiple years	2022/2023/2025
	Bridgestone	CA ready carbon footprint	2022
	Hydroflux	CA accreditation CA Technical Assessment	2021/2022
	Powerhouse/ Museum of Applied Arts and Sciences	CA certification – event	2021
	Interflow	CA ready footprint	2021
	Questacon	CA ready carbon footprint	2021
	Oak Flats Bowling and Recreation Club	CA accreditation	2011 – 2021
	University of Sunshine Coast	CA ready carbon footprint	2021/2022
	University of Newcastle	CA ready footprint	2020 – 2023
	Western Sydney University	CA accreditation	2021/22
	Australian Catholic University	CA ready carbon footprint	2021/22
	CHOICE	CA accreditation	2017-2021



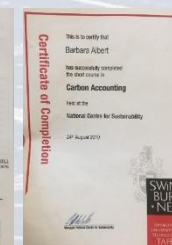
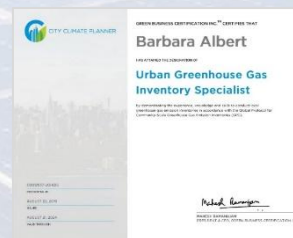
100% Renewables is proudly Climate Active Certified.

We have accredited expertise that can assess any organisation's carbon footprint aligned with best practice.

100% Renewables is a [registered consultant to CLIMATE ACTIVE](#) under **Products and Services, Events, Precincts and Organisations**. Two of our staff are registered consultants with Climate Active.

100% Renewables staff	Products & Services	Organisations	Precincts	Events
Barbara Albert	✓	✓	✓	✓
Theresa Banta	✓	✓	✓	✓

In addition, there are only two people in Australia that are certified Urban Greenhouse Gas Inventory Specialists. Barbara is the [only certified person in NSW](#).



Our Climate Active video series and podcast



100% RENEWABLES' 14-VIDEOS SERIES ON CLIMATE ACTIVE

We are passionate about carbon, energy and net-zero topics and regularly blog and produce relevant videos. One of our video series focuses specifically on achieving Climate Active certification – please click on the link above.

Barbara also hosts a podcast called ***Driving Net Profit with Zero Emissions***, in which we share learnings from organisations leading in climate action.



EXPECTATIONS


Profitable & sustainable
business


Customer & staff
expectations


Reduced
investor risk


Clarity on
climate action


Contribution to
global net zero goal


Target aligned with
maintaining safe climate



PREPARE & ENGAGE

- › Engage key organisational stake-holders to discuss business case
- › Analyse your situation, choose most appropriate SBT approach
- › Select a suitable baseline

WHAT YOU RECEIVE

- ☒ Executive level buy-in and engagement
- ☒ Stakeholders are aligned with your net zero goal
- ☒ Documented SBT method and emissions boundary
- ☒ Included scopes and SBT baseline year



SET TARGETS

- › Calculate comprehensive GHG inventory
- › Develop short-term SBT
- › Develop long-term net zero SBT

WHAT YOU RECEIVE

- ☒ Comprehensive carbon footprint for your business
- ☒ Clarity on whether you need a scope 3 SBT
- ☒ Short-term science-based target and target year
- ☒ Long-term net zero target and target year



DEVELOP STRATEGY

- › Develop net zero strategy
- › Model emissions reduction initiatives to meet targets
- › Align decarbonisation strategy with Sustainable Development Goals

WHAT YOU RECEIVE

- ☒ Abatement pathway out to 2050
- ☒ Staging of cost-effective abatement measures
- ☒ Consensus on the highest priority measures
- ☒ Your core SDGs and alignment to decarbonisation strategy



VALIDATE & COMMUNICATE

- › Target validation by SBTi
- › Communicate target internally and externally
- › Calculate emissions and help you to communicate progress annually

WHAT YOU RECEIVE

- ☒ Sign-off and approval by the Science-Based Target initiative
- ☒ Presentation to internal stakeholders
- ☒ Report which details your targets, strategy, action plans
- ☒ Ongoing help with your annual calculation and comms tasks

THE PAYOFF


Improved profitability
and competitiveness


Increased
innovation


Reduced regulatory
uncertainty


Strengthened investor
confidence and credibility


Future-proofed
growth


Lower emissions,
better reputation

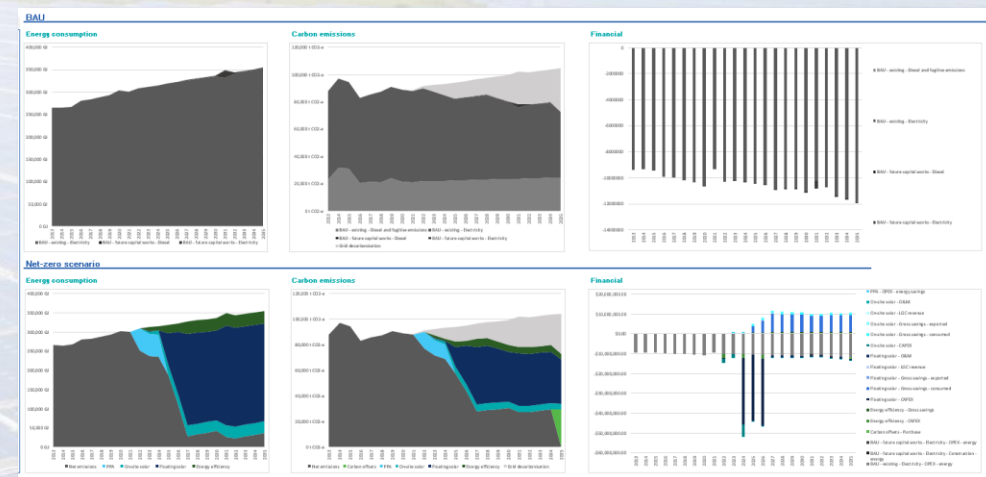
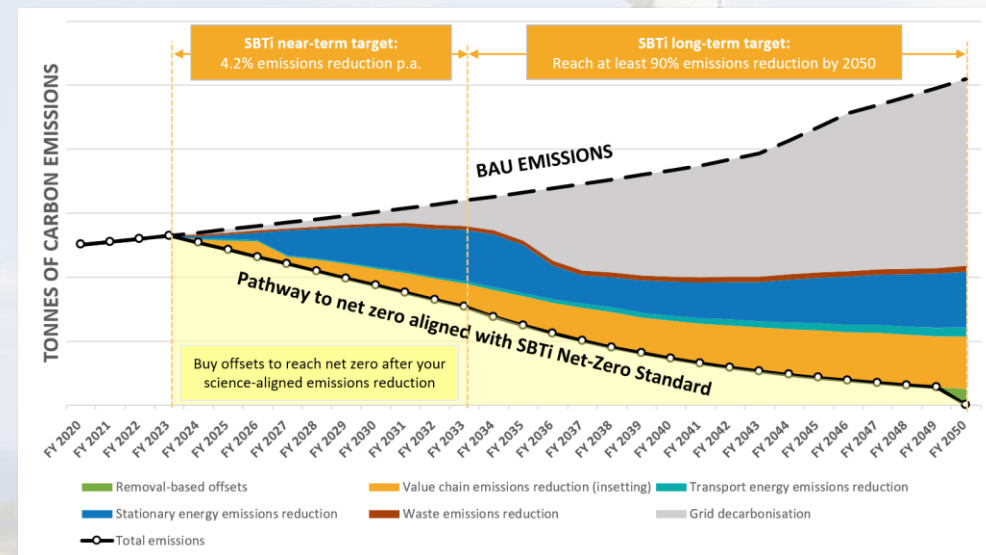
1 MONTH

1 MONTH

2 MONTHS

2 MONTHS

	Client name	Project type	Year
	Sunshine Coast Council	Carbon abatement pathways aligned with SBT Developed SBTi-aligned carbon abatement pathways, as well as accelerated pathways to net zero emissions by 2030 aligned with higher confidence in keeping warming to 1.5C.	2021
	Hunter Water Corporation	Carbon Emissions Reduction Pathways Modelling Tool Developed a data model and modelling tool that informs decision-making regarding the cost, timing and impact of carbon abatement options that will help Hunter Water towards achieving its aspirational goal to be carbon neutral by 2030.	2020/21
	Major food manufacturer	Carbon abatement pathways aligned with SBT Assessed potential carbon abatement pathways to 2025 and 2030 under a Science-Based Target approach, including examining pathways aligned with 'well below 2 degrees' and '1.5 degree' warming.	2019/20



THE PROBLEM



Rising energy prices



Don't know what
investments to prioritise



Pressure from management
to reduce operating costs



No energy management
system in place



Understand what new
technologies are emerging



ENERGY BASELINE

- > Analyse your energy consumption, cost and load profile data
- > Assess opportunities for tariff optimisation, improved rates, power factor correction and peak demand reduction
- > Benchmark your facility or process

WHAT YOU RECEIVE

- ✓ Deep insight into your energy use and cost
- ✓ Clear understanding of your major energy-using processes and equipment
- ✓ Quick win opportunities that you can implement today

1 MONTH



SITE ENERGY AUDIT

- > Visit and audit all your plant and equipment
- > Sub-meter equipment where this is in scope
- > Develop a list of opportunities for consideration
- > Cover energy waste, behaviour, controls, retrofit, replacement, renewable energy

WHAT YOU RECEIVE

- ✓ Detailed itemised database of all your energy-using plant and equipment
- ✓ Long list of all the opportunities that might be available to your plant today and into the future
- ✓ Input into expansion or new works that can improve the efficiency of those projects

1 MONTH



ANALYSIS AND REPORT

- > Agree on priority opportunities to be developed
- > Develop business cases
- > Develop energy audit report
- > Present the energy audit findings to management

WHAT YOU RECEIVE

- ✓ Set of prioritised recommendations for energy and cost savings
- ✓ Short, medium, and long-term action plan
- ✓ Buy-in from senior management
- ✓ Projects to include in your next year's budget

1 MONTH

THE PAYOFF



Significant energy savings



Short and medium-term
action plan



Lower energy
consumption per unit
output

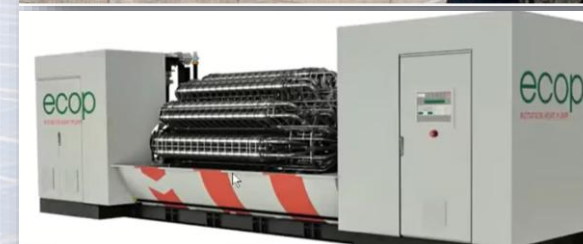
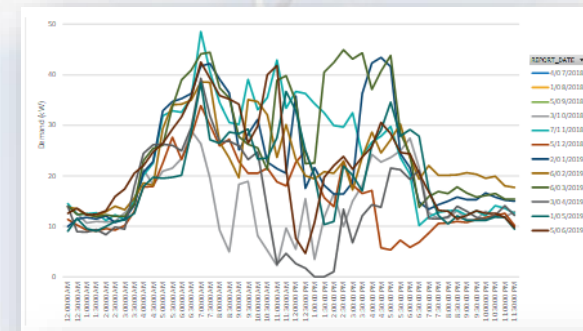


Cost-effective business
cases



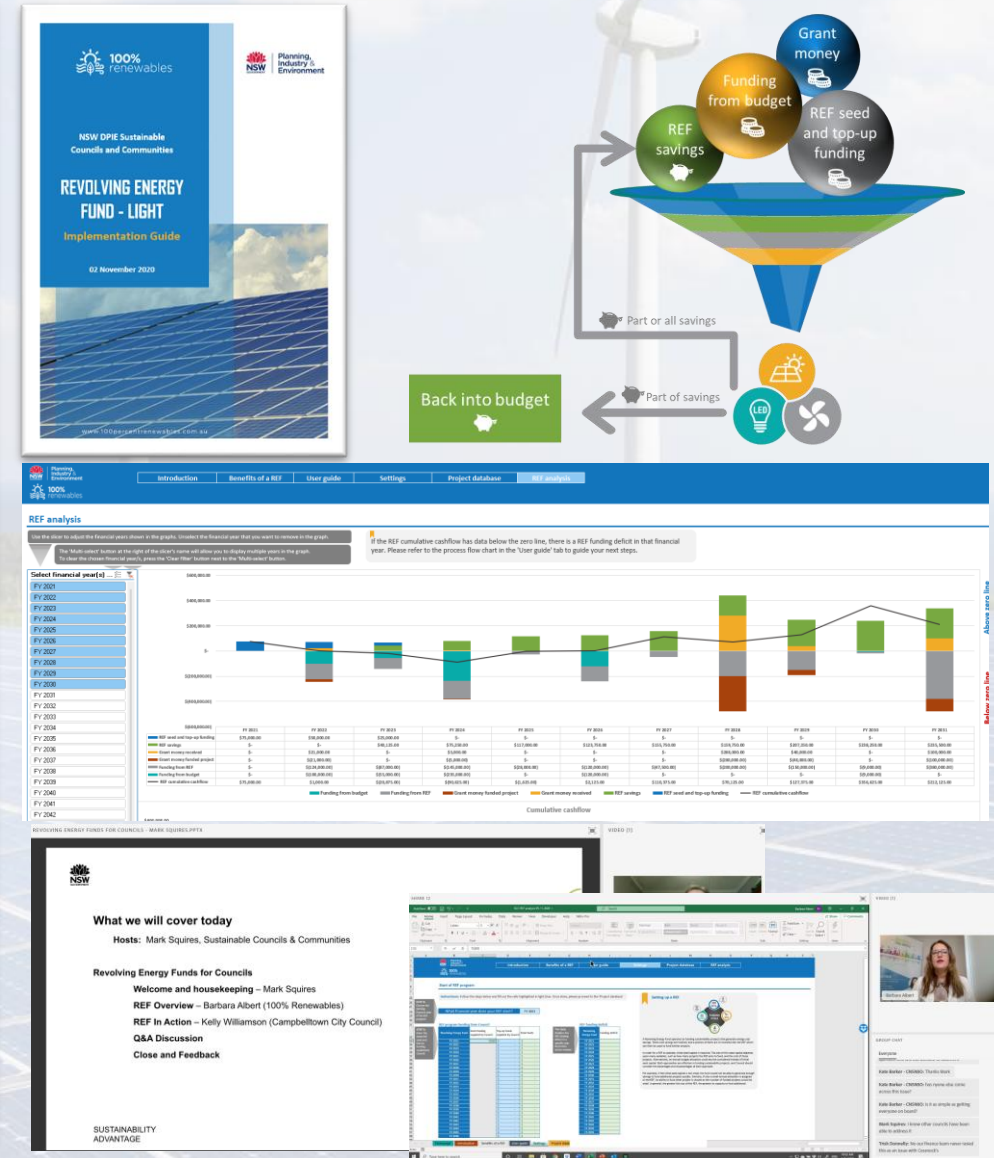
Awareness of newer
technologies

	Client name	Project type	Year
	Far North West Joint Organisation	Energy Action Plan - Bourke, Cobar, Coonamble, and Walgett Shire Councils	2025
	Tamworth Council	Energy audits across 20 facilities	2025
	Lithgow City Council	Energy review and feasibility	2025
	Canterbury-Bankstown Council	Energy audit update Energy audits and plan for 12 of Council's largest energy-consuming facilities	2025 2019
	James Cook University	Energy audit	2024
	Moreton Bay Regional Council	Building Energy Audit	2024
	Narrabri Shire Council	Delivery of Renewable Energy Action Plan (REAP) and Renewable Energy Implementation Plan (REIP)	2024
	Southern Cross	Energy audit for SCC Penrith	2023
	Sydney Grammar School	Energy audit	2023
	Barnardos Australia	Energy audit	2023
	Carrathool Shire Council	Energy Audit and Energy Action Plan	2023
	Griffith City Council	Energy Audit and Energy Action Plan	2023
	Bellingen Shire Council	Energy audit and energy efficiency advice for corporate and community sites and facilities	2022
	Federation Council	Energy audit - Corowa Aquatic Centre	2022
	Taronga Zoo	Energy audits of Taronga and Western Plains zoos sites	2021/22
	VIC Government The Department of Jobs, Precincts & Regions (DJPR)	Agriculture Energy Investment Plan's panel of assessors to conduct on-farm Type 1 and/or Type 2 energy assessments – a total of 29 farms	2021
	Macquarie Agricultural Funds Management Pty. Limited	Agriculture Energy Investment Program Type 2 Energy Assessment	2021
	Ingham's Group Limited	Energy Audit - Lisarow Further Processing Plant	2021
	Northern Beaches Council	Energy audits and plan for 23 of Council's largest energy-consuming facilities	2017/18
	Waverley Council	Facilities Energy & Water Savings Action plan	2016/17
	ACT Government	Expert technical and financial evaluation of greater than \$10m energy efficiency, renewable energy and EV projects	2011-19
	NSW OEHD/DPIE	Energy Saver Program audits for: Greencorp Magnetics, Allied Timber, Falcones Bakery, Leichhardt Aquatic Centre	2012-16



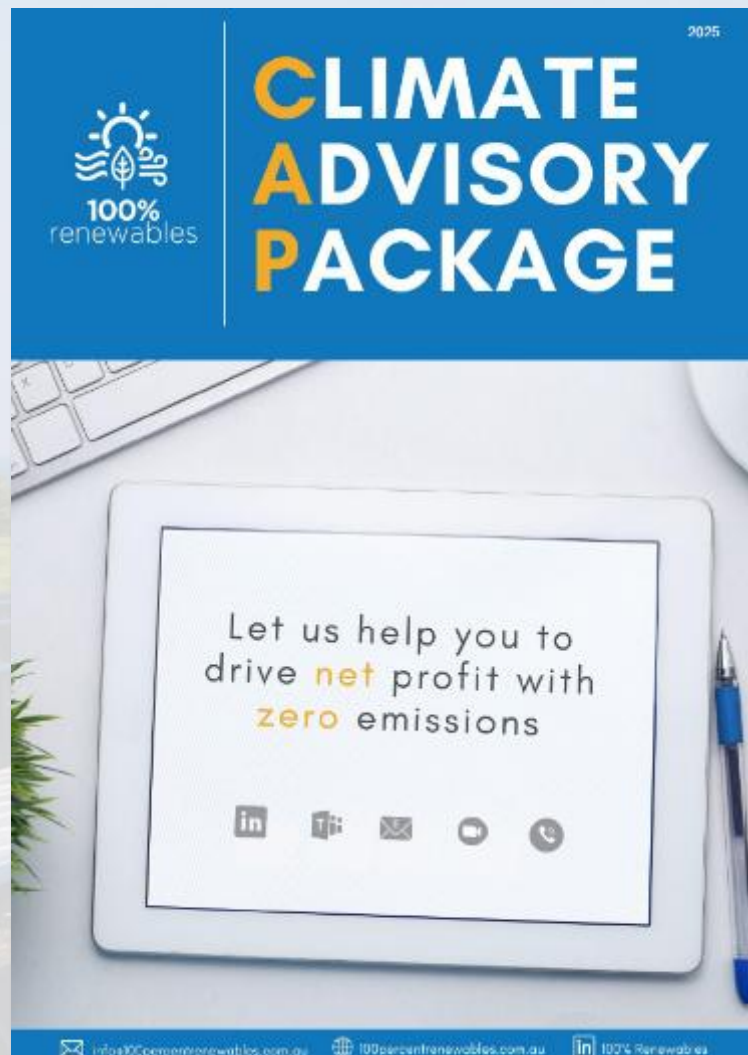
EXAMPLES OF OUR FINANCING OPTIONS AND REVOLVING ENERGY FUNDS EXPERIENCE

	Client name	Project type	Year
	Port Stephens	Revolving Energy Fund (REF) Provision of advice regarding implementation of a revolving energy fund (REF), including modelling of potential future scenarios as well as determination of cashflow arising from historical PV projects.	2023
	NSW Department of Planning, Industry & Environment	Revolving Energy Fund (REF) 100% Renewables was tasked by DPIE to develop an Excel-based finance modelling tool, an implementation guide and a pitch deck to senior management, to help councils with implementing a Revolving Energy Fund. Barbara Albert also presented at a council webinar in Nov on implementing the newly developed finance modelling tool.	2020
	Nambucca Valley Council	Financing strategy for renewable energy plan Development of a financing guide for RE/EE programs, analysis and short-listing options for Council, analysis of shortlisted options against Council's RE plan, selection of best-fit financing strategies to maximise returns and expedite implementation of Council's plan.	2018/19
	Northern Beaches Council	Financing options for clean energy 100% Renewables worked with NBC to identify and analyse options for financing their clean energy projects. Options were developed via workshops with Council staff and a proposed financing guide developed based on the outcomes. A final Financing options guide was delivered via webinar to multiple councils participating in OEH/DPIE's Sustainability Advantage program	2018



CLIMATE ADVISORY PACKAGE

(previously *ENERGY-ON-CALL*)



“Climate Advisory Package” (CAP) will give you access to net zero experts who are readily available and able to provide support on an as-needs basis to respond to a range of support needs or queries.

What are we trying to achieve with Climate Advisory Package?

- Support you with your emissions reduction and net zero needs
- Provide – on average – a few hours of support and advice each month
- Simplify your procurement by providing a low-cost service that can be renewed once you have used your full allocation or full subscription.



Planning,
Industry &
Environment

City of
Bayswater



SUMMIT
Fleet Leasing and Management



SCENIC RIM
REGIONAL COUNCIL



 **Sunshine Coast**
COUNCIL

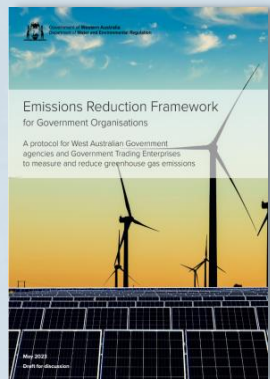


Blacktown
City Council



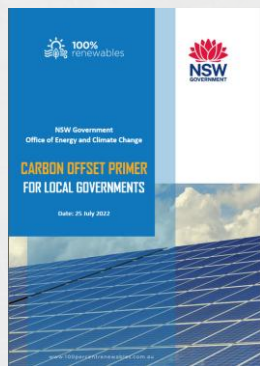


TRAINING AND GUIDE DEVELOPMENT EXPERIENCE



Western Australia Emissions Reduction Framework for Government Organisations

We are currently working with the WA Department of Water & Environmental Regulation to develop a comprehensive emissions reduction framework and associated technical guidelines. This framework helps WA agencies and GTEs develop their emissions profile and emissions reduction plan.



Carbon Offset Primer for Local Governments

100% Renewables was commissioned by the NSW Office of Energy and Climate Change (OECC) to develop the carbon offset primer to give local councils the information to evaluate the potential for offsets as part of their net zero plans as a purchaser and potentially as a developer.



Transition to Net Zero: Local Government's Role

100% Renewables was commissioned by the NSW Office of Energy and Climate Change (OECC) previously DPIE via Sustainable Councils and Communities (SCC) Program to develop this guide to outline the role that local governments can play in meeting NSW's emission reduction objectives.



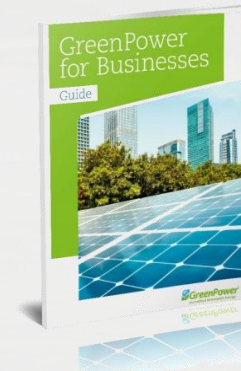
Revolving Energy Fund Implementation Guide and Excel Tool

As part of the Sustainable Councils and Communities and Sustainability Advantage programs, 100% Renewables was commissioned to develop a set of resources to assist councils to pitch, design, develop, implement and manage a successful Revolving Energy Fund (REF).



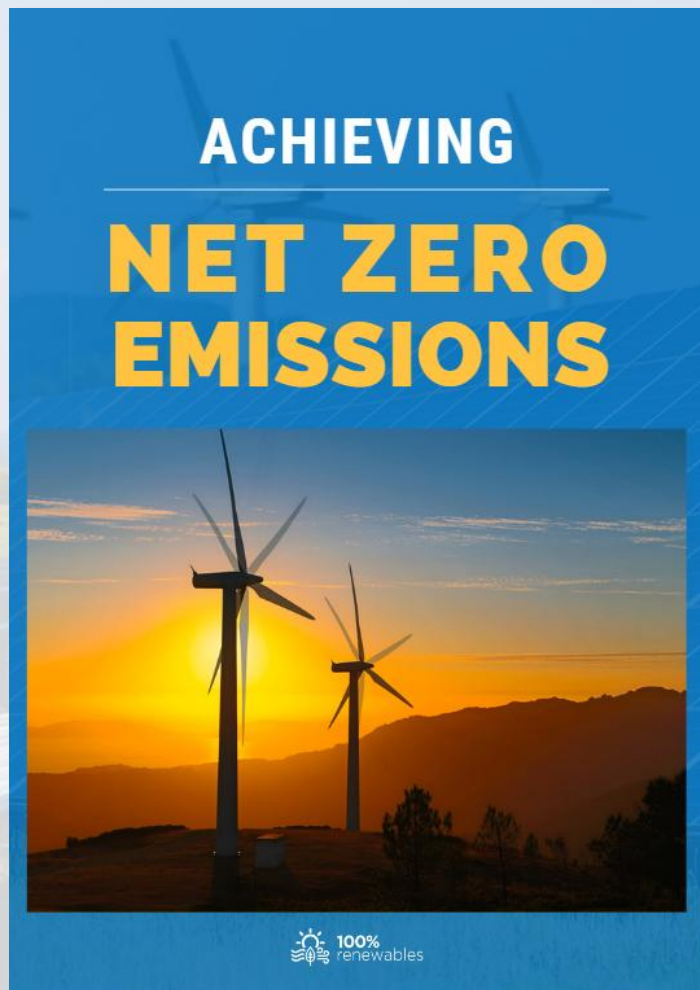
Hot Water Guide for Residents and Businesses

100% Renewables developed the NSW Hot Water Guide for Residents and SMEs for the Department of Planning & Industry in 2018. This guide has been prepared to provide households and small businesses with information to select the best hot water system for your specific circumstances and needs.



GreenPower® Guide for Businesses

100% Renewables developed the GreenPower Guide for Businesses for the National GreenPower® Accreditation Scheme in 2018. The 44-page guide can help Australian businesses make educated decisions about how to achieve their sustainability goals using renewable energy.



Achieving Net Zero Emissions
100% renewables

WHO CAN YOU TURN TO FOR HELP?

The task to develop your carbon footprint and your net zero journey is not an easy one. We recommend that you get help. The following table will help you with selecting an appropriate provider.

What are you trying to achieve?	Who can you engage?	Local or remote?
Develop your carbon footprint	Sustainability or net zero consultancy	Can be done remotely
Install solar and battery storage	Solar installers	Local
Renewable electricity supply	- Your retailer if you are a smaller company - Your retailer or broker if you are a bigger company	Remote
Develop a net zero strategy	Sustainability or net zero consultancy	Can be done remotely but ideally with some onsite analysis and engagement
Climate Active certification	Climate Active registered consultants	Can be done remotely
Set a target in line with science	Sustainability or net zero consultancy	Can be done remotely



Achieving Net Zero Emissions
100% renewables

WHAT WILL BE YOUR NEXT STEPS?

Reflect back on what you learned today. What will be your next steps? Will you develop your carbon footprint, will you work on a decarbonisation or net zero strategy? Will you investigate going carbon neutral under Climate Active? What else would you be working on?

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HOW WILL YOU TELL YOUR STORY?

As you go down the net zero path, you will experience ups and downs. Some things will go really well, but you may struggle with some challenges. It's important to not give up and keep working towards the outcomes you are seeking.

As you go on this journey, you can share your stories with others so that they can learn from our experience. A good example is our ["Achieving Net Profit With Zero Emissions" Podcast](#). How will you tell your story? How will you tell the world about your net zero efforts, such as on your webpage, your social, your brochures?

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29

Achieving Net Zero Emissions
100% renewables

YOUR NOTES

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30

Learner Guide - Achieving Net Zero Emissions

This learner guide was used during a two-hour masterclass, which Barbara Albert delivered across Central Queensland to help over 100 SME businesses succeed in an economy that is transitioning to net zero.

HOW TO ACHIEVE NET ZERO EMISSIONS



Net zero is achieved when your organisation's residual emissions are balanced by greenhouse gas removals or offsets.

Working towards net zero means focusing on deep decarbonisation of your business and value chain. When you have maximised your abatement, you use carbon offsets or removals to reach net zero.

How to Achieve Net Zero Emissions

ACHIEVING NET ZERO

The first step is to set a net-zero target [prior to 2025](#) and to set the boundary of what emission sources you will include in your net-zero target. Identify the boundary of emission sources reflects all material emissions in your operations and your value chain, for example, aligned with the [Climate Action Standard](#). You then move on to develop your carbon footprint, analyse how you will grow over the

next several years, and project your expected future emissions. You develop a [plan to achieve net-zero emissions](#), based on business cases that are cost-effective and staged over time. You plan for the net-zero projects to be delivered to achieve net-zero by the target year. And every year, you keep implementing projects that will bring you closer to your goal.



Our recommended method on how you can achieve net zero



Figure 1: How you can achieve net zero

While this process is the most efficient way to work towards net-zero emissions, your organisation's pathway will be uniquely yours. Achieving net zero may be an iterative process for you. You may start with a carbon footprint that initially only considers scope 1 and 2, or you may begin to implement initiatives without having an overarching strategy in place. Like [Google](#), CEO of NET-ZERO, said in her [recent interview](#), you need to start

somewhere, seek the help of experts and keep going until you reach your goal. In addition to working towards your net-zero target, which will be some time in the future, you can also go carbon neutral right away by [becoming certified under Climate Action](#).

How to Achieve Net Zero Emissions

SET A NET-ZERO TARGET IN LINE WITH SCIENCE

Science-based targets (SBTs) are greenhouse gas emissions reduction targets necessary to meet the goals of the Paris Agreement – to keep global temperature increase within 1.5°C compared to pre-industrial temperature levels.

You can have your science-based target validated by the [Science-Based Targets Initiative \(SBTi\)](#), which offers a credible, globally recognised approach for setting carbon reduction targets. If you employ under 500 people, you can apply to have your target validated under the [streamlined route for SMEs](#).

NEAR-TERM AND LONG-TERM NET ZERO TARGETS

In late 2021, the SBTi released the first global science-based framework for companies to set net-zero targets.

The [Paris Agreement](#) defines 'near-term' and 'long-term' science-based targets. For most companies, you must achieve emissions reductions of at least 4.2% p.a. for near-term targets and must reach 90% emissions reductions by 2050 at the latest as your long-term target. To achieve net zero, you can offset

the remaining 10% of your emissions via greenhouse gas removals.

If you are looking to achieve carbon neutrality on the way to net zero, you can [become certified under Climate Action](#).

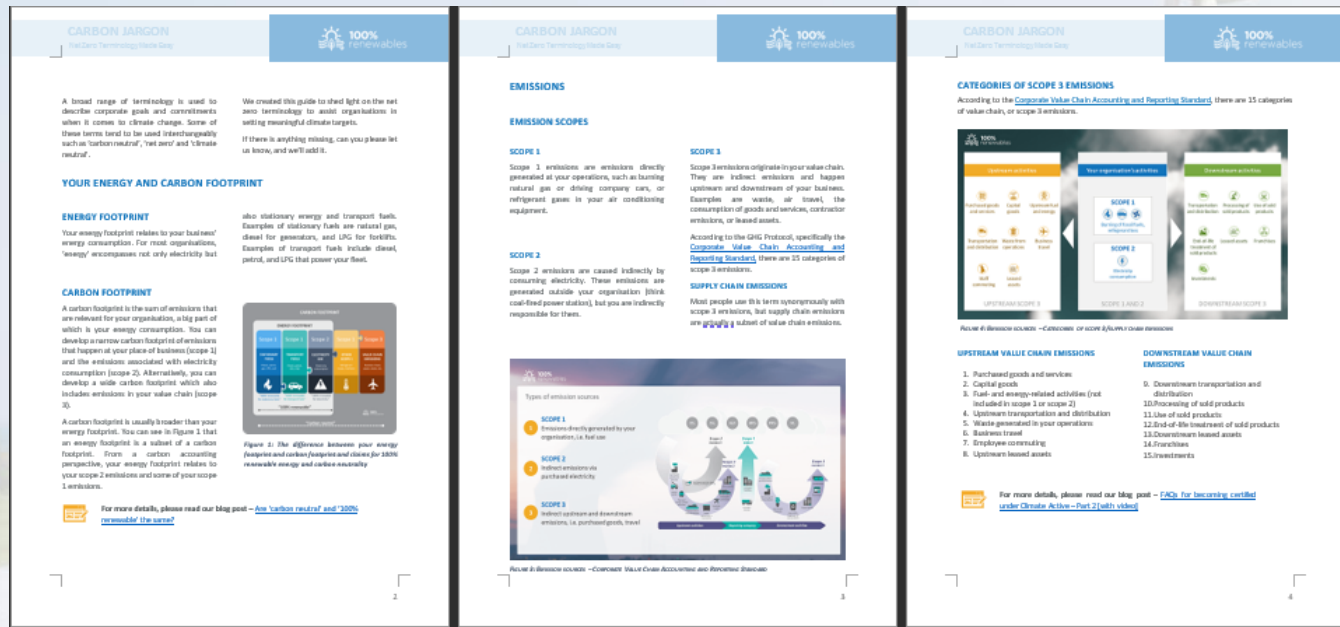
DEVELOPING YOUR SCIENCE-BASED TARGETS

1. [Engage your stakeholders](#) to discuss the business case for setting a science-based target.
2. Analyse your situation and choose the most appropriate SBT approach.
3. Select a baseline year.
4. Calculate your carbon footprint (please refer to the next section in this guide).
5. Set your short-term science-based target for the next 5-10 years.
6. Set your long-term target in line with global net-zero scenarios.
7. Communicate your targets internally and externally.
8. Optional: Get your target validated by the SBTi.



How to Achieve Net Zero Emissions

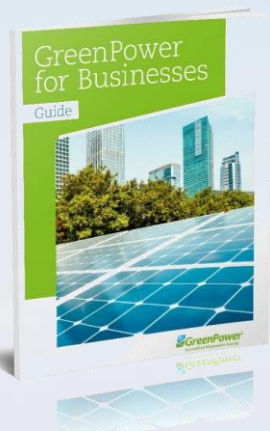
Net zero is achieved when your organisation's residual emissions are balanced by greenhouse gas removals or offsets. Working towards net zero means focusing on deep decarbonisation of your business and value chain. When you have maximised your abatement, you use carbon offsets or removals to reach net zero.



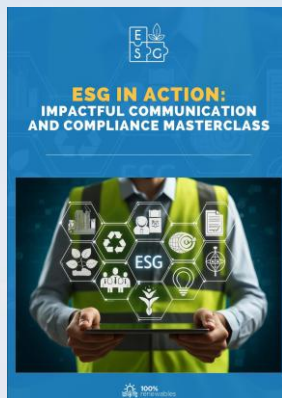
Carbon Jargon: Net Zero Terminology Made Easy

A broad range of terminology is used to describe corporate goals and commitments when it comes to climate change. Some of these terms tend to be used interchangeably such as ‘carbon neutral’, ‘net zero’ and ‘climate neutral’.

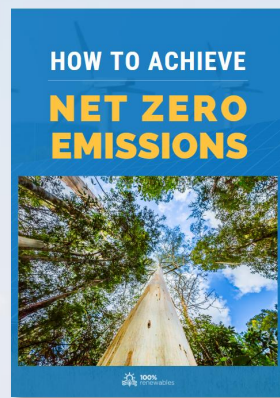
We created this guide to shed light on the net zero terminology to assist organisations in setting meaningful climate targets



GreenPower® Guide for Businesses



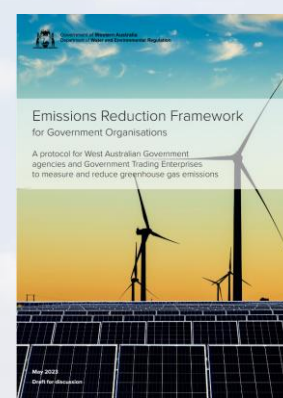
ESG in Action – Masterclass Guidebook



How to Achieve Net Zero Emissions



Carbon Jargon: Net Zero Terminology Made Easy



Western Australia Emissions Reduction Framework for Government Organisations



Renewable Energy Blueprint for Local Governments



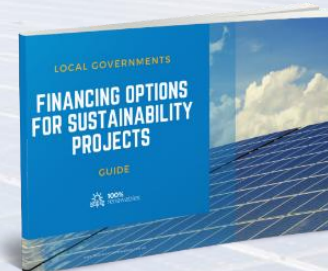
Revolving Energy Fund Implementation Guide and Excel Tool



Short course on navigating the new ASRS legislation for businesses



Best practices in low carbon procurement



Financing Options for Sustainability Projects



Hot Water Guide for Residents and Businesses

- Barbara Albert is one of the faculty members in the [Executive Program in Sustainability Management](#) at the [The European Institute of Innovation for Sustainability \(EIIIS\)](#). She is alongside experts like: **The Climate Council** - Tim Flannery (*Author and Founder*), **MIT Senseable City Lab** - Carlo Ratti (*Director of MIT Senseable City Lab*), **Amazon** - Richard Loretto (*Director of Circular Economy*), **United Nations** - Gladys H. Morales (*Global Head of Innovation*), **GE** - Solène Michaud (*Sustainability Leader*), **BMW Group** - Janine Thies (*Circular Economy Manager*), **adidas** - Drishti Masand (*Sustainability Manager*), **Nestlé** - Ulla Luhtasela (*Nordic Head of Sustainability*), **Ferrero** - Luca Di Leo (*Head of Global Corporate Communications*), **WWF** - Andreas Beckmann (*CEO*) and many more...
- The course is a blend of self-paced learning with structured deadlines and a Networking Event in Rome. It kicks off in November 2023 and spans a 10-week duration, requiring a commitment of 3 hours per week. Modules are released every two weeks on the Executive Online Campus, and the modules that Barbara is teaching are 'Net Zero Strategy', 'Carbon Neutrality' and 'Science Based Targets'.



The program

Try now Module 1 for free!

Module 01	Introducing Ecological Transition	▶	Module 04	Net Zero Strategy and Carbon Neutrality	+
Module 02	The Challenges of Ecological Transition	+	Module 05	Circular Economy to rethink our business model	+
Module 03	The Energy Transition	+	Module 06	Becoming an Ecological Transition Manager	+



- › Barbara delivered a keynote and participated in a panel discussion at the *"Living Futures: Moving Towards Net Zero - Opportunities and Challenges for Businesses"* event for the [North Sydney Living Futures Sustainability Festival](#), a week-long event by North Sydney Council and CitySwitch. She talked about strategies, opportunities, and challenges for businesses in moving towards net zero, 27 April 2023.



Daniella Mac Dowell de Bastos Martins • 1st
Sustainable Business Program Manager - CitySwitch and Better Business Partnershi...
8h • 🌱

What an inspiring morning listening to [Barbara Albert \(She/Her\)](#), Co-CEO of 100% Renewables, and Adam Esfandiary, Senior Sustainability Consultant for Cundall, on why and how businesses are working towards a net zero future at [CitySwitch Leadership Network](#) North Sydney Network Breakfast.

#sustainability #future #netzero #renewables #sydney #cityswitch



Sarah Rhodes • 1st
Environmental Sustainability Change Maker at Plastic Free SEA
6h • 🌱

Wondering what the difference between carbon neutral and net zero is?

[Barbara Albert \(She/Her\)](#) from [100% Renewables](#) explains!

Last week I had the pleasure of joining a great networking and informative event on how to become net zero in business, hosted by the brilliant [Daniella Mac Dowell de Bastos Martins](#) for City Switch and [North Sydney Council](#).

It's possible, urgent and achievable! 🌱

#netzero #carbonneutral #sustainability101 #sustainablebusiness #plasticfreesea



Anchu Sathyaprakash • 2nd
Master of Architectural Science (High Performance Building a...
1d • 🌱

+ Follow ...

Had an inspiring morning attending the [CitySwitch Leadership Network](#) - Moving Towards Net Zero event with [Barbara Albert \(She/Her\)](#) from [100% Renewables](#)

As I have just started with my sustainability in the build environment journey, listening to these amazing and passionate individuals talk about their vision, mission and work in specializing development of net zero strategies was one to not miss.

#livingfutures #Sustainabilityfestival # #sustainability #netzero #netzerocarbon



Karine Smyth (She/Her) • 1st
Business strategy & transformation | ESG | Diversity Equity & Inclusion | MBA
6h • 🌱

What a great series of free events this week by [North Sydney Council](#) - this morning I was fortunate to attend 'Moving towards net zero' with [Barbara Albert \(She/Her\)](#). So grateful to get some clarity on such a complex and overwhelming topic, and actionable next steps for businesses.

A snippet of what I've learnt:

* the difference between Carbon Neutrality (short term interim measures offsetting our ongoing emissions) and Net-zero emissions (long term achievement of having reduced emissions to a bare minimum AND balanced those with removal-based offsets)

* the difficulty of trusting the validity of offsetting solutions: we need to ensure the projects we are funding are additional, permanent and that there is no leakage (Gold standard backed by WWF is a good way forward to protect against accusations of greenwashing)

* the range of actions any business can take is vast, and urgency demands immediate steps even if they are imperfect: don't get deterred by the fact that we don't yet have all the answers on recycling solar panels or EV batteries, we have industries working on those solutions and we need to take a leap of faith / accept current trade-offs, given the imperative to reduce emissions asap.

* we're now at the point where the direct cost and impact of inaction is greater than the cost of action for companies: from international trade implications (especially with the EU since the introduction of the carbon tax), to consumer, employee and investor pressures, all converge in making Net Zero an opportunity for businesses. This transformation is exciting!

Looking forward to diving into your podcast for more [Barbara!](#)
Thanks [Daniella](#) and CitySwitch for this event!

#sustainability #transformation #opportunity #netzero

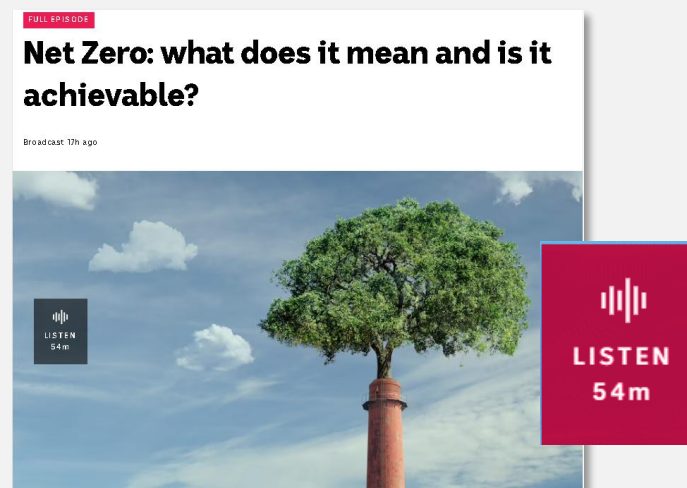
- › Barbara Albert was one of the speakers at QPAC at the "Net Zero: Investing In The Future" event at the [World Science Festival Brisbane \(WSFB\)](#), an annual science festival produced by the World Science Foundation, a non-profit organisation headquartered in New York City, with its Asia-Pacific event being held in Brisbane. She talked about the transition to net zero and the importance of climate literacy, 24 March 2023.



Barbara Albert and Patrick Denvir
Co-CEOs of 100% Renewables at the WSFB
event, March 2023



From left to right: **Fran Kelly**, ABC journalist; **Bronwyn Harch**, Chief Scientist QLD; **Simon Holmes-a-Court**, Entrepreneur; **Barbara Albert**, Co-CEO – 100% Renewables; **Graeme Wood**, philanthropist and founder Wotif.com



Their discussion was released in [ABC's Big Ideas Podcast on Net Zero](#). Please listen to know more about one of our biggest challenges, **climate change**.



Catherine Pemberton • 1st
Corporate Affairs Director | Reputation Strategy | Internal & External Co...

3h ...

What an outstanding contribution you are making to this important topic **Barbara Albert (She/Her)**. Your understanding of the big picture: supply chain complexities, corporate culture, behaviour change and more, as well as your ability to pragmatically drill down into the detail is just unparalleled. You are an asset to Australia's corporate world, and particularly our manufacturing industry. Thank you for doing what you do and so generously sharing your knowledge.

- Barbara was one of the keynote speakers at the [“Turning the Dial”](#) event, hosted by the [Department of Primary Industries and Regional Development \(DPIRD\)](#) in WA. This two-day event was designed to share insights and expertise on the topics of food waste, sustainable packaging and sustainability beyond an environmental lens. Barbara presented in a workshop on Net Zero and ESG Strategies virtually, 27-28 Feb 2023.



- Barbara Albert was a keynote speaker in ["Towards Net Zero: networking evening"](#) hosted by [Northern Beaches Council](#) (NSW) and shared her insights on Net Zero and the steps businesses can take to reach this important goal, 22 Feb 2023
- Barbara Albert presented a topic on ESG and achieving net zero to the University of Queensland at the [UQ Compliance Network](#) meeting. She covered the topics on SDGs, Times Higher Education Rankings (THE), net zero challenges and opportunities, setting targets, and pathways to achieving net zero, 24 Nov 2022.
- Barbara Albert and Patrick Denvir presented the Ballina Shire Council's Corporate Emissions & Renewable Energy Action Plan in a workshop for the executive leadership team of the council, Oct 2022.

“

Hi Barbara! I just wanted to reach out with another thank you for your amazing work in supporting our Turning the Dial event. Feedback from the event and follow-up feedback since then both point to your workshop as a **key highlight** for the audience.

You absolutely nailed the livestream, engaged the entire audience and cemented your position as a leader in the sustainability and net zero space. Your contribution helped ensure the success of Turning the Dial, and inspired a new generation of sustainability leaders.

Thanks so much again for your support and involvement, we hope to have the chance to work with you and your team again soon.

**KENDAL BECU, PROJECT OFFICER - INVESTMENT SERVICES,
DEPARTMENT OF PRIMARY INDUSTRIES AND REGIONAL
DEVELOPMENT**

“

Working with Barbara, her presentation was brilliant, content was exactly what we were after, delivered in a very engaging and interesting way. It's always a pleasure working with Barbara and the 100% Renewables team, highly professional and easy to communicate with.

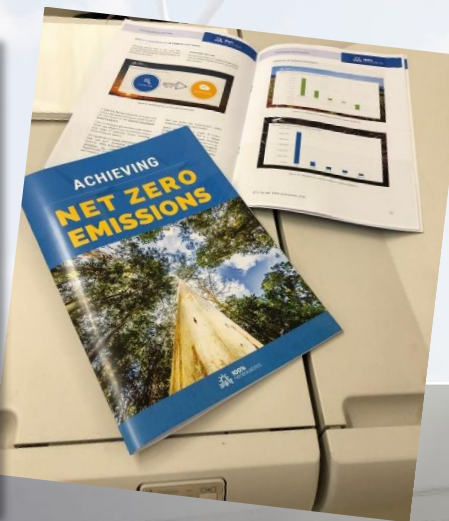
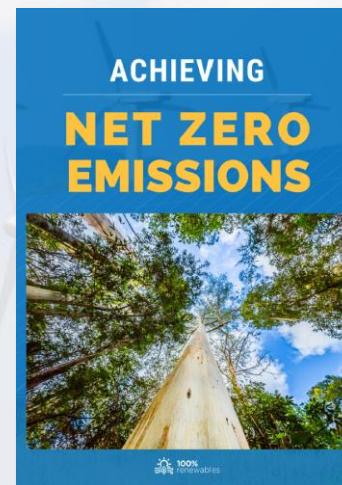
**KIRSTIE RICHARDSON BULL, SUSTAINABILITY OFFICER,
NORTHERN BEACHES COUNCIL**



- Barbara Albert presented to businesses in [Mackay](#), [Emerald](#), and [Gladstone](#) in Central Queensland sponsored by [NBN](#), [Queensland Government](#) and [AusIndustry](#). She kicked off with a keynote on why it is important to move towards net zero, which was followed by presentations from BHP, Rio and Sojitz, each speaking about their own emissions reduction efforts and value chain requirements. Barbara then delivered a two-hour masterclass to help businesses succeed in an economy that is transitioning to net zero. Over 100 SMEs attended, Nov 2022.



NET ZERO Industry Briefing and Masterclass at Mackay



Speakers in Emerald: Ashleigh Kavanagh (CHDC); Stephen Smith (Rockhampton Manufacturing Hub / RDMW); Mick Allen (NBN Co); Barbara Albert (100% Renewables); Adrienne Rourke (AusIndustry); and Anne Houston (Sojitz Blue)

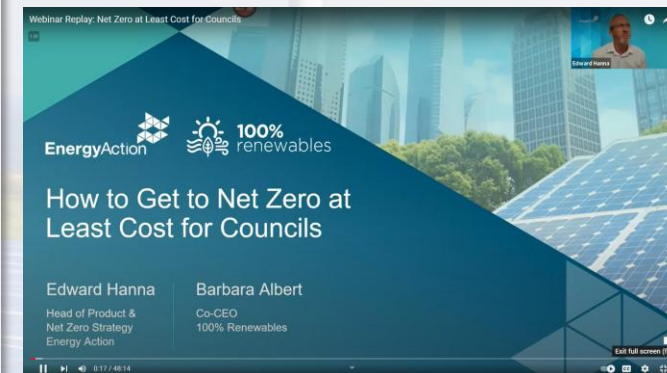


'Net Zero and your business' event at Gladstone

- Barbara Albert delivered a keynote presentation for the online kickoff of "Working towards Net Zero" sponsored by [AusIndustry](#). This event was part of the [Entrepreneur's Programme's](#) Net Zero Smart Project on how you can measure your carbon footprint and develop decarbonisation strategies to be equipped for future net zero supply chains, November 2022.
- Barbara Albert presented on sustainability leadership for universities at an [IRU \(Innovative Research Universities\)](#) event hosted by Western Sydney University to talk about the progress of the university sector on net zero commitments and Australia's performance on THE Impact Rankings for 2022, 30 August 2022.
- Barbara Albert and Patrick Denvir spoke at the [Commonwealth Entrepreneurs Program](#) event and introduced about 60 businesses to net zero and Climate Active carbon neutral strategies and opportunities through the program, 22 Aug 2022.
- Barbara Albert presented at a webinar run by Local Government NSW on "[Revolving Energy Funds: Why you need one and modelling the outcome](#)". Local governments that are interested in setting up a Revolving Energy Fund can get funding from the NSW Government to help them on their journey, 17 August 2022.
- Barbara Albert delivered several net zero trainings to the *Australian Government's Entrepreneurs' Programme* facilitators from Queensland and Western Australia, August 2022.
- Barbara Albert was one of the speakers at the [Accelerate Manufacturing: Western Downs Manufacturing Conference](#) held at the Dalby Events Centre, an event organised by *Western Downs Regional Council*. Barbara talked about strategies for manufacturing businesses to reach net zero, 25 May 2022.
- Barbara Albert was one of the speakers in Part 2 of the webinar series delivered by the *Australian Government's Entrepreneurs' Programme* called "[What does 'Net Zero' mean for Australian small-medium businesses?](#)" in which she explained the fundamentals of net zero to Australian small and medium-sized businesses, 27 April 2022. This was later released in a two-part podcast episode of our '[Driving Net Profit with Zero Emissions](#)'. In the [first part](#) of the recording, Barbara introduced carbon accounting, carbon scopes, calculating your carbon footprint and developing decarbonisation and net zero pathways. In [part 2](#) of this special recording, Barbara introduces important concepts, such as carbon offsetting, carbon farming, and insetting, which are ingredients for a Net Zero or carbon neutral strategy.
- Barbara Albert was one of the speakers in *NSW Government's Sustainability Advantage's Webinar - Councils' Net Zero Emissions*, in which she shared our experience with [developing net zero plans for local governments](#), the growth in net zero commitments for NSW and barriers to local governments committing to and achieving net zero, 06 April 2022



- Barbara Albert had a conversation with Saul Griffith, co-founder and chief scientist at Rewiring Australia and Rewiring America in [“The Big Switch with Saul Griffith: Electrify Everything!”](#) webinar to talk about the general themes around an Australian approach to electrification/renewables with a general discussion on what this would mean politically, environmentally, for individuals and as a nation, 23 March 2022
- Barbara Albert facilitated a webinar to councils in Central NSW Joint Organisation (CNSWJO) on implementing [Revolving Energy Funds](#), a finance modelling tool developed by 100% Renewables under the Sustainable Councils and Communities (SCC) Program of NSW Department of Planning, Industry & Environment (DPIE), February 2022.
- Barbara Albert co-hosted a webinar with Edward Hanna, Head of Product Strategy & Net Zero at [Energy Action](#) called [“How councils can reach Net Zero for least cost”](#), in which they looked at what councils are leading and which options would best help local governments reduce their energy emissions, 09 December 2021.
- Barbara Albert was [a guest and chatted](#) with Jo Taranto of Good for the Hood about how business leaders can translate science into clear sustainability strategies, 17 September 2021.
- Barbara Albert was the main speaker at a breakfast event run by the Sydney Rotary Club called ["Code red" for our climate and how business can act](#). Her presentation talked about the latest IPCC report and the role that businesses can play in achieving the deep emissions cuts needed to maintain a safe climate, 03 September 2021.
- Barbara Albert was one of the speakers in one of the webinar series called [“What does "Net Zero" mean for Australian small-medium businesses?”](#) that leads the ‘Business Decarbonisation Pathways – Working toward Net Zero SMART Supply Chain’ project delivered by the Australian Government's Entrepreneurs’ Programme. She talked about the ‘carbon jargon’, scope 1, 2 and 3 emissions, carbon footprint calculation, decarbonisation solutions and carbon offsets, 26 August 2021.
- Barbara Albert co-hosted a webinar with [John Huggart](#), CEO of [Energy Action](#) called [“How to Get to Net Zero without Costing the Earth”](#), in which they shared advice on how organisations can reach net-zero at lowest cost. Key areas we discussed include boundaries and emissions you should include in your carbon footprint and net-zero ambition, and examples of emissions reduction initiatives, 19 August 2021.
- Barbara Albert was one of the speakers in the *Climate Active new electricity accounting rules* for the Climate Active Program, 20 May 2021.



- › Barbara Albert was one of the speakers in a webinar series conducted by The Net Zero Emissions Implementation (NZEI) team at the Department of Planning, Industry & Environment (The Department) and delivered a presentation on “[Best Practice Climate Action Strategies for Local Governments](#)”. In this session, Barbara showed how engagement at ELT and Councillor level during this process leads to informed decision-makers, adopted plans and ambitious targets, April 2021.
- › Barbara Albert was one of the speakers in a webinar to *Cities Power Partnership (CPP)* member councils about establishing and maintaining Revolving Green Funds. The webinar covered the process of setting them up, the type of projects that can be funded, challenges and lessons learned as well as the demonstration of the Excel tool developed by 100% Renewables for NSW government to model outcomes, March 2021.
- › Barbara Albert facilitated a webinar in November 2020 to councils on implementing [Revolving Energy Funds](#), a newly developed finance modelling tool by 100% Renewables under the Sustainable Councils and Communities (SCC) Program of NSW Department of Planning, Industry & Environment (DPIE), Nov 2020.
- › Barbara Albert was [one of the speakers](#) in the [13th Energy Storage World Forum Virtual Conference](#), 25-27 November 2020. Her talk focused on NSW as a Renewable Superpower and the journey to net-zero.
- › Presentation to the Uniting Church Monthly Synod Emissions Reduction Working Group Meeting on the “Pathway to Net Zero”, Aug 2020.
- › Presentation to the **Maribyrnong community in Melbourne** on emissions trends and barriers to the uptake of renewables, as well as [considerations for the development of climate emergency plans](#), April 2020
- › Barbara Albert presented at the Energy Leaders Forum in Sydney, Nov 2019, where she was also awarded the [Energy Leaders 2019 award](#)
- › Barbara Albert presented at the Renewable Cities Conference in Adelaide, May 2018 - <https://100percentrenewables.com.au/three-case-studies-local-governments-nsw-ramping-renewables/>
- › Barbara Albert presented at Renewable Cities Australia Forum, 2016 to 2018 - <https://100percentrenewables.com.au/impressions-inaugural-renewable-cities-australia-conference/>
- › Barbara Albert presented at the North Coast Energy Forum, Nov 2016 - <http://ncef.net.au/2016-forum/speakers-and-presenters/>
- › Financing options for local councils – webinar for Sustainability Advantage councils
- › Financing options for local councils – webinar for Cities for Power Partnerships



A person wearing a grey suit is seated at a wooden desk, with their arm resting on the surface. A laptop is open in front of them. The right side of the image is partially covered by a blue overlay containing text and a logo.

MEET OUR DELIVERY TEAM



BARBARA ALBERT

Co-CEO

ESCALATION, ENGAGEMENT
DESIGN INPUT



PATRICK DENVIR

Co-CEO

STRATEGIC INPUT, SUBJECT MATTER
EXPERTISE, QUALITY ASSURANCE



IAN SWAIN

*Principal Consultant/
Senior Manager*

PROJECT MANAGER, CLIENT AND
STAFF ENGAGEMENT



**SIGGY (SIEGLINDE)
LENDERING**

Project Manager



DARYL CIELO

*Energy and Carbon
Consultant*



JADE GONZALES

*Energy and Carbon
Consultant*



THERESA BANTA

*Energy and Carbon
Consultant*



MARK GULA

*Energy and Carbon
Consultant*



MONN BALDEO

*Energy and Carbon
Consultant*



PAULA OLAGUER

*Energy and Carbon Data
Analyst*



RAV LLAVE

*Energy and Carbon Data
Analyst*



STAR DORADO

*Executive Assistant
To the Co-CEOs*



HIELA GRACE TAMBA

*Marketing and Design
Coordinator*



Qualifications/expertise
M.A. Commerce
Carbon expert
Author and podcaster
26 years experience



BARBARA ALBERT
Co-CEO



PATRICK DENVIR
Co-CEO

Qualifications/expertise
MSc Energy Utilisation
Renewable energy expert
Net zero expert
28 years experience



IAN SWAIN
*Principal Consultant/
Senior Manager*

Qualifications/ expertise

- › BA, BSc, Graduate Diploma (Resource & Env. Management), Master of Environmental Science, ANU
- › Expertise across landfill waste, sequestration modelling and fleet transition analysis
- › Policy and program design, development & evaluation
- › Project delivery & stakeholder engagement
- › Technical advice and analysis
- › Energy modelling



SIGGY LENDERING
Project Manager

Qualifications/ expertise

- › MSc Industrial Eng & Mgt., Univ. of Twente
- › MBA Exchange Program, California State Univ.
- › Certified in PMM - Project Management Methodology
- › Management consulting
- › Business process improvement
- › Business dev't & strategy
- › Project management
- › Change management
- › Stakeholder engagement
- › Data analysis



DARYL CIELO
Energy and Carbon Consultant

Qualifications/ expertise

- › MEng Engineering Studies Mechanical Engineering, Univ of Auckland
- › B.Eng. Mechanical Engineering, UP Dil
- › Energy/carbon data analysis
- › Project management
- › Building sustainability and energy efficiency
- › Engineering product development



JADE GONZALES
Energy and Carbon Consultant

Qualifications/ expertise

- › B.Eng. Mechanical Engineering, UP Diliman
- › Mechanical design engineer
- › Energy/carbon data analysis
- › Project management
- › Building sustainability and energy efficiency
- › Engineering product development



THERESA BANTA
Energy and Carbon Consultant

Qualifications/ expertise

- › MSc Energy Engineering, UP Dil
- › B.S. Chemical Engineering, UP Dil
- › Process engineering
- › Energy management
- › Energy/carbon data analysis
- › Waste characterisation and analysis
- › Resource assessment



MARK GULA
Energy and Carbon Data Consultant

Qualifications/ expertise

- › B.Eng. Mechanical Engineering, UP Diliman
- › Mechanical design
- › Energy/carbon accounting
- › Landfill emissions modelling
- › FullCAM sequestration modelling
- › Forecasting and scenario analysis



MONN BALDEO
Energy and Carbon Consultant

Qualifications/ expertise

- › B.Eng. Mechanical Engineering, UP Diliman
- › Energy/carbon data analysis
- › Power plant engineering
- › Research and data collection
- › Sustainability strategy development
- › Enterprise Risk Management



PAULA OLAGUER
Energy and Carbon Analyst

Qualifications/ expertise

- › MSc Environmental Systems Engineering, Water Systems, UniMelb
- › B.S. Materials Engineering, UP Dil
- › Energy/carbon data analysis
- › Sustainability and decarbonisation strategies
- › Environmental modelling



RAV LLAVE
Energy and Carbon Analyst

Qualifications/ expertise

- › B.Eng. Chemical Engineering, Mapua
- › Energy/carbon data analysis
- › Sustainability and decarbonisation strategies
- › Environmental modelling
- › Data management (SQL, Python, Power BI, Tableau, Excel)



STAR DORADO
Executive Assistant to the Co-CEOs

Qualifications/ expertise

- › B. Clothing Technology, UP Diliman, Cum Laude
- › Research
- › Marketing
- › Sales and Administration
- › Brand management
- › Executive assistant



HIELA GRACE TAMBA
Marketing and Design Coordinator

Qualifications/ expertise

- › BA. Communication, UP Baguio
- › Marketing
- › Social Media Management
- › Graphics Design
- › Sales and Administration

THANK YOU

We are looking forward to hearing back from you



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