

# Sustainability Action Plan



Our Impact areas	Priority Actions Our focus areas	Targets and Commitments Set to keep us accountable	Enablers Resources and attitudes needed	Timeline		
				2023	2024	2025
Waste Management	<ul style="list-style-type: none"> <li>Commit agreed proportion of the annual sustainability project funding to increase recycling</li> <li>Incorporate waste and recycling into the cleaning contract and duties of cleaning staff.</li> <li>Investigate and identify all waste streams of Institute and negotiate new waste management agreement to incorporate those waste streams identified.</li> <li>Develop packaging guidelines for clients to build into procurement guidelines for retail outlets.</li> <li>Annually review data capture processes and reporting</li> </ul>	<ul style="list-style-type: none"> <li><b>Increase Waste Diversion from Landfill to 45% relative to 2022</b></li> </ul>	Transparent and accountable practices			
		<ul style="list-style-type: none"> <li>Investment in waste diversion projects including bin infrastructure upgrades and signage.</li> </ul>				
		<ul style="list-style-type: none"> <li>Review bin infrastructure across all sites to reduce contamination and improve segregation</li> </ul>				
		<ul style="list-style-type: none"> <li>Implement annual behaviour change programs for staff focusing on reducing waste and recycling.*</li> </ul>				
		<ul style="list-style-type: none"> <li>100% of sites with waste management contracts undertake annual waste audits</li> </ul>				
Water Consumption	<ul style="list-style-type: none"> <li>Commit agreed proportion of the annual sustainability project funding to monitor and reduce water consumption through projects including water harvesting, plumbing upgrades, web metering.</li> <li>Include water harvesting in new capital project design specification documentation.</li> <li>Implement annual behaviour change programs for staff and students focusing on reducing water use.</li> </ul>	<ul style="list-style-type: none"> <li><b>Water use Reduction by 35% relative to 2022.</b></li> </ul>	Targeted partnerships to enable success			
		<ul style="list-style-type: none"> <li>Investment in water projects including water harvesting, plumbing upgrades, web metering.</li> </ul>				
		<ul style="list-style-type: none"> <li>Self sufficient water usage for our operations</li> </ul>				
		<ul style="list-style-type: none"> <li>Investigate recycle water options – stormwater harvesting and Sewer Mining</li> </ul>				
Energy usage and Efficiency	<ul style="list-style-type: none"> <li>Commit agreed proportion of the annual sustainability project funding to monitor and reduce electricity consumption through projects</li> <li>Commit agreed proportion of the annual sustainability project funding to monitor and reduce gas consumption through projects.</li> <li>Include energy use considerations in new building project design specification</li> <li>Implement annual behaviour change programs for staff and students focusing on energy awareness.</li> </ul>	<ul style="list-style-type: none"> <li><b>Energy Use Reduction by 25% relative to 2022.</b></li> </ul>	The right culture to make the change we need			
		<ul style="list-style-type: none"> <li>Review energy efficiency of current lighting and investigate HVAC updates</li> </ul>				
		<ul style="list-style-type: none"> <li>Improve data capture via web metering.</li> </ul>				
		<ul style="list-style-type: none"> <li>Investigate feasibility of a Power Purchase Agreement</li> </ul>				
		<ul style="list-style-type: none"> <li>6 Star energy rating on any new capital works projects.</li> </ul>				
Other Environmental	<ul style="list-style-type: none"> <li><b>Community:</b> Extend sustainability partnerships with social enterprises or local community organisations</li> <li><b>Community:</b> Enhance our engagement with the community, including a broader range of stakeholders in our sustainability strategy and target setting</li> <li>Focus on our Reconciliation Action Plan</li> </ul>	<ul style="list-style-type: none"> <li><b>Net Zero by 2030*</b></li> </ul>	Necessary systems and procedures to implement change and measure success			
		<ul style="list-style-type: none"> <li><b>Develop and implement Social Responsibility Strategy</b></li> </ul>				
		<ul style="list-style-type: none"> <li>Increase representation of First Nations-owned businesses within our supply chain*</li> </ul>				
		<ul style="list-style-type: none"> <li>Educating staff on First Nations culture*</li> </ul>				