



Green Star Fitouts

For corporate tenants

JUNE 2026





Founded by the Green Building Council of Australia (GBCA) in 2003, Green Star is an internationally recognised rating system setting the standard for healthy, resilient, positive buildings and places.

Using Green Star, the New Zealand Green Building Council has certified hundreds of buildings, interiors and precincts across Aotearoa, driving better buildings for today and tomorrow.



Reducing the impact of climate change



Enhancing our health and quality of life



Restoring and protecting our planet's biodiversity and ecosystems



Driving resilience in buildings, fitouts and communities



Contributing to market transformation and a sustainable economy

Workplace fitouts shape more than how a space looks

They influence how people work and connect, carry your brand, and define the daily experience of everyone who walks through the door, especially for your most important asset – your people.

But while fitouts shape the visible experience of a space, they also carry impacts that are far less obvious. They are one of the largest and fastest-growing sources of carbon in buildings¹, generate significant waste,² and — if not designed to adapt — can drive higher costs, repeated disruption and reduced performance for both the organisation and its people.⁴

For a long time, these impacts sat outside the spotlight. But as expectations rise around circularity, climate performance and healthier interiors, these once hidden impacts can no longer be overlooked.

In this document:

- The hidden impacts of fitouts
- The opportunity: turning risks into value
- Using Green Star Fitouts in your next workplace redesign

Green Star Fitouts provides a practical way forward

Developed by leading sustainability experts, Green Star Fitouts provides a clear framework for smarter decisions from the outset — enabling teams to deliver fitouts that are healthier, lower-carbon, lower-waste and designed to evolve over time. Workplaces that don't just perform today, but adapt for tomorrow.

Whether you're upgrading a single workplace or managing a national portfolio, Green Star Fitouts offers a clear pathway to reduce Scope 3 emissions, cut waste and carbon risk, and create workplaces where people thrive.

At the Green Building Council of Australia, we see every day that high-performing interiors never have to compromise great design. The most inspiring spaces can also be healthier, lower-impact and future-ready — contributing to a better today, and tomorrow.

Green Star Fitouts
Better fitouts, today and tomorrow

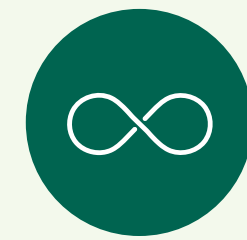




Green Star Fitouts: a framework for better interiors

Green Star Fitouts is a clear, practical framework built around six priority areas that matter most. Developed by leading sustainability experts, it gives project teams a ready-made pathway to deliver lower-carbon, lower-waste, healthier and more adaptable fitouts — designed to perform today and evolve for tomorrow.

The six foundations of better fitouts



Circular

Embeds circularity enablers throughout the design and construction of the fitout.



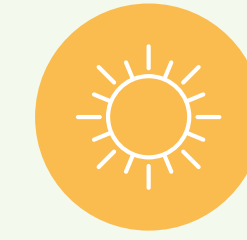
Responsible

Recognises activities that ensure the fitout is designed, procured, built, and handed over in a responsible manner.



Healthy

Promotes actions and solutions that improve the physical and mental health of occupants.



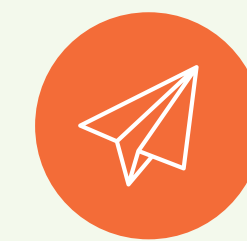
Positive

Encourages a positive contribution to key environmental issues of carbon, water, and the impact of materials.



People

Encourages solutions that address the social health of occupants.



Leadership

Recognises projects that set a strategic direction, build a vision for industry, or enhance the industry's capacity to innovate.



Why clear health benchmarks matter in workplace fitouts

Workplace health outcomes are shaped by the decisions made during fitout delivery. Without clear benchmarks, well-intentioned choices can fall short of best practice — locking in outcomes that affect comfort, satisfaction and performance for years to come.

Independent certification provides clarity and confidence. It helps ensure that health-focused design principles — such as biophilic elements, effective ventilation, low-toxicity materials and acoustic comfort — are not just specified, but consistently delivered in practice.

What every Green Star Fitout must deliver

At the heart of Green Star Fitouts are a set of Minimum Expectations. Together, these create a consistent baseline that supports organisational climate goals, improves occupant experience and reduces environmental and operational impact. Every certified project must demonstrate it meets these expectations.



Identify opportunities to include reused elements in the fitout



Be verified to work and be maintainable over time



Provide good lighting and acoustic comfort



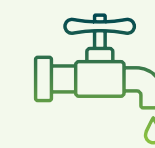
Be fully electric



Be designed to consider the diverse needs of our population



Provide improved air quality and ensures procurement of low toxin materials



Be water and energy efficient



Ensure almost all materials are low toxin



Have lower upfront carbon

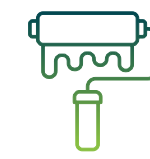


Implement site practices that support a reduction in wasted materials.

Attracting and retaining talent

How Green Star Fitouts supports healthier interiors.

While base buildings set the foundation for performance, it's the fitout that shapes the day-to-day experience. Green Star Fitouts provides clear direction to create interiors that are healthier, more comfortable and aligned with modern wellbeing expectations.



Cleaner air and low-toxicity materials

Green Star Fitouts sets expectations for low-VOC materials, reduced chemical exposure and improved indoor air quality, ensuring spaces support occupant health rather than undermine it.



Better comfort through lighting, acoustics and thermal performance

The framework provides direction on designing for high-quality lighting, effective acoustic performance and stable thermal comfort — three of the biggest drivers of occupant satisfaction and productivity.



Ergonomic, inclusive and supportive layouts

Guidance on ergonomics, amenity and accessibility helps ensure spaces are comfortable, inclusive and supportive for a diverse range of users.



Connection to nature and place

Green Star Fitouts encourages incorporating biophilic design elements and natural materials, supporting wellbeing.



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Quality interior environments provide a return on investment
– healthy, comfortable workspaces support sustained performance
and wellbeing.





Australian Embassy Washington, DC,
Department of Foreign Affairs and Trade,
4 Star Green Star, Design & As Built rating v1.2

Workplace quality has become a key differentiator in attracting and retaining talent.

People and productivity

The fitout is a strategic lever for productivity, engagement and organisational performance. For corporate tenants, it shapes how people work, how they feel at work — and whether the workplace supports broader business goals.



Productivity and performance

Fitouts that support different modes of work — focus, collaboration and recovery — enable people to perform at their best.



Engagement and return to the office

As hybrid work reshapes where work happens, the quality of the workplace increasingly determines why people come in. The physical environment plays a critical role in engagement and culture.

A survey found that workplace environment influenced employees to have higher job satisfaction scores:

84 vs 52

Evidence from completed Green Star Interiors projects shows the cost uplift is modest and predictable, even at higher certification levels.

Typical share of total project budget associated with Green Star certification:

4%



Reducing cost through better fitout design

For tenants, fitout decisions have a direct impact on costs — not just at delivery, but over the life of the workplace. Spaces that are more adaptable, durable and efficient to operate are easier to update, cost less to run, and remain fit for purpose as business needs change.

How Green Star Fitouts helps reduce cost:



Reduce upfront spend through smarter reuse

The framework helps teams identify where existing materials, furniture and equipment can be retained or reused before purchasing new, helping lower procurement costs and reduce demolition and disposal expenses.



Design spaces that can evolve with changing needs

Guidance on flexible layouts, maintainable materials and adaptable systems helps reduce the need for major interventions as teams grow, shrink or change. This supports lower churn costs and fewer costly fitout refreshes over time.

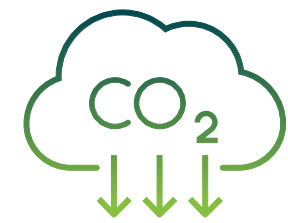


Lower operating costs through efficient systems

Direction on energy-efficient lighting, equipment and HVAC, along with water-efficient fixtures and tenancy-level metering, helps tenants better manage energy and water use — reducing ongoing bills and improving operational efficiency.

Carbon

Fitouts are one of the biggest sources of carbon in buildings.



Fitouts are recognised as the second-largest contributor to lifecycle emissions, accounting for 32% of a commercial building's total carbon impact.¹

Because fitout emissions sit within Scope 3, they directly influence climate reporting, governance obligations and corporate credibility.

Why fitout emissions matter for corporate tenants

Fitout emissions influence climate targets and credibility. Together, these shifts signal a clear expectation to measure and reduce material Scope 3 emissions — including those from fitouts. If left unmanaged, fitout emissions can undermine the credibility of climate targets and create gaps in transition plans.

The shift to low-carbon workplaces is already underway.



Fitouts are refreshed every 5–7 years, making them one of the most frequently replaced components of our built environment.



Carbon: unlocking lower carbon interiors

Green Star Fitouts provides clear, practical guidance to help corporate tenants reduce the carbon impact of their workplaces — helping reduce Scope 3 emissions impact and meet ESG goals.

How Green Star Fitouts helps you reduce carbon



Reduce upfront carbon through design and material decisions



Extend material life to minimise repeated emissions



Energy efficiency reduces operational cost

Waste

Every new fitout generates significant waste — not just at installation, but across its entire lifecycle.

As workplace needs shift, materials are stripped out and replaced long before the end of their useful life — driving further waste, disruption and expense.

Waste-intensive fitouts increasingly translate into higher costs, Scope 3 emissions exposure and brand risk — making adaptability and material efficiency critical considerations from the outset.



Circularity: designing interiors that reduce waste and adapt over time

Green Star Fitouts gives tenants clear direction on how to support more circular fitouts — reducing waste, extending material life and staying ahead of tightening circularity expectations.

How Green Star Fitouts helps you create more adaptable workplaces



Keep materials in use for longer

Green Star Fitouts guides project teams to identify what can be reused by setting clear targets and providing consistent ways to measure and calculate circular outcomes. This reduces upfront emissions and avoids unnecessary replacement cycles — one of the key drivers of waste and embodied carbon in fitouts.



Design for adaptability, not demolition

Green Star Fitouts provides direction on how to embed flexibility through modular systems, multifunctional layouts and adaptable service models. This helps fitouts evolve over time without generating large volumes of waste during every change of needs.



Enable future reuse from the start

The framework sets clear expectations for creating a digital asset register, ensuring today's fitout becomes tomorrow's resource. This supports material recovery and helps keep valuable products in circulation rather than landfill.



Choose responsible products

Green Star Fitouts includes practical tools to help teams source responsibly manufactured products and maximise resource recovery during delivery. This removes guesswork and ensures products meet clear, credible standards — addressing a challenge many teams struggle with.



Credibility

The workplace fitout is one of the most visible expressions of an organisation's values. Waste-heavy, carbon-intensive or unhealthy fitouts can quietly undermine credibility — at a time when scrutiny on an organisation's sustainability credentials has never been greater.

What the numbers tell us



Consumers

Sustainability expectations are rising.



Employees

Employees expect care and responsibility.



Investors

Investors are actively scrutinising environmental claims.

Unlocking opportunities through certification

Certification strengthens everything you deliver through Green Star Fitouts. Here are four opportunities you unlock only with certification:



Easier, more robust reporting

Independent certification provides clear, structured documentation aligned to recognised standards — supporting ESG reporting, investor disclosure and internal governance. It simplifies evidence gathering and strengthens the credibility of what you report.



Reduced reputational risk

Independent certification protects your reputation by ensuring claims are credible, verified and defensible.



Stronger alignment across stakeholders

Certification establishes a clear, shared benchmark for success. Whether you are certifying your own fitouts or encouraging tenants to do the same, it creates consistent expectations, improves collaboration, and aligns all parties around the same outcomes.



Verified sustainability leadership

Certification shows that sustainability is a genuine priority — embedded in how you operate, not simply expressed in messaging. It aligns your brand with independently verified performance at a time when the market expects nothing less.





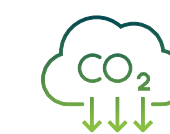
How Green Star Fitouts works

A 4 Star Green Star certification can simply be achieved by meeting minimum expectations.



Meet Minimum Expectations

All Green Star Fitouts projects must meet a set of Minimum Expectations. These establish a strong baseline — ensuring the fitout maximises opportunities to integrate reused products, delivers higher performance in energy, water and health, and aligns with key outcomes of the Net Zero Ready Pathway.



Deliver on the Net Zero Ready Pathway

Projects must achieve a set of required credits that drive meaningful reductions in upfront and operational emissions. This supports owners and tenants in managing Scope 3 impacts across the fitout lifecycle.



Achieve additional points

Beyond the required elements, projects target additional credits to reach their desired rating. Teams choose the pathways most relevant to their goals — whether that's carbon, circularity, health and wellbeing, responsible materials, cost efficiencies, or all of the above.

How to apply Green Star Fitouts to your next workplace

Green Star Fitouts is designed to work whether you're delivering a single workplace or managing fitouts across multiple locations. You can apply it in the way that best suits your organisation and portfolio.



Apply Green Star Fitouts to a single project

If you're redesigning or upgrading one workplace, Green Star Fitouts can be used as a one-off project framework. It helps guide decisions from design through to delivery, providing confidence that your fitout meets best-practice standards for sustainability, health and performance.

This approach is ideal for:

- A major office refurbishment or relocation
- A flagship workplace
- Piloting a higher-performing fitout approach

Apply Green Star Fitouts across multiple projects

If you manage multiple tenancies or a national portfolio, Green Star Fitouts can be applied consistently across multiple projects. This supports a repeatable approach to fitouts, helping embed clear expectations, reduce variation and improve outcomes over time.

This approach is ideal for:

- Organisations with multiple offices or rolling fitout programs
- Standardising sustainability and wellbeing outcomes across
- Building a consistent workplace and ESG story

Understanding the ratings

Green Star Fitouts offers three rating levels, providing flexibility depending on the ambition and scale of the project. Projects can also choose to obtain a Green Star Designed assessment, which demonstrates they are on track to achieve certification.



A 4 Star rated fitout is Best Practice compared to industry standard



A 5 Star rated fitout demonstrates New Zealand Excellence



A 6 Star rated fitout showcases World Leadership.

1 Minimum Expectations



2 Net Zero Ready Pathway



Meets Net Zero Ready Pathway requirements

Meets Net Zero Ready Pathway requirements

3 Credit achievements



Must achieve 20 points from a range of credits



Must achieve 45 points from a range of credits



Better together: How all four Green Star rating tools strengthen your asset

When used together, Green Star Buildings, Green Star Performance and Green Star Fitouts create a connected, end-to-end approach to sustainability for your workplace.



Green Star Fitouts focuses on the interior spaces people use every day — ensuring they are healthy, low-impact and ready to adapt as needs change.



Green Star Performance supports ongoing operational excellence, helping buildings continue to perform as intended over time.



Green Star Buildings ensures the base building is designed and delivered to a high standard of sustainability and performance.

Together, these tools provide tenants with confidence that their workplace sits within a broader, best-practice sustainability framework — supporting people, performance and credibility, today and into the future.



CASE STUDY

Endeavour Energy

Nestled in Sydney's Parramatta Square,, Endeavour Energy's newly certified 6 Star Green Star rated fitout is like a Russian doll of sustainability – a 6 Star Green Star rated office located within a 6 Star Green Star rated building, 8 Parramatta Square, itself part of a Green Star rated community.

While achieving a 6 Star Green Star rating did not pose major obstacles for the team behind Endeavour Energy's Fitout, it required a high level of diligence, collaboration and alignment across all stakeholders.

"From the outset, the client, architects, ESD consultants, and builders were fully aligned on the sustainability goals and worked collaboratively to ensure success. Frequent design phase meetings were a key element to this process. These check-ins provided a regular forum to review and monitor every element of the design to ensure it aligned with the Green Star pathway. Every decision, from material selection to operational strategies, was made with sustainability in mind, and the team remained focused on integrating these initiatives throughout the entire project."

[READ THE FULL CASE STUDY](#)



Endeavour Energy Workplace, NSW, Endeavour Energy,
6 Star Green Star, Interiors rating V1.3

"Achieving a 6 Star Green Star rating for Endeavour Energy's Parramatta office fit out reflects our commitment to sustainability leadership and innovation, aligns with our broader sustainability strategy, supports our goal of reaching Net Zero by 2040 and achieving Zero Operational Waste to Landfill by 2030. By designing a workspace that prioritises energy efficiency, resource conservation, and employee wellbeing, we're not only minimising our carbon footprint but also setting a benchmark for what's possible as we drive the transition to a clean-energy future."

— **Melissa Irwin**, Chief Data, People and Sustainability Officer, Endeavour Energy