

# Sustainability Victoria Annual Report

2023–2024



## **Sustainability Victoria Annual Report 2023–24**

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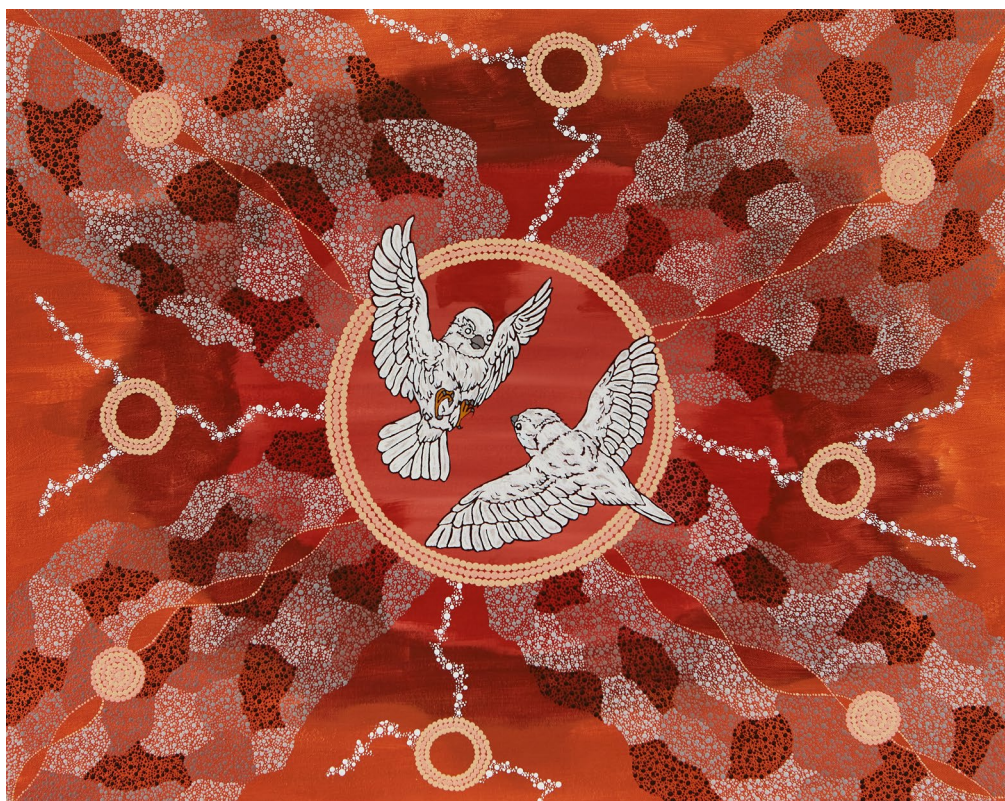
## Acknowledgement of Country

We acknowledge and respect Victorian Traditional Owners as the original custodians of Victoria's land and waters, and for their unique ability to care for Country and deep spiritual connection to it. We honour Elders past and present whose knowledge and wisdom has ensured the continuation of culture and traditional practices.

We acknowledge that we live and work on the lands of the world's oldest and most sustainable culture. We acknowledge the deep connection to Earth of First Nations peoples and their invaluable contributions to our understanding of climate change and the environment.

We are committed to genuinely partner, and meaningfully engage, with Victoria's Traditional Owners and Aboriginal communities to support the protection of Country, the maintenance of spiritual and cultural practices and their broader aspirations in the 21st century and beyond.

Sustainability Victoria acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land and acknowledges and pays respect to their Elders, past and present.



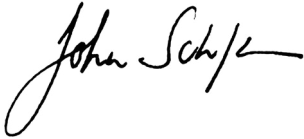
This artwork was created through The Torch, a not-for-profit organisation, that provides art, cultural and arts industry support to Indigenous offenders and ex-offenders in Victoria.



# Declaration in report of operations

## Responsible Body Declaration

In accordance with the *Financial Management Act 1994*, I am pleased to present Sustainability Victoria's Annual Report for the year ending 30 June 2024.

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

Johan Scheffer  
Chairperson  
Sustainability Victoria

26 September 2024



## Message from the Chair and CEO

This has been a transitional year for Sustainability Victoria. We finished many long-term projects and made a new strategic plan for the next three years to help move Victoria to a circular economy and reach net zero emissions by 2045.

It's great to see how our projects are making a difference across the state. For example, our recycling infrastructure projects have helped Victoria build more capacity for processing and recovering materials. Through joint state funding, new technology has been implemented across the waste industry, boosting Victoria's capacity to recycle paper, cardboard and plastics. We have new machines that can turn recycled plastic flakes into a plastic that is 99.5% pure. This new technology is reducing energy use and carbon dioxide emissions, and we are seeing newly recycled plastic being turned into new products which you can find in stores.

Our Circular Economy Communities Fund finished in June 2024 after providing more than \$5.16 million in grants to not-for-profits, charities, community organisations and social enterprises to deliver circular economy projects that creatively repurpose, repair, reuse and recycle everyday items. We were able to achieve positive behaviour change impacts on over 82,000 Victorians and reduce waste to landfill by 2,229 tonnes over the program lifetime.

We also released our *State of Sustainability Report*, which is based on research into what Victorians think about climate change and how they try to live more sustainably. This report helps us understand where we are doing well and where we can improve. This information helped shape our three-year strategic plan and supports our campaigns to encourage more sustainable behaviours.

Towards the end of this year, we started putting our three-year plan into action. This plan shows how we can work in partnership to move towards a circular economy and reduce waste – stopping waste before it starts and reducing related emissions. By 2027, we hope to see Victoria as a national leader in the circular economy space. We're excited to see this work continue.



Johan Scheffer  
Chair – Sustainability Victoria



Matt Genever  
Chief Executive Officer –  
Sustainability Victoria

# About Sustainability Victoria

Sustainability Victoria (SV) is shaping Victoria's circular economy on behalf of the Victorian Government.

We partner across industry, government and the community as a transition broker for the circular economy – with the intent of reducing or stopping waste before it starts, in every part of the system.

We do this through our core sustainability services: undertaking research, developing frameworks, providing policy and technical advice on sustainability topics, delivering world-class behaviour change initiatives and campaigns, piloting and trialling ideas, matching investments to innovations, and kickstarting collaboration and community action across our state.

We embrace shared knowledge and innovation to reduce waste and emissions, create new jobs and build a sustainable and thriving circular economy for a cleaner, greener Victoria for current and future generations to enjoy.

## Our impact

- We enable big system change to make the economy circular
- We stop waste before it starts
- We leverage community and industry action to reduce emissions
- We make it easy for Victorians to go circular
- We build an evidence base for government policy and action

## Our strategic direction

This year we developed and launched our *Strategic Plan 2024–2027*, outlining the work to be delivered and our priorities over the next three years. The plan supports the long-term purpose and goals in SV2030, our 10-year strategy.

We have already begun our work as a transition broker for circular economy. Our day-to-day sees us building key relationships, creating conditions for change and helping develop impactful circular initiatives. We are excited to see this work progress as we continue to embed our strategic plan.

### Our vision

By 2027, Victoria will be the leading circular economy in Australia. The case for circularity will be clear, the foundations laid and the transition well underway.

### Our purpose

#### *Towards 2030 ...*

To accelerate Victoria's transition to a circular, climate resilient and clean economy

### Our challenge

The emissions from the materials and products we use are a growing problem. Producing, using, and throwing away these resources means more greenhouse gases ending up in our atmosphere and driving climate change. We need to invest in circularity now if we are to achieve our net zero targets and ensure a thriving and healthy natural environment into the future.

### Our values

SV champions the values of the Victorian Public Service and demonstrates responsiveness, respect, integrity, human rights, leadership, impartiality and accountability in the work that we do.

## Function and responsibilities

SV is a statutory agency established in 2005 under the *Sustainability Victoria Act 2005* (SV Act). SV's objective is to facilitate and promote environmental sustainability in the use of resources, in improving energy efficiency and in reducing impacts from emissions.

SV's functions are set out in the SV Act. SV is a key delivery partner for *Recycling Victoria: A New Economy*<sup>1</sup>, now named the Victorian Government's *circular economy policy*, to deliver a cleaner, greener Victoria with less waste and pollution, better recycling, more jobs and a stronger economy. Our responsibilities under this policy are listed in Appendix 5.

SV delivers a range of services and programs based on strong technical skills, research, data and engagement. SV supports meeting the Victorian Government's greenhouse gas emission reduction targets set out in the *Climate Change Act 2017* and is working to support Victoria to achieve net zero emissions by 2045.

SV is accountable to two Ministers during this reporting period, Minister for Environment, the Hon Ingrid Stitt from 1 July 2023 – 1 October 2023 and then the Minister for Environment, Hon Steve Dimopoulos from 2 October 2023 to 30 June 2024. SV also supports the Hon Lily D'Ambrosio MP, Minister for Energy and Resources, Minister for Climate Action and Minister for the State Electricity Commission, particularly by delivering targeted energy grant programs on behalf of the Victorian Government. As set out in the SV Act, SV is governed by a Board whose members are appointed by the Minister for Environment.

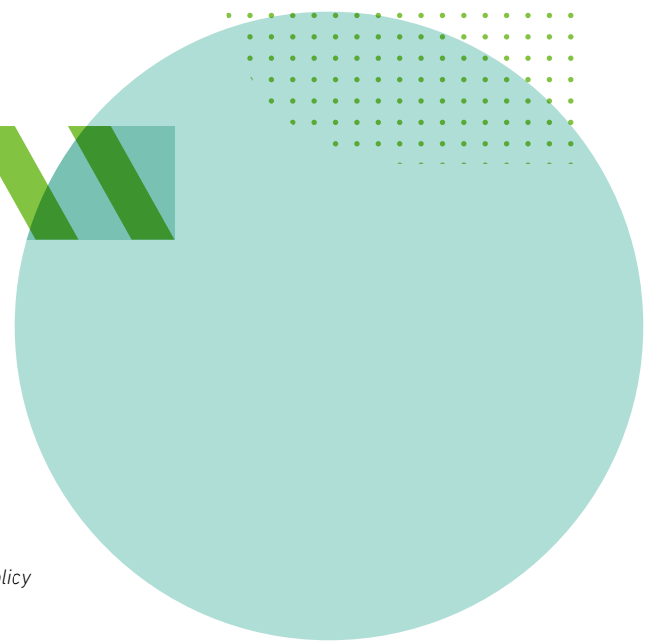
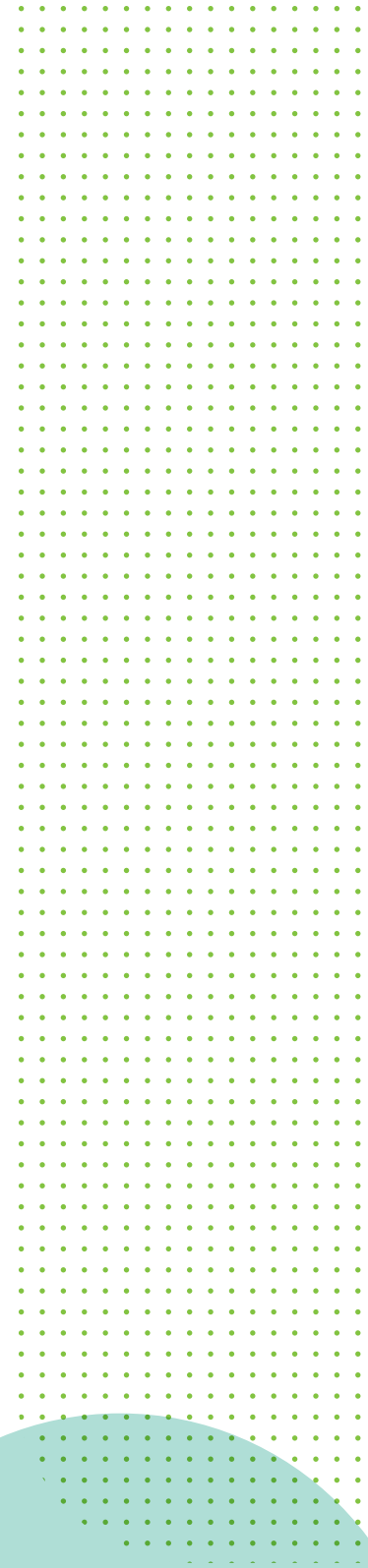
## Our government partners

SV works with DEECA, the Environment Protection Authority (EPA), and Recycling Victoria (RV) as part of the Victorian Government's environment and climate action portfolio.

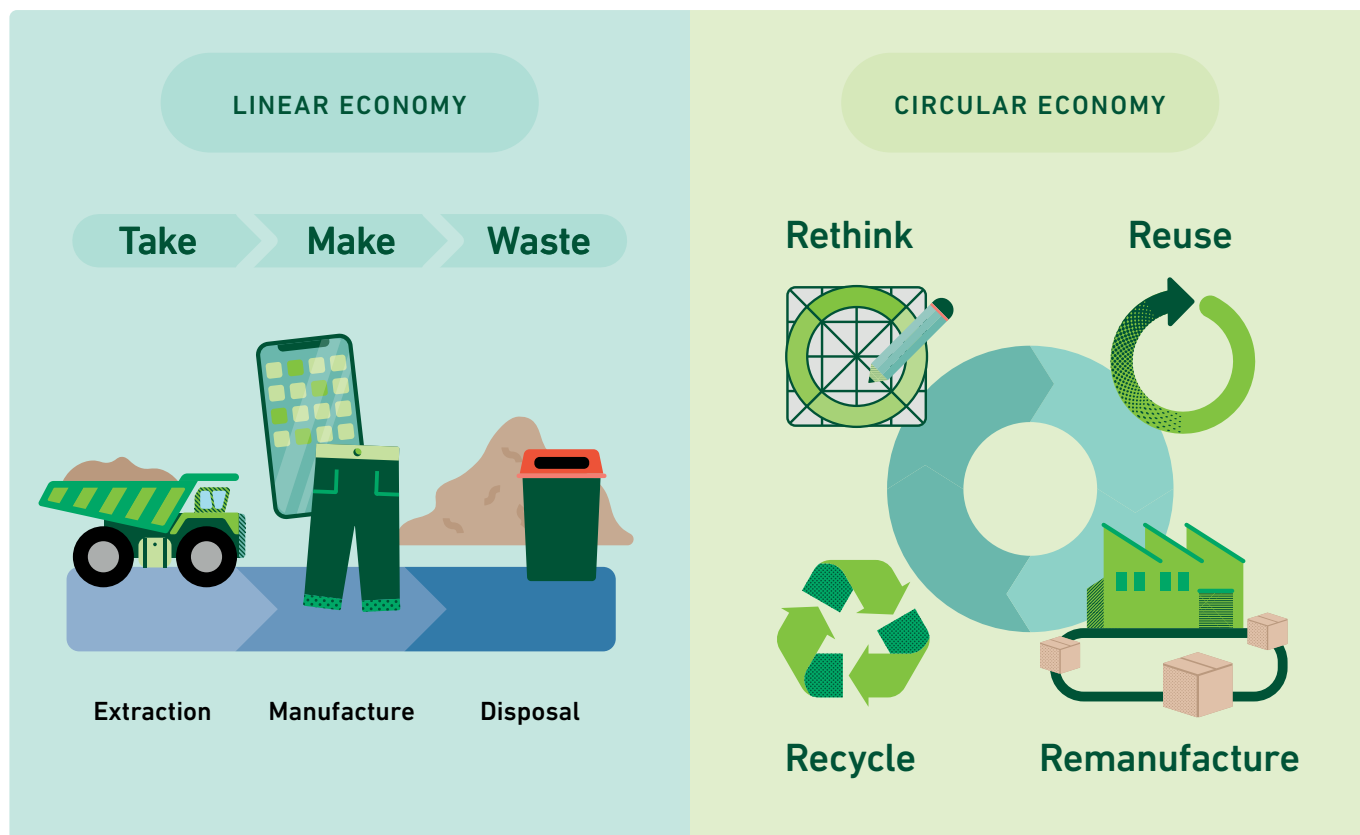
SV also works closely with other Victorian Government departments and agencies.

These departments and agencies act as program delivery leads responsible for achieving specified program outcomes under the circular economy policy. SV is responsible for delivering 11 of the 26 actions under the policy and action plan worth over \$200 million (state and federal funding).

1 Note: \$380 million had been dedicated to the *Recycling Victoria: A New Economy policy*



# The Circular Economy



## Why we need a new system

Almost half (45%) of global CO<sub>2</sub>e emissions come from the manufacture, consumption, and disposal of products and material goods. If we transitioned to 100% renewable energy today, it wouldn't be enough to meet global emission targets and reach net-zero.

The linear system of 'take, make, and waste' represents a market failure. It assumes constant supply of natural resources, when most are finite. With 90% of global biodiversity loss caused by the extraction and processing of these resources, it makes sense to use what we already have to its full potential.

## What is a circular economy?

The circular economy is an entire shift in how we source, make, buy, and use things. A system where we keep the resources and materials we have in circulation for as long as possible.

New products are designed for quality and longevity. Recycled materials are used instead of new resources. Products can be repaired, disassembled, and recycled, ready to be made into something new, again and again.

The whole supply chain is committed to eliminating waste, reducing emissions, and removing the use of our finite natural resources.

In a circular economy, the environmental impacts for all stages of a product's lifecycle – the design, manufacture, and end-of-life – are considered through circular economy principles:

### Circular Economy principles

- 1 Circulate products and materials at their highest value
- 2 Eliminate waste and pollution
- 3 Regenerate natural systems

## The value of a circular economy

Shifting to a circular system means reducing the pressure on our environment and our waste systems. It has the potential to generate jobs, attract investment, and grow income for Victoria.

Modelling shows that shifting to a circular economy could create an economic opportunity of \$23 billion by 2025 for Australia, and tens of thousands of jobs. A circular economy could also halt and even partially reverse biodiversity loss by 2035.

# Delivering impact – the outcomes

In 2023–24, we continued to deliver on our SV2030 goals. For much of last year, we focused on supporting the final delivery stages of the Victorian Government's circular economy policy, *Recycling Victoria: A New Economy*. We also worked on next steps by establishing our three-year strategic plan which will move us further towards a circular and clean economy. In combination with decarbonising our energy systems, supporting Victorians to transition to a circular economy is an important part of reducing emissions from materials and products we are using as Victoria transitions to net zero emissions by 2045. We achieved several significant milestones in 2023–24 which will have lasting impact for Victorians, as highlighted below and in this report.

## Enabling big system change to make the economy circular

SV accelerated Victoria's transition to a circular and clean economy by supporting big system changes, such as modernising recycling infrastructure and developing new markets for recovered materials.

We have continued to build a recycling system all Victorians can trust, and which can tackle the challenges emerging due to the changing climate and growing population. Our work continued to prepare Victorian businesses for the transition to a circular economy.

## Building a foundation for our circular economy

We've helped Victoria invest millions into big projects to transform Victoria's recycling system.

In 2023–24, we invested more than \$9.5 million in recycling infrastructure to process more paper, plastic, glass, tyres, textiles, organics, hazardous waste and e-waste. In total, we funded 23 projects through grants.

We were able to influence over \$57.9 million from 79 industry partners and \$1.4 million from the Australian Government to jointly invest in the systems, infrastructure and technology needed to repurpose and recycle materials in a circular economy.

Our work helps attract future investment by creating opportunities in our circular economy and connecting government, business and industry.

Our investment facilitation service has supported potential investors in Victoria's circular economy. Last year, we handled over 100 ideas and opportunities, worth more than \$3.5 billion in potential investment. If successful, these projects would add 4.8 million tonnes of recycling capacity and create over 1,200 jobs in Victoria.

## Accelerating new markets for recycled materials

We've made more recycled products and materials available, turning new ideas into real-world products.

We've worked to ensure more materials can be processed locally and turned into new materials for use in Australian manufacturing. This not only increases the use of recycled content but also reduces our reliance on exporting and builds local resilience.

In 2023–24, we created grant programs for industry, local government and educational institutions. With these programs, we gave more than \$900,000 to 11 projects for research, development, demonstration, commercialisation and use of recycled materials and products.

We had to make sure there were markets ready to use these recycled materials. We did this by creating connections between suppliers and end users, for example, supporting events to show how recycled composts and mulches can be used in vineyards.

In May 2024, a grant recipient, Heathcote Winegrowers hosted a sustainability field day as a requirement of their grant. Seventy winegrowers from eight wine regions attended to learn about recycled organics – 65% of respondents had never heard of recycled organics or didn't know what they were before the field day. We also supported a field day at Elmore in September 2023, where 30 farmers visited three recycled organics trial sites, which were established with SV support.

In 2023–24, we continued to support councils in buying and using recycled content. Almost 90% of Victorian councils have used our online [Buy Recycled Service](#) since it launched, including all metropolitan councils. The Buy Recycled team held eight educational events with more than 250 attendees. We've created a network of champions across the state, giving them one-on-one support and helping them review their documents and processes to make it easier to include recycled materials when buying goods and services.

## Case study:

# Paper pulper boosts recycling capacity

In 2023, Victoria's capacity to recycle paper and cardboard got a big boost with the introduction of a new drum pulper at Visy's paper mill in Melbourne's north.

This new technology, the first of its kind in Australia, allows Visy to recycle 40% more paper and cardboard. This means more materials collected from Victorian households can be turned into new paper products like pizza boxes and plasterboard lining.

Traditional paper recycling methods loses a lot of fibres, leaving less material for reuse. The new drum pulper rotates gently and continuously, reducing fibre loss during the pulping process. This technology also uses less energy and produces fewer carbon emissions compared to other types of pulpers.

Visy Executive Chairman Anthony Pratt said the drum pulper is the most advanced paper recycling in the world.

"It will double Visy's kerbside recycling capability in Victoria, diverting up to 180,000 tonnes of paper and cardboard annually from Victoria's landfills or exports, which is the equivalent of about 400 Olympic swimming pools,"

The drum pulper was supported by a grant from the [Recycling Modernisation Fund](#), which is co-funded by the Australian and Victorian governments.



Paper and cardboard to be recycled.

## Stopping waste before it starts

We have continued to prepare Victoria's economy for the future by investing in Victorian businesses to design waste out of the system. We're the go-to place for businesses to connect, collaborate and get support to trial new business models to stop waste before it starts.

Recycling isn't enough and we are working to reduce or stop waste before it starts in every part of the system. We have studied the barriers that businesses, industries, communities and consumers are experiencing when it comes to avoiding waste. By providing what they need to overcome these barriers, we have been preparing them for real change.

We have also worked to make waste avoidance a more common part of everyday life. This year we did this through our behaviour change and education programs and by funding waste avoidance programs and creating programs based on our research into how Victorians feel about waste avoidance.

## Fast tracking businesses to eliminate waste

Our Circular Economy Business Innovation Centre (CEBIC) delivered events, funding and research on circular economy opportunities for business over 2023–24. We led efforts to bring together different industries, sectors and regions through roundtables, research and a cross-sector advisory committee. We offered engagement, education and thought leadership activities on circular business practices, such as masterclasses, training sessions and events, for example, at Melbourne Design Week. These activities are building a platform for Victoria's innovators to keep driving change.

As a one-stop shop, CEBIC provided support or training to nearly 5,000 individuals and organisations, with 90% reporting increased capability as a result. Our work helped early adopters test new business models that benefit both the environment and the bottom line. This will pave the way for smarter, circular and more sustainable business in Victoria.

## Normalising waste avoidance

In August 2023, our food waste reduction campaign, the 'I Love Leftovers Challenge', attracted 5,430 participants for a four-week challenge to reduce the most wasted food items. Participants received weekly emails with tips to reduce food waste at home and completed weekly challenges to get creative with their leftovers, with the chance to win prizes. Surveys before and after the challenge showed participants reduced their food waste by 61%.

To encourage coffee-loving Victorians to reduce their use of disposable plastic cups, we delivered the 'Bring Your Reusable Cup' campaign. Social media creators posted content highlighting reusable cups and shared tips on how to remember their cup for takeaway drinks.

More than 2,000 Victorians signed up to a 14-day pilot to learn about the issues with disposable cups. We then tested their knowledge and monitored any behaviour change. We also held events targeting young people from multicultural communities, including an event at Melbourne Central where hundreds of community members were engaged to promote reuse behaviours.

All these activities were based on our research into Victorian attitudes towards waste avoidance. Our State of Sustainability research provided a benchmark for Victorians' circular economy behaviours. The data showed that 70% of Victorians believe that living sustainably is important but only 26% understand the term 'circular economy' to some extent. By understanding these attitudes, we can continue to create impactful programs and address knowledge gaps.



Workshop attendees ponder a future where we design and use materials, products and services with a more sustainable mindset

## Case study:

# Circular business trends in the fashion industry

Australia is the second highest consumer of textiles in the world. On average, we each buy 14.8 kilos, or 56 items, of new clothing a year and throw away 10 kilos of clothing into landfill each year.<sup>1</sup>

The fashion industry also deals with a lot of costly waste before clothes even reach stores. In Victoria alone, unused pre-consumer textiles – fabric left over from the manufacturing process – amount to up to 10 million kilos per year, worth \$500 million.

Circular Sourcing offers a solution. It's a digital platform for buying and selling Australian surplus textiles and designer 'deadstock'

fabrics, created with funding from SV's Circular Economy Business Innovation Centre on behalf of the Victorian Government. It's part of our investment in Victorian businesses to, innovate and 'go circular' – transforming how they use resources by designing out or reducing waste.

The platform increases textile circulation, decreases reliance on new materials, and makes it easier for businesses to participate in the circular economy by connecting them with others who share the goal of reducing waste. It aims to divert 10 tonnes of textiles from landfill each year, reducing greenhouse gas emissions by 285 tonnes.

Circular models like these help future-proof our economy as we work towards our targets of reducing waste by 15% per capita and reaching net zero emissions by 2045.

1 Australian Fashion Council (2022) National Clothing Product Stewardship Scheme: Milestone 1.4 Clothing Data Report.



Circular Sourcing founder Courtney Holm with excess fabrics to be resold. Image by Lily Clatworthy.

## Leveraging community and industry action to reduce emissions

We've been making energy efficiency easier for all Victorians by identifying and addressing barriers, sector by sector. Whether the challenge is know-how, motivation, cost or access, we accelerated energy efficiency for councils, not-for-profits, industry, businesses and households by understanding their needs and providing the right support at the right time.

This year we continued to work with schools to embed sustainability across facilities, community and curriculum and created education campaigns to inform and motivate consumers and businesses to be more energy efficient. We partnered with government, local councils and industry partners on the ground to administer energy efficiency upgrades. By engaging with communities and encouraging industry action, we're continuing to drive Victoria's transition from the ground up.

## Making energy efficiency easier

With the cost-of-living crisis front of mind for many Victorians, as Victoria increases its use of renewable energy, we are thinking about how efficiently we're using that energy to save money and keep emissions low.

In 2023–24, we continued to reduce emissions through education in schools, with our long-running ResourceSmart Schools program. In 2023–24, 563 schools participated in ResourceSmart Schools, saving more than 10 million kWh of energy in 2023, over \$2.8 million on their annual energy bills, and avoiding more than 8,554 tonnes of greenhouse gases.

As part of our Community Climate Change and Energy Action program, community organisations installed 495 kW of solar PV systems saving them \$180,470. These energy upgrades will cut over 20,000 tonnes of greenhouse gases in their lifetime. Our investment of almost \$1.2 million encouraged an additional \$657,660.89 in community investment into energy efficiency upgrades. This program highlights the importance of working with community groups to raise awareness about the value of energy efficiency improvements.

## Transitioning Victoria to new energy sources

This year we continued to be a leading source of research, evidence and expert analysis for government on what's needed for Victoria's electrification journey.

We investigated energy systems and sources through social research, technical analysis and strategic foresight. We designed and delivered grants and incentives to support upgrades to renewable energy sources and innovation in energy generation, such as bioenergy and heat pumps. By piloting new approaches with industry, we help to bridge the gap towards an all-electric, circular economy. At the same time, we educated household, communities and businesses on electrification and its benefits.

We worked closely with the Department of Energy, Environment and Climate Action (DEECA) energy team to bring large commercial and industrial energy users into the Victorian Energy Upgrades program through the Large Energy User Electrification Grant Support program. We collaborated with DEECA to develop new Victorian Energy Upgrade targets for post 2025.

By investing in the industries, upgrades, incentives and research we need to electrify our economy, we're on a mission to secure the buy-in Victoria needs for an all-electric, gas-free future.

## Improving Victorian homes

The National Construction Code (NCC) was updated and its implementation commenced on 1 May 2024 to require a minimum 7-star energy rating for all new homes in Victoria. Several volume builders have since launched mass-marketing campaigns for all-electric, energy efficient homes using data and analysis from our 7 Star Homes Program which concluded in October 2023.

To support these changes, we upgraded our FirstRate5 Home Energy Rating software. The thermal software was released in October 2023 and the Whole-of-Home software was released in April 2024. Both tools are accredited under the national NatHERS framework and are the main tools used in Victoria by house designers and builders to meet NCC energy efficiency standards.

We also continued our work on existing homes by researching the benefits of comprehensive efficiency upgrades and rooftop solar PV systems for Victoria's oldest and least efficient (pre-1991) houses. The *It all stacks up* study showed that these upgrades greatly improve a home's thermal comfort, reduce energy bills and emissions, and lower healthcare costs.

## Case study:

# Sustainability in schools

SV's ResourceSmart Schools Awards for 2024 marked 15 years of celebrating sustainability leadership and action in Victorian schools. This annual ceremony is Victoria's largest sustainability awards for schools, applauding their efforts to create a lasting impact on campus and in their local community through eco-friendly initiatives and learning opportunities.

Beach monitoring programs, kitchen gardens, outdoor classrooms, community clean-ups and YouTube channels exploring local flora and fauna were among the many projects celebrated at the awards ceremony at the Melbourne Cricket Ground in June 2024.

Around 125 students from across Victoria attended to hear the winners across the 12 award categories. Chewton Primary School won the prestigious ResourceSmart School of the Year award. The school was commended for its sustainability-focused curriculum, student-led action campaigns, and engagement with local Elders to enhance First Nations knowledge on land management.

Our ResourceSmart Schools have shown that they are not only participants in sustainability but are leading the way as custodians of the future environment. Their initiative, creativity and dedication has allowed sustainable practices to flourish on their campuses and beyond in their local communities.

The ResourceSmart Schools program supports all Victorian primary and secondary schools to embed sustainability across school facilities, community and curriculum.

Since 2008, the program has reached more than 1,600 Victorian schools. Participating schools have planted more than five million trees, saved over \$60 million through energy, waste and water savings, and avoided over 74,000 tonnes of greenhouse gases.



Students from ResourceSmart School of the Year winner, Chewton Primary School

## Making it easier for Victorians to go circular

Our work is empowering Victorians to design their own circular future. Our behaviour change and education programs drive real-world change in our cities, suburbs, regions and communities. By supporting communities in bringing their ideas to life, we have lasting impact, paving the way for a future where every Victorian can be part of a local circular economy, no matter where they live.

We worked directly with communities to support innovative actions and reinforce behaviour change through local leadership and example.

### Driving circular economy at a local scale

This year we supported communities to take charge of their own circular economy projects in their own way. We partnered with communities from towns and cities across Victoria to develop their own grassroots circular economy projects, such as repair cafes and nappy sharing schemes. Through our Circular Economy Councils and Communities Fund, we provided over \$10 million in grants to 126 circular economy projects led by councils and community organisations.

In 2023–24, Bayside City Council's Roving Repair program delivered eight community repair events, promoting intergenerational learning and inspiring other local communities to adopt similar models. Wyndham City Council established the Wyndham Park Tool Library, a new facility at the Wyndham Park Community Centre that supports a local sharing economy by making expensive tools accessible to everyone in the community.

The Circular Economy Councils Fund has engaged every Victorian Council through direct funding or tailored capability building training sessions. As a result, more than 67 projects came to life. In 2023–24, we hosted a masterclass which attracted 96% of Victorian councils, with over 160 council staff attending. We also led 14 workshops for community groups on behaviour insights for change. We helped them identify environmentally impactful behaviours and design new strategies to encourage more sustainable behaviours.

## Educating Victorians to make recycling work

We delivered statewide education and behaviour change programs to teach Victorian households how to recycle correctly.

This year 11,781 Victorians safely disposed of their household chemicals at a Detox your Home event. These events serve as a reminder on how to dispose of chemicals safely.

Our 'Small Acts, Big Impact' campaign reached over 1 million Victorians. It included a multicultural engagement program with media coverage and ambassadors that engaged over 300,000 Victorians from three language groups. More than a quarter of Victorians remembered the campaign.

We also partnered with local councils and alpine resorts to share behaviour change messaging in communities across Victoria. The Circular Economy Household Education Fund has supported over 80% of councils and alpine resorts in educating their communities on new and improved recycling services through the 'Small Acts, Big Impact' campaign. This work is helping Victorians adapt to the largest recycling shift in a generation – the adoption of new glass, food and organic recycling services – with customisable resources available for councils.

In early 2024, we relaunched our digital asset management platform, making it easier for stakeholders to access our campaign materials. The platform contains over 3,500 resources for councils and alpine resorts to use to educate communities about recycling and waste minimisation.

We also collaborated across government and industry to ensure our messaging addressed critical issues for the recycling sector. We partnered with the Battery Stewardship Council in 2023–24 to develop co-branded materials for their national battery awareness campaign. These materials were shared through our existing council networks, aligning with our education and behaviour change program objectives.

## Case study:

# Multicultural community leader inspires others to fight food waste

Food waste costs Victorian households an average of \$2,600 a year. With the cost of living rising, small changes in the kitchen can make a big difference.

Dr Harpreet Singh Kandra, a passionate community leader in Melbourne's east and a prominent member of the Sikh and Indian community, was inspired by SV's 'I Love Leftovers Challenge'. He launched an educational program on food waste for his local community, sharing culturally relevant tips and recipes for using up leftovers.

The month-long program ended with a free family event at the local

Sikh temple, Gurdwara Siri Guru Nanak Darbar in Officer. Families discussed how to avoid food waste at home and prepared free community meals using leftovers.

Easy ideas from the community included:

- turning stale bread into breadcrumbs to thicken curry sauces or for fried treats
- mixing leftover daal into roti dough for added flavour and texture
- preserving fresh herbs by freezing or drying them (in the sun or air fryer).

Dr Kandra emphasised that, "It is our shared responsibility to prevent

food wastage, as it benefits both our finances and the environment. As a community, we can learn from each other and can make meaningful strides in addressing this pressing issue. Our small acts can make a big impact."

Delicious recipes from the program are available in [Punjabi](#) on the [SV website](#).



Community members following recipes and cooking together using leftovers.

## Building an evidence base for government policy and action

We contribute research insights and long-term thinking to guide Victoria's shift to a circular, climate resilient and clean economy. As the Victorian Government's sustainability thinktank, we collaborate with researchers from universities, community groups and industry associations to solve complex challenges.

Our *State of Sustainability Report 2023* is part of an ongoing research program to track the attitudes, beliefs and behaviours of Victorians towards sustainability. The report offers a detailed view of community perspectives on climate change and sustainable living, helping policymakers to create data-driven policies and programs aligned with community expectations.

We also monitor international developments in circular economy and energy efficiency and analyse emerging technologies and practices to provide valuable insights with policymakers. Our advice on best practices in behaviour change, social research, circular economy and energy efficiency supports other government agencies with technical advice, community needs data, market trends and behavioural insights.

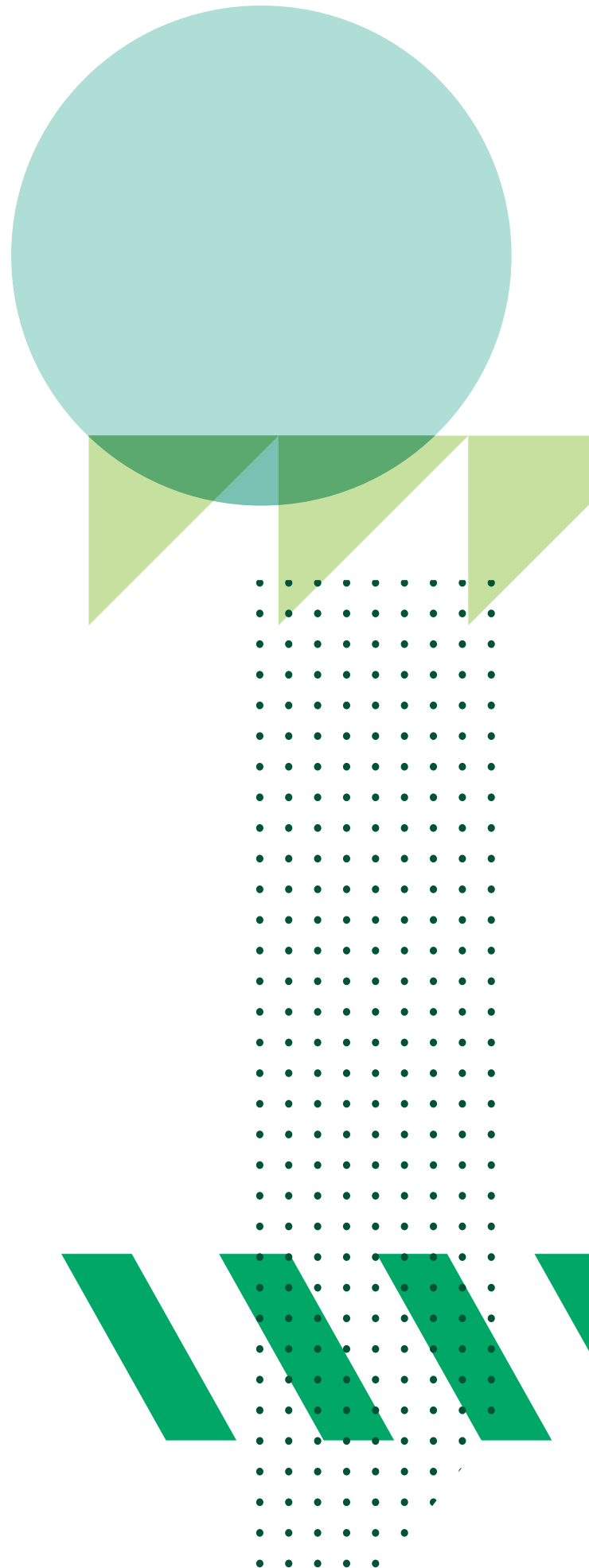
We partnered with organisations like the Latrobe Valley Authority to uplift the capability of local councils and regional partners by sharing knowledge on circular economy solutions. We also updated a guide for local governments on carbon accounting to support their sustainability efforts.

## Building an evidence base for future investment

We continue to drive the research and solutions needed to fast-track Victoria's transition to a circular economy and identify future jobs and skills requirements across various industries.

In collaboration with Climateworks Centre, we analysed the systems and materials involved in the renewable energy transition. This research is crucial given the significant investment in new infrastructure. By examining material flows across the Victorian economy, we can identify more opportunities to reduce emissions through design, innovation and materials selection.

We also used behavioural insights to shape our communications campaigns, such as 'Small Acts, Big Impact'. Our engagement with leading researchers from the End Food Waste Cooperative Research Centre and End Food Waste Australia helped us tailor our approaches to reduce food waste effectively.



## Case study:

# The conversation on sustainability has changed

SV's State of Sustainability research reveals that Victorians' views on sustainability are evolving. Today, 1 in 10 Victorians rate climate change as the top priority for government, up from 1 in 50 in 2010. Sustainability is now recognised as essential for our quality of life and wellbeing beyond just environmental protection.

The research highlights that Victorians understand the connection between sustainability and cost of living. For instance, 80% of those renovating or building believe that energy efficient homes will lead to lower energy bills.

Our thinking on 'waste' has changed. We're more critical about how we

produce, use and dispose of products. A decade ago, we focused on waste management and recycling. Now we're looking at avoiding waste from the start. Although the term 'circular economy' is still not widely known, many Victorians are already engaging in circular practices, like shopping second-hand and using reusable bags.

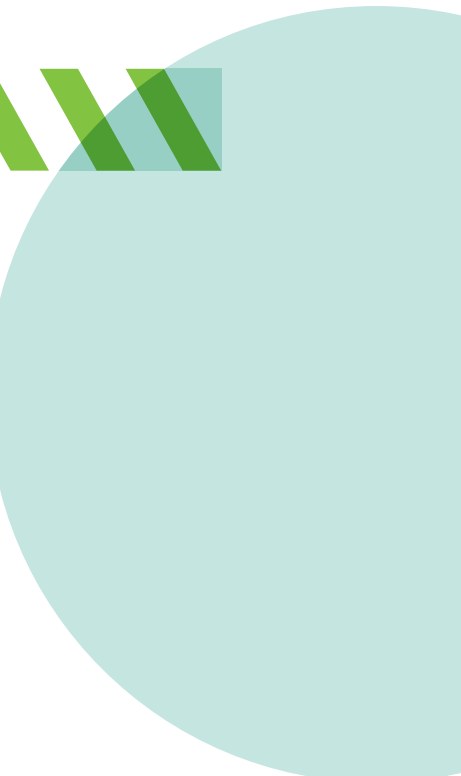
The 2023 State of Sustainability report provides a baseline into the sustainability mindset of the Victorian community with 2,510 Victorians participating across all 10 Victorian regions. This ongoing survey will track Victorians' attitudes, beliefs and behaviours

over time, providing an evidence base policy and decision-makers to address key sustainability challenges.

The research highlights four key opportunities for Victoria's future: accelerating the circular economy, improving home energy efficiency, electrification, and supporting vulnerable populations

As Victoria aims for net zero emissions by 2045, this report reveals our growing understanding of sustainability and the steps needed to achieve it.





# Our culture

Having been ranked as one of best places to work, SV is where passion for the environment, rich knowledge and insights, and positive culture come together to create a more sustainable future for Victoria. SV consciously builds its culture, aiming for a workplace that sets the highest standard as an inclusive, innovative and thriving place to work.

Sustainability Victoria had previously been ranked 1st on the 2023 AFR Boss Best Places to Work List in the Government, Education & Not-For-Profit sector and was recognised as one of the best organisations to work for in the 2023 HRD 5-Star Employer of Choice Awards.

SV is committed to creating and strengthening an environment that empowers its staff to grow and thrive. SV wants its staff to proudly bring their full and authentic selves to work and have their talents recognised and applied to some of the toughest sustainability issues facing our state.

In 2023–24, SV continued to strengthen the value we provide to Victorians in the areas of program impact, data and community insights and the agility and scalability of our services. SV further enhanced its OneSV Culture focusing on developing its leaders to have impact and maximising hybrid and collaborative ways of working across technology, program design, storytelling, leadership, research and behaviour change.

## Our cultural aspirations

### We are ONE SV

We are an inclusive community of diverse individuals, working collaboratively to achieve our shared goals.

### We have a GROWTH mindset

We bring our experience, skills and knowledge to everything we do; we are committed to personal and professional growth.

### We are COURAGEOUS and BOLD

We are open to new ideas, values, creativity and encourage each other to think differently, take well-informed risks and be courageous in our exploration.

### We are IMPACTFUL

We deliver impactful and measurable outcomes, holding each other to account, being brave in our decision-making and adopting a 'can do' attitude.

### We are INSIGHTFUL

We see the big picture and think longer term, adding value through insight, leveraging our rich evidence, data and research to explore scenarios and create new opportunities.

### We are AGILE

We are flexible and agile and redirect resources to achieve the maximum benefit for the Victorian community. We foster a 'safe-to-fail' environment where staff are empowered to innovate and try new things.

## Diversity and inclusion

SV continues its commitment to fostering a safe and inclusive workplace where every person can feel a sense of belonging supported by SV's Diversity and Inclusion Plan 2026. Our diversity and inclusion purpose is to individually and collectively transform our workforce into one that is representative of the Victorian community.

The new Diversity and Inclusion Plan 2026 was endorsed in February 2024. It builds on the work of the six active working groups that established strong foundations to deliver the previous 2023 plan. The new Diversity and Inclusion Network enables SV to improve intersectionality through a consolidation of these groups.

In the last 12 months, SV has progressed key initiatives outlined in the *Gender Equality Action Plan 2021–2024* which includes continuing with the new menstruation and menopause wellbeing policy, revising job advertisements to encourage intersectional diversity and enhancing diversity data collection and reporting mechanisms.

SV's *Gender Equality Action Plan 2021–2024* provides the framework to promote, encourage and facilitate the achievement of gender equality and improvement in the status of women and gender diverse people. A progress report and workplace gender audit were submitted in February 2024 to the Commission for Gender Equality in the Public Sector. The report and audit are still subject to compliance checking by the commission.

SV provided leaders with racial unconscious bias and LGBTQIA+ ally training to strengthen awareness and advocacy.

We also recognised and celebrated the following days of significance with internal events to promote awareness and education across diversity and inclusion pillars.

**Table 5: Celebrating days of significance in 2023–24**

Days of significance	Date
NAIDOC week	2–9 July 2023
Wear it Purple Day	25 August 2023
International Day of People with Disability	3 December 2023
International Women's Day	8 March 2024
Harmony Week (also known as Cultural Diversity Week) & International Day for the Elimination of Discrimination	18–24 March 2024 21 March 2024
Global Accessibility Awareness Day	16 May 2024
Reconciliation Week	27 May – 3 June 2024

## Fostering a healthy and supportive work environment

In 2023–24, SV continued to prioritise staff wellbeing, health and safety (WHS). We have normalised hybrid working, rolled out additional wellbeing initiatives and further embedded SV's flexible working culture. SV's work culture continues to receive recognition internally and externally.

Over 2023 and 2024, SV maintained a range of wellbeing initiatives to support staff, including a holistic Employee Assistance Program refresh which now includes counselling, financial advice, legal referral, Manager hotline, and crisis and nutritional support for SV employees and their families.

Additionally, SV celebrated WHS month in October 2023 which included The Black Dog Institute's 'One Foot Forward' fundraiser. SV raised \$2,578 and promoted Mental Health First Aid training courses, a 'Psychology for a Safe Climate' support session, and a range of webinars which can be accessed throughout the year. SV has also rolled out various WHS training sessions to employees and the leadership team.

For the third year running, SV provided summer hours to employees with 2 pm Friday finishes over summer and two wellbeing leave days where staff could refresh and recharge.

SV have continued to provide regular opportunities for social connection, hosting in-office monthly mingles, end of financial year thanks and recognition events, and the monthly 'SV Loves Morning Tea' which were well attended.

A new physical wellbeing initiative in 2023–24 included introducing a Fitness Passport, a workplace-facilitated discounted gym membership program to encourage staff and their families to be active.

## Operational excellence

Over 2023–24, SV has been on a transformative journey to build and strengthen organisation-wide capability and performance. We have embedded a continuous improvement culture with organisational principles to guide how SV will prioritise its organisational services and improvements and ensure it has the capabilities, systems and processes to deliver the right impacts.

In 2023–24, SV delivered operational excellence in a range of areas including:

### Systems and processes:

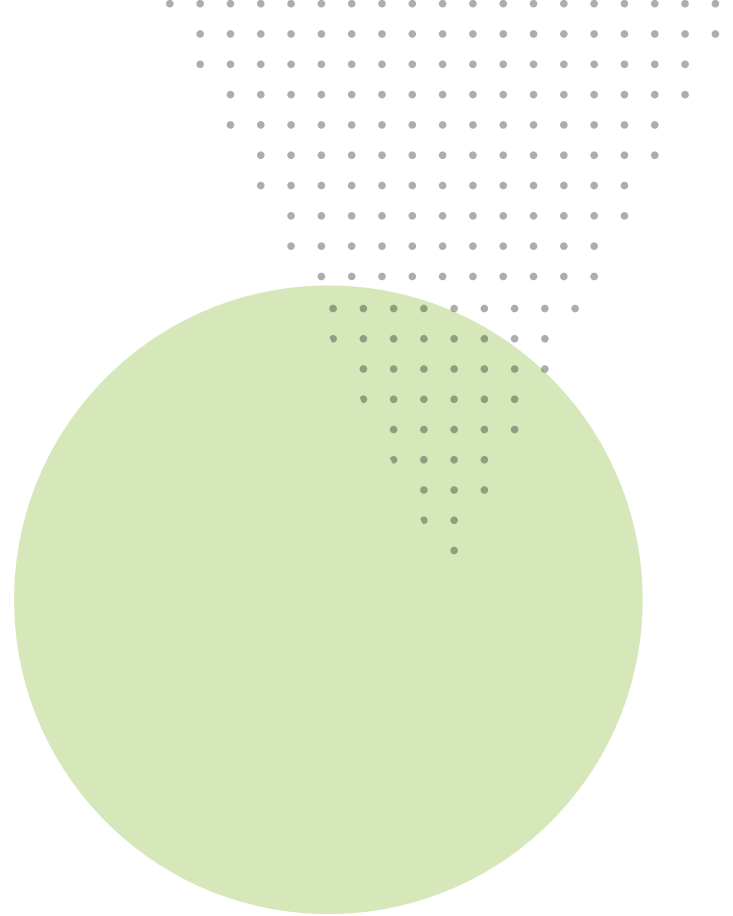
- implementing a modern enterprise data system platform to enable data-driven decision making
- delivering and implementing a Portfolio Management Office Strategy bringing together defined framework and standards, tools, resources and expert advice to uplift portfolio-level assurance and oversight of SV's projects and programs
- implementing an integrated human resources, payroll and finance system bringing payroll function in-house, giving better control and oversight of our financial processes

### Continuous improvement:

- ongoing continuous improvements to our client relationship management roadmap improving user experience and marketing services integration
- embedding an operational risk-based approach to the organisation with an operational risk register in place to proactively monitor and manage organisation-wide risk
- improving cybersecurity and technical security controls.

### Services and offerings:

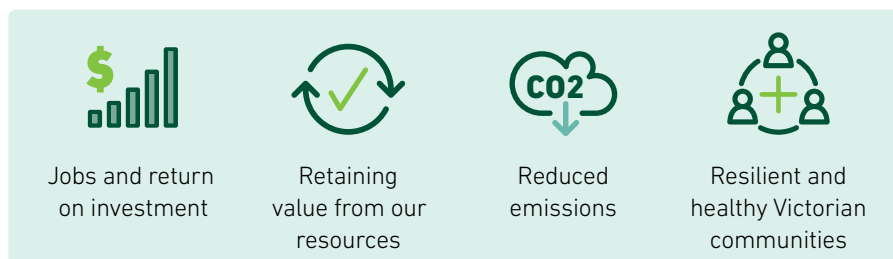
- reviewing commercial opportunities to build SV's financial sustainability
- reviewing the SV Hub offering to enable co-working flexibility with industry to work, connect, collaborate and grow.
- SV will continue to deliver operational excellence and transition to a more focused organisation, optimising our service offerings to be more value-adding and customer-centred.



# Non-financial performance

## Summary of impacts achieved in 2023–24

In 2023–24, we continued to deliver results under four impact areas, meeting or exceeding 11 out of 16 targets.



## Meeting our targets in 2023–24

Outcome	Unit	Target measure
125 days <sup>1</sup>	Days	75 (calendar) days average assessment time for major investment grants from application closure to recommendation (BP3)
\$74.8M <sup>2</sup>	\$	Leverage \$50 million of private and Commonwealth investment into new circular economy and zero carbon infrastructure
~395,988 tpa <sup>3</sup>	t CO2-e	Reduce Victoria's CO2 footprint by 200,000 tonnes
\$19.8M <sup>4</sup>	\$	\$15 million invested into the Victorian economy for new resource recovery and zero carbon infrastructure
281,622 tpa <sup>5</sup>	tpa	500,000 tonnes resource recovery capacity funded and installed (BP3)
~803,411 tpa <sup>6</sup>	tpa	500,000 tonnes less waste going to landfill
563 <sup>7</sup>	#	700 Victorian schools participating in the ResourceSmart Schools program (BP3)
10,063,674 <sup>8</sup>	kWh	8,500,000 kWh energy saved by Victorian schools participating in the ResourceSmart Schools program (BP3)

- 1 The 2023–24 outcome is below target, the grant rounds released in the second half of the year were high risk and high value. As such, the application process required additional time and resources to adequately identify risk mitigations, due diligence checks and approvals for proposed projects.
- 2 In 2023–24, 102 contracts signed with a leveraged value of \$74,832,227 from private and Commonwealth investors.
- 3 Greenhouse gas savings are based on resources recovered and used in place of new material.
- 4 In 2023–24, 102 contracts signed to the value of \$19,775,561.65.
- 5 The result is below the annual target due to delays in council and EPA approvals, the delays have meant that a significant amount of processing capacity that was expected to be commissioned by December 2023 has been pushed to the 2024–25 financial year.
- 6 20% of the total result has been achieved through new resource recovery capacity delivered in 2023-24. The remaining 80% (estimated) is the result of capacity commissioned in earlier years (by RRIF and CE programs), result will be available in August 2024.
- 7 The annual target was not met in the 2023-24 period due to continued challenges in the uptake of extracurricular activities in schools.
- 8 The increase in performance exceeds the annual performance by schools achieved in 2023 and is a demonstration of consistent engagement by participating schools using the RSS online platform to track their initiatives and quantify their resource savings. Note: The kwh savings are measured using the calendar year to align with the Victorian school teaching period.



Outcome	Unit	Target measure
6,061,950 <sup>1</sup>	#	1 million people have been reached by the Circular Economy Education and behaviour change campaigns
11,781 <sup>2</sup>	#	7,500 Victorians safely disposed of their household chemicals at a Detox your Home event
~\$407M <sup>3</sup>	\$	\$350 million (modelled) energy bill savings through policy support and technical advice to other agencies
~1.2m <sup>4</sup>	t CO2-e	1.5 million tonnes CO2e of (modelled) abatement through policy support and technical advice to other agencies
529 <sup>5</sup>	#	300 new clean economy jobs created for Victoria (ongoing and temporary)
156,831 <sup>6</sup>	#	SV training and events will engage 150,000+ Victorians/organisations to adopt positive environmental action
75,014 <sup>7</sup>	Hours	75,000 volunteer hours, increasing local capacity and capability within communities to deliver renewable energy and circular economy projects

1 Over six million people have been reached by the CE Education and behaviour change campaigns

2 11,781 attendees across the 53 events that were held in the 2023-24 financial year.

3 Estimates provided by a consultant on behalf of the E3 committee, the E3 program delivers a single, integrated approach to energy efficiency standards and labelling.

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5 In 2023-24, 295 temporary jobs and 234 permanent jobs have been realised.

6 The Household Education and Behaviour change campaigns have improved the food waste behaviour of approximately 63,000 Victorians. While CE Councils program supported six events in the Bayside area which saw 92,867 residents learn to retain their items and understand and learn to repair, rather than disposing to landfill and buying a replacement item.

7 Volunteer hours reported as part of acquittal forms, showcasing Victorians participating in the CE Communities program.

## Activities delivered in 2023–24

### Key



Jobs and return on investment






Retaining value from our resources













Reduced emissions



Resilient and healthy Victorian communities

Activity	Performance in 2023–24	SV2030 impacts
Asbestos disposal management plan	<p>The three funded pilot sites are now operating, providing a local option for the community to dispose of small quantities of non-friable, packaged asbestos. Sites are located at existing waste facilities and temporarily sort the asbestos before transferring it to landfill. To support the pilot, SV developed the Guide to Developing and Managing Asbestos Disposal Points for the Temporary Storage of Non-Friable Asbestos Waste. SV also developed communication and education resources to help site operators and customers to dispose of asbestos waste safely. The pilot sites are being used to test the infrastructure, systems and resources needed to manage an asbestos disposal point. SV will evaluate the pilot with input from site managers, on-ground teams, customers, regulators and other stakeholders. The findings will help inform the rollout of more disposal sites in Victoria.</p>	
Circular Economy Business Innovation Centre (CEBIC)	<p>CEBIC is driving circular innovation within industry to minimise waste and maximise the lifespan and value of products. This year, CEBIC empowered over 300 professionals through dynamic thought leadership and training events, fostering industry knowledge and skills and sparking networking and collaboration around circularity within sectors and across supply chains.</p>	
Circular Economy Business Support Fund	<p>The Circular Economy Innovation Fund and Business Support Fund launched 14 projects this year, each offering innovative solutions to accelerate Victoria's transition towards a circular economy. Projects ranged from transforming apple and seafood waste into high-value products to expanding a textile repair service. Highlights included launching a dairy sector food waste action plan, developing a circular sourcing platform for surplus pre-consumer textile waste, and upgrading reusable crockery infrastructure. Collectively, these initiatives have diverted 1,506 tonnes of waste, introduced 13 new circular products and services, and generated 24 new full-time equivalent (FTE) jobs. Projects have significantly bolstered the state's processing capacity to extend the value of materials by 29,544 tonnes a year.</p>	

Activity	Performance in 2023–24	SV2030 impacts
Circular Economy Communities Fund	<p>The Communities Fund finished in June 2024, achieving positive behaviour changes in over 82,000 Victorians, creating 103 jobs, leveraging 134,000 volunteer hours, and reducing waste to landfill by 2,229 tonnes over the life of the program. As part of this program, a Community Organisation Capability Building Program was established to provide extra support to organisations, recognising that community organisations need more than just grant funding to succeed. The Capability Building Program delivered 23 education workshops attended by 533 individuals and hosted 12 forums, producing six capability statements for specialised waste recovery streams. From this, a capability kit resource was developed for organisations wanting to start or expand their sustainability projects. The program was well-represented at 20 external events through networking, panels and stalls.</p>	
Circular Economy Councils Fund	<p>The Circular Economy Councils Fund completed 13 projects in 2023-24 that were funded from previous rounds. These projects added over 1,330 tonnes of organic processing capacity to Victoria's infrastructure and diverted 1,657 tonnes of waste from landfill. SV attracted \$1,937,543 of investment from local council and created 31 jobs for Victorian residents. The program reached 110,900 Victorians through the community ties created through repair events, collection days and resale shops.</p>	
Circular Economy Household Education Fund	<p>A total of 66 councils and all alpine resorts have received funding through this program. Projects are due to finish in June 2025, with four councils already completing their projects this year. One successful example is the Alpine Shire Council, which introduced a new FOGO service for residents. This service achieved a 0.1% contamination rate and diverted 38% of organics from landfill. SV also launched a new digital asset library to make it easier for recipients to access Small Acts, Big Impact campaign materials. The library now includes over 3,500 assets.</p>	
Circular Economy Infrastructure Fund – Hazardous Waste	<p>Three projects received a total of \$4.9 million in funding in 2023-24 under round 3. This brings the total funded projects to six. Round 2 projects are in progress. Two of the new projects will increase processing capacity to recover lithium batteries and build circularity by extracting critical minerals for reintegration into the economy. The third project will optimise and diversify the recovery of contaminated soils. Together, these six projects aim to recover 371,500 tonnes a year of hazardous materials, leverage \$43.5 million in industry investment and create 53 full time jobs.</p>	

Activity	Performance in 2023–24	SV2030 impacts
Circular Economy Infrastructure Fund – Materials	Two organics projects received \$2 million in grants in 2023-24 under round 4 of this funding programs. This makes a total of 11 projects funded through multiple rounds. Projects from rounds 2 and 3 are progressing with two already finished. These 11 projects will create 62 new ongoing full-time jobs and increase processing capacity for glass and organics by up to 375,000 tonnes a year. They will also increase the quality of up to 325,000 tonnes a year of recycled glass and organics products for reuse.	
Circular Economy Markets Fund – Materials	Nine projects are complete and 11 are still being delivered. All projects must finish in 2025.	
Circular Economy Markets Fund – Organics	Two of the 12 projects are now complete, with the rest expected to finish in the next six months. SV is preparing to promote the market acceleration outcomes from this fund, for example, by publishing content on the SV website on the three vineyard projects.	
Circular Economy Organics Sector Transformation Fund	One project is complete and the remaining projects are expected to finish in 2024-25. The completed project installed decontamination equipment, allowing the recipient to continue operations despite rising contamination levels. These projects will divert more organic waste from landfill, reduce contamination and improve the quality of recovered organic material to help grow the food of tomorrow and secure Australia's agricultural future.	
Circular Economy Organics Trial Extensions (allocated grants)	Six grants totalling \$84,110 were awarded as allocated grants to continue collecting data from on-farm organics trial sites for an extra year. This recognises the long period needed for soil to improve after applying compost. The additional data will be shared with farmers to encourage them to use recycled organics. This pro-active initiative by SV has been applauded by industry.	
Circular Economy Recycling Modernisation Fund	Six new projects received \$3.4 million in grants in 2023-24. This brings the total funding to \$68.3 million for 27 projects led by industry and council over four rounds of funding in the past three years (jointly funded by the Victorian and Australian governments). Projects from the first three rounds are progressing well with 12 already complete. These 27 projects will create almost 320 ongoing full-time jobs and process up to 360,000 tonnes of glass, plastic, and paper and cardboard waste each year. In addition, projects aimed at improving the quality of recycled products will improve up to 56,000 tonnes a year for reuse in new products.	

Key



Jobs and return on investment














Retaining value from our resources







Reduced emissions



Resilient and healthy Victorian communities

Activity	Performance in 2023–24	SV2030 impacts
Circular Economy Research & Development Fund – Organics	Three of five projects are complete with the remaining two awaiting evidence to finish. A suite of organics market development outcomes will result from these projects, which will be promoted to relevant stakeholders in 2024-25. One grant recipient reported that they gained an extra 12 clients (farmers who want to use compost) as a direct result of their project.	
Circular Economy Research and Development Fund	Nine out of 10 materials stream projects are now complete, and all five organics projects are complete, with two still to submit final documentation. The program has been extended to June 2025 and all projects must be completed by this date.	 
Circular Economy Reuse Pilot program (Single-use Plastic Ban)	SV helped DEECA communicate the single-use plastic (SUP) ban to small and medium-sized enterprises (SMEs). The program focused on raising awareness of the impact of SUPs on the environment and introducing reusable alternatives for banned items. SMEs were identified as key stakeholders who, despite being largely affected by the ban, might lack the resources to get information on the ban and how to adapt their business. By providing face-to-face support, the program effectively engaged with over 3,400 businesses, giving them tailored advice and guidance.	 
Community Climate Change and Energy Action program	Community organisations installed 495 kW of solar PV systems in 2023-24 saving \$180,469 on energy bills. These energy upgrades will cut over 20,000 tonnes of greenhouse gas emissions in their lifetime. Sustainability Victoria's investment of \$541,961 attracted an additional \$657,660 in community investment to total almost \$1.2 million into energy efficiency upgrades.	  
Community Power Hubs program	SV helped deliver two election-promised projects under the Community Power Hub remit. Healesville Community Renewable Energy and Indigo Power both completed projects to make their communities more energy efficient. Healesville retrofitted the Badger Creek Hall and local community housing, trained five new home energy efficiency advisors and shared a brochure with the Healesville and Yarra Glen community about their affordable services. Indigo Power boosted renewables across Benambra by teaching communities about renewable energy and switching 30 households to heat their hot water system during the day when renewable generation is high, instead of at night.	  

Activity	Performance in 2023–24	SV2030 impacts
E-Waste Infrastructure Support Program (Landfill Ban)	The e-waste program ended in 2023-24 after upgrading 140 e-waste collection sites and five reprocessor sites over six years. The reprocessor projects focused on recovering mixed e-waste including e-plastics, metals and rechargeable batteries. These five projects increased Victoria's e-waste treatment capacity by 33,747 tonnes a year, attracted \$6.9 million in industry investment and created 24 full time jobs. SV evaluated the program to guide future funding in the e-waste sector.	
Education and Behaviour Change Program	SV continued to deliver its statewide campaign, 'Small Acts, Big Impact' through public relations, direct mail, stakeholder engagement, events and council support. SV held an event with one of its community ambassadors, Dr. Harpreet Kandra, to launch the 'Recycling is changing for the better' campaign at the annual World Environment Day event hosted by Sikh community organisation, Gurdwara Siri Guru Nanak Darbar in Officer. SV also delivered the first of a two-phased 'Making the most of your food scraps and garden clippings' campaign, targeting residents in six councils with high FOGO contamination rates through direct mail.	
Education for Waste Minimisation	The Education for Waste Minimisation program finished in 2023-24 after delivering the 'Remember your reusable cup' coffee campaign. Highlights include an activation at Melbourne Central where participants received a branded tote bag with a coffee voucher or a reusable coffee/bubble tea cup on completion of an education quiz. SV engaged a range of social creators to help spread the reuse message in unique and creative ways with top performing content from personalities including Julian O'Shea who delivered messaging in his trademark doco-style. SV included several new campaign delivery tactics, one being a successful content partnership with The Urban List including a video with great local talent, owner of sustainable design brand Into Carry, Luke Phillips. We also piloted an agency community app to recruit people to take part in a reusable cup challenge. Over 2,000 Victorians joined the challenge which involved watching educational videos on why disposable cups are problematic, completing a quiz, using a daily behaviour tracker and a creative competition where people shared their tips to remember their cups.	
FirstRate5 – NatHERS Accreditation of the Whole-of-Home and Thermal Assessment	FirstRate5 is a portfolio of software applications developed by SV. FirstRate5 (thermal) assesses the thermal shell of a proposed dwelling by entering the building design (floorplan and material specifications) into the software. SV was granted full NatHERS Accreditation of FirstRate5 (thermal) and FirstRate5 Whole of Home web app in 2024, and continues to deploy software updates to improve functionality and usability.	

Key



Jobs and return on investment











Retaining value from our resources






Reduced emissions



Resilient and healthy Victorian communities

Activity	Performance in 2023–24	SV2030 impacts
Household Detox Program (Detox your Home)	SV continued to provide Victorian householders with free, safe, accessible and environmentally responsible disposal options for both high and low toxicity household chemical products through 52 contactless, drive-through Detox your Home events. These events collected 248 tonnes of toxic household chemicals from 11,718 householders in 2023-24. A further 84 tonnes of targeted materials (handheld batteries, fluorescent lights, paint) were collected at 28 permanent drop-off sites.	
Investment Facilitation Service	SV continues to deliver the IFS, offering personalised support for projects and companies that invest in Victoria's circular economy and providing a single point of contact and concierge service across the Victorian Government to facilitate investment, beginning with our own Victorian Government grants that support local industry. SV expanded its service delivery in 2023-24 to include the Application Review and Advisory Service (ARAS) for selected circular economy programs. Grant applicants can use ARAS to have their applications reviewed for areas that could be strengthened before submission to increase the quality of the application.	 
Market development for products derived from contaminated soil	SV has undertaken research to support and further government understanding of the generation and management of Spoil material in Victoria. Outputs from this research may support identification of future opportunities to better plan for and support the reuse of spoil material. This work has also supported other government departments and agencies involved in planning and regulating spoil material.	 
Recycling Modernisation Fund – Plastics Technology stream*	In July 2024, the Australian Government announced \$60 million in national funding for advanced and innovative technology projects targeting hard-to-recycle plastics, to be managed by each state or territory. SV received applications for Victorian projects and led the Interdepartmental Assessment Panel, which recommended shortlisted projects for further review by the Australian Government. The demand from Victorian industry for investment exceeded the total available funding pool. The Australian Government has not yet announced successful projects.	  

Activity	Performance in 2023–24	SV2030 impacts
ResourceSmart Schools	<p>In 2023-24, 563 schools actively participated in RSS, saving more than 10 million kWh of energy in 2023, over \$2.8 million on yearly energy bills, and avoiding more than 8,554 tonnes of greenhouse gases. Participation was lower than targeted due to schools managing ongoing stress in the education sector. SV continued to run online professional learning sessions and workshops to help schools implement sustainability actions delivering 60 events over the year. SV also delivered the second Climate Change Education Forum in partnership with the Victorian Department of Education and Deakin University's Centre for Regenerative Futures. The event brought together 140 students, teachers, education and environmental professionals, and state government representatives for intergenerational conversations and learning on climate change.</p>	
Waste to Energy Fund – Bioenergy	<p>A total of 26 bioenergy projects have been funded with \$8.5 million in grants. Five projects are finished and have produced business cases for further investment and case studies for SV to use. The 21 remaining projects are expected to be completed in 2024-25. The program will then move into an evaluation phase, followed by promotion of project and program outcomes. SV also runs a Bioenergy Fund working group where projects can connect and learn from each other. This gives SV a leading role in developing and growing Victoria's bioenergy community.</p>	
7-Star Homes	<p>The 7 Star Homes Program was completed in 2023-24, successfully increasing the capability of volume home builders in Victoria to build energy efficient houses ahead of the NCC 2022 mandated efficiency standards for new homes and to communicate the benefits to consumers. SV exceeded its targets for program enrolment and delivery of training to builders, land developers, and industry participants, and built 72 of the 80 planned 7-star homes - an impressive outcome given the upheaval in the building industry during COVID-19. SV developed lots of program materials, including five research reports, 12 case studies and online resources for industry and consumers. We surpassed our target of 50,000 content views on the SV website. A standout success of the 7 Star Homes Program was its collaborative approach, based on practical learning and upskilling the building industry. Involving the peak industry associations, Housing Industry Association and Master Builders Victoria gave the program extensive reach.</p>	

Key



Jobs and return on investment



Retaining value from our resources



Reduced emissions



Resilient and healthy Victorian communities

# Performance reporting (financial)

## Five-year financial summary

Table 6: Five-year financial summary and current year financial review outlines our five-year financial summary and current year financial review.

Table 6: Five-year financial summary and current year financial review

	2024 \$'000	2023 \$'000	2022 \$'000	2021 \$'000	2020 \$'000
Income from Government	86,499	80,970	79,214	48,119	48,084
Total income from transactions	93,102	86,602	83,516	51,863	51,877
Total expenses from transactions	(89,783)	(84,244)	(84,914)	(47,117)	(58,116)
Net result from transactions	3,318	2,358	(1,398)	4,746	(6,238)
Net result for the period	1,187	2,545	(997)	4,646	(6,223)
Net cashflow from operating activities	8,108	(19,247)	22,816	28,929	(20,779)
Total assets	101,438	109,182	127,175	93,897	52,614
Total liabilities	(79,970)	(82,839)	(104,439)	(70,164)	(33,527)

## Current year financial review

### Overview

The Victorian Government considers the net result from transactions to be the appropriate measure of financial management that can be directly attributed to government policy. This measure excludes the effects of revaluations (holding gains or losses) arising from changes in market prices and other changes in the volume of assets shown under 'other economic flows' on the comprehensive operating statement, which are outside the control of the agency.

### Financial performance and business review

In 2023–24, SV recorded a net result from transactions of a surplus of \$3.32 million, which is an increase of \$0.96 million compared to 2022–23. Income from transactions increased by \$6.50 million (8%) and total expenses from transactions increased \$5.54 million (7%).

### Financial position – balance sheet

Total assets decreased by \$7.74 million and total liabilities decreased by \$7.87 million compared to the prior year.

### Cash flows

SV has in place a Financial Sustainability Strategy which seeks to ensure the organisation's financial sustainability and maintain an adequate financial buffer in the out years. SV generated an operating cash inflow of \$8.11 million during the year (2023–24: operating cash outflow of \$19.25 million) attributable to project activities which are funded in advance of expenditure.

SV maintains a cash reserve of \$6.0 million as contingency.

### Significant changes in financial position

There are no significant changes in financial position to report.

### Significant changes or factors affecting performance

There are no changes or factors affecting performance to report.

### Capital projects

In 2023–24, SV did not have any capital projects with a total estimated investment of \$10 million or more.

### Disclosure of grants and transfer payments

Please refer to Appendix 3.

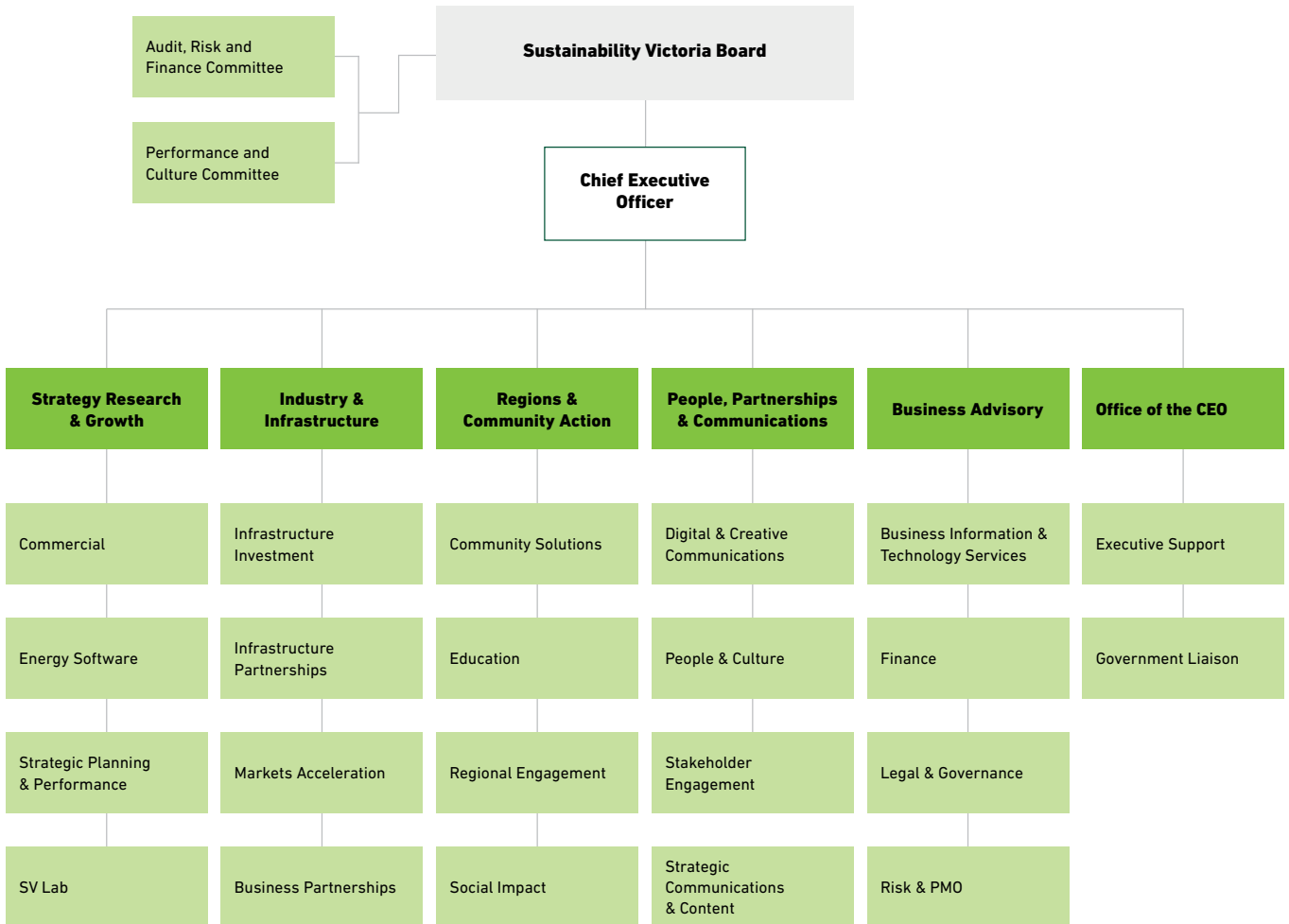
### Subsequent events

On 5th July 2024, the proposed Victorian Public Service Enterprise Agreement (Agreement) 2024 was endorsed by Public Sector employees. The Agreement includes a lump sum payment to all staff employed by the Victorian Public Sector on 28th June 2024. The overall financial impact of the Agreement is estimated to be \$0.85 million payable to employees in the 2024–2025 financial year.

# Governance and organisational structure

## Organisational structure

Figure 1: SV's organisational structure as at 30 June 2024



## Our Board

As set out in the SV Act, SV is governed by a Board whose members are appointed by the Minister for Environment.

The Board:

- sets SV's strategic direction, objectives and performance targets
- appoints the CEO
- monitors operational and financial performance
- oversees compliance with laws, regulations and other obligations
- sets and monitors internal controls to manage risks
- ensures organisational good conduct and stakeholder relationships
- manages and monitors board and committee conduct and performance.

## Board attendance

The Board met six times during 2023–24. The attendance of individual members is set out in Table 7: Board attendance in 2023–24.

Table 7: Board attendance in 2023–24

Member	Meetings attended	Number eligible to attend
Johan Scheffer (Chairperson)	6	6
Judith Landsberg (Deputy Chairperson)	4	6
Judi Harris	6	6
Kerry Osborne	4	6
Neil Pharaoh	4	6
Mark Wakeham	5	6
Meredith Banks	3	5
Sarah McDowell	6	6

## Board members

Table 8: Terms of appointment for Board members lists the terms of appointment for Board members.

Table 8: Terms of appointment for Board members

Member	Appointed	End of appointment
Judi Harris	1 July 2017	30 September 2024
Kerry Osborne	1 July 2017	30 September 2024
Neil Pharaoh	1 July 2019	30 September 2024
Johan Scheffer (Chairperson)	1 June 2021	31 May 2026
Judith Landsberg (Deputy Chairperson)	15 June 2021	30 June 2025
Sarah McDowell	15 June 2021	30 June 2025
Mark Wakeham	15 June 2021	30 June 2025
Meredith Banks	15 June 2021	Resigned 4 May 2024

## Johan Scheffer, Chairperson

Johan Scheffer has a long and distinguished career in education, children's services, policy development, private consultancy and as a Member of the Parliament of Victoria.

Johan brings considerable knowledge and experience in government policy, program management and public administration. Throughout his career, he has made it a priority to engage directly with the communities and organisations affected by government decision-making and has actively engaged in local campaigns.

Johan's work as an MP involved legislation, advocacy and, as chair of Joint Investigatory Committees, directing research and consultation with communities and experts across Australia and internationally.

Johan has a longstanding engagement in environment policy, and during his time as the Member for Eastern Victoria worked with communities and organisations on a broad range of environment issues, including forestry, farming, water, coasts and the uncertain future of the coal industry in the Latrobe Valley and the impact this would have on the local community and on Victoria as a whole.

Johan is an ex-officio member of the Board's Audit, Risk and Finance Committee and Performance and Culture Committee.

## Judi Harris

Judi Harris brings expertise in education and local government with a strong focus on community engagement. She is a former Mildura Rural City councillor (2008–2016) and held the council's environmental sustainability portfolio from 2012 to 2016.

Judi has held numerous board and committee memberships in arts, education and sustainability, including five years as deputy chair of the former Mildura Regional Waste Management Group. Her career in education included secondary, adult and tertiary education. Judi tutored for Monash, Deakin and La Trobe Universities mostly in communication studies and professional writing. She then took up educational consulting in the United States of America for four years. Judi holds a Bachelor of Arts and a Secondary Teachers Certificate.

Judi is the Chair of the Board's Performance and Culture Committee.

## Judith Landsberg, Deputy Chairperson

Judith Landsberg has founded and led environmental educational and sustainability initiatives, delivered complex climate and energy projects to industry and government, and she has an ongoing interest in innovation to mitigate and adapt to climate change

Judith is currently leading the development of the evidence base for Australia's first National Climate Risk Assessment for the Australian Climate Service. Her experience includes providing tailored climate information to the electricity sector for the Bureau of Meteorology and leading the City of Melbourne team to deliver the Melbourne Renewable Energy Project.

Judith ran Greenrock, a leading sustainability non-profit in Bermuda that provided environmental education and sustainability advocacy, bringing an award-winning, UN-endorsed, environmental education program to Bermuda's schools. She also has experience in education, having taught science in high school, and was manager of scholarships for the General Sir John Monash Foundation.

Judith is an experienced non-profit director. She has a Bachelor of Science in Physics from ANU, a PhD in Physics from Oxford University, and a Master of Environmental Leadership from Duke University. She is a fellow of the Institute of Community Directors Australia and is a member of the SV Board Performance and Culture Committee.

## Kerry Osborne

Kerry's strengths lie in strategic leadership, financial sustainability and positive organisational change. Kerry is the managing partner of the mentoring consultancy, The Leader's Mentor. Kerry also holds other board positions (two as chair), some of which are across environmentally sustainable industries. He has had significant leadership roles across both government and corporate sectors.

Prior roles include chief executive of the Courts of Victoria and managing director of CityWide Services, an environmental, engineering and recycling business, owned by the City of Melbourne. Before that, he was the founding CEO of Excell Corporation delivering environmental, facilities management and engineering services to local government across eastern Australia.

Kerry holds a Master of Business Administration (Chicago Booth Business School), is a civil engineer and a Fellow of the Australian Institute of Company Directors. Kerry is the Chair of the Board's Audit, Risk and Finance Committee.

## Mark Wakeham

Mark Wakeham has over two decades experience working on climate and sustainability policy, campaigns and communications. He is an experienced board director, CEO and changemaker.

Mark has held leadership roles in the Australian environment and union movements including as CEO of Environment Victoria, Australian program director with The Sunrise Project and as senior policy adviser on climate and energy for the Australian Council of Trade Unions. Mark has deep expertise on climate, energy and sustainability issues, systems and solutions. He currently works as a management consultant for purpose-focused organisations. As well as being on the Board of SV, Mark is a board director for the Energy and Water Ombudsman Victoria.

Mark holds a Bachelor of Arts (History) and Commerce (Economics) and a Graduate Diploma in Adult Education. He is a graduate of the Australian Institute of Company Directors and was awarded a Churchill Fellowship in 2020 to study successful energy transitions. Mark is a member of the Board's Performance and Culture Committee.

## Sarah McDowell

Sarah McDowell has 15 years of experience in energy policy and regulation in Australia. Currently serving as a commissioner at Energy Safe Victoria and as a consultant, Sarah has extensive experience in developing and implementing policies and programs focused on enabling renewable energy in our grid and driving energy-efficient outcomes in our industries and communities.

Before her commission appointment, Sarah led the energy division at Victoria's utility regulator, the Essential Services Commission. During this time, Sarah oversaw both a record growth in licences issued to renewable energy generators and the reform of Victoria's electricity network rules to enable more distributed energy resources across Victoria's grid.

Sarah's previous other roles include advising government on energy efficiency policies, including the Victorian Energy Upgrades program. She has also worked at the Australian Energy Regulator, advising its board for six years on regulatory matters. Sarah holds qualifications in economics, politics and law and is a member of SV's Audit, Risk and Finance Committee.

## Neil Pharaoh

Neil Pharaoh has more than 20 years of experience in campaigning, advocacy and stakeholder engagement. He is an experienced senior consulting executive, advising and consulting to improve strategy, impact, outcomes and engagement across both not-for-profit and for-purpose sectors. Neil also leads the corporate affairs function for one of Australia's largest for-purpose disability organisations.

Prior to his current role, Neil worked in various senior fundraising, marketing, communications, campaigns and stakeholder management roles including in education and child welfare and, internationally, in geopolitical risk and international aid and development organisations.

Neil currently serves as a non-executive director for the Victorian Qualifications and Registration Authority, Tactiv Systems and ThorneHarbour Health, and he was a co-founder of both GiveOut and Nexus Australia. Neil has a Bachelor of Commerce (Accounting and Marketing) and Bachelor of Laws from the Australian National University and is a graduate of the Australian Institute of Company Directors. Neil is a member of the Board's Audit, Risk and Finance Committee.

## Meredith Banks

Meredith brings diverse experience to the Board after more than 20 years working with public and private sector organisations to champion sustainability and environment.

Meredith's expertise leading holistic sustainability strategies, seamlessly integrated into corporate business strategy, provides her a unique perspective on delivering value through sustainability.

Currently the head of sustainability for Vicinity Centres, Meredith is working to embed sustainability into every facet of one of Australia's leading property portfolios. Meredith's delivery of business, social and environmental sustainability programs has positioned Vicinity as one of the world's most sustainable retail Real Estate Investment Trusts.

Before her time at Vicinity, Meredith was the director of environment, social and governance for Treasury Wine Estates, where she led the development and direction of Treasury Wine's global corporate responsibility program. She has also held sustainability and environmental roles with Metcash, Lion Group and Visy.

After working for industry body and public sector organisations, Australian Food & Grocery Council – Packaging Stewardship Forum and EcoRecycle Victoria, Meredith has an acute understanding of public practice and advocacy.

Meredith resigned from the Board in May 2024 and was a member of the Board's Audit, Risk and Finance Committee.

## Board committees

The Board has two committees – the Audit, Risk and Finance Committee and the Performance and Culture Committee.

### Audit, Risk and Finance Committee

The Audit, Risk and Finance Committee is established in accordance with the requirements of Standing Direction 2018 under the *Financial Management Act 1994* (Section: 3.2.1: Audit Committee). All members of the committee are independent within the definition of the guidance on the Standing Direction and are not involved in the day-to-day management of SV.

The committee has adopted terms of reference that set out its roles and responsibilities under Standing Direction 3.2.1.1. Its key responsibilities are to:

- review and report independently to the Board on the annual report and all other financial information published by SV
- assist the Board in reviewing the effectiveness of SV's internal control environment covering:
  - effectiveness and efficiency of operations
  - reliability of financial reporting
  - compliance with applicable laws and regulations

determine the scope of the internal audit function and ensure its resources are adequate and used effectively, including coordination with the external auditors

oversee the effective operation of the risk management framework.

Appointments to the Committee are made by resolution of the Board, for an initial period of three years. The committee met four times in 2023–24. Attendance is listed in Table 9: Audit, Risk and Finance Committee membership and attendance in 2023–24.

Table 9: Audit, Risk and Finance Committee membership and attendance in 2023–24

Member	Meetings attended	Eligible to attend
Kerry Osborne (Chair)	4	4
David Colliver (Independent member)	4	4
Neil Pharaoh	4	4
Sarah McDowell	3	4
Meredith Banks	2	3 (Resigned on 4 May 2024)

## Performance and Culture Committee

The primary responsibility of the Performance and Culture Committee is to assist the Board to fulfil its corporate governance responsibilities by:

- monitoring organisational performance
- overseeing and guiding CEO performance and remuneration including setting, monitoring and evaluating the CEO Annual Performance Plan
- succession planning and annual program of professional development for the Board and the CEO
- other priority matters related to organisational performance as nominated by the Board or CEO.

The committee met four times in 2023–24. Membership and attendance are listed in Table 10: Performance and Culture Committee membership and attendance in 2023–24.

Table 10: Performance and Culture Committee membership and attendance in 2023–24

Member	Meetings attended	Eligible to attend
Judi Harris (Chair)	4	4
Judith Landsberg	3	4
Mark Wakeham	3	4

## Risk maturity

SV measures risk maturity yearly using the Victorian Managed Insurance Authority Risk Maturity Benchmark. As of June 2024, SV's risk maturity rating was 81.6% placing SV in the 'embedding' category which represents integrating risk management into agency business structures and processes. This means that SV is using risk management to make informed decisions that will drive good strategic outcomes.

SV's risk maturity rating continues to track in a positive range direction, increasing from 54% in 2018–19, 67% in 2019–20, 71% in 2020–21 and 77% in 2021–22 and remaining steady from 82% in 2022–23.

# Workforce data

## Public sector values and employment principles

SV is committed to applying merit and equity principles when appointing employees. SV's selection processes ensure that applicants are assessed and evaluated fairly and equitably on the basis of key selection criteria and other accountabilities, without discrimination. Employees have been correctly classified in workforce data collections.

The *Public Administration Act 2004* established the Victorian Public Sector Commission (VPSC). The VPSC's role is to strengthen public sector efficiency, effectiveness and capability and advocate for public sector professionalism and integrity.

SV has introduced policies and practices that are consistent with the VPSC's employment standards and provide for fair treatment, career opportunities and the early resolution of workplace issues. SV has advised its employees on how to avoid conflicts of interest, how to respond to offers of gifts and benefits and how it deals with misconduct.

The public sector values are responsiveness, integrity, impartiality, accountability, respect, leadership and human rights.

Public entities are required to have in place employment processes to ensure that:

- employment decisions are based on merit
- public sector employees are treated fairly and reasonably
- equal employment opportunity is provided
- human rights as set out in the Charter of Human Rights and Responsibilities are upheld
- public sector employees have a reasonable avenue of redress against unfair or unreasonable treatment.

Codes of conduct and standards issued by the VPSC include:

- the Code of Conduct for Victorian Public Sector (VPS) employees
- the Conflict of Interest policy framework and the Gifts Benefits and Hospitality policy framework.

## Workforce inclusion policy

Tracking and analysing SV's workforce profile provides important insights into the characteristics of our workforce in a diversity and inclusion context.

Our workforce profile is reviewed on a regular basis, both as a stand-alone profile and by using relative comparisons such as the VPS, the Victorian labour market and the general Victorian population. SV can then identify and address any systemic issues or barriers to diversity and inclusion.

Given our relatively small workforce, SV does not set targets for employing people from specific demographic groups. However, it is our philosophy that our workforce should generally reflect the composition of the Victorian labour market and working age population. If SV identifies variances, they will be addressed as part of our Diversity and Inclusion Plan as well as our *Gender Equality Action Plan*.

Over the last 12 months SV has progressed a number of different initiatives to enhance its inclusive culture. The introduction of a new Human Resources Information System in 2023 now provides the opportunity for employees to update their personal diversity data, if they choose to which assists in gaining a better understanding of the intersectional diversity within the organisation and better identify other areas of opportunity and focus for future strategies and measures. The continuation of the 'Find Your Flex' policy, Wellbeing days, Menstruation and Menopause Leave, Summer Hours, Family Violence policy and Ways of Working practices have provided employees with the support and framework to work in an environment that is best suited to their work while balancing individual caring and family needs. SV's recruitment practices have been refreshed to ensure that hiring managers are provided with coaching on unconscious bias, the need to disclose any conflicts of interest and strictly follow VPS guidelines.

SV has continued to focus on building its inclusive culture through numerous workshops to increase awareness of the lived experience of people from diverse backgrounds. This has included anti-racism training, LGBTQIA+ allyship workshops and an understanding of neurodivergence.

Pleasingly, in addition to these initiatives, SV's 2024 People Matter Survey results relating to workforce perceptions on inclusion has demonstrated SV's results are higher than the average of comparator groups in the Victorian Public sector. This has been evidenced through the following results I feel culturally safe (94%); I can be myself at work (89%); and I feel as if I belong at this organisation (82%).

## Workplace wellbeing, health and safety

Our people are fundamental to our success. Workplace wellbeing, health and safety (WHS) at SV goes beyond compliance requirements and empowers all of SV to embed physical and psychological wellbeing in the workplace. SV's Safety Management System provides the framework for systematically managing hazards and risk that may arise in the workplace.

SV's Board, CEO, directors and leaders are committed to modelling and promoting workplace WHS. A WHS Strategic Plan was put in place in 2023–24 to understand SV's safety risks, increase the WHS capability of the leadership group and ensure they have the tools and systems to support the wellbeing of SV employees.

In 2022–23, SV enhanced its WHS reporting to include WHS lag and lead indicators. This data provides a clearer picture of SV's safety metrics, SV is focusing on removing or mitigating risks primarily being identified through proactive measures.

In 2023–24, SV recorded:

- zero worker's injury claim
- zero formal equal opportunity, bullying or harassment complaint
- zero days of lost time due to injuries sustained at work.

Table 11: Performance against WHS management measures from 2019–20 to 2023–24 lists performance against WHS management measures, including new lag and lead indicators.

Table 11: Performance against WHS management measures from 2019–20 to 2023–24

Measure	KPI	2023–24	2022–23	2022–21	2020–21	2019–20
Incidents	No. of incidents	4	11	0	0	5
Incidents	Rate per 100 FTE	2.4	5.5	0	0	4.6
Incidents	Average time lost per occurrence (in days)	0	2.4	0	0	0
Claims	Number of standard claims	0	1	0	0	0
Claims	Average cost per claim	0	6,591	0	0	0
Management commitment	Evidence of WHS policy statement	Complete	Complete	Complete	Complete	Complete
Management commitment	OHS objectives, regular reporting to senior management of OHS and OHS plans	Complete	Complete	Complete	Complete	Complete
Risk management	Per cent of internal audits/ inspections conducted as planned	100%	100%	25%*	33%*	100%
Lead indicator	No. of WHS inductions	26	27	..	..	..
Lead indicator	Hazards reported	16	5	..	..	..
Lead indicator	Job Safety Analysis' completed	4	7	..	..	..
Lead indicator	Work from home workstation recommendations (Ergonomics)	46	13	..	..	..
Lead indicator	Work from home workstation assessments completed	86	145	..	..	..
Lead indicator	Controls added to the WHS risk register	0	12	..	..	..
Lead indicator	Corrective actions completed	51	74	..	..	..
Lead indicator	SV safety alerts sent	15	15	..	..	..
Lead indicator	Employee Assistance Program sessions used	95	65	..	..	..
Lead indicator (new policies)	WHS policies and procedures	3	13	..	..	..

FTE = full-time equivalent

## Workforce profile

As at 30 June 2024, SV employed 167 staff (155.7 full-time equivalent or FTE) compared to 181 employees (177.1 FTE) at 30 June 2023 (Table 12). Over the course of the year, SV had a number of lapsing projects which has attributed to a reduction in overall FTE.

The proportion of women was 71.9%, which is an increase of 14.5% compared to June 2023.

The tables below show data on the workforce composition, average salaries by gender and VPS classification.

Table 12: Number of full-time equivalent employees from 2015 to 2024

2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
155.1	177.1	195.1	146.7	140.7	172.6	114.8	108.8	108.2	112

Note:

Table 13: Details of employment levels in June 2024 and June 2023 discloses the head count and FTE employees of all active public service employees at SV, employed in the last full pay period in June of the current reporting period (2024), and in the last full pay period in June of the previous reporting period (2023).

Table 13: Details of employment levels in June 2024 and June 2023

### Demographic data: Gender June 2024

	All employees: Number (headcount)	All employees: FTE	Ongoing: Full-time (headcount)	Ongoing: Part-time (headcount)	Fixed term and casual Ongoing: FTE	Fixed term and casual: Number (headcount)	Fixed term and casual: FTE
Women	120	109.1	25	9	31.7	86	78
Men	47	46	14	1	14.8	32	31.2
Self-described	0	0	0	0	0	0	0
<b>Total employees</b>	<b>167</b>	<b>155.1</b>	<b>39</b>	<b>10</b>	<b>46.5</b>	<b>118</b>	<b>109.2</b>

### Demographic data: Gender June 2023

	All employees: Number (headcount)	All employees: FTE	Ongoing: Full-time (headcount)	Ongoing: Part-time (headcount)	Fixed term and casual Ongoing: FTE	Fixed term and casual: Number (headcount)	Fixed term and casual: FTE
Women	134	121.8	31	12	40	91	81.8
Men	57	55.3	18	1	18.8	38	36.5
Self-described	0	0	0	0	0	0	0
<b>Total employees</b>	<b>191</b>	<b>177.1</b>	<b>49</b>	<b>13</b>	<b>58.8</b>	<b>129</b>	<b>118.3</b>

### Demographic data: Age in June 2024

	All employees: No. (headcount)	All employees: FTE	Ongoing: Full-time (headcount)	Ongoing: Part-time (headcount)	Ongoing: FTE	Fixed term and casual: No. (headcount)	Fixed term and casual (FTE)
15-24	0	0	0	0	0	0	0
25-34	37	31.1	1	1	1.6	35	32.8
34-44	59	53.1	10	3	12.5	46	42.8
45-54	46	46.8	16	4	19.0	26	23.9
55-64	21	20.5	9	1	9.8	11	9.7
65+	4	3.6	3	1	3.6		
<b>Total employees</b>	<b>167</b>	<b>155.1</b>	<b>39</b>	<b>10</b>	<b>46.5</b>	<b>118</b>	<b>109.2</b>

### Demographic data: Age in June 2023

	All employees: No. (headcount)	All employees: FTE	Ongoing: Full-time (headcount)	Ongoing: Part-time (headcount)	Ongoing: FTE	Fixed term and casual: No. (headcount)	Fixed term and casual (FTE)
15-24	1	0.6	0	0	0.0	1	0.6
25-34	47	44.9	8	1	8.8	38	36.1
34-44	68	61.7	13	5	16.9	50	44.8
45-54	48	45.0	14	5	17.7	29	27.3
55-64	23	21.3	11	1	11.8	11	9.5
65+	4	3.6	3	1	3.6	0	0
<b>Total employees</b>	<b>191</b>	<b>177.1</b>	<b>49</b>	<b>13</b>	<b>58.8</b>	<b>129</b>	<b>118.3</b>

**Classification data: VPS 1–6 Grades June 2024**

	All employees: No. (headcount)	All employees: FTE	Ongoing: Full-time (headcount)	Ongoing: Part-time (headcount)	Ongoing: FTE	Fixed term and casual: No. (headcount)	Fixed term and casual (FTE)
VPS 1	0	0	0	0	0	0	0
VPS 2	0	0	0	0	0	0	0
VPS 3	3	2.4	1	0	1	2	1.4
VPS 4	42	37.3	6	3	8	36	32.6
VPS 5	89	83.8	21	7	26.5	60	56.6
VPS 6	22	21.4	9	0	9	11	10.4
<b>Total</b>	<b>156</b>	<b>144.9</b>	<b>37</b>	<b>10</b>	<b>44.5</b>	<b>109</b>	<b>101.0</b>

**Classification data: VPS 1–6 Grades June 2023**

	All employees: No. (headcount)	All employees: FTE	Ongoing: Full-time (headcount)	Ongoing: Part-time (headcount)	Ongoing: FTE	Fixed term and casual: No. (headcount)	Fixed term and casual (FTE)
VPS 1	0	0	0	0	0	0	0
VPS 2	0	0	0	0	0	0	0
VPS 3	4	3.4	2	0	2	2	1.4
VPS 4	63	56.2	9	4	11.8	50	44.4
VPS 5	91	85.8	25	8	31.1	58	54.7
VPS 6	24	23.5	12	1	12.9	11	10.6
<b>Total</b>	<b>182</b>	<b>168.9</b>	<b>48</b>	<b>13</b>	<b>57.8</b>	<b>121</b>	<b>111.1</b>

### Classification data: Senior employees June 2024

	All employees: No. (headcount)	All employees: FTE	Ongoing: Full-time (headcount)	Ongoing: Part-time (headcount)	Ongoing: FTE	Fixed term and casual: No. (headcount)	Fixed term and casual (FTE)
STS	4	4	2	0	2	2	2
PS	0	0	0	0	0	0	0
SMA	0	0	0	0	0	0	0
SRA	0	0	0	0	0	0	0
Executives	7	6.2	0	0	0	7	6.2
Other	0	0	0	0	0	0	0
<b>Total senior employees</b>	<b>11</b>	<b>10.2</b>	<b>2</b>		<b>2.0</b>	<b>9</b>	<b>8.2</b>

### Classification data: Senior employees June 2023

	All employees: No. (headcount)	All employees: FTE	Ongoing: Full-time (headcount)	Ongoing: Part-time (headcount)	Ongoing: FTE	Fixed term and casual: No. (headcount)	Fixed term and casual (FTE)
STS	4	4	1	0	1	3	3
PS	0	0	0	0	0	0	0
SMA	0	0	0	0	0	0	0
SRA	0	0	0	0	0	0	0
Executives	5	4.2	0	0	0	5	4.2
Other	0	0	0	0	0	0	0
<b>Total senior employees</b>	<b>9</b>	<b>8.2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>7.2</b>

## Yearly salary for senior employees

Table 14: Annualised total salary, by \$20,000 bands, for executives and other senior non-executive employees discloses the annualised total salary for executives and senior SV employees, categorised by classification. The salary amount is reported as the full-time annualised salary.

Table 14: Annualised total salary, by \$20,000 bands, for executives and other senior non-executive employees

Income band (salary)	Executives	STS (VPS 7)	PS	SMA	SRA	Other
< \$160,000						
\$160,000 – \$179,999						
\$180,000 – \$199,999		4				
\$200,000 – \$219,999						
\$220,000 – \$239,999	6					
\$240,000 – \$259,999						
\$260,000 – \$279,999						
\$280,000 – \$299,999						
\$300,000 – \$319,999						
\$320,000 – \$339,999						
\$340,000 – \$359,999						
\$360,000 – \$379,999	1					
\$380,000 – \$399,999						
\$400,000 – \$419,999						
\$420,000 – \$439,999						
\$440,000 – \$459,999						
\$460,000 – \$479,999						
\$480,000 – \$499,999						
<b>Total</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Executive officer data

An Executive Officer is a person employed as a head or other Executive under Part 3, Division 5 of the *Public Administration Act 2004*.

SV's seven executive officers in 2023–24 were responsible for leading the business and providing oversight of strategy and operations. They all held fixed term positions. The tables below show the breakdown of executive officers by gender and reconciliation of executive numbers.

Table 15: Breakdown of executive officers by gender

Class	Man (number)	Woman (number)	Self-described (number)	Vacancies
SES-3 (E0-1)	0	0	0	0
SES-2 (E0-2)	0	0	0	0
SES-1 (E0-3)	2	5	0	0
STS (VPS-7)	1	3	0	0
<b>Total</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>0</b>

Table 16: Reconciliation of executive numbers from 2021–22 to 2023–24

	2023–24	2022–23	2021–22
Executives	7	7	9
Less separations	0	2	1
Leave without pay	0	0	0
Long-term acting arrangements	0	0	2
<b>Total executive numbers at 30 June</b>	<b>7</b>	<b>5</b>	<b>8</b>

# Other disclosures

## Local Jobs First

The *Local Jobs First Act 2003* was strengthened in August 2018 to bring together the *Victorian Industry Participation Policy* (VIPP) and *Major Project Skills Guarantee* (MPSG) policy which were previously administered separately.

Departments and public sector bodies are required to apply the Local Jobs First policy in all projects valued at \$3 million or more in metropolitan Melbourne or for statewide projects, or \$1 million or more for projects in regional Victoria.

MPSG applies to all construction projects valued at \$20 million or more.

The MPSG guidelines and VIPP guidelines will continue to apply to MPSG applicable and VIPP applicable projects respectively where contracts have been entered into before 15 August 2018.

## Projects commenced – Local Jobs First Standard

In 2023–24, SV did not start any Local Jobs First Standard projects.

## Projects completed – Local Jobs First Standard

In 2023–24, SV did not complete any Local Jobs First Standard projects.

## Social Procurement Framework

SV is fully committed to supporting the Government's directions under the Social Procurement Framework and recognises that we play a key role in advancing social and sustainable outcomes for Victorians.

SV's Social Procurement Strategy enables a strategic, agency-wide approach to delivering social and sustainable outcomes through our procurement in accordance with the framework and beyond.

SV's Social Procurement Strategy prioritises the following policy objectives:

- Environmentally sustainable business practices
- Outcome sought: adoption of sustainable business practices by suppliers to the Victorian Government.
- Sustainable Victorian social enterprises and Aboriginal business sectors
- Outcome sought: purchasing from Victorian social enterprises and Aboriginal businesses.
- Women's equality and safety
- Outcome sought: gender equality within Victorian government suppliers.

These objectives were chosen based on their high degree of alignment with SV's strategic direction and values as well as being best positioned to advance our identified social procurement opportunities.

While these priority social and sustainable objectives guide our procurement delivery, SV is committed to pursuing any opportunities to advance social and sustainable outcomes for Victorians.

To support SV's Social Procurement Strategy, SV's procurement documentation mandates potential suppliers to outline:

- their Environmental Management System (EMS) policies, practices and targets
- gender equitable business practices
- social procurement policy and practices (where applicable).

At a minimum, 10% of the total weighted evaluation criteria is assigned to social value and/or environmentally sustainable business practices.

This year, SV engaged with 24 suppliers with a total spend of roughly \$786,089.92.

## **Sustainable Victorian social enterprises and Aboriginal business sectors**

SV tracks expenditure with Victorian social enterprises and Aboriginal business sectors and has a mandatory social procurement opportunity assessment as part of all procurement planning.

This year, SV engaged with 24 suppliers that were listed on either the Social Traders or Kinaway traders list, with a total spend of roughly \$786,089.92. SV's procurement policy mandates all catering be sourced from a social benefit supplier where possible. Venue hire, gifts and stationery are also strongly encouraged to be sourced from social benefit suppliers.

## **Reporting requirements – grants**

For grants provided during 2023–24, one interaction reference number was required, which entailed a conversation with the Industry Capability Network (Victoria).

## **Government advertising expenditure**

Nil reports.

In 2023–24, SV was not included in the Victorian Government's Annual Advertising Plan. This means there was no government advertising expenditure with total media spend of \$100,000 or greater (exclusive of GST).

## **Consultancy expenditure**

### **Details of consultancies under \$10,000**

In 2023–24, no consultancies were engaged during the year, where the total fees payable to the individual consultants were less than \$10,000.

## Details of consultancies valued at \$10,000 or greater

In 2023–24, there were 5 consultancies costing in excess of \$10,000 at a total cost of \$129,054.97 (excluding GST). Table 17 lists details of these individual consultancies.

The details of all consultancies are made available on SV's website through the publication of our annual report. lists details of these individual consultancies.

The details of all consultancies are made available on SV's website through the publication of our annual report.

Table 17: Consultancies valued at \$10,000 or greater in 2023–24

Contract ID	Consultant	Title and description	Start date	End date	Total fees	Expenditure this year	Future commitments
C-13157	Harford Consulting	Product Stewardship Strategic Framework: To provide a product stewardship strategic framework, delivered as a written report with supporting visual model.	22 May 2024	15 November 2024	\$39,070.00	\$0.00	\$39,070.00
C-13136/ V1	Randell Environmental Consulting Pty Ltd	APCURS Quality assurance and Strategic Advisory Services: To provide project direction and documentation review in the Analysis of Potential Compliant Uses of Recovered Soil (APCURS) phase and assist with early Roadmap planning for recovered spoil market development project.	19 March 2023	30 October 2024	\$35,840.00	\$5,720.00	\$30,120.00
C-13097/ V2	Blue Environment	Analysis of Potential Compliant Uses of Recovered Soils Report: To undertake research and consultation to provide a summary of the current end fate for spoil post treatment/ processing including detail on destination and end market application/ use for the various spoil categories.	18 December 2023	11 July 2024	\$90,342.50	\$65,852.50	\$24,490.00
C-13096/ V1	ARUP	Buy Recycled Directory strategy and evaluation: To development of a high level evaluation and a three-year strategy for the Buy Recycled Directory.	15 December 2023	30 April 2024	\$52,905.00	\$52,485.00	\$0.00
C-13072	RMIT Australia	Nightingale Village post-occupancy evaluation: To undertake a post-occupancy evaluation of Nightingale Village. Identify policy implications for Class 2 developments	5 October 2023	30 October 2024	\$49,974.72	\$4,997.47	\$44,977.25

## Reviews and studies expenditure disclosure

In 2023–24, there were nine reviews and studies undertaken which were not commercially sensitive with the total cost of \$580,000. Details of individual reviews and studies are outlined below.

Name of the review (portfolio(s) and output(s) / agency responsible)	Reasons for review / study	Terms of reference / scope	Anticipated outcomes	Estimated cost for the year (excl. GST)	Final cost if completed (excl. GST)	Publicly available (Y/N) and URL
State of Sustainability (SOS) Report (Social research)	To gather information/ insights from the Victorian community. The research records attitudes, beliefs and behaviours on a range of topics related to sustainable living. Year on year, the data provides an evidence base to inform policy, programs and education/ behaviour change campaigns.	An annual online survey among a sample of 2500 Victorians, aged 16 years and above. The questionnaire is provided to stakeholder (DEECA etc) for input.	A report on the SV website/slide deck/other materials for stakeholder showing results and insights from the data.	\$65,000	\$160,000	Y - <a href="https://www.sustainability.vic.gov.au/research-data-and-insights/research/state-of-sustainability-report-2023">https://www.sustainability.vic.gov.au/research-data-and-insights/research/state-of-sustainability-report-2023</a>
Resource Recovery Infrastructure Fund - Final evaluation report	To assess program impact and meet Sustainability Fund requirements.	Evaluate program performance and its broader impact on Victoria's resource recovery rates.	Inform future investment and program design.	\$110,000	\$110,000	N
Accelerating Government Public Procurement - Final evaluation report	To assess program impact and meet Sustainability Fund requirements.	Evaluate program performance and its broader impact on the market for recycled products.	Inform future investment and program design.	\$30,000	\$30,000	N

<b>Name of the review (portfolio(s) and output(s) / agency responsible)</b>	<b>Reasons for review / study</b>	<b>Terms of reference / scope</b>	<b>Anticipated outcomes</b>	<b>Estimated cost for the year (excl. GST)</b>	<b>Final cost if completed (excl. GST)</b>	<b>Publicly available (Y/N) and URL</b>
Single Use Plastics Program - Final evaluation report	To assess program impact and meet Sustainability Fund requirements.	Evaluate program performance and how it supported the single-use plastics ban.	Inform future investment and program design.	\$20,000	\$20,000	N
Resource Smart Schools (2020-2023) - Final evaluation report	To assess program impact and meet Sustainability Fund requirements.	Evaluate program performance and how it influenced sustainability in schools.	Inform future investment and program design.	\$80,000	\$80,000	N
Community Climate Change and Energy Action Program - Final evaluation report	To assess program impact and meet Sustainability Fund requirements.	Evaluate program performance and its impact on the energy transition.	Inform future investment and program design.	\$40,000	\$40,000	N
7-star Homes - Final evaluation report	To assess program impact and meet requirements as under a TPA with DEECA.	Evaluate program performance and its broader impact on the building industry.	Inform future investment and program design.	\$50,000	\$50,000	N
Non-regulatory Support for E-waste Ban - Final evaluation report	To assess program impact and meet Sustainability Fund requirements.	Evaluate program performance and how it supported councils with the e-waste landfill ban.	Inform future investment and program design.	\$70,000	\$70,000	N
Community Organisation Capability Building Program - Final evaluation report	To assess program impact and meet Sustainability Fund requirements.	Evaluate program performance and its impact on participation in sustainability initiatives.	Inform future investment and program design.	\$20,000	\$20,000	N

## ICT expenditure

For the 2023–24 reporting period, SV had an approximate ICT expenditure of \$4.2 million, as shown in Table 18: Information and communication technology expenditure.

Table 18: Information and communication technology expenditure

All operational ICT expenditure	ICT expenditure relating to projects to create or enhance ICT capabilities	ICT expenditure relating to projects to create or enhance ICT capabilities	ICT expenditure relating to projects to create or enhance ICT capabilities
Business as Usual (BAU) ICT expenditure	Non-Business as usual (Non-BAU) ICT expenditure Total = Opex and Capex expenditure	Operational (Opex) expenditure	Capital (Capex) expenditure
\$3,108,029	\$1,092,170	\$1,036,554	\$55,617

ICT expenditure refers to SV's costs in providing business enabling ICT services in the current reporting period. It comprises business as usual (BAU) ICT expenditure and non-business as usual (Non-BAU) ICT expenditure.

Non-BAU ICT expenditure relates to extending or enhancing SV's current ICT capabilities.

BAU ICT expenditure is all remaining ICT expenditure which primarily relates to ongoing activities to operate and maintain the current ICT capability.

SV's IT capability was enhanced in 2023–24 through:

- establishing an enterprise data architecture and platform to modernise our approach to data management
- piloting modern AI-based productivity tools to support staff in offloading low-value, manual tasks
- developing business process automation solutions to digitise key processes such as onboarding and recruitment
- launching our new human resources performance planning module to streamline staff experience
- continuing investment in process improvements, training materials and usability enhancements relating to our Customer Relationship Management platform to better serve our stakeholders
- decommissioning legacy architecture solutions to reduce complexity of our technology estate
- updating in-office audiovisual services to continuously improve our in-office hybrid working experience
- continuing investment in increasing our information security maturity levels in accordance with the Essential 8 framework
- continuing to implement recommendations from the Cyber Hygiene Improvement Program.

## Major contracts

A 'major contract' is a contract entered into during the reporting period valued at \$10 million or more. SV did not award any major contracts during 2023–24.

## Freedom of information

The *Freedom of Information Act 1982* (the FOI Act) allows the public a right of access to documents held by SV. The purpose of the FOI Act is to extend as far as possible the right of the community to access information held by government departments, local councils, ministers and other bodies subject to the FOI Act.

An applicant has a right to apply for access to documents held by SV. This includes documents both created by SV or supplied to SV by an external organisation or individual, and may also include maps, films, microfiche, photographs, computer printouts, computer discs, tape recordings and videotapes.

The FOI Act allows SV to refuse access, either fully or partially, to certain documents or information. Examples of documents that may not be accessed include:

- cabinet documents
- some internal working documents
- law enforcement documents
- documents covered by legal professional privilege, such as legal advice
- personal information about other people
- information provided to us in confidence
- information that is confidential under another Act.

Under the FOI Act, the allowable processing time for FOI requests is 30 days. However, when external consultation is required, the processing time is 45 days. Processing time may also be extended by periods of 30 days, in consultation with the applicant. With the applicant's agreement, this may occur any number of times. However, obtaining an applicant's agreement for an extension cannot occur after the expiry of the timeframe for deciding a request.

If an applicant is not satisfied with a decision made by us, under section 49A of the FOI Act, they have the right to seek a review by the Office of the Victorian Information Commissioner (OVIC) within 28 days of receiving a decision letter.

## Making a request

FOI requests can be lodged online at [ovic.vic.gov.au](https://ovic.vic.gov.au). An application fee of \$32.70 applies. Access charges may also be payable if the document pool is large and the search for material time consuming.

Access to documents can also be obtained through a written request to SV's Freedom of Information Officer, as detailed in s17 of the FOI Act.

When making an FOI request, applicants should ensure requests are in writing, and clearly identify what types of material/documents are being sought.

Requests for documents in the possession of SV should be addressed to:

Freedom of Information Officer  
Sustainability Victoria

Level 12, 321 Exhibition Street Melbourne Victoria 3000  
Telephone (03) 8626 8700  
Email: [FOI@sustainability.vic.gov.au](mailto:FOI@sustainability.vic.gov.au)

## FOI statistics/timeliness

In 2023–24, SV received one FOI application by direct request from the general public and one request referred from DEECA from a state member of Parliament. For the first request, all 14 documents relevant to the request were released to the applicant. For the referred request, one document was located and SV decided to withhold the document from disclosure.

Both decisions were made within the statutory time frame of 30 days. The average time taken to finalise requests in 2023–24 was 30 days.

One request made during 2023–24 was subject to further review by OVIC. As at 30 June 2024, OVIC had not yet made a decision. No requests were subject to appeal to VCAT.

## Further information

Further information on the operation and scope of FOI can be obtained from the FOI Act, regulations made under the FOI Act and [ovic.vic.gov.au](https://ovic.vic.gov.au).

## Additional information available on request

In compliance with the requirements of the Standing Directions 2018 under the *Financial Management Act 1994*, details in respect of the items listed below have been retained by SV and are available on request, subject to the provisions of the FOI Act:

- a. A statement that declarations of pecuniary interests have been duly completed by all relevant officers.
- b. Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.
- c. Details of publications produced by SV about itself, and how these can be obtained.
- d. Details of any major reviews carried out in respect of the operation of SV.
- e. Details of major research and development activities undertaken by SV.
- f. Details of major promotional, public relations and marketing activities undertaken by SV to develop community awareness of us and our services.
- g. Details of assessments and measures undertaken to improve the occupational health and safety of employees.
- h. A general statement on industrial relations within SV and details of time lost through industrial accidents and disputes.
- i. A list of major committees sponsored by SV, the purposes of each committee and the extent to which the purposes have been achieved.
- j. Details of overseas visits undertaken.
- k. Details of changes in prices, fees, charges, rates and levies charged for our services.
- l. Details of all consultancies and contractors including consultants/contractors engaged; services provided; and expenditure committed to for each engagement.

The information is available on request from our FOI Officer (identified above).

## Building Act compliance

Nil disclosure.

SV does not own or control any government buildings and consequently is exempt from notifying our compliance with the building and maintenance provisions of the *Building Act 1993*.

## Competitive Neutrality Policy Victoria

Competitive neutrality requires government businesses to ensure where services compete, or potentially compete with the private sector, any advantage arising solely from their government ownership be removed if it is not in the public interest. Government businesses are required to cost and price these services as if they were privately owned. Competitive neutrality policy supports fair competition between public and private businesses and provides government businesses with a tool to enhance decisions on resource allocation. This policy does not override other policy objectives of government and focuses on efficiency in the provision of service.

SV continues to comply with the *Competitive Neutrality Policy* in respect of its significant business activities. SV is working to ensure Victoria fulfils its requirements on competitive neutrality reporting for technological based businesses against the enhanced principles as required under the Competition Principles Agreement and Competition and Infrastructure Reform Agreement.

## Public interest disclosures compliance

The *Public Interest Disclosures Act 2012* (PID Act) encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The PID Act provides protection to people who make disclosures in accordance with the PID Act and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

SV does not tolerate improper employee conduct, nor taking reprisals against those who come forward to disclose such conduct. SV is committed to transparency and accountability in our administrative and management practices and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment.

SV will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. SV will also afford natural justice to the person who is the subject of the disclosure to the extent to which it is legally possible.

## Reporting procedures

SV is not able to receive protected disclosures. However, you can make a protected disclosure about us or our Board members, officers or employees by contacting the Independent Broad-based Anti-corruption Commission (IBAC) as follows:

Independent Broad-based Anti-corruption Commission (IBAC)  
Address: Level 1, North Tower, 459 Collins Street, Melbourne  
Victoria 3000

Website: [www.ibac.vic.gov.au](http://www.ibac.vic.gov.au)

Phone: 1300 735 135

Email: See website above for the secure email disclosure process, which also provides for anonymous disclosures.

## Further information

Our Public Interest Disclosure Policy and Procedures, which outline the system for reporting disclosures of improper conduct or detrimental action by us or any of our employees and/or officers, are available on our website at [sustainability.vic.gov.au](http://sustainability.vic.gov.au).

## Compliance with the *Disability Act 2006*

The *Disability Act 2006* reaffirms and strengthens the rights of people with a disability and recognises that this requires support across the government sector and within the community.

SV is taking all practical measures to comply with its obligations under the Act. This includes reducing barriers to accessibility of our publications, services and facilities, obtaining and maintaining employment, promoting inclusion and participation and achieving tangible changes in attitudes and practices that discriminate against people with a disability.

## Disclosure of emergency procurement

Nil reports.

In 2023–24 reporting period, SV did not activate emergency procurement in accordance with the requirements of government policy and accompanying guidelines, resulting in nil spending for emergency procurements.

## Disclosure of procurement complaints

Nil reports.

Under the Governance Policy of the Victorian Government Purchasing Board (VGPB), SV must disclose any formal complaints relating to the procurement of goods and services received through its procurement complaints management system.

SV did not receive any formal complaints through its procurement complaints management system in 2023–24.

## Environmental reporting

SV's office-based environmental impacts are reported in Appendix 2.

## Compliance with DataVic Access Policy

Consistent with the *DataVic Access Policy* issued by the Victorian Government in 2012, the following information is available at [data.vic.gov.au](http://data.vic.gov.au) in electronic readable format:

- Victorian Recycling Industry Annual Report 2017–18 (previously known as the Victorian Recycling Industry Annual Survey) (XLSX)
- Victorian Local Government Materials Services Report Excel Workbook 2017–18 (XLSX)
- Victorian Recycling Industry Waste Services Workbook 2017–18 (XLSX)
- Victorian Recycling Industry Waste Services Report Workbook 2017–18 (XLSX)
- Aggregates, Masonry and Soils Recovery in Victoria 2015–16 (part of the Victorian Recycling Industry Annual Survey 2015–16) (XLSX)
- Victorian Local Government Annual Survey 2013–14 (census of all 79 Victorian Local Governments) (ASP)
- Victorian Local Government Annual Waste Service Workbook 2015–16 (XLSX)
- Victorian Local Government Annual Waste Service Workbook 2016–17 (XLSX)
- Victorian Recycling Industry Waste Services Workbook 2016–17 (XLSX)
- Rubber Recovery in Victoria 2015–16 (part of the Victorian Recycling Industry Annual Survey 2015–16) (XLSX)
- Plastics Recovery in Victoria 2015–16 (part of the Victorian Recycling Industry Annual Survey 2015–16) (XLSX)
- Organics Recovery in Victoria 2015–16 (part of the Victorian Recycling Industry Annual Survey 2015–16) (XLSX)
- LCA Kerbside Recycling Calculator: to determine the environmental benefits of recycling (data tool)

- Glass Recovery in Victoria 2015–16 (part of the Victorian Recycling Industry Annual Survey 2015–16) (XLSX)
- Paper and Cardboard Recovery in Victoria 2015–16 (part of the Victorian Recycling Industry Annual Survey 2015–16) (XLSX)
- Victorian Recycling Industry Annual Survey 2015–16 (XLSX)
- Metal Recovery in Victoria 2015–16 (part of the Victorian Recycling Industry Annual Survey 2015–16) (XLSX)
- 2001–02 to 2007–08 Local Government Materials and Recycling Services Survey Solar Report (ASP)
- 2009 Green Light Report – Environmental Attitudes Survey (ASP)
- Byteback Drop-Off Points (ASP)
- ResourceSmart Retailers (ASP)
- Detox your Home Disposal Points (ASP)

## Privacy and Data Protection Act

SV collects and uses customer information according to our Privacy Statement and the *Privacy and Data Protection Act 2014*. For a copy of the Privacy Statement, visit [sustainability.vic.gov.au](http://sustainability.vic.gov.au), call (03) 8626 8700 or email [privacy@sustainability.vic.gov.au](mailto:privacy@sustainability.vic.gov.au).

SV received no privacy enquiries in 2023–24 requesting SV to remove all or any personal information being held in respect of the individual.

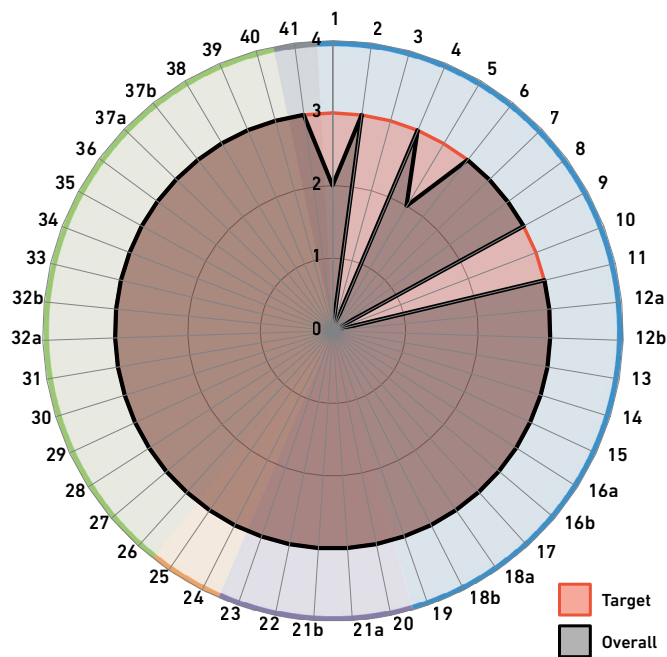
# Asset Management Accountability Framework Maturity Assessment

The following sections summarise Sustainability Victoria’s assessment of maturity against the requirements of the Asset Management Accountability Framework (AMAF). The AMAF is a non-prescriptive, devolved accountability model of asset management that requires compliance with 41 mandatory requirements. These requirements can be found on the Department of Treasury and Finance (DTF) website.

Sustainability Victoria’s target maturity rating is ‘competence’, meaning systems and processes are fully in place, consistently applied and systematically meeting the AMAF requirement, including a continuous improvement process to expand system performance above AMAF minimum requirements.

SV does not own or operate a substantial asset base, and none are assets for public use, being principally acquired to support our own operations.

Figure 3: AMAF maturity assessment



LEGEND	
Status	Scale
Not Applicable	N/A
Innocence	0
Awareness	1
Developing	2
Competence	3
Optimising	4
Unassessed	U/A

## Leadership and accountability

Sustainability Victoria has met its target maturity level under most requirements within this category.

Sustainability Victoria did not comply with some requirements in the areas of allocating asset management responsibility. There is no material non-compliance reported in this category. A revised Asset Management Accountability Framework was implemented in 2023-24 to improve the agency’s maturity rating in this area.

## Asset planning

Sustainability Victoria has met its target maturity level in this category.

## Asset acquisition

Sustainability Victoria has met its target maturity level in this category.

## Asset operation

Sustainability Victoria has met its target maturity level in this category.

## Asset disposal

Sustainability Victoria has met its target maturity level in this category.

# Annual financial statements

## How this report is structured

Sustainability Victoria has presented its audited general purpose financial statements for the financial year ended 30 June 2024 in the following structure to provide users with the information about Sustainability Victoria's stewardship of resources entrusted to it:

### Financial statements

Comprehensive Operating Statement

Balance Sheet

Cash Flow Statement

Statement of Changes in Equity

### Notes to the financial statements

#### 1. About this report

The basis on which the financial statements have been prepared and compliance with reporting regulations.

#### 2. Funding delivery of our services

Income and revenue recognised from taxes, grants, sales of goods and services and other sources

2.1 Summary of income that funds the delivery of our services

2.2 Government grants

2.3 Revenue from other transactions

#### 3. The cost of delivering services

Operating expenses of Sustainability Victoria

3.1 Expenses incurred in delivery of services

3.2 Grant expenses

3.3 Other operating expenses

#### 4. Key assets available to support output delivery

Land, property, investment properties, biological assets, intangible assets, investments accounted for using the equity method, investments and other financial assets, and acquisition and disposal of entities

4.1 Total property, plant, and equipment

4.2 Investments and other financial assets

#### 5. Other assets and liabilities

Working capital balances, and other key assets and liabilities

5.1 Receivables

5.2 Payables and contract liabilities

5.3 Other non-financial assets

**Notes to the financial statements (continued)**

**6. Financing our operations**

Borrowings, cash flow information, leases and assets pledged as security

- 6.1 Borrowings
- 6.2 Leases
- 6.3 Cash flow information and balances
- 6.4 Commitments for expenditure

**7. Risks, contingencies, and valuation judgements**

Financial risk management, contingent assets and liabilities as well as fair value determination

- 7.1 Financial instruments specific disclosures
- 7.2 Contingent assets and contingent liabilities
- 7.3 Fair value determination

**8. Other disclosures**

- 8.1 Ex-gratia expenses
- 8.2 Responsible persons
- 8.3 Remuneration of senior executive service
- 8.4 Related parties
- 8.5 Remuneration of auditors
- 8.6 Subsequent events
- 8.7 Other accounting policies
- 8.8 Australian Accounting Standards issued that are not yet effective
- 8.9 Glossary of technical terms
- 8.10 Style conventions

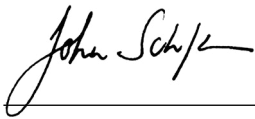
## Declaration in the financial statements

The attached financial statements for Sustainability Victoria have been prepared in accordance with Direction 5.2 of the Standing Directions of the Assistant Treasurer under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards including Interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity and cash flow statement and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2024 and the financial position of Sustainability Victoria as at 30 June 2024.

At the date of signing, we are not aware of any circumstances which would render any particulars in the financial statements to be misleading or inaccurate.

We authorise the attached financial statements for issue on 26th September 2024.



**Johan Scheffer**

Chair of the Board  
Sustainability Victoria  
Melbourne

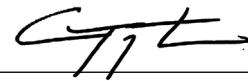
26 Sept 2024



**Matthew Genever**

Chief Executive Officer  
Sustainability Victoria  
Melbourne

26 Sept 2024



**Christine Tipton**

Chief Operating Officer  
Sustainability Victoria  
Melbourne

26 Sept 2024

## Independent Auditors Report



### Independent Auditor's Report

#### To the Board of the Sustainability Victoria

<b>Opinion</b>	<p>I have audited the financial report of the Sustainability Victoria (the authority) which comprises the:</p> <ul style="list-style-type: none"><li>• balance sheet as at 30 June 2024</li><li>• comprehensive operating statement for the year then ended</li><li>• statement of changes in equity for the year then ended</li><li>• cash flow statement for the year then ended</li><li>• notes to the financial statements, including material accounting policies</li><li>• declaration in the financial statements.</li></ul> <p>In my opinion, the financial report presents fairly, in all material respects, the financial position of the authority as at 30 June 2024 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the <i>Financial Management Act 1994</i> and applicable Australian Accounting Standards.</p>
<b>Basis for Opinion</b>	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the authority in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
<b>Other Information</b>	<p>The Board is responsible for the "Other Information" included in the authority's Annual Report for the year ended 30 June 2024. The Other Information in the Annual Report does not include the financial report and my auditor's report thereon. My opinion on the financial report does not cover the Other Information included in the Annual Report. Accordingly, I do not express any form of assurance conclusion thereon.</p> <p>In connection with my audit of the financial report, my responsibility is to read the Other Information when it becomes available and, in doing so, consider whether the Other Information is materially inconsistent with the financial report, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a materially misstatement of this Other Information, I am required to report that fact. I have nothing to report in this regard.</p>
<b>Board's responsibilities for the financial report</b>	<p>The Board of the authority is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the <i>Financial Management Act 1994</i>, and for such internal control as the Board determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Board is responsible for assessing the authority's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>

**Auditor's responsibilities for the audit of the financial report**

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the authority's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board
- conclude on the appropriateness of the Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the authority's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the authority to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

MELBOURNE  
18 October 2024



Paul Martin  
*as delegate for the Auditor-General of Victoria*

# Sustainability Victoria

## Comprehensive Operating Statement (a)

For the financial year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000
<b>Income from transactions</b>			
Municipal and Industrial Waste Levy	2.1	18,947	19,176
Government grants	2.2	67,352	61,539
Other income from government	2.3	199	255
Interest	2.1	3,503	2,439
Other income	2.3	3,101	3,194
<b>Total income from transactions</b>		<b>93,102</b>	<b>86,603</b>
<b>Expenses from transactions</b>			
Grant expenses	3.2	49,013	38,505
Contractors and consultants	3.1	4,530	8,625
Employee benefits	3.1.1	24,441	25,561
Depreciation and amortisation	4.1.1	2,121	2,090
IT and telecommunications	3.1	4,005	4,553
Interest expense	6.1	334	358
Other operating expenses	3.3	5,340	4,553
<b>Total expenses from transactions</b>		<b>89,784</b>	<b>84,245</b>
<b>Net result from transactions (net operating balance)</b>		<b>3,318</b>	<b>2,358</b>
<b>Other economic flows included in net result</b>			
Net (loss) / gain on non-financial assets	(b)	(2,198)	149
Net (loss) / gain from other economic flows	(c)	(67)	38
<b>Total other economic flows included in net result</b>		<b>2,131</b>	<b>187</b>
<b>Net result</b>		<b>1,187</b>	<b>2,545</b>
<b>Comprehensive result</b>		<b>1,187</b>	<b>2,545</b>

The accompanying notes form part of these financial statements.

Notes:

(a) This format is aligned to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

(b) Net gain/(loss) on non-financial assets' includes unrealised and realised gains/(losses) from revaluations, impairments, and disposals of all physical assets and intangible assets, except when these are taken through the asset revaluation surplus.

(c) Net gain/(loss) from revaluation of employee benefits - provision for long service leave.

## Balance sheet (a)

As at 30 June 2024

	Notes	2024 \$'000	2023 \$'000
<b>Assets</b>			
<b>Financial assets</b>			
Cash and deposits	6.3	79,141	71,033
Receivables	5.1	16,478	18,318
Investments and other financial assets	4.2	400	399
<b>Total financial assets</b>		<b>96,019</b>	<b>89,750</b>
<b>Non-financial assets</b>			
Property, plant and equipment	4.1	4,316	18,355
Prepayments	5.3	1,104	1,077
<b>Total non-financial assets</b>		<b>5,420</b>	<b>19,432</b>
<b>Total assets</b>		<b>101,439</b>	<b>109,182</b>
<b>Liabilities</b>			
Payables	5.2	(6,001)	(5,735)
Contract liabilities	5.2	(57,683)	(56,109)
Borrowings	6.1	(7,613)	(18,785)
Employee related provisions	3.1.2	(3,674)	(3,272)
<b>Total liabilities</b>		<b>(74,971)</b>	<b>(83,901)</b>
<b>Net assets</b>		<b>26,468</b>	<b>25,281</b>
<b>Equity</b>			
Accumulated surplus / (deficit)		472	(715)
Contributed capital		25,996	25,996
<b>Total equity</b>		<b>26,468</b>	<b>25,281</b>

The accompanying notes form part of these financial statements.

Note:

(a) This format is aligned to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

## Cash Flow Statement (a)

For the financial year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000
<b>Cash flows from operating activities</b>			
<b>Receipts</b>			
Receipts from government grants		71,569	56,602
Receipts from government - other		199	255
Receipts from Municipal and Industrial Waste Levy		18,864	19,176
Other receipts		2,393	3,194
Interest received		3,503	2,439
Goods and Services Tax (GST) recovered from the ATO	(b)	-	369
<b>Total Receipts</b>		<b>96,528</b>	<b>82,035</b>
<b>Payments</b>			
Payments to grant recipients		(49,013)	(38,505)
Payments to suppliers and employees		(37,559)	(62,419)
Interest and other costs of finance paid		(334)	(358)
<b>Total Payments</b>		<b>(86,906)</b>	<b>(101,282)</b>
<b>Net cash flows (used in) / from operating activities</b>	<b>6.3.1</b>	<b>9,622</b>	<b>(19,247)</b>
<b>Cash flows from investing activities</b>			
Payments for property, plant, and equipment		(58)	(109)
Proceeds from disposal of property, plant and equipment		-	149
<b>Net cash flows (used in) / from investing activities</b>		<b>(58)</b>	<b>40</b>
<b>Cash flows from financing activities</b>			
Repayment of borrowings and principal portion of lease liabilities		(1,456)	(1,362)
<b>Net cash flows from / (used in) financing activities</b>		<b>(1,456)</b>	<b>(1,362)</b>
<b>Net increase / (decrease) in cash and cash equivalents</b>		<b>8,108</b>	<b>(20,569)</b>
<b>Cash and cash equivalents at the beginning of the financial year</b>		<b>71,033</b>	<b>91,602</b>
<b>Cash and cash equivalents at the end of the financial year</b>	<b>6.3</b>	<b>79,141</b>	<b>71,033</b>

The accompanying notes form part of these financial statements.

Notes:

(a) This format is aligned to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

(b) GST recovered from the Australian Taxation Office is presented on a net basis.

## Statement of Changes in Equity (a)

For the financial year ended 30 June 2024

	Accumulated surplus/ (deficit) \$'000	Contributed capital \$'000	Total \$'000
<b>Balance at 01 July 2022</b>	<b>(3,260)</b>	<b>25,996</b>	<b>22,736</b>
Net surplus / (deficit) for the year	2,545	-	2,545
<b>Balance at 30 June 2023</b>	<b>(715)</b>	<b>25,996</b>	<b>25,281</b>
<b>Balance at 01 July 2023</b>	<b>(715)</b>	<b>25,996</b>	<b>25,281</b>
Net surplus / (deficit) for the year	1,187	-	1,187
<b>Balance at 30 June 2024</b>	<b>472</b>	<b>25,996</b>	<b>26,468</b>

The accompanying notes form part of these financial statements.

Note:

(a) This format is aligned to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

## Notes to the financial statements

### Note 1: About this report

Sustainability Victoria is a Government Statutory Authority of the State of Victoria established under the *Sustainability Victoria Act 2005 (Vic)*.

Its principal address is:  
Levels 12 and 13,  
321 Exhibition Street,  
Melbourne VIC 3000

A description of the nature of Sustainability Victoria's operations and its principal activities is included in the Report of Operations, which does not form part of these financial statements.

#### Basis of preparation

These financial statements are in Australian dollars and the historical cost convention is used unless a different measurement basis is specifically disclosed in the note associated with the item measured on a different basis.

The accrual basis of accounting has been applied in the preparation of these financial statements whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Consistent with the requirements of AASB 1004 *Contributions*, contributions by owners (that is, contributed capital and its repayment) are treated as equity transactions and, therefore, do not form part of the income and expenses of Sustainability Victoria.

Additions to net assets which have been designated as contributions by owners are recognised as contributed capital. Other transfers that are in the nature of contributions to or distributions by owners have also been designated as contributions by owners.

Transfers of net assets arising from administrative restructurings are treated as distributions to or contributions by owners. Transfers of net liabilities arising from administrative restructurings are treated as distributions to owners.

Judgements, estimates, and assumptions are required to be made about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Judgements and assumptions made by management in applying Australian Accounting Standards (AAS) that have significant effects on the financial statements and estimates are disclosed in the notes under the heading: 'Significant judgement or estimates'.

All amounts in the financial statements have been rounded to the nearest \$1,000 unless otherwise stated.

These financial statements cover Sustainability Victoria as an individual reporting entity and include all the controlled activities of Sustainability Victoria.

## Compliance information

These general-purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* (FMA) and applicable AASs which include Interpretations, issued by the Australian Accounting Standards Board (AASB). In particular, they are presented in a manner consistent with the requirements of the *AASB 1049 Whole of Government and General Government Sector Financial Reporting*.

Where appropriate, those AASs paragraphs applicable to not-for-profit entities have been applied. Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

## Note 2: Funding delivery of our services

### Introduction

Sustainability Victoria's overall objectives are to facilitate and promote environmental sustainability in the use of resources. It does this by helping households, businesses and groups within the broader community adopt more sustainable practices to ensure a healthy environment, community, and economy, now and for the future.

### Significant judgement: grants revenue

Sustainability Victoria has made judgement on the recognition of grant revenue under AASB 1058 Income of Not-for-Profit Entities where they do not contain sufficiently specific performance obligations. Income from grants that are enforceable and with sufficiently specific performance obligations and are accounted for under AASB 15 *Revenue from Contracts with Customers* are recognised when Sustainability Victoria satisfies the performance obligation determined on analysis of the contract. For more detail refer to notes 2.1 and 2.2

### Structure

- 2.1 Summary of income that funds the delivery of our services
- 2.2 Government grants
- 2.3 Revenue from other transactions

### Note 2.1 Summary of income that funds the delivery of our services

	Notes	2024 \$'000	2023 \$'000
Municipal and Industrial Waste Levy		18,947	19,176
Government grants	2.2	67,352	61,539
Interest		3,503	2,439
Other income from Government	2.3	199	255
Other income	2.3	3,101	3,194
<b>Total income from transactions</b>		<b>93,102</b>	<b>86,603</b>

The Municipal and Industrial Waste Levies are amounts received by Sustainability Victoria from the Department of Energy, Environment and Climate Action (DEECA) under the *Environment Protection (Distribution of Landfill Levy) Regulations 2021*, net of base and efficiency review savings. Landfill levies are recognised as income under AASB 1058 Income of Not-for-Profit Entities as non-contractual income arising from statutory requirements. Municipal and Industrial Waste Levy revenue is recorded in the period which Sustainability Victoria becomes party to the contractual provisions of the payments; therefore, revenue is accrued in advance during the relevant quarter while cash payment is received in the following quarter.

Interest income includes interest received on financial assets held within the central banking system. Interest income is recognised using the effective interest method which allocates the interest over the relevant period.

## Note 2.2 Government grants

	Notes	2024 \$'000	2023 \$'000
Sustainability Fund grants to Sustainability Victoria		51,100	58,802
Government initiatives funding		16,252	2,737
<b>Total revenue</b>		<b>67,352</b>	<b>61,539</b>
Recognised at a point in time		49,013	38,505
Recognised over time		18,339	23,034
<b>Total revenue</b>		<b>67,352</b>	<b>61,539</b>

Revenue from grants received under enforceable contracts containing sufficiently specific performance obligations is accounted for in accordance with *AASB 15 Revenue from Contracts with Customers*.

Grant income is overwhelmingly supplied in instalments in advance of planned expenditure and is carried as a contract liability until revenue is recognised.

Sustainability Victoria provides a range of project and professional services to its customers, primarily other Government agencies and departments. These services include, among others:

- stakeholder engagement and consultation
- project design, management, and delivery
- grant programme design and delivery
- social research design, execution, and evaluation
- education, professional development, and campaigns for behaviour change.

Projects for which Sustainability Victoria is funded are complex with multiple, co-dependent outcomes that are not readily separable or individually valued and are consequently treated as a single performance obligation.

Underlying contracts are in all material respects of the same form and impose consistent obligations to account for and report progress, revenue and expenditure and the treatment adopted applies to the portfolio of contracts as a whole.

Sustainability Victoria has determined that contracts are 'fixed price', and that program progress is best determined using the 'input' method, measured by reference to the expenditure in the period. Revenue is recognised at a point in time in accordance with measured progress at reporting milestone dates.

Grants payable are recognised at the time of disbursement to the grantee.

Program management costs are partially funded by programs, comprise a small proportion of the total expenditure under any contract, and are not disaggregated for the purposes of revenue recognition.

## Note 2.3 Revenue from other transactions

	Notes	2024 \$'000	2023 \$'000
Revenue from sales of services including FirstRate5 (FR5) certificates and accreditation	(a)	3,048	3,099
Other income from Government - secondment fees		199	255
Other income	(b) (c)	53	94
<b>Total revenue and income from other transactions</b>		<b>3,300</b>	<b>3,448</b>
Recognised at a point in time		3,300	3,448
<b>Total revenue and income from other transactions</b>		<b>3,300</b>	<b>3,448</b>

Notes:

(a) Revenue for FirstRate5 certificates and accreditation fees is recognised when the customer receives the right to the certificate, which is upon payment.

(b) Other income included in the table above is classified as revenue from contracts with customers in accordance with AASB 15 *Revenue from Contracts with Customers* and AASB 1058 *Income of Not-for-Profit Entities* when sufficiently specific performance obligations are not present.

(c) Other income includes minor program contributions, sponsorship and ticket sales which are recognised upon receipt.

## Note 3: The cost of delivering services

### Introduction

This section provides an account of the expenses incurred by Sustainability Victoria in delivering services and outputs. In Section 2, the funds that enable the provision of services were disclosed and in this note the cost associated with the provision of services are recorded.

### Structure

- 3.1 Expenses incurred in delivery of services
- 3.2 Grant expenses
- 3.3 Other operating expenses

### Note 3.1 Expenses incurred in delivery of services

	Notes	2024 \$'000	2023 \$'000
Employee benefits expense	3.1.1	24,441	25,561
Grant expenses	3.2	49,013	38,505
Contractors and consultants	(a)	4,530	8,625
IT and telecommunications		4,005	4,553
Other operating expenses	3.3	5,340	4,553
<b>Total expenses from transactions</b>		<b>87,329</b>	<b>81,797</b>

Note:

(a) In line with Financial Reporting Direction 22 *Standard disclosures in the Report of Operations*, consultants provide advice while contractors are engaged to support program delivery.

### Note 3.1.1 Employee benefits in the comprehensive operating statement

	2024 \$'000	2023 \$'000
Salaries and wages, annual leave and long service leave	22,236	23,332
Defined contribution superannuation expense	2,205	2,229
<b>Total employee expenses</b>	<b>24,441</b>	<b>25,561</b>

Employee expenses include all costs related to employment including wages and salaries, fringe benefits tax, leave entitlements, termination payments and WorkCover premiums.

The amount recognised in the comprehensive operating statement in relation to superannuation is the employer contributions for members of defined contribution superannuation plans that are paid or payable during the reporting period. Sustainability Victoria does not recognise any defined benefit liabilities because it has no legal or constructive obligation to pay future benefits relating to its employees. Instead, the Department of Treasury and Finance discloses in its annual financial statements the net defined benefit cost related to the members of these plans as an administered liability (on behalf of the State as the sponsoring employer).

Termination benefits are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when Sustainability Victoria is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy.

### Note 3.1.2 Employee benefits in the balance sheet

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave, and long service leave (LSL) for services rendered to the reporting date and recorded as an expense during the period the services are delivered.

	2024 \$'000	2023 \$'000
<b>Current provisions</b>		
Annual leave		
Unconditional and expected to settle within 12 months	947	866
Unconditional and expected to settle after 12 months	475	452
Long service leave		
Unconditional and expected to settle within 12 months	140	114
Unconditional and expected to settle after 12 months	1,015	896
Provisions for on-costs		
Unconditional and expected to settle within 12 months	187	299
Unconditional and expected to settle after 12 months	261	77
<b>Total current provisions for employee benefits</b>	<b>3,025</b>	<b>2,704</b>
<b>Non-current provisions</b>		
Employee benefits – long service leave	551	489
On-costs	98	79
<b>Total non-current provisions for employee benefits</b>	<b>649</b>	<b>568</b>
<b>Total provisions for employee benefits</b>	<b>3,674</b>	<b>3,272</b>

**Reconciliation of movement in on-cost provision**

	2024 \$'000	2023 \$'000
<b>Opening balance</b>	<b>455</b>	<b>446</b>
Additional provisions recognised	430	340
Reductions arising from payments/other sacrifices of future economic benefit	(339)	(331)
<b>Total on-cost provision</b>	<b>546</b>	<b>455</b>
Current	448	376
Non-current	98	79

**Wages and salaries, annual leave, and sick leave:** Liabilities for wages and salaries (including non-monetary benefits, annual leave, and on-costs) are recognised as part of the employee benefit provision as current liabilities, because Sustainability Victoria does not have an unconditional right to defer settlements of these liabilities.

The liability for salaries and wages is recognised in the balance sheet at remuneration rates which are current at the reporting date. As Sustainability Victoria expects the liabilities to be wholly settled within 12 months of reporting date, they are measured at undiscounted amounts.

The annual leave liability is classified as a current liability and measured at the undiscounted amount expected to be paid, as Sustainability Victoria does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

No provision has been made for sick leave as all sick leave is non-vesting and it is not considered probable that the average sick leave taken in the future will be greater than the benefits accrued in the future. As sick leave is non-vesting, an expense is recognised in the comprehensive operating statement as it is taken.

Employment on-costs such as payroll tax, workers compensation and superannuation are not employee benefits. They are disclosed separately as a component of the provision for employee benefits when the employment to which they relate has occurred.

**Unconditional LSL** is disclosed as a current liability; even where Sustainability Victoria does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months. The components of this current LSL liability are measured at:

- undiscounted value – if Sustainability Victoria expects to wholly settle within 12 months or
- present value – if Sustainability Victoria does not expect to wholly settle within 12 months

**Conditional LSL** is disclosed as a non-current liability. There is an unconditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service. This non-current LSL is measured at present value.

Any gain or loss following revaluation of the present value of non-current LSL liability is recognised as a transaction, except to the extent that a gain or loss arises due to changes in bond interest rates for which it is then recognised as an 'other economic flow' in the net result.

### Note 3.1.3 Superannuation contributions

Employees of Sustainability Victoria are entitled to receive superannuation benefits and Sustainability Victoria contributes to defined contribution plans.

	Contributions paid in the year		Contributions unpaid at 30 June	
	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
<b>Defined contribution plans</b>				
VicSuper	728	519	-	-
Australian Ethical Super	263	308	-	-
Australian Super	316	276	-	-
UniSuper	132	171	-	-
Hostplus Super	172	124	-	-
Other	915	831	-	-
<b>Total superannuation contributions</b>	<b>2,526</b>	<b>2,229</b>	<b>-</b>	<b>-</b>

### Note 3.2 Grant expenses

	2024 \$'000	2023 \$'000
<b>Grant expenses</b>		
Behaviour change and education	2,309	1,325
Community action	3,844	5,976
Investment and innovation	42,860	31,204
<b>Total grant expenses</b>	<b>49,013</b>	<b>38,505</b>

Grant expenses are contributions of Sustainability Victoria's resources to another party where there is no expectation that the amount will be repaid in equal value (either by money, goods or services).

Grants can either be operating or capital in nature. Grants can be paid as general-purpose grants, which refer to grants that are not subject to conditions regarding their use. Alternatively, they may be paid as specific purpose grants which are paid for a particular purpose and/or have conditions attached regarding their use.

Grant expenses are recognised in the reporting period in which they are paid or payable.

Grants that form part of program expenditure are recognised based on the percentage of the contract performed as at the reporting date, with the unperformed component of the contract included as part of committed expenditure.

### Note 3.3 Other operating expenses

Other operating expenses generally represent the day-to-day running costs incurred in normal operations. An expense is recognised in the reporting period in which it is incurred.

		<b>2024</b>	<b>2023</b>
		<b>\$'000</b>	<b>\$'000</b>
Other operating expenses	(a)	699	416
Promotional and marketing		1,960	149
Advertising fees		78	1,026
Royalty payments	(b)	977	908
Stakeholder engagement		144	215
Outgoings		623	592
Market research and surveys		324	239
Staff training		102	302
Recruitment		6	149
Internal audit fees		108	110
Insurance		246	194
Legal fees		37	148
Sponsorships paid		36	105
<b>Total other operating expenses</b>		<b>5,340</b>	<b>4,553</b>

Notes:

(a) Other operating expenses includes minor incidentals such as low-cost assets, repairs and maintenance, office consumables and minor staff expenses.

(b) Royalty payments for use of intellectual property are recognised as an expense in the reporting period in which they are incurred.

Other operating expenses generally represent the day-to-day running costs incurred in normal operations.

## Note 4: Key assets available to support output delivery

### Introduction

Sustainability Victoria controls assets that are utilised in fulfilling its objectives and conducting activities. They represent the resources that have been entrusted to Sustainability Victoria to be utilised for delivery for these outputs.

### Significant judgement: Classification of assets

#### *Fair value measurement*

Where the assets included in this section are carried at fair value, additional information is disclosed in Note 7.3 in connection with how those fair values were determined.

### Structure

4.1 Total property, plant, and equipment

4.2 Investments and other financial assets

### Note 4.1 Total property, plant, and equipment

	Gross carrying amount		Accumulated depreciation		Net carrying amount	
	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
Office furniture and equipment	584	582	(573)	(552)	11	30
Computer equipment	1,302	1,246	(1,186)	(1,088)	116	158
Buildings at fair value (right-of-use asset)	9,332	21,309	(5,327)	(3,390)	4,005	17,919
Leasehold improvements	283	283	(99)	(35)	184	248
<b>Total property, plant, and equipment</b>	<b>11,501</b>	<b>23,420</b>	<b>(7,185)</b>	<b>(5,065)</b>	<b>4,316</b>	<b>18,355</b>

**Initial recognition:** Items of plant and equipment are measured initially at cost and subsequently revalued at fair value less accumulated depreciation and impairment.

The cost of a leasehold improvement is capitalised and depreciated over the shorter of the remaining term of the lease or their estimated useful lives.

**Subsequent measurement:** Plant and equipment are subsequently measured at fair value less accumulated depreciation and impairment. Fair value is determined with regards to the asset's highest and best use (considering legal or physical restrictions imposed on the asset, public announcements or commitments made in relation to the intended use of the asset) and is summarised below by asset category.

**Right-of-use asset acquired by lessees – initial measurement:** Sustainability Victoria recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for:

- any lease payments made at or before the commencement date less any lease incentive received plus
- any initial direct costs incurred and
- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

**Right-of-use asset – subsequent measurement:** Sustainability Victoria depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The right-of-use assets are measured at fair value. Fair value is determined based on comparable commercial lease arrangements at reporting date. The carrying amount of right-of-use assets may also be adjusted if there is a change in estimates in terms of whether a lease option is likely or unlikely to be exercised.

#### Note 4.1.1 Depreciation and amortisation

	2024 \$'000	2023 \$'000
<b>Charge for the period</b>		
Office furniture and equipment	22	34
Computer equipment	97	92
Buildings at fair value (right-of-use asset)	1,937	1,937
Leasehold improvements	64	27
<b>Total depreciation and amortisation</b>	<b>2,120</b>	<b>2,090</b>

Depreciation is generally calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

	Useful Life (Years)
Office furniture and equipment	5 to 10 years
Computer equipment	3 to 4 years
Buildings at fair value	Over the lease term

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments made where appropriate.

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term. Where the entity obtains ownership of the underlying leased asset or if the cost of the right-of-use asset reflects that the entity will exercise a purchase option, the entity depreciates the right-of-use asset over its useful life.

Leasehold improvements are depreciated over the shorter of the lease term and their useful lives.

In the event of the loss or destruction of an asset, the future economic benefits arising from the use of the asset will be replaced (unless a specific decision to the contrary has been made).

**Impairment:** non-financial assets, including items of plant and equipment, are tested for impairment whenever there is an indication that the asset may be impaired.

The assets concerned are tested as to whether their carrying value exceeds their recoverable amount. Where an asset's carrying value exceeds its recoverable amount, the difference is written off as an 'other economic flow', except to the extent that it can be debited to an asset revaluation surplus amount applicable to that class of asset.

If there is an indication that there has been a reversal in impairment, the carrying amount shall be increased to its recoverable amount. However, this reversal should not increase the asset's carrying amount above what would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised in prior years.

The recoverable amount for most assets is measured at the higher of current replacement cost and fair value less costs to sell.

**Note 4.1.2 Reconciliation of movements in carrying amount of property, plant, and equipment**

	Opening balance \$'000	Addition \$'000	Fair value decrement recognised through net result \$'000	Change in Accounting Estimates \$'000	Depreciation \$'000	Closing balance \$'000
<b>2024</b>						
Office furniture and equipment	30	3	-	-	(22)	<b>11</b>
Computer equipment	158	55	-	-	(97)	<b>116</b>
Buildings (right-of-use asset)	17,919	-	(2,198)	(9,779)	(1,937)	<b>4,005</b>
Leasehold improvements	248	-	-	-	(64)	<b>184</b>
<b>Total</b>	<b>18,355</b>	<b>58</b>	<b>(2,198)</b>	<b>(9,779)</b>	<b>(2,120)</b>	<b>4,316</b>
<b>2023</b>						
Office furniture and equipment	58	6	-	-	(34)	<b>30</b>
Computer equipment	177	73	-	-	(92)	<b>158</b>
Buildings (right-of-use asset)	19,856	-	-	-	(1,937)	<b>17,919</b>
Leasehold improvements	245	30	-	-	(27)	<b>248</b>
<b>Total</b>	<b>20,336</b>	<b>109</b>	<b>-</b>	<b>-</b>	<b>(2,090)</b>	<b>18,355</b>

**Note 4.2 Investments and other financial assets**

	2024 \$'000	2023 \$'000
<b>Non-current investments and other financial assets</b>		
Loans receivable – social enterprise projects	400	399
<b>Total non-current investments and other financial assets</b>	<b>400</b>	<b>399</b>
<b>Total investments and other financial assets</b>	<b>400</b>	<b>399</b>

## Note 5: Other assets and liabilities

### Introduction

This section sets out those assets and liabilities that arose from Sustainability Victoria's controlled operations.

### Structure

5.1 Receivables

5.2 Payables

5.3 Other non-financial assets

### Note 5.1 Receivables

	Notes	2024 \$'000	2023 \$'000
<b>Contractual</b>			
Trade debtors	(a)	120	10,925
Contract assets	(b)	10,534	1,660
Other receivables		3	5
<b>Total contractual</b>		<b>10,657</b>	<b>12,590</b>
<b>Statutory</b>			
Amounts owing from Victorian Government	(c)	4,877	4,794
GST receivable		944	934
<b>Total statutory</b>		<b>5,821</b>	<b>5,728</b>
<b>Total receivables</b>		<b>16,478</b>	<b>18,318</b>
Represented by:			
Current receivables		16,478	18,318

Notes:

(a) Trade debtors include DEECA for the on-passing of Commonwealth funded priority programs due to Sustainability Victoria as per the signed contract.

(b) Contract assets relate to Sustainability Victoria's right to consideration in exchange for goods transferred to customers for works completed, but not yet billed at the reporting date. The contract assets are transferred to receivables when the rights become unconditional, at this time an invoice is issued. This usually occurs when Sustainability Victoria issues an invoice to the customer. The balance of the contract assets at 30 June 2024 was impacted by timing of the works completed by contractors and is not billable at this stage. The works are expected to be recovered early next year.

(c) Amounts owing from Victorian Government includes the April – June 2024 quarter monies due for Municipal and Industrial Waste Levy, received in July 2024.

**Contractual receivables** are classified as financial instruments and categorised as financial assets at amortised costs. They are initially recognised at fair value plus any directly attributable transaction costs. Subsequent to initial measurement they are measured at amortised cost using the effective interest method, less any impairment. Contract assets represents revenue from contracts with customers where the funding is yet to be received.

**Statutory receivables** do not arise from contracts and are recognised and measured similarly to contractual receivables (except for impairment) but are not classified as financial instruments. Amounts recognised from the Victorian Government represent funding for all commitments incurred and are drawn from the Municipal and Industrial Waste Levy as the commitments fall due.

Details about Sustainability Victoria's impairment policies, Sustainability Victoria's exposure to credit risk, and the calculation of the loss allowance are set out in note 7.1.2.

**Doubtful debts:** credit loss allowance is classified as other economic flows in the net result. Contractual receivables are written off when there is no reasonable expectation of recovery and impairment losses are classified as a transaction expense.

Subsequent recoveries of amounts previously written off are credited against the same line item.

**Bad debts** considered as written off by mutual consent are classified as a transaction expense. Bad debts not written off by mutual consent and the allowance for doubtful receivables are classified as other economic flows in the net result.

**Note 5.1.1 Ageing analysis of contractual receivables**

	2024 \$'000	2023 \$'000
<b>Carrying amount</b>	10,657	12,590
Ageing:		
Current – not yet due	10,573	1,979
Past due – by up to 30 days	-	6,570
Past due – more than 91 days	84	4,041
<b>Total contractual receivables</b>	<b>10,657</b>	<b>12,590</b>

There are no material financial assets that are individually determined to be impaired. Currently Sustainability Victoria does not hold any collateral as security nor credit enhancements relating to any of its financial assets.

There are no financial assets that have had their terms renegotiated to prevent them from being past due or impaired, and they are stated at the carrying amounts as indicated.

## Note 5.2 Payables and contract liabilities

	2024 \$'000	2023 \$'000
<b>Contractual</b>		
Trade creditors	4,885	2,533
Accrued expenses	934	2,017
Contract liabilities	57,683	56,109
<b>Total contractual</b>	<b>63,502</b>	<b>60,659</b>
<b>Statutory</b>		
Other creditors (a)	-	1,062
GST payable	60	49
Payroll tax payable	92	85
FBT payable	30	(11)
<b>Total statutory</b>	<b>182</b>	<b>1,185</b>
<b>Total payables and contract liabilities</b>	<b>63,684</b>	<b>61,844</b>
Represented by:		
Current payables	63,684	61,844

Note:

(a) Other creditors consist of payables to DEECA for transfer of Recycling Victoria of \$Nil (2023: \$1.062m).

Payables consist of:

**Contractual payables:** Classified as financial instruments and measured at amortised cost. Accounts payable represent liabilities for goods and services provided to Sustainability Victoria prior to the end of the financial year that are unpaid; and

**Statutory payables:** Recognised and measured similarly to contractual payables, but not classified as financial instruments and not included in the category of financial liabilities at amortised cost, because they do not arise from contracts.

Payables for supplies and services have an average credit period of 30 days.

The terms and conditions of amounts payable to the government and agencies vary according to the agreements and as they are not legislative payables, they are not classified as financial instruments.

### Reconciliation of contract liabilities

	2024 \$'000	2023 \$'000
<b>Contract liability at beginning of financial year</b>	<b>56,109</b>	<b>70,692</b>
Add: payments received for performance obligations yet to be completed during the period	58,724	47,708
Less: revenue recognised in the reporting period for the completion of a performance obligation	(57,150)	(62,291)
<b>Contract liability as at 30 June</b>	<b>57,683</b>	<b>56,109</b>
Represented by		
Current contract liabilities	57,683	56,109
Non-current contract liabilities	-	-

Contract liabilities represents funds received which are yet to be recognised as AASB15 Revenue from Contracts with Customers where sufficiently specific obligations remain.

### Maturity analysis of contract payables <sup>(a)</sup>

	Carrying amount \$'000	Nominal amount \$'000	Past due but not impaired		
			< 1 month \$'000	>1 but <3 months \$'000	>3 but <12 months \$'000
<b>2024</b>					
Trade creditors	4,885	4,885	4,528	343	14
Accrued expenses	934	934	573	324	37
<b>Total (b)</b>	<b>5,819</b>	<b>5,819</b>	<b>5,101</b>	<b>667</b>	<b>51</b>
<b>2023</b>					
Trade creditors	2,533	2,533	2,533	-	-
Accrued expenses	2,017	2,017	1,691	297	29
<b>Total (b)</b>	<b>4,550</b>	<b>4,550</b>	<b>4,224</b>	<b>297</b>	<b>29</b>

Notes:

(a) Maturity analysis is presented using the contractual undiscounted cash flows.

(b) The carrying amounts disclosed exclude statutory amounts (e.g., GST payables) and contract liabilities.

### Note 5.3 Other non-financial assets

	2024 \$'000	2023 \$'000
<b>Current other assets</b>		
Prepayments	1,104	1,077
<b>Total current other assets</b>	<b>1,104</b>	<b>1,077</b>

Other non-financial assets include prepayments, which represent payments in advance of receipt of goods or services, or the payments made for services covering a term extending beyond that financial accounting period.

## Note 6: Financing our operations

### Introduction

This section sets out those assets and liabilities that arose from Sustainability Victoria's controlled operations.

### Structure

- 6.1 Borrowings
- 6.2 Leases
- 6.3 Cash flow information and balances
- 6.4 Commitments for expenditure

### Note 6.1 Borrowings

	2024 \$'000	2023 \$'000
<b>Current borrowings</b>		
Lease liabilities: buildings	1,538	1,456
<b>Total current borrowings</b>	<b>1,538</b>	<b>1,456</b>
<b>Non-current borrowings</b>		
Lease liabilities: buildings	6,075	17,329
<b>Total non-current borrowings</b>	<b>6,075</b>	<b>17,329</b>
<b>Total borrowings</b>	<b>7,613</b>	<b>18,785</b>

Borrowings are all related to leases and are secured by the assets leased. Lease liabilities are effectively secured as the rights to the leased assets revert to the lessor in the event of default.

Borrowings refer to interest bearing liabilities. Sustainability Victoria's borrowings listed above are made up of liabilities recognised in applying AASB 16 *Leases* to the office building rental and leased motor vehicles.

All interest-bearing borrowings are initially recognised at the fair value of the consideration received less directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method.

### Maturity analysis of borrowings

	Carrying amount \$'000	Nominal amount \$'000	Maturity dates				
			Less than 1 month \$'000	1 - 3 months \$'000	3 months - 1 year \$'000	1 - 5 years \$'000	5+ years \$'000
<b>2024</b>							
Lease liabilities	7,613	8,431	151	301	1,410	6,569	-
<b>Total</b>	<b>7,613</b>	<b>8,431</b>	<b>151</b>	<b>301</b>	<b>1,410</b>	<b>6,569</b>	<b>-</b>
<b>2023</b>							
Lease liabilities	18,785	20,573	145	290	1,355	7,902	10,881
<b>Total</b>	<b>18,785</b>	<b>20,573</b>	<b>145</b>	<b>290</b>	<b>1,355</b>	<b>7,902</b>	<b>10,881</b>

## Interest expense

	2024 \$'000	2023 \$'000
Interest on lease liabilities	334	358
<b>Total interest expense</b>	<b>334</b>	<b>358</b>

Interest expense includes costs incurred in connection with the interest component of lease repayments. Interest expense is recognised in the period in which it is incurred.

## Note 6.2 Leases

Information about leases for which Sustainability Victoria is a lessee is presented below.

Sustainability Victoria leases an office space located at 321 Exhibition Street, Melbourne. The lease term is 7 years with an option to extend an additional 4 years. The lease term at inception was measured at 7 years with an option to extend an additional 4 years. Changes in working conditions post pandemic have demonstrated the option to extend the lease is now certain not to be exercised which has led to a decrease in the right-of-use asset of \$8,774,188, and a decrease in the lease liability of the same amount. An increase in the incremental borrowing rate lead to a decrease in the right-of-use asset of \$1,004,496, total decrease from changes in accounting estimates is \$9,778,684. Additionally, a market revaluation has been undertaken to ascertain the fair value of the underlying asset in the current financial year leading to a fair value decrement recognised through net result of the right of use asset of \$2,198,126. These factors combined with changes in the underlying borrowing rate have reduced the overall asset carrying value of the office space.

### 6.2 (a) Right-of-use assets

Right-of-use assets are presented in note 4.1

### 6.2 (b) Amounts recognised in the Comprehensive Operating Statement

The following amounts are recognised in the Comprehensive Operating Statement relating to leases:

	2024 \$'000	2023 \$'000
Interest on lease liabilities	334	358
<b>Total amount recognised in the Comprehensive Operating Statement</b>	<b>334</b>	<b>358</b>

### 6.2 (c) Amounts recognised in the Statement of Cashflows

	2024 \$'000	2023 \$'000
Interest expense on lease liabilities	334	358
Payments for lease principal	1,456	1,362
<b>Total cash outflow for leases</b>	<b>1,790</b>	<b>1,720</b>

Cash payments for the interest portion of lease payments are recognised as operating activities consistent with the presentation of interest payments. Cash payments for the principal portion of lease payments are recognised as financing activities.

For any new contracts entered into on or after 1 July 2019, Sustainability Victoria considers whether a contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'. To apply this definition Sustainability Victoria assesses whether the contract meets three key evaluations:

- Whether the contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to Sustainability Victoria and for which the supplier does not have substantive substitution rights
- Whether Sustainability Victoria has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract and Sustainability Victoria has the right to direct the use of the identified asset throughout the period of use; and
- Whether Sustainability Victoria has the right to take decisions in respect of 'how and for what purpose' the asset is used throughout the period of use.

This policy is applied to contracts entered into, or changed, on or after 1 July 2019.

### **Separation of lease and non-lease components**

At inception or on reassessment of a contract that contains a lease component, the lessee is required to separate out and account separately for non-lease components within a lease contract and exclude these amounts when determining the lease liability and right-of-use asset amount.

### **Recognition and measurement of leases as a lessee**

#### *Lease liability – initial measurement*

The lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease if that rate is readily determinable or Sustainability Victoria's incremental borrowing rate.

*Lease payments included in the measurement of the lease liability comprise the following:*

- fixed payments (including in-substance fixed payments) less any lease incentive receivable
- variable payments based on an index or rate, initially measured using the index or rate as at the commencement date
- amounts expected to be payable under a residual value guarantee
- payments arising from purchase and termination options reasonably certain to be exercised.

#### *Lease liability – subsequent measurement*

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes to in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or profit and loss if the right-of-use asset is already reduced to zero.

#### *Short-term leases and leases of low-value assets*

AASB 16 Leases provides a practical expedient for short-term leases and leases of low value assets. Instead of recognising a right-of-use asset and lease liability, the payments in relation to these can be recognised as an expense in profit or loss on a straight-line basis over the lease term. Sustainability Victoria has not identified any short-term leases or leases of low value assets.

#### *Presentation of right-of-use assets and lease liabilities*

Sustainability Victoria presents right-of-use assets as 'property, plant, and equipment' in the balance sheet. Lease liabilities are presented as 'borrowings' in the balance sheet.

### Note 6.3 Cash flow information and balances

Cash and deposits, including cash equivalents, comprise cash on hand and cash at bank, deposits at call and those highly liquid investments with an original maturity of three months or less, which are held for the purpose of meeting short term cash commitments rather than for investment purposes, and which are readily convertible to known amounts of cash with insignificant risk of changes in value.

	2024 \$'000	2023 \$'000
Cash at bank	79,141	71,033
<b>Balance as per cash flow statement</b>	<b>79,141</b>	<b>71,033</b>

#### Note 6.3.1 Reconciliation of net result for the period to cash flow from operating activities

	2024 \$'000	2023 \$'000
<b>Net result for the financial year</b>	<b>1,187</b>	<b>2,545</b>
Non-cash movements:		
Depreciation	2,121	2,090
Other costs	-	5
Net gain/(loss) on non-financial assets	2,198	-
Other non-cash movements	62	-
(Gain) / loss on disposal of assets	-	(149)
<b>Movements in assets and liabilities:</b>		
Increase / (decrease) in employee related provisions	402	(54)
Increase / (decrease) in payables and contract liabilities	1,840	(19,118)
(Increase) / decrease in prepayments	(28)	(5)
Decrease / (increase) in receivables	1,840	(4,561)
<b>Net cash flows from/ (used in) operating activities</b>	<b>9,622</b>	<b>19,247</b>

## Note 6.4 Commitments for expenditure

Commitments for future expenditure include operating commitments arising from contracts. These commitments are recorded below at their nominal value and inclusive of GST. Where it is considered appropriate and provides additional relevant information to users, the net present values of significant individual projects are stated. These future expenditures cease to be disclosed as commitments once the related liabilities are recognised in the balance sheet.

	Less than 1 year \$'000	1-5 years \$'000	More than 5 years \$'000	Total \$'000
<b>2024</b>				
<b>Other commitments - contracts</b>				
Tied funding	52,646	3,306	-	55,952
Other funding	9,116	2,627	-	11,743
<b>Total commitments (inclusive of GST)</b>	<b>61,762</b>	<b>5,933</b>	<b>-</b>	<b>67,695</b>
Less GST recoverable from the Australian Tax Office	(5,615)	(539)	-	(6,154)
<b>Total commitments (exclusive of GST)</b>	<b>56,147</b>	<b>5,394</b>	<b>-</b>	<b>61,541</b>
<b>2023</b>				
<b>Other commitments - contracts</b>				
Tied funding	59,553	8,900	-	68,453
Other funding	11,285	1,715	-	13,000
<b>Total commitments (inclusive of GST)</b>	<b>70,838</b>	<b>10,615</b>	<b>-</b>	<b>81,453</b>
Less GST recoverable from the Australian Tax Office	(6,440)	(965)	-	(7,405)
<b>Total commitments (exclusive of GST)</b>	<b>64,398</b>	<b>9,650</b>	<b>-</b>	<b>74,048</b>

## Note 7: Risk, contingencies and valuation judgements

### Introduction

Sustainability Victoria is exposed to risk from its activities and outside factors. In addition, it is often necessary to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section sets out financial instrument specific information (including exposures to financial risks) as well as those items that are contingent in nature or require a higher level of judgement to be applied, which for Sustainability Victoria related mainly to fair value determination.

### Structure

- 7.1 Financial instruments specific disclosures
- 7.2 Contingent assets and contingent liabilities
- 7.3 Fair value determination

### Note 7.1 Financial instruments specific disclosures

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Due to the nature of Sustainability Victoria's activities, certain financial assets and financial liabilities arise under statute rather than a contract (for example taxes, fines and penalties). Such assets and liabilities do not meet the definition of financial instruments in AASB 132 *Financial Instruments: Presentation*.

Guarantees issued on behalf of Sustainability Victoria are financial instruments because, although authorised under statute, terms and conditions for each financial guarantee may vary and are subject to an agreement.

#### Categories of financial assets

##### *Financial assets at amortised cost*

Financial assets are measured at amortised costs if both of the following criteria are met, and the assets are not designated as fair value through net result:

- the assets are held by Sustainability Victoria to collect the contractual cash flows, and
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interest.

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

Sustainability Victoria recognises the following assets in this category:

- cash and deposits
- receivables (excluding statutory receivables).

#### Categories of financial liabilities

##### *Financial liabilities at amortised cost*

Financial liabilities at amortised cost are initially recognised on the date they are originated, at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in profit and loss over the period of the interest-bearing liability, using the effective interest rate method.

Sustainability Victoria recognises the following liabilities in this category:

- Payables (excluding statutory payables); and
- Borrowings (including lease liabilities).

##### *Derecognition of financial assets*

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- the rights to receive cash flows from the asset have expired
- Sustainability Victoria retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement.

Sustainability Victoria has transferred its rights to receive cash flows from the asset and either:

- has transferred substantially all the risks and rewards of the asset
- has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.

Where Sustainability Victoria has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of Sustainability Victoria's continuing involvement in the asset.

*Derecognition of financial liabilities*

A financial liability is derecognised when the obligation under the liability is discharged, cancelled, or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised as an 'other economic flow' in the comprehensive operating statement.

*Reclassification of financial instruments*

Subsequent to initial recognition, reclassification of financial liabilities is not permitted. Financial assets are required to be reclassified between fair value through net result, fair value through other comprehensive income and amortised cost when and only when Sustainability Victoria's business model for managing its financial assets has changed such that its previous model would no longer apply.

Sustainability Victoria is generally unable to change its business model because it is determined by the Performance Management Framework (PMF) and all Victorian government departments are required to apply the PMF under the Standing Directions 2018 under the FMA.

If under rare circumstances an asset is reclassified, the reclassification is applied prospectively from the reclassification date and previously recognised gains, losses or interest should not be restated. If the asset is reclassified to fair value, the fair value should be determined at the reclassification date and any gain or loss arising from a difference between the previous carrying amount and fair value is recognised in net result.

**Note 7.1.1 Financial instruments: categorisation**

	Notes	Cash and deposits \$'000	Financial assets at amortised cost \$'000	Financial liabilities at amortised cost \$'000	Total \$'000
<b>2024</b>					
<b>Contractual financial assets</b>					
Cash and deposits		79,141	-	-	79,141
Receivables	(a)	-	10,657	-	10,657
Investments and other financial assets		-	400	-	400
<b>Total contractual financial assets</b>		<b>79,141</b>	<b>11,057</b>	<b>-</b>	<b>90,198</b>
<b>Contractual financial liabilities</b>					
Payables	(a)	-	-	5,819	5,819
Lease liabilities		-	-	7,613	7,613
<b>Total contractual financial liabilities</b>		<b>-</b>	<b>-</b>	<b>13,432</b>	<b>13,432</b>
<b>2023</b>					
<b>Contractual financial assets</b>					
Cash and deposits		71,033	-	-	71,033
Receivables	(a)	-	12,590	-	12,590
Investments and other financial assets		-	399	-	399
<b>Total contractual financial assets</b>		<b>71,033</b>	<b>12,989</b>	<b>-</b>	<b>84,022</b>
<b>Contractual financial liabilities</b>					
Payables	(a)	-	-	4,550	4,550
Lease liabilities		-	-	18,785	18,785
<b>Total contractual financial liabilities</b>		<b>-</b>	<b>-</b>	<b>23,335</b>	<b>23,335</b>

Notes:

(a) The total amounts disclosed here excludes statutory amounts (e.g., amounts owing from Victorian Government and GST input tax credit recoverable).

### Note 7.1.2 Financial risk management objectives and policies

As a whole, Sustainability Victoria's financial risk management program seeks to manage these risks and the associated volatility of its financial performance.

Details of the significant accounting policies and methods adopted, including the criteria for the recognition, the basis of measurement, and the basis on which income and expenses are recognised, with respect to each class of financial asset, financial liability, and equity instrument above are disclosed in Note 7.3 to the financial statements.

The main purpose in holding financial instruments is to prudentially manage Sustainability Victoria's financial risks within government policy parameters.

Sustainability Victoria's main financial risks include credit risk, liquidity risk and interest rate risk. Sustainability Victoria manages these financial risks in accordance with its financial risk management policy.

Sustainability Victoria uses different methods to measure and manage the different risks to which it is exposed. Primary responsibility for the identification and management of financial risks rests with the Sustainability Victoria Board.

#### *Financial Instruments: credit risk*

Credit risk refers to the possibility that a borrower will default on its financial obligations as and when they fall due. Sustainability Victoria's exposure to credit risk arises from the potential default of a counter party on their contractual obligations resulting in financial loss to Sustainability Victoria. Credit risk is measured at fair value and is monitored on a regular basis.

Credit risk associated with Sustainability Victoria's contractual financial assets is minimal because the main debtor is the Victorian Government. For debtors other than the Government, it is Sustainability Victoria's policy to only deal with entities with high credit ratings of a minimum triple B rating.

In addition, Sustainability Victoria does not engage in hedging for its contractual financial assets and mainly obtains contractual financial assets that are on fixed interest, except for cash and deposits, which are mainly cash at bank. As with the policy for debtors, Sustainability Victoria's policy is to only deal with banks with high credit ratings.

Provision of impairment for contractual financial assets is recognised when there is objective evidence that Sustainability Victoria will not be able to collect a receivable. Objective evidence includes financial difficulties of the debtor, default payments, debts that are more than 60 days overdue, and changes in debtor credit ratings.

Contract financial assets are written off against the carrying amount when there is no reasonable expectation of recovery. Bad debt written off by mutual consent is classified as a transaction expense. Bad debt written off following a unilateral decision is recognised as other economic flows in the net result.

Except as otherwise detailed in the following table, the carrying amount of contractual financial assets recorded in the financial statements, net of any allowances for losses, represents Sustainability Victoria's maximum exposure to credit risk without taking account of the value of any collateral obtained.

There has been no material change to Sustainability Victoria's credit risk profile in 2023-24.

*Credit quality of contractual financial assets that are neither past due or impaired*

	Financial institutions (AA rating) \$'000	Government agencies (AA rating) \$'000	Other (min BBB rating) \$'000	Total \$'000
<b>2024</b>				
Cash and deposits	79,141	-	-	79,141
Receivables (a)	-	10,497	160	10,657
Investments and other financial assets	400	-	-	400
<b>Total contractual financial assets</b>	<b>79,541</b>	<b>10,497</b>	<b>160</b>	<b>90,198</b>
<b>2023</b>				
Cash and deposits	71,033	-	-	71,033
Receivables (a)	-	12,416	174	12,590
Investments and other financial assets	399	-	-	399
<b>Total contractual financial assets</b>	<b>71,432</b>	<b>12,416</b>	<b>174</b>	<b>84,022</b>

Note:

(a) The total receivables disclosed here exclude statutory amounts (e.g., amounts owing from Victorian Government and GST input tax credit recoverable).

*Impairment of financial assets under AASB 9*

Sustainability Victoria records the allowance for expected credit loss for the relevant financial instruments applying AASB 9's Expected Credit Loss approach. Items subject to AASB 9's impairment assessment include Sustainability Victoria's contractual receivables, statutory receivables and its investments.

Equity instruments are not subject to impairment under AASB 9. Other financial assets mandatorily measured or designated at fair value through net result are not subject to impairment assessment under AASB 9. While cash and cash equivalents are also subject to the impairment requirements of AASB 9, the identified impairment loss was immaterial.

Although not a financial asset, contract liabilities recognised applying AASB 15 (refer to Note 5.2) are also subject to impairment however it is immaterial.

*Contractual receivables at amortised cost*

Sustainability Victoria applies AASB 9 simplified approach for all contractual receivables to measure expected credit losses using a lifetime expected loss allowance based on the assumptions about risk of default and expected loss rates. Sustainability Victoria's historical credit losses are 0%.

*Financial instruments: liquidity risk*

Liquidity risk arises when Sustainability Victoria is unable to meet its financial obligations as they fall due. Sustainability Victoria operates under the government fair payments policy of settling financial obligations within 30 days and in the event of a dispute, making payments within 30 days from the date of resolution.

Sustainability Victoria is exposed to liquidity risk mainly through the financial liabilities as disclosed on the face of the balance sheet. Sustainability Victoria manages its liquidity risk by:

- maintaining an adequate level of uncommitted funds that can be drawn at short notice to meet its short-term obligations
- careful maturity planning of its financial obligations based on forecasts of future cash flows

Sustainability Victoria's exposure to liquidity risk is estimated to be insignificant, based on prior period's data and current assessment of risk. Cash for unexpected events is generally sourced from liquidation of available cash deposits at call.

*Financial instruments: market risk*

Sustainability Victoria's exposure to market risk is primarily through interest rate risk. Objectives, policies, and processes used to manage this are disclosed below.

*Sensitivity disclosure analysis and assumptions*

Sustainability Victoria's sensitivity to market risk is determined based on past performance and economic forecasts of the financial markets. Sustainability Victoria believes that the following movements are "reasonably possible" over the next 12 months:

- a movement of 25 basis points up and down (2023: 200 basis points up and down) in market interest rates (AUD) from year-end rates of 4.5 per cent (2023: 4.25 percent)

The tables that follow show the impact on Sustainability Victoria's net result and equity for each category of financial instrument held by Sustainability Victoria at the end of the reporting period, if the above movements were to occur.

*Interest rate risk*

Fair value interest rate risk is the risk that the fair value of a financial instrument will fluctuate because of change in market interest rates. Exposure to fair value interest rate risk is insignificant and might arise primarily through Sustainability Victoria's variable cash deposits.

Cash flow interest rate risk is the risk that the future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Sustainability Victoria has minimal exposure to cash flow interest rate risks through cash and deposits and investments that are at a floating rate.

The carrying amounts of financial assets and financial liabilities that are exposed to interest rates and Sustainability Victoria's sensitivity to interest rate risk are set out in the table that follows.

*Interest rate exposure of financial instruments*

	Weighted average interest rate %	Carrying amount \$'000	Fixed rate \$'000	Variable rate \$'000	Non-interest bearing \$'000
<b>2024</b>					
Cash and deposits	4.43%	79,141	-	79,141	-
Receivables (a)		10,657	-	-	10,657
Investments and other financial assets		400	-	-	400
<b>Total financial assets</b>		<b>90,198</b>	<b>-</b>	<b>79,141</b>	<b>11,057</b>
Payables (a)		5,819	-	-	5,819
Lease liabilities	4.67%	7,613	7,613	-	-
<b>Total financial liabilities</b>		<b>13,432</b>	<b>7,613</b>	<b>-</b>	<b>5,819</b>
<b>2023</b>					
Cash and deposits	3.08%	71,033	-	71,033	-
Receivables (a)		12,590	-	-	12,590
Investments and other financial assets		399	-	-	399
<b>Total financial assets</b>		<b>84,022</b>	<b>-</b>	<b>71,033</b>	<b>12,989</b>
Payables (a)		4,550	-	-	4,550
Lease liabilities	1.84%	18,785	18,785	-	-
<b>Total financial liabilities</b>		<b>23,335</b>	<b>18,785</b>	<b>-</b>	<b>4,550</b>

Note:

(a) The total payables disclosed here exclude statutory amounts (e.g., amounts owing to Victorian Government and GST sales tax payable).

*Interest rate risk sensitivity*

	Interest rate risk				
	Carrying amount \$'000	+25 basis points		-25 basis points	
		Net result \$'000	Equity \$'000	Net result \$'000	Equity \$'000
<b>2024</b>					
<b>Contractual financial assets</b>					
Cash and deposits	79,141	(198)	(198)	198	198
Investments and other financial assets	400	(1)	(1)	1	1
<b>Total impact</b>	<b>79,541</b>	<b>(199)</b>	<b>(199)</b>	<b>199</b>	<b>199</b>
		+200 basis points		-200 basis points	
<b>2023</b>					
<b>Contractual financial assets</b>					
Cash and deposits	71,033	(1,421)	(1,421)	1,421	1,421
Investments and other financial assets	399	(8)	(8)	8	8
<b>Total impact</b>	<b>71,432</b>	<b>(1,429)</b>	<b>(1,429)</b>	<b>1,429</b>	<b>1,429</b>

Cash and deposits include a deposit of \$79,140,986 (2023: \$71,032,829) that is exposed to floating rates movements. Sensitivities to these movements are calculated as follows: 2024:  $\$79,140,986 \times 0.002 = \$197,852$  and 2023:  $\$71,032,829 \times 0.02 = \$1,420,657$

*Contractual financial liabilities*

Sustainability Victoria does not hold any contractual financial liabilities which are exposed to variable interest rates so no sensitivity analysis is provided.

*Foreign currency risk*

All foreign currency transactions during the financial year are brought to account using the exchange rate in effect at the date of the transaction.

Sustainability Victoria is exposed to foreign currency risk mainly through its payables relating to purchases of supplies and consumables from overseas. Sustainability Victoria is not exposed to any material foreign currency risk. Risk is minimal, as Sustainability Victoria has a limited amount of transactions denominated in foreign currencies and there is a relatively short timeframe between commitment and settlement.

Based on past and current assessment of economic outlook, management does not consider that it is necessary for Sustainability Victoria to enter into any hedging arrangements to manage the risk.

## 7.2 Contingent assets and contingent liabilities

Contingent assets and contingent liabilities are not recognised in the balance sheet, but are disclosed and if quantifiable, are measured at nominal values. Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

### *Contingent Assets*

Contingent assets are possible assets that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

These are classified as either quantifiable, where the potential economic benefit is known, or non-quantifiable.

Sustainability Victoria has no contingent assets as at the reporting date (2024: \$Nil).

### *Contingent Liabilities*

Contingent liabilities are:

- possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity
- present obligations that arise from past events but are not recognised because:
  - it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligations
  - the amount of the obligations cannot be measured with sufficient reliability.

Sustainability Victoria has no contingent liabilities as at the reporting date (2024: \$Nil).

## 7.3 Fair value determination

### **Significant judgement: fair value measurements of assets and liabilities**

This section sets out information on how Sustainability Victoria determined fair value for financial reporting purposes.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The following assets and liabilities are carried at fair value:

- financial assets and liabilities at fair value through profit or loss
- financial assets at fair value through other comprehensive income (plant and equipment).

In addition, the fair values of other assets and liabilities that are carried at amortised cost, also need to be determined for disclosure purposes.

Sustainability Victoria determines the policies and procedures for determining fair values for both financial and non-financial assets and liabilities as required.

### **Fair value hierarchy**

In determining fair values, several inputs are used. To increase consistency and comparability in the financial statements, these inputs are categorised into three levels, also known as the fair value hierarchy. The levels are as follows:

- **Level 1:** quoted (unadjusted) market prices in active markets for identical assets or liabilities
- **Level 2:** valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- **Level 3:** valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

Sustainability Victoria determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

### How this section is structured

For those assets and liabilities for which fair values are determined, the following disclosures are provided:

- carrying amount and the fair value (which would be the same for those assets measured at fair value)
- which level of the fair value hierarchy was used to determine the fair value
- in respect of those assets and liabilities subject to fair value determination using Level 3 inputs:
  - a reconciliation of the movements in fair values from the beginning of the year to the end; and
  - details of significant unobservable inputs used in the fair value determination.

This section is divided between disclosures in connection with fair value determination for financial instruments (refer to Note 7.3.1) and non-financial physical assets (refer to 7.3.2).

#### 7.3.1 Fair value determination of financial assets and liabilities

The fair values and net fair values of financial assets and liabilities are determined as follows:

- **Level 1** – the fair value of financial instrument with standard terms and conditions and traded in active liquid markets are determined with reference to quoted market prices;
- **Level 2** – the fair value is determined using inputs other than quoted prices that are observable for the financial asset or liability, either directly or indirectly; and
- **Level 3** – the fair value is determined in accordance with generally accepted pricing models based on discounted cash flow analysis using unobservable market inputs.

Sustainability Victoria currently holds a range of financial instruments that are recorded in the financial statements where the carrying amounts are a reasonable approximation of fair value, either due to their short-term nature or with the expectation that they will be paid in full by the end of the 2024-25 reporting period.

These financial instruments include:

Financial assets		Financial liabilities	
Cash and deposits		Payables	
Receivables:		l	Trade creditors
l	Trade debtors	l	Other payables
l	Other receivables	Borrowings:	
		l	Lease liabilities

There is no difference in the fair value of Sustainability Victoria's financial instruments to the carrying amounts for 2024 or 2023.

### 7.3.2 Fair value determination of non-financial physical assets

#### *Fair value measurement hierarchy*

	Carrying amount at 30 June \$'000	Fair value measurement at 30 June using:		
		Level 1 \$'000	Level 2 \$'000	Level 3 \$'000
<b>2024</b>				
Office furniture and equipment	11	-	-	11
Computer equipment	116	-	-	116
Building (right-of-use asset)	4,005	-	4,005	-
<b>Total of non-financial assets at fair value</b>	<b>4,132</b>	<b>-</b>	<b>4,005</b>	<b>127</b>
<b>2023</b>				
Office furniture and equipment	30	-	-	30
Computer equipment	158	-	-	158
Building (right-of-use asset)	17,919	-	17,919	-
<b>Total of non-financial assets at fair value</b>	<b>18,107</b>	<b>-</b>	<b>17,919</b>	<b>188</b>

**Office furniture and equipment and computer equipment** is held at fair value. Fair value is determined using the current replacement cost method. There were no changes in valuation techniques used throughout the period to 30 June 2024. For all assets measured at fair value, the current use is considered the highest and best use.

**Motor vehicles** are valued using the current replacement cost method. Sustainability Victoria acquires new vehicles and at times disposes of them before the end of their economic life. The process of acquisition use and disposal in the market is managed by our facilities manager who sets relevant depreciation rates during use to reflect the lease term of the vehicle.

**Building (right-of-use asset)** is initially measured at cost which comprises the initial amount of the lease liability. The right-of-use asset is also subject to revaluation. In addition, the right-of-use asset is periodically reduced by impairment losses, if any and adjusted for certain remeasurements of the lease liability.

*Reconciliation of Level 3 fair value movements*

	Office, furniture and equipment \$'000	Computer equipment \$'000	Motor vehicles \$'000	Total \$'000
<b>2024</b>				
<b>Opening balance</b>	<b>30</b>	<b>158</b>	-	<b>188</b>
Purchases	3	55	-	58
Disposals	-	-	-	-
Depreciation	(22)	(97)	-	(119)
<b>Closing balance</b>	<b>11</b>	<b>116</b>	-	<b>127</b>
<b>2023</b>				
<b>Opening balance</b>	<b>58</b>	<b>177</b>	-	<b>235</b>
Purchases	6	73	-	79
Disposals	-	-	-	-
Depreciation	(34)	(92)	-	(126)
<b>Closing balance</b>	<b>30</b>	<b>158</b>	-	<b>188</b>

*Description of significant unobservable inputs to Level 3 valuations*

2024 and 2023	Valuation Technique	Significant unobservable inputs
Office furniture and equipment	Current replacement cost	Cost per unit
Computer equipment	Current replacement cost	Cost per unit

## Note 8: Other disclosures

### Introduction

This section includes additional material disclosures required by accounting standards or otherwise, for the understanding of this financial report.

### Structure

- 8.1: Ex-gratia expenses
- 8.2: Responsible persons
- 8.3: Remuneration of senior executive service
- 8.4: Related parties
- 8.5: Remuneration of auditors
- 8.6: Subsequent events
- 8.7: Other accounting policies
- 8.8: Australian Accounting Standards issued that are not yet effective
- 8.9: Glossary of technical items
- 8.10: Style convention

### Note 8.1 Ex-gratia expenses

Ex-gratia expenses are the voluntary payments of money or other non-monetary benefits (e.g., a write-off) that are not made either to acquire goods, services or other benefits for the entity or to meet a legal liability, or to settle or resolve a possible legal liability of or claim against the entity.

Sustainability Victoria had termination payments totalling \$110,279.58 within the 2023-24 financial year (2022-23: \$5,492.01).

### Note 8.2 Responsible persons

In accordance with the Ministerial Directions issued by the Assistant Treasurer under the *Financial Management Act 1994*, the following disclosures are made regarding responsible persons for the reporting period.

#### Names

The persons who held the positions of Ministers and Accountable Officers in Sustainability Victoria are as follows:

Position	Person	Dates
Minister of Energy, Environment, Climate Change and Solar Homes	The Hon. Lily D'Ambrosio	1 July 2023 to 30 June 2024
Minister for Climate Action	The Hon. Lily D'Ambrosio	1 July 2023 to 30 June 2024
Minister for Energy and Resources	The Hon. Lily D'Ambrosio	1 July 2023 to 30 June 2024
Minister for Environment	The Hon. Ingrid Stitt	1 July 2023 to 2 October 2023
Minister for Environment	The Hon. Steve Dimopoulos	2 October 2023 to 30 June 2024
Interim Chief Executive Officer	Matthew Genever	1 July 2023 to 27 February 2024
Chief Executive Officer	Matthew Genever	28 February 2024 to 30 June 2024
Acting Chief Executive Officer	Christine Tipton	8 January 2024 to 22 January 2024

See note 8.4 for additional listing of Responsible persons including board members.

## Remuneration

The number of Responsible Persons is shown in their relevant income bands:

Income Band	2024 No	2023 No
\$10,000 - \$19,999	7	7
\$20,000 - \$29,999	1	1
\$400,000 - \$409,999	1	-
\$410,000 - \$419,999	-	1
<b>Total Numbers</b>	<b>9</b>	<b>9</b>

	2024 \$'000	2023 \$'000
<b>Total remuneration received or due and receivable by responsible Persons from the entity amounted to:</b>	<b>533</b>	<b>546</b>

Amounts relating to the Board Members and Accountable Officer of Sustainability Victoria.

### Note 8.3 Remuneration of senior executive service

The number of senior executive service, other than Ministers and Accountable Officers, and their total remuneration during the reporting period are shown in the table below. Total annualised employee equivalents provide a measure of full time equivalent executive officers over the reporting period.

Remuneration comprises employee benefits (as defined by AASB 119 *Employee Benefits*) in all forms of consideration paid, payable or provided by the entity, or on behalf of the entity, in exchange for services rendered, and is disclosed in the following categories.

**Short-term employee benefits** include amounts such as wages, salaries, annual leave, or sick leave that are usually paid or payable on a regular basis, as well as non-monetary benefits such as allowances and free or subsidised goods or services.

**Post-employment benefits** include pensions and other retirement benefits paid or payable on a discrete basis when employment has ceased.

**Other long-term benefits** include long service leave, other long service benefits or deferred compensation.

**Termination benefits** include termination of employment payments, such as severance packages.

#### Remuneration of senior executive service

	Notes	2024 \$'000	2023 \$'000
Short-term employee benefits		1,219	1,374
Post-employment benefits		138	141
Other long-term benefits		4	4
<b>Total remuneration</b>		<b>1,361</b>	<b>1,519</b>
<b>Total number of senior executives</b>		<b>6</b>	<b>8</b>
<b>Total annualised employee equivalents</b>	(a)	<b>5</b>	<b>6</b>

Note:

(a) Annualised employee equivalent is based on the time fraction worked over the reporting period.

## Note 8.4 Related parties

Sustainability Victoria is a wholly owned and controlled entity of the State of Victoria.

Related parties of Sustainability Victoria include:

- all key management personnel and their close family members and personal business interests
- all cabinet ministers and their close family members
- all departments and public sector entities that are controlled and consolidated into the whole of state consolidated financial statements.

All related party transactions have been entered into on an arm's length basis.

### Significant transactions with government-related entities

Sustainability Victoria received funding from the former Department of Energy, Environment and Climate Action of \$77.7M. \$18.9M was in relation to the Municipal and Industrial Waste Levy, \$52.6M was received from the Sustainability Fund for project-related activities and \$6.2M as a by-pass agreement with the Commonwealth Government.

Key Management Personnel of Sustainability Victoria includes the Ministers, the Hon. Lily D'Ambrosio, The Hon. Ingrid Stitt and the following:

Name	Position Title	Start Date	End Date
Johan Scheffer	Board Chair	01/07/2023	30/06/2024
Judith Landsberg	Deputy Chair	01/07/2023	30/06/2024
Judith Harris	Board member	01/07/2023	30/06/2024
Kerry Osborne	Board member	01/07/2023	30/06/2024
Mark Wakeham	Board member	01/07/2023	30/06/2024
Meredith Banks	Board member	01/07/2023	04/05/2024
Neil Pharaoh	Board member	01/07/2023	30/06/2024
Sarah McDowell	Board member	01/07/2023	30/06/2024
Matthew Genever	Interim Chief Executive Officer	01/07/2023	27/02/2024
Matthew Genever	Chief Executive Officer	28/02/2024	30/06/2024
Christine Tipton	Acting Chief Executive Officer	08/01/2024	22/01/2024

### Remuneration of Key Management Personnel

The compensation detailed below excludes the salaries and benefits the Portfolio Ministers receive. The Minister's remuneration and allowances are set by the *Parliamentary Salaries and Superannuation Act 1968* and is reported within the State's Annual Financial Report.

	Total remuneration	
	2024 \$'000	2023 \$'000
Short-term employee benefits	493	499
Post-employment benefits	40	41
Other long-term benefits	-	6
<b>Total remuneration</b>	<b>533</b>	<b>546</b>

### Transactions with Key Management Personnel and other related parties

Given the breadth and depth of State Government activities, related parties transact with the Victorian public sector in a manner consistent with other members of the public e.g., stamp duty and other government fees and charges. Further employment of processes within the Victorian public sector occurs on terms and conditions consistent with the *Public Administration Act 2004* and Codes of Conduct and Standards issued by the Victorian Public Sector Commission. Procurement processes occur on terms and conditions consistent with the Victorian Government Procurement Board requirements.

In 2023-24, Sustainability Victoria paid or accrued \$11,650,000 to Visy Recycling (Circular Economy Recycling Modernisation) and \$167,145 to Victoria University (Circular Economy Markets). Sustainability Victoria's board member Meredith Banks was removed from any decision making relating to these payments due to her involvement with the aforementioned.

### Note 8.5 Remuneration of auditors

	2024 \$'000	2023 \$'000
<b>Victorian Auditor-General's Office</b>		
Audit of the financial statements	31	30
<b>Total remuneration</b>	<b>31</b>	<b>30</b>

## Note 8.6 Subsequent events

### 8.6.1 Victorian Public Service Enterprise Agreement 2024

On 5th July 2024, the proposed Victorian Public Service Enterprise Agreement (Agreement) 2024 was endorsed by Public Sector employees. The Agreement includes a lump sum payment to all staff employed by the Victorian Public Sector on 28th June 2024. The overall financial impact of the Agreement is \$846,337 payable to employees in the 2024-2025 financial year.

### 8.6.2 Licence fees for FirstRate5 certificates

On the 5th August 2024, The Victorian Government Solicitor's Office (VGSO) advised Sustainability Victoria that revenue from FR5 certificates must be remitted to the Consolidated Fund (CF) to comply with the *Financial Management Act 1994* (FMA), as SV does not have the statutory power required to retain the monies collected. The current accounting policy is for Sustainability Victoria to recognise FR5 revenue when certificates are provided to customers and retain the monies collected. FR5 has operated on a full cost recovery basis. As the monies collected from FR5 revenue were payable to the CF, Sustainability Victoria would need to seek reimbursement through appropriate government funding channels. This is an inadvertent technical breach of the FMA, noting that at all times SV's Board and staff made decisions consistent with the legal advice provided at the relevant time and approvals by the relevant Ministers through the Whole of Victorian Government (WoVG) Intellectual Property (IP) Policy. Sustainability Victoria is currently in discussions with relevant parties to remedy the breach, which is expected to be finalised by 30th June 2025. As the matter is in progress and the remedies are not determined, this is a non-adjusting event for the 2024 financial report.

## Note 8.7 Other accounting policies

Consistent with the requirements of AASB 1004 *Contributions*, contributions by owners (that is, contributed capital and its repayment) are treated as equity transactions and, therefore, do not form part of the income and expenses of Sustainability Victoria.

Additions to net assets that have been designated as contributions by owners are recognised as contributed capital. Other transfers that are in the nature of contributions to or distributions by owners have also been designated as contributions by owners.

Transfers of net assets arising from administrative restructurings are treated as distributions to or contributions by owners. Transfers of net liabilities arising from administrative restructurings are treated as distributions to owners.

## Note 8.8 Australian Accounting Standards issued that are not yet effective

Certain new and revised accounting standards have been issued but are not effective for the 2023-24 reporting period. These accounting standards have not been applied to the Financial Statements. The State is reviewing its existing policies and assessing the potential implications of these accounting standards which includes:

### **AASB 2022-10 Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities.**

AASB 2022-10 amends AASB 13 *Fair Value Measurement* by adding authoritative implementation guidance and illustrative examples for fair value measurements of non-financial assets of not-for-profit public sector entities not held primarily for their ability to generate net cash inflows.

The Standard:

- specifies when entities need to consider if an asset's highest and best use differs from its current use. It also clarifies when an asset's use is considered financially feasible;
- specifies when an entity shall use its own assumptions and data to develop unobservable inputs. It also clarifies when these assumptions and judgements shall be adjusted;
- provides guidance on the application of the cost approach to fair value, including the nature of costs to be included in the reference asset and identification of economic obsolescence.

This Standard applies prospectively to annual periods beginning on or after 1 January 2024, with earlier application permitted.

### **AASB 17 Insurance Contracts, AASB 2022-8 Amendments to Australian Accounting Standards – Insurance Contracts: Consequential Amendments and AASB 2022-9 Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector.**

AASB 17 replaces AASB 4 *Insurance Contracts*, AASB 1023 *General Insurance Contracts* and AASB 1038 *Life Insurance Contracts* for not-for-profit public sector entities for annual reporting periods beginning on or after 1 July 2026.

AASB 2022-9 amends AASB 17 to make public sector-related modifications (for example, it specifies the pre-requisites, indicators and other considerations in identifying arrangements that fall within the scope of AASB 17 in a public sector context). This Standard applies for annual reporting periods beginning on or after 1 July 2026.

AASB 2022-8 makes consequential amendments to other Australian Accounting Standards so that public sector entities are permitted to continue to apply AASB 4 and AASB 1023 to annual periods before 1 July 2026.

Sustainability Victoria is currently in the process of assessing the potential impact of these standards and amendments.

A number of other standards and amendments have also been issued that apply to future reporting periods, however they are not expected to have any significant impact on the financial statements in the period of initial application.

### Note 8.9 Glossary of technical items

**Amortisation** is the expense which results from the consumption, extraction or use over time of a non-produced physical or intangible assets. The expense is classified as another economic flow.

**Borrowings** refers to interest-bearing liabilities mainly raised from public borrowings raised through the Treasury Corporation of Victoria, lease liabilities, service concession arrangements and other interest-bearing arrangements. Borrowings also include non interest-bearing advances from government that are acquired for policy purposes.

**Commitments** include those operating, capital and other outsourcing commitments arising from non-cancellable contractual or statutory sources

**Comprehensive result** amount included in the operating statement representing total change in net worth other than transactions with owners as owners.

**Depreciation** is an expense that arises from the consumption through wear or time of a produced physical or intangible asset. This expense is classified as a 'transaction' and so reduces the 'net result from transactions'.

**Effective interest method** is the method used to calculate the amortised cost of a financial asset and of allocating interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset or, where appropriate, a shorter period

**Employee benefits expenses** include all costs related to employment, including wages and salaries, fringe benefits tax, leave entitlements, redundancy payments, defined benefits superannuation plans, and defined contribution superannuation plans.

**Ex-gratia expenses** mean the voluntary payment of money or other non-monetary benefit (e.g., a write off) that is not made either to acquire goods, services, or other benefits for the entity or to meet a legal liability, or to settle or resolve a possible legal liability or claim against the entity

**Financial asset** is any asset that is

- a. cash;
- b. an equity instrument of another entity;
- c. a contractual or statutory right:
  - i. to receive cash or another financial asset from another entity; or
  - ii. to exchange financial assets or financial liabilities with another entity under conditions that are potentially favourable to the entity; or
- d. a contract that will or may be settled in the entity's own equity instruments and is:
  - i. a non-derivative for which the entity is or may be obliged to receive a variable number of the entity's own equity instruments; or
  - ii. a derivative that will or may be settled other than by the exchange of a fixed amount of cash or another financial asset for a fixed number of the entity's own equity instruments.

**Financial instrument** is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Financial assets or liabilities that are not contractual (such as statutory receivables or payables that arise as a result of statutory requirements imposed by governments) are not financial instruments.

**Financial liability** is any liability that is:

- a. a contractual obligation:
  - i. to deliver cash or another financial asset to another entity; or
  - ii. to exchange financial assets or financial liabilities with another entity under conditions that are potentially unfavourable to the entity; or
- b. a contract that will or may be settled in the entity's own equity instruments and is a derivative that will or may be settled other than by the exchange of a fixed amount of cash or another financial asset for a fixed number of the entity's own equity instruments. For this purpose, the entity's own equity instruments do not include instruments that are themselves contracts for the future receipt or delivery of the entity's own equity instruments.

## Financial statements

A complete set of financial statements in the Annual Report comprises:

- a. balance sheet as at the end of the period;
- b. comprehensive operating statement for the period;
- c. a statement of changes in equity for the period;
- d. cash flow statement for the period;
- e. notes, comprising a summary of significant accounting policies and other explanatory information;
- f. comparative information in respect of the preceding period as specified in paragraphs 38 of *AASB 101 Presentation of Financial Statements*; and
- g. a statement of financial position as at the beginning of the preceding period when an entity applies an accounting policy retrospectively or makes a retrospective restatement of items in its financial statements, or when it reclassifies items in its financial statements in accordance with paragraphs 41 of AASB 101.

**Grants and other transfers** transactions in which one unit provides goods, services, assets (or extinguishes a liability) or labour to another unit without receiving approximately equal value in return. Grants can either be operating or capital in nature.

While grants to governments may result in the provision of some goods or services to the transferor, they do not give the transferor a claim to receive directly benefits of approximately equal value. For this reason, grants are referred to by the AASB as involuntary transfers and are termed non-reciprocal transfers. Receipt and sacrifice of approximately equal value may occur, but only by coincidence. For example, governments are not obliged to provide commensurate benefits, in the form of goods or services, to taxpayers in return for their taxes.

Grants can be paid as general-purpose grants which refer to grants that are not subject to conditions regarding their use. Alternatively, they may be paid as specific purpose grants which are paid for a particular purpose and / or have conditions attached regarding their use.

**Grants for on-passing** are grants paid to one institutional sector (e.g. a State general government entity) to be passed on to another institutional sector (e.g. local government or a private non-profit institution).

Interest expense represents costs incurred in connection with borrowings. It includes interest on advances, loans, overdrafts, bonds and bills, deposits, interest components of finance lease repayments, and amortisation of discounts or premiums in relation to borrowings.

**Interest income** includes unwinding over time of discounts on financial assets and interest received on bank term deposits and other investments.

**Leases** are rights conveyed in a contract, or part of a contract, the right to use an asset (the underlying asset) for a period of time in exchange for consideration.

**Net operating balance or net result from transactions** is a key fiscal aggregate and is revenue from transactions minus expenses from transactions. It is a summary measure of the ongoing sustainability of operations. It excludes gains and losses resulting from changes in price levels and other changes in the volume of assets. It is the component of the change in net worth that is due to transactions and can be attributed directly to government policies.

**Net result** is a measure of financial performance of the operations for the period. It is the net result of items of income, gains and expenses (including losses) recognised for the period, excluding those that are classified as 'other economic flows – other comprehensive income'.

**Net worth** assets less liabilities, which is an economic measure of wealth.

**Non-financial assets** are all assets that are not financial assets. It includes inventories, land, buildings, infrastructure, road networks, land under roads, plant and equipment, cultural and heritage assets, intangibles and biological assets such as commercial forests.

**Other economic flows included in net result** are changes in the volume or value of an asset or liability that do not result from transactions. In simple terms, other economic flows are changes arising from market remeasurements. They include gains and losses from disposals, revaluations and impairments of non-current physical and intangible assets; fair value changes of financial instruments and agricultural assets; and depletion of natural assets (non produced) from their use or removal.

**Other economic flows: other comprehensive income** comprises items (including reclassification adjustments) that are not recognised in net result as required or permitted by other Australian Accounting Standards. They include changes in physical asset revaluation surplus; share of net movement in revaluation surplus of associates and joint ventures; and gains and losses on remeasuring available-for-sale financial assets.

**Payables** includes short- and long-term trade debt and accounts payable, grants, taxes, and interest payable.

**Receivables** includes amounts owing from government through appropriation receivable, short- and long-term trade credit and accounts receivable, accrued investment income, grants, taxes, and interest receivable.

**Sales of goods and services** refers to income from the direct provision of goods and services and includes fees and charges for services rendered, sales of goods and services, fees from regulatory services and work done as an agent for private enterprises. It also includes rental income under leases and on produced assets such as buildings and entertainment but excludes rent income from the use of non-produced assets such as land. User charges includes sale of goods and services income.

**Supplies and services** generally, represent cost of goods sold and the day-to-day running costs, including maintenance costs, incurred in the normal operations of Sustainability Victoria.

**Transactions** are those economic flows that are considered to arise as a result of policy decisions, usually an interaction between two entities by mutual agreement. They also include flows in an entity such as depreciation where the owner is simultaneously acting as the owner of the depreciating asset and as the consumer of the service provided by the asset. Taxation is regarded as mutually agreed interactions between the government and taxpayers. Transactions can be in kind (e.g., assets provided/given free of charge or for nominal consideration) or where the final consideration is cash. In simple terms, transactions arise from the policy decisions of the government.

#### **Note 8.10 Style conventions**

Figures in the tables and in the text have been rounded. Discrepancies in tables between totals and sums of components reflect rounding. Percentage variations in all tables are based on the underlying unrounded amounts.

The notation used in the tables is as follows:

- zero, or rounded to zero
- (xxx.x) negative numbers
- 200x year period
- 200x–0x year period

The financial statements and notes are presented based on the 2023-24 Model Report for Victorian Government Departments.

The presentation of other disclosures is generally consistent with the other disclosures made in earlier publications of Sustainability Victoria's annual reports.

# Appendix 1: Disclosure index

SV's annual report is prepared in accordance with all relevant Victorian legislations and pronouncements. This index has been prepared to help identify SV's compliance with statutory disclosure requirements.

## Report of operations

### Charter and purpose

Legislation	Requirement	Page reference
FRD 22	Manner of establishment and the relevant Ministers	6
FRD 22	Purpose, functions, powers and duties	6
FRD 8	Departmental objectives, indicators and outputs	6
FRD 22	Key initiatives and projects	23-29
FRD 22	Nature and range of services provided	8

### Management and structure

Legislation	Requirement	Page reference
FRD 22	Organisational structure	31

### Financial and other information

Legislation	Requirement	Page reference
FRD 8	Performance against output performance measures	21-22
FRD 8	Budget portfolio outcomes	30
FRD 10	Disclosure index	104-106
FRD 12	Disclosure of major contracts	51
FRD 15	Executive disclosures	45
FRD 22	Employment and conduct principles	37
FRD 22	Occupational health and safety policy	38-39
FRD 22	Summary of the financial results for the year	30
FRD 22	Significant changes in financial position during the year	30
FRD 22	Major changes or factors affecting performance	30
FRD 22	Subsequent events	30
FRD 22	Application and operation of <i>Freedom of Information Act 1982</i>	52
FRD 22	Compliance with building and maintenance provisions of <i>Building Act 1993</i>	53
FRD 22	Statement on National Competition Policy	53

Legislation	Requirement	Page reference
FRD 22	Application and operation of the <i>Public Interest Disclosure Act 2012</i>	53
FRD 22	Details of consultancies over \$10,000	48
FRD 22	Details of consultancies under \$10,000	47
FRD 22	Disclosure of government advertising expenditure	47
FRD 22	Disclosure of review and study expenses	49
FRD 22	Disclosure of ICT expenditure	51
FRD 22	Statement of availability of other information	52
FRD 22	Asset Management Accountability Framework maturity assessment	55
FRD 22	Disclosure of emergency procurement	53
FRD 22	Disclosure of procurement complaints	54
FRD 24	Environmental reporting	107-111
FRD 25	Local Jobs First	46
FRD 29	Workforce Data disclosures	37-45
SD 5.2	Specific requirements under Standing Direction 5.2	58

### Compliance attestation and declaration

Legislation	Requirement	Page reference
SD 5.4.1	Attestation for compliance with Ministerial Standing Direction	127
SD 5.2.3	Declaration in report of operations	3

## Financial statements

### Declaration

Legislation	Requirement	Page reference
SD 5.2.2	Declaration in financial statements	58

### Other requirements under Standing Directions 5.2

Legislation	Requirement	Page reference
SD 5.2.1(a)	Compliance with Australian accounting standards and other authoritative pronouncements	65
SD 5.2.1(a)	Compliance with Standing Directions	58
SD 5.2.1(b)	Compliance with Model Financial Report	58

### Other disclosures as required by FRDs in notes to the financial statements (a)

Legislation	Requirement	Page reference
FRD 9	Departmental Disclosure of Administered Assets and Liabilities by Activity	76
FRD 11	Disclosure of Ex Gratia Expenses	96
FRD 21	Disclosures of Responsible Persons, SES and other Personnel (Contractors with Significant Management Responsibilities) in the Financial Report	96
FRD 103	Non-Financial Physical Assets	94
FRD 110	Cash Flow Statements	63
FRD 112	Defined Benefit Superannuation Obligations	69
FRD 114	Financial Instruments – general government entities and public non-financial corporations	85

Note:

(a) References to FRDs have been removed from the Disclosure Index if the specific FRDs do not contain requirements that are in the nature of disclosure.

Legislation	Page reference
<i>Building Act 1993</i>	53
<i>Disability Act 2006</i>	53
<i>Financial Management Act 1994</i>	52
<i>Freedom of Information Act 1982</i>	52-54
<i>Local Jobs Act 2003</i>	46
<i>Public Interest Disclosure Act 2012</i>	53

# Appendix 2: Environmental reporting

## Environmental performance summary

Financial Reporting Directive 24 (FRD 24) specifies the environmental performance indicators that must be reported by relevant entities across the Victorian Government in annual reports.

SV's Environmental Management System (EMS) is a structured approach to managing the organisation's environmental impacts and improving its environmental performance. SV's EMS is modelled on the national standard AS/NZS ISO 14001:2016 Environmental Management Systems. SV's EMS was last audited in 2023 with no significant findings. It is due to be audited again in 2025.

## Greenhouse gas emissions

SV reports its greenhouse gas emissions broken down into emissions 'scopes' consistent with national and international reporting standards.

Table 1: Greenhouse gas emissions

Description	Unit of Measure	2021–22	2022–23	2023–24
Total Scope 1 greenhouse gas emissions [Indicator G1]	Tonnes CO2-e	8	9	12
Total Scope 2 greenhouse gas emissions [Indicator G2]	Tonnes CO2-e	109	103	91
Total Scope 3 greenhouse gas emissions from commercial air travel and waste disposal [Indicator G3]	Tonnes CO2-e	76	186	203

## Energy

Table 20: Environmental impacts – energy (see Note 1)

Description	Unit of Measure	2021–22	2022–23	2023–24
Office tenant light and power (OTLP) use per THC (see Note 2)	Megajoules per THC	1,975	2,112	1,851
Total electricity consumption [Indicator EL1]	Megawatt hours	110	103	91
Total energy use from OTLP	Megajoules	408,773	436,223	415,199
On-site installed generation capacity [Indicator EL3]	Megawatts	0	0	0
OTLP use per FTE (see Note 3) [Indicator EL4]	Megajoules per FTE	2,086	2,276	1,979
Use per square metre of office space	Megajoules per m2	150	144	137
Total Green Power	Percentage	16	0	0

Description	Unit of Measure	2021–22	2022–23	2023–24
Total energy usage from fuels [Indicator E1] (see Note 1)	Megajoules	113,325	314,158	218,974
Total energy usage from electricity [Indicator E2] (see Note 1)	Megajoules	187,544	279,382	293,656
Total energy usage – renewable energy usage [Indicator E3]	Megajoules	Not measured	0	0
Total energy usage – non-renewable energy usage [Indicator E3]	Megajoules	187,544	279,382	293,656
Total energy usage renewable and non-renewable sources [Indicator E3]	Megajoules	Not measured	593,540	512,630
Units of energy used per FTE [Indicator E4]	Megajoules per FTE	1,958	2,276	1,979
Total GHG emissions associated with apportioned electricity use	Tonnes of CO2 –e	55	5	70
Total GHG emissions associated with apportioned gas use	Tonnes of CO2 –e	6	1	12

## Waste and recycling

Table 21: Environmental impacts – waste (see Note 4)

Description	Unit of Measure	2021–22	2022–23	2023–24
Generated per THC	Kilograms per THC	0	4	6
Generated per FTE [Indicator WR1]	Kilograms per FTE	0	4	7
Organics per FTE	Kilograms per FTE	0	0.35	2
Recyclables per FTE	Kilograms per FTE	0	2	3
Landfill per FTE	Kilograms per FTE	0	1	2
Organics	Total kg to processor	0	66	324
Recyclable materials	Total kg to processors	0	416	619
Landfill	Total kg to landfill	0	281	503
Dedicated collection services provided in offices for printer cartridges, batteries, and soft plastics % of office locations [Indicator WR2]	Percentage	0	0	0
Waste GHG emissions [Indicator WR3]	Kilograms	0	450	804
Recycling rate % of total waste by weight [Indicator WR4]	Percentage	0	63	65
Greenhouse gas emissions associated with waste disposal [Indicator WR5]	Tonnes CO2-e	0	450	804

## Water

Table 22: Environmental impacts – water (see Note 5)

Description	Unit of Measure	2021–22	2022–23	2023–24
Total apportioned water consumption (see Note 6) [Indicator W1]	Kilolitres	298	450	620
Apportioned water consumption per THC	Kilolitres per THC	1.44	2.18	2.76
Apportioned water consumption per FTE [Indicator W2]	Kilolitres per FTE	1.52	2.35	2.96

## Transport

Table 23: Environmental impacts – transport (see Notes 7,8,9,10)

Description	Unit of Measure	2021–22	2022–23	2023–24
Energy consumption per THC	Gigajoules per THC	0.23	0.38	0.76
Energy consumption per FTE	Gigajoules per FTE	0.24	0.41	0.82
Total energy consumption [Indicator T1]	Gigajoules	48	79	171
Total vehicle travel by vehicle type (see Note 9) Petrol/Electric, Petrol [Indicator T2]	Kilometres	18,647	21,198	44,908
Total vehicle travel by vehicle type Diesel [Indicator T2]	Kilometres	0	445	95
Total associated GHG emissions [Indicator T3]	Kilograms of CO2-e	3,232	6,409	14,307
GHG emissions / 1,000 km travelled	Kilograms of CO2-e	173	252	319
Staff travel associated with agency operations per THC	Kilometres per THC	90	103	200
Staff travel associated with agency operations per FTE	Kilometres per FTE	95	111	214
Total air travel associated with agency operations [Indicator T4]	Kilometres	8,407	79,535	53,405
Percentage of employees using sustainable transport (public transport, cycling or walking) to get to and from work by locality type	Percentage	Not measured	61	77

## Sustainable buildings

[Indicator B1] Nil disclosure as SV does not own any government buildings.

[Indicator B2] In 2023-24, there were no new entity leases in this reporting period.

[Indicator B3] As of 2023-24, the NABERS ratings for 321 Exhibition Street are:

- Energy 6 Star
- Water 6 Star
- Indoor Environment 5 Star

[Indicator B4] Nil disclosure as SV does not own any government buildings and did not engage in any upgrades with a value over \$1million.

[Indicator B5] Nil disclosure as SV does not own any government buildings.

#### Notes:

- 1 SV is not the sole tenant of the building. Base building gas and electricity apportioned consumption is calculated from net lettable area. With SV occupying one floor at 50 Lonsdale, the apportioned value is 2.9% and two floors at 321 Exhibition Street, the apportioned value is 10.12%.
- 2 THC = Average Total Head Count for FY 2021–22 which includes contractors employed at SV. Our contractors work on-site, using many of the same resources as our employees. Temporary agency employees are not included in THC.
- 3 FTE = Full-Time Equivalent staff averaged for the FY 2021–22. Temporary agency employees are not included in FTE.
- 4 Waste figures from one-week measurements taken 2021 during a "normal" work week at 50 Lonsdale and 321 Exhibition Street. "New Normal" for 2020–21 is <30% workforce at office any given week, meaning a significant reduction in waste compared to 2019–20.
- 5 Total water use figure calculated as an apportioned value (2.9%) based on Net Lettable Area at 50 Lonsdale and (10.12%) at 321 Exhibition Street occupied by SV
- 6 SV had on-site water meters at Level 28, 50 Lonsdale Street that measure potable water use within the tenancy. For the purpose of calculating GHG emissions from water, these figures are not used in water reporting because they exclude SV's apportioned share of base building water use. There are no on-site water meters on Level 12 and 13, 321 Exhibition Street so water usage can only be calculated based on apportioned rates.
- 7 [Indicator T2] As of June 2014, the vehicle fleet was entirely made up of Hybrid Electric Vehicle Camrys which also use unleaded fuel. Five fleet vehicles were disposed of in June 2022. The last fleet vehicle was disposed of in January 2023.
- 8 Value incorporates staff driving personal vehicles in some instances where fleet vehicles are not accessible.
- 9 More sustainable modes of commuting include cycling, walking and working from home.
- 10 For FY2021–22, SV has calculated emissions on the basis that on average, emissions from home working are broadly equivalent to working in the office.

#### Additional notes:

- SV exited Level 28, 50 Lonsdale (50L) on 22 October 2021 and relocated to Level 12 and 13, 321 Exhibition Street (321E) on 23 October 2021. Office-based operational emissions calculations reflect these location changes and changes in tenancy size. SV previously occupied 1951m<sup>2</sup> in 50 Lonsdale Street and relocated to 321 Exhibition Street, occupying a larger 3039m<sup>2</sup> tenancy. This materially impacts the reported GHG emissions data collected and reported for FY2022/23 and will affect comparison with prior baseline results. Given this change, SV has advised that the report for FY2022/23 will constitute a new baseline result for future SV GHG emissions reporting comparisons.
- For FY 2021–22, no waste data and transport survey data has been included in calculating office-based environmental emissions due to lower office occupancy resulting from introduction of hybrid ways of working and lockdowns.
- There were zero guests/clients to the office from July 2021 to 25 February 2022. On 25 February 2022, changes to pandemic orders and public health recommendations requesting staff to work from home if required in Victoria came into effect. During FY 2021–22, SV staff had on average three clients / guest visitors per month for SV meetings, similar to 2020–21, due to the COVID-19 pandemic, lockdowns and staff working from home. SV Space Hire had an average of 140 guests per month.
- The treatment of GreenPower changed in FY 2010–11, with GreenPower purchasing no longer considered abatement for Scope 3 emissions. While SV purchased 100% GreenPower till 22 October 2021 until it relocated to its new premises with Trigen capability, scope 3 associated emissions has been offset through the purchase of an accredited carbon offset product.
- In EMS language 'greenhouse gas emissions' is not an Environmental Aspect but rather an Environmental Impact. For convenience it has been left in the Environmental Aspect column for easier illustration.
- Greenhouse Gas emission factors based on October 2020 National Greenhouse Accounts factors and EPA Victoria Greenhouse Gas Inventory Management Plan. Emissions from air travel are calculated using EPA Victoria Greenhouse Inventory management Plan, which references DEFRA methodology. Other factors are calculated using Australian Tax Office, Australian Bureau of Statistics, RACV and V-Line data.
- Emissions from publications are calculated using a methodology developed by The Gaia Partnership using the CO<sub>2</sub> counter technology.

- The operational aspects included in the scope of activities for purchasing carbon offsets are: apportioned base building electricity and gas, OTLP, kitchen and vehicle refrigerants, waste to landfill, air travel, public transport, taxi travel, fleet vehicles for work based activities, paper and publications consumption, water consumption and staff commuting. Office, light and power are included even though GreenPower is purchased to illustrate the organisation's total GHG emissions associated with the scope of operational activities. A 10% buffer in the purchase of carbon offsets has been incorporated to cover any inaccuracies in calculating the components included within SVs Greenhouse inventory boundary.
- Fuel Economy of a small medium vehicle instead of hybrid fuel economy.
- For the apportioned calculations for 2021–22 and 2022–23 electricity, water and gas data were unavailable for quarter four. As such, a daily average was calculated and extrapolated based on the previous three-quarters of 2021–22 and 2022–23 respectively.
- Methodology around calculation of vehicle emissions prior to FY 2022–23 was duplicated in the various GHG Scopes leading to an overstatement of emissions associated with vehicle usage. As a result, the overall GHG emissions reported this year suggest a decrease when compared to 2021/22 within some categories. This should be taken into consideration when comparing or benchmarking against previous years emissions, as a decrease in the GHG emissions reported might not be directly attributable to a decrease in actual GHG emissions produced.
- Apportioned electricity and gas for base building is reflected as Scope 3 emissions.
- 20% of Scope 2 purchased electricity is associated with SV Hub commercial emissions. 20% of Scope 3 base building apportioned energy and gas associated with SV Hub Commercial – Scope 3 down-stream leased emissions.

# ARUP

Sky Park  
One Melbourne Quarter  
699 Collins Street  
Docklands Vic 3008  
Australia  
t +61 3 9668 5500  
d +61 3 9668 5716

27 August 2024

## Independent Verification Statement:

### Greenhouse Gas Operational Inventory Emissions 2023-24

To the Board of Directors and Executive of Sustainability Victoria,

Arup Australia Pty Limited (Arup) was engaged by Sustainability Victoria to undertake an independent verification of the organisation's operational Greenhouse Gas (GHG) emissions for the period 1 July 2023 to 30 June 2024. The management systems team of Sustainability Victoria is responsible for preparing an inventory of GHG emissions for its operations and to report and present the results appropriately in the Annual Report. It is Arup's responsibility to perform the independent verification of the GHG inventory in accordance with *Australian Standard (AS) ISO 14063-4:2019 Greenhouse gases – Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions*, as agreed with Sustainability Victoria.

#### Verification scope and objectives

The scope of the verification was in accordance with AS ISO 14064. The scope and boundary of the GHG inventory is as per the Victorian Government, Department of Treasury and Finance's *Guidance for FRD 24 Reporting of environmental data by government entities*. Sustainability Victoria has voluntarily included certain scope 3 emission sources beyond the requirements of FRD 24, and these have also been included as part of the verification. Arup conducted the verification using procedures that included, but were not limited to the following:

- Project inception where organisational boundaries were discussed with SV;
- Reviewing relevant raw data inputs and supporting materials;
- Reviewing and checking that methodologies and assumptions have been appropriately applied in alignment with (AS) ISO 14064;
- Correspondence with SV staff (by videoconference and email) to understand the processes and controls applied in collecting and collating background data and undertaking calculations; and
- Sampling of data and underlying sources of information to test for completeness and accuracy.

These procedures were used as a foundation for our opinion and, where material errors were identified during the verification process, these were corrected prior to release of the Annual Report.

#### Verification conclusions

Arup undertook the independent verification process using a team of consultants with experience in GHG accounting and sustainability reporting. There was an observable increase this financial year in some areas including staff commuting, personal vehicle mileage claims, waste and water usage, some of which is associated with the increase in staff numbers with the SV Hub. Based on our review and verification procedures undertaken, it is our opinion that the GHG inventory of operational emissions:

- Is materially correct and a fair representation of the supporting data and information;
- Was prepared in accordance with AS ISO 14064 in relation to GHG quantification, monitoring and reporting as per FRD No. 24.

Based on the above, it is our opinion that the GHG inventory, covering scope 1, 2, and 3 emissions and associated sustainability metrics as detailed in Sustainability Victoria's Annual Report, has been prepared in accordance with AS ISO 14064 and FRD 24.

On behalf of Arup,



Matthew Blaikie  
Associate Principal

## Appendix 3: Grant allocations

Table 23: Grants allocated in 2023–24 (represented on a cash basis)

Payments marked with an asterisk (\*) were made as a rebate rather than a grant.

Organisation	Description	Payment
ABCH Pty Ltd	CE Innovation – Circular Sourcing Marketplace	\$19,900
Access Australia Group Ltd	Bendigo Share and Repair Shed	\$32,450
Agpath Pty Ltd (Plant Micropath Consulting Services)	Quantifying Mineralisation and Biological Status from Organic Amendments and Soil	\$134,500
Albury Wodonga Regional FoodShare	Feed More Waste Less	\$26,100
Alpine Resorts Victoria	Mt Buller Mt Stirling Alpine Resorts Improving Recycling Services – Household Education	\$10,000
Alpine Resorts Victoria	Falls Creek Alpine Resort's 4-Stream Recycling and Waste – Household Education	\$10,000
Alpine Shire Council	Alpine Shire Council Kerbside FOGO Service Communications Plan – Household Education	\$28,200
Alpine Shire Council	CE Councils Alpine – Reuse Shop at Myrtleford Transfer Station	\$95,999
Anglican Trusts Corporation of the Diocese of Gippsland	CCCEA RD2 Energy Efficiency Upgrades – Anglican Trust Corporation of the Diocese of Gippsland	\$1,922
Arden Homes Pty Ltd	7 Star Program	\$4,000*
ASQ Group Pty Ltd	ASQ Glass Washing Facility	\$476,000
Australian Consolidated Milk Pty Ltd	Project Whey2go – Bioenergy Facility	\$690,000
Australian Furniture Association Inc	B2B Sustainable Furniture Procurement	\$180,000
Australian Recycling Taskforce Pty Ltd	Commercialise High End Insulation Products from Reprocessed Textile Waste	\$60,000
Australian Vietnamese Women's Association	CCCEA RD2 Energy Efficiency Upgrades – Australian Vietnamese Women's Association	\$7,091
B. W. Community Centre Ltd	CCCEA RD2 Energy Efficiency Upgrades – B. W. Community Centre Ltd	\$5,340
Ballarat East Neighbourhood House Inc	Zero Waste Homes Ballarat – Pilot Community Education Project	\$32,317
B-Alternative Pty Ltd	Upgrade of B-Alternative's Reusable Crockery Service and Infrastructure	\$34,816
Banksia Gardens Association Inc (Banksia Gardens Community Services)	Composting Is Circular: Diverting organic waste and transforming it into nutrient-rich soil to be used in community spaces	\$30,343

Organisation	Description	Payment
Bass Coast Shire Council	Bass Coast Shire Council Promoting the Recycling System – Household Education	\$34,500
Baw Baw Shire Council	Baw Baw Shire Council's Glass and FOGO Transition – Household Education	\$33,800
Bayside City Council	Bayside City Council Improving Recycling Services – Household Education	\$42,000
Bayside City Council	CE Councils Implementation Bayside's Roving Repair Program	\$50,000
Benzoil Pty Ltd	CE Innovation – Reducing Food Waste in Manufacturing by Developing Food Products	\$30,000
Beth Weizmann Jewish Community Centre Inc	CCCEA RD2 Energy Efficiency Upgrades – Beth Weizmann Community Centre Inc	\$10,472
Billy van Creamy Pty Ltd	Ice Cream Re-Contained	\$23,554
BJC Concepts Pty Ltd	7 Star Program	\$4,000*
BKBM Pty Ltd (Westvic Waste Pty Ltd)	Pilot Asbestos Disposal Point Warrnambool	\$15,000
Blake Street Hebrew Congregation Inc	CCCEA RD3 Energy Efficiency Upgrades – Blake Street Hebrew Congregation	\$14,867
Blampied Kooroocheang Land Care Group Inc	Blampied Kooroocheang Land Care Group Agricultural Compost Utilisation Trial	\$18,000
Boots For All Inc	Sport for All – Uni Hill: Sporting Goods Rebound Platform	\$5,900
Boroondara City Council	Boroondara's Targeted Contamination Minimisation Education	\$48,000
Boroondara City Council	CCCEA RD2 Energy Efficiency Upgrades – Boroondara City Council	\$6,738
Borough of Queenscliffe	CCCEA RD2 Energy Efficiency Upgrades – Borough of Queenscliffe	\$5,982
Borough of Queenscliffe	Queenscliffe's Promoting and Improving Household Recycling Services – Household Education	\$25,950
Boundary Bend Olives Pty Ltd	Building Australia's First Zero-Waste Hub for Olive Growers	\$70,000
Brainwave Australia	Brainwave Bikes – LGA Bike Recycling Program	\$40,750
Brimbank City Council	Brimbank Improving Recycling and Promoting FOGO – Household Education	\$50,850
Brunswick Neighbourhood House Co-op Ltd	Waste Less Recycle More: demonstrate how to grow one's own food and incorporate closed loop agricultural practices through composting and worm farming	\$32,450
Buloke Shire Council	Buloke Shire Council – Glass Out – Household Education	\$7,700
Burdett Sands Pty Ltd	Compost 360 to Enhance Sports Precincts	\$25,000
BW Community Centre Ltd	CCCEA RD2 Energy Efficiency Upgrades – B. W. Community Centre Ltd	\$5,340
Campaspe Shire Council	Campaspe Shire Council Improving Recycling and Reducing Contamination – Household Education	\$30,050
Cardboard Mill Pty Ltd	Arts and Culture: Let's Close the Loop	\$113,640

Organisation	Description	Payment
Cardinia Shire Council	Cardinia Shire Council's Standardisation of Bin Lid Colours – Household Education	\$71,190
Carlton Neighbourhood Learning Inc	Delivering Community Circular Economy Waste Solution: a recycling collection point for batteries, e-waste, soft plastics, lightbulbs and plastic tags	\$31,972
Central Gippsland Region Water Corporation	Gippsland Regional Organics Process Expansion Project	\$600,000
Central Goldfields Shire Council	CE Councils Implementation Central Goldfields Energy Breakthrough Event Waste Management	\$48,700
Central Goldfields Shire Council	CE Councils Central Goldfields – Compost Facility Upgrade Carisbrook	\$73,920
Central Goldfields Shire Council	Carisbrook Transfer Station Pavement Upgrade	\$13,309
Central Highlands Water Corporation	Feasibility Study into Converting Forestry Residue to a Fuel Source	\$50,000
Cercle Co Pty Ltd	Cercle Melbourne Pilot	\$5,000
Circular Plastics Australia (PE) Pty Ltd	Post-consumer Plastics Reprocessing plant: An End-to-End Solution	\$900,000
Circular Plastics Australia (PET) VIC Pty Ltd	Project Symphony – a New Victorian PET Bottles Recycling Plant	\$4,500,000
Cire Services Inc	Upcycling with Cire	\$22,100
Cire Services Inc	CCCEA RD3 Energy Efficiency Upgrades – Cire Services Inc	\$2,590
City of Ballarat	City of Ballarat Household Recycling Education Program – Household Education	\$38,000
City of Casey	City of Casey's Refuse, Reduce, Recycle Campaign – Household Education	\$68,460
City of Darebin	Darebin Improving Recycling Services – Household Education	\$49,350
City of Darebin	CE Councils Implementation – Darebin Best Waste Practices in Multi Use Dwellings	\$30,000
City of Greater Dandenong	Greater Dandenong City Council's Household Recycling Bin Education Campaign – Household Education	\$68,460
City of Greater Geelong	Geelong – Promoting the Recycling System – Household Education	\$45,900
City of Greater Geelong	CCCEA RD2 Energy Efficiency Upgrades – City of Greater Geelong	\$1,827
City of Maribyrnong	Maribyrnong City Council Promoting the Recycling System – Household Education	\$44,600
City of Stonnington	Food Waste Hubs for High-Density Dwellings: Small Acts, Big Impact – Household Education	\$46,350
City of Stonnington	RV Councils Implementation – Darebin Best Waste Practices in Multi Use Dwellings	\$30,000

Organisation	Description	Payment
City of Whittlesea	CE Councils Implementation Whittlesea Circular Resource Practices at Retail Business Precincts	\$80,000
Cleanaway Pty Ltd	PFAS Treatment Plant	\$277,827
Cross Laminated Offsite Solutions Pty Ltd	CE Innovation – CLOS: 50% Construction Waste Reduction through Prefab	\$30,000
Cross Laminated Offsite Solutions Pty Ltd	Expansion of the CLOS Advanced Building Facility	\$525,000
Close the Loop Ltd	Australian Technology Turns Soft Plastic Waste into TonerPlas and rFlex	\$100,000
Colac Otway Shire Council	Colac Otway Shire Promoting the Recycling System – Household Education	\$30,150
Coleraine Golf Club Inc	CCCEA RD3 Energy Efficiency Upgrades – Coleraine Golf Club Inc	\$1,680
Commonwealth Scientific and Industrial Research Organisation (CSIRO)	CSIRO - Improved recycling of uPVC	\$50,000
Commune and Co Pty Ltd (Cirque Du Soil)	Cirque du Soil's GrowGood Fertiliser: A Hyperlocal Food Waste Agri-Product	\$80,778
ConnectOne Club Pty Ltd	AI-Powered Digital Platform to Build Sustainable Circular Economy Ecosystem	\$85,000
Corangamite Shire Council	Organics Processing (Pyrolysis) Feasibility Study	\$18,000
Corangamite Shire Council	Corangamite's Glass Recycling Bin – Household Education	\$32,830
Corex Recycling Pty Ltd	Project Succeed: Processing Difficult-To-Recycle	\$144,000
CRDC Victoria Pty Ltd	CRDC VIC – E-waste and Mixed Plastic Resin8 Project	\$500,000
Cumulo Group Pty Ltd	Returnr Marketplace	\$80,000
D5 Building Group Pty Ltd	Reducing Waste in Victoria Through a Circular Modular Housing System	\$130,000
Dairy Australia Limited	Assessing Co-Digestion Opportunities from Animal Industry Feedstocks in Regional Areas	\$65,000
Dairy Australia Limited	Developing a Dairy Sector Food Waste Action Plan	\$5,000
Darebin Information Volunteer & Resource Service Incorporated	Harvest. Rescue. Share. Connect. For a Thriving Darebin	\$18,742
Darley Neighbourhood House and Learning Centre Inc	Bacchus Marsh Circular Economy Community Hub	\$23,116
Deakin University	CE Innovation – Biofibres for Sustainable Apparel Inspired by a Humble Bee	\$120,000
Deakin University	Deakin – Recycling Polypropylene Waste for High Value Applications	\$127,500
Deakin University	Transforming Contaminated Paint Containers into Value Added Products	\$140,000
Deakin University	Particles Derived from Textile Wastes for Sustainable Coloration of Products	\$195,000
Delorean Energy Pty Ltd	Victoria One Stanhope	\$4,000

Organisation	Description	Payment
Diamond Valley Community Support Inc	The Food Collective – Next Level Project	\$84,192
Dr Robert P Christopher Pty Ltd (Cathedral Cherries)	Transforming Cherry Waste into Commercially Viable, High-value Products	\$47,841
East Gippsland Shire Council	East Gippsland Shire Council Promoting the Recycling System – Household Education	\$42,840
Eco Guardians Pty Ltd	Eco Guardians SoilFood™ Processing Plant	\$100,000
Ecoliv Buildings	7 Star Program	\$5,090*
Eco Recyclers Pty Ltd	Transforming Low Value Biomass into High Value Biomass	\$15,000
Elmore Compost & Organics Pty Ltd	Deep Soil Amelioration Research and Demonstration Promotional Program	\$29,000
Elmore Compost & Organics Pty Ltd	Expansion of Elmore Compost & Organics Facility	\$336,930
Enable Social Enterprises Ltd	Connecting Communities – Expanding tech recycling service	\$13,750
Encoro Pty Ltd	Growing Bettercup's Manufacturing Capacity and Circular Support Services	\$307,151
Envirostream Australia Pty Ltd	Electrolyte Management in Rechargeable Battery Recycling	\$33,953
EQ Plastics Pty Ltd	Extrusion Line to Produce Pcr Pet Films	\$7,450
FHAH Pty Ltd	Bio Energy Projects Feasibility Flavorite Group	\$49,334
Frankston City Council	CE Councils Frankston – Trim Your Bin Business Program	\$96,000
Free To Ltd (Free to Feed)	The Round and Round Table	\$1,600
Frontier Carbon Pty Ltd	Mildura Biorefinery and Renewable Energy Park	\$10,000
Fulton Hogan Industries Pty Ltd	Fulton Hogan Mobile Glass Crusher	\$60,000
Gaia EnviroTech Pty Ltd	Commercializing FOGO and other Organic Waste Using Anaerobic Digestion	\$40,000
Garage Sale Trail Foundation Ltd	Multi-Unit Dwelling Circular Economy Hubs	\$24,000
Garden City Planters Pty Ltd	Plastics Product Manufacture Upgrade & Expansion	\$583,977
Geelong West Kindergarten Inc	CCCEA RD3 Energy Efficiency Upgrades – Geelong West Kindergarten Inc	\$3,374
Gekko Systems Pty Ltd	Central Highlands Bioenergy Hub – Feasibility Study	\$5,000
Glen Eira City Council	Glen Eira's 'Create Compost' Education Initiative – Household Education	\$47,500
Glen Eira City Council	CE Councils Implementation Glen Eira Best Practice Reusable Nappy Program	\$68,000
Glen Eira City Council	CCCEA RD2 Energy Efficiency Upgrades – Glen Eira City Council	\$10,624
Golden Camel Mining Pty Ltd	Nagambie Biogas Project	\$25,000

Organisation	Description	Payment
Golden Plains Shire Council	Golden Plains Shire new 4-Stream Recycling Service – Household Education	\$28,988
Goulburn Valley Water	Project GREAT (Green Energy and Technology) for Goulburn Valley	\$5,000
Grand Constructions (VIC) Pty Ltd	7 Star Program	\$4,000*
Greater Shepparton City Council	Pilot Asbestos Disposal Point Shepparton	\$20,000
Greater Shepparton City Council	CCCEA RD3 Energy Efficiency Upgrades – Greater Shepparton City Council	\$51,778
Green Collect Limited	Piloting the Circular Capabilities Package	\$173,166
Green Chip Recycling	Carbon Pellet Soil Improver Project	\$89,600
G T Recycling Pty Ltd	Flexible Plastic Capacity and Technology Upgrade	\$1,260,000
Healesville Community Renewable Energy Inc (Healesville CoRE)	Community Clean Energy Education and Home Energy Improvements	\$55,000
Heathcote Winegrowers Association Inc	Turning Green Waste into Wine	\$198,000
Hepburn Shire Council	Hepburn Shire’s New Household Food and Garden Organics Recycling Service – Household Education	\$42,560
Hindmarsh Shire Council	Hindmarsh Shire new Glass Collection – Household Education	\$8,843
Hobsons Bay City Council	Hobsons Bay City Council 4 Stream Recycling Service – Household Education	\$25,470
Horsham Rural City Council	Horsham Rural City Council Recycling Education & Behaviour Change Project – Household Education	\$22,720
Horsham Rural City Council	Wimmera Riverfront Activation – a Sustainable Approach	\$12,225
Huskee Pty Ltd	HuskeeSwap Collaboration with CoGround Social Enterprise	\$2,000
Indigo Power Ltd	A Community Clean Energy Blueprint for Benambra	\$65,000
Infinity Sustainable Solutions Pty Ltd (Infinity Box)	Sorrento Returnables Pilot	\$12,010
Innovative Mechatronics Group Pty Ltd	Commercialisation of Retired Electric Vehicle Batteries for Energy Storage (BESS)	\$282,000
Investa Asset Management Pty Ltd	Eliminate SUP @ 567 Collins	\$3,860
J.J. Richards and Sons Pty Ltd	Wangaratta and Bendigo Materials Recovery Facility Upgrades	\$9,350
Jesuit Social Services Ltd	Regenerative Plastics: A Community Education Project	\$29,000
Jesuit Social Services Ltd	Merri-bek Organic Waste Composting Pilot Program	\$55,0010
Kadampa Meditation Centre Australia	CCCEA RD2 Energy Efficiency Upgrades – Kadampa Meditation Centre Australia	\$9,607

Organisation	Description	Payment
Kantfield Pty Ltd (Martogg and Company)	Martogg PET Hot Wash Flake Plant	\$1,110,000
Kathmandu Pty Ltd	CE Innovation – Kathmandu Apparel Life Extension Pilot with The Renewal Workshop	\$135,000
Katunga Fresh Trading Pty Ltd	Northern Victoria Bioenergy Project	\$600,000
Kebet Packaging Services Pty Ltd	Arts and Culture: Let's Close the Loop	\$113,640
Kensington Neighbourhood House Inc	Kensington Community Waste Wisdoms Program (KCWWP)	\$25,594
Kororoit Creek Neighbourhood House Association Inc	Brimbank Repair Cafe and Workshop Series	\$21,120
La Trobe University	Product Assessment of a Novel Plastic Waste Recycling Technology	\$45,000
Lalor Living and Learning Centre Inc	Lalor Interactive Arts, Permaculture and Waste Reduction Precinct Project	\$32,450
Latrobe City Council	Latrobe City Sustainability Education Program	\$37,400
Lerunter Pty Ltd (Remote Equipment Repairs)	R4 Circular Solutions for Textiles	\$42,130
LMS Energy Pty Ltd	LMS Dry Anaerobic Digesters: Modular Organics and Energy Recovery Solutions	\$10,000
Lotus Energy Recycling Pty Ltd	Solar-PV REUSE Protocols and National Accredited Training Program Development	\$141,225
Macedon Ranges Shire Council	Macedon Ranges Shire Council – Let's Get Sorted – Household Education	\$27,520
Macedon Ranges Shire Council	CE Councils Macedon Ranges Shire Council ReSale Shops at Romsey and Kyneton	\$150,066
Macedon Ranges Shire Council	CCCEA RD3 Energy Efficiency Upgrades – Macedon Ranges Shire Council	\$3,361
Manningtree Corporation Pty Ltd	BioChar Elmore – Reducing Organic Waste to Landfill	\$80,000
Mansfield Shire Council	Mansfield Shire's Improvement and Promotion of Recycling Services – Household Education	\$23,850
Max Biocare Pty Ltd	Fungi in BioEnergy	\$18,000
Melbourne City Council (City of Melbourne)	City of Melbourne's Staged Organics Collection Service Rollout for Low Rise Multi-use Dwellings – Household Education	\$10,430
Melbourne City Council (City of Melbourne)	CE Councils Melbourne: Kensington Circular Economy Precinct	\$220,000
Melbourne Water Corporation	Enhancing Uptake of Composted Recycled Green Waste in Victorian Vineyards	\$10,000

Organisation	Description	Payment
Melton City Council	E-waste Infrastructure Upgrade – Melton Recycling Facility	\$100,000
Melton City Council	Melton City Council's FOGO Collection Service – Household Education	\$17,920
Merri-bek City Council (formerly Moreland City Council)	Moreland's New 4-Stream Kerbside Waste Service – Household Education	\$40,894
Merri-bek City Council (formerly Moreland City Council)	CCCEA RD3 Energy Efficiency Upgrades – Merri-bek Council	\$11,805
Michael Limb Pty Ltd	7 Star Program	\$4,000*
Mildura Rural City Council	Mildura Rural City Council's New Glass Recycling Service – Household Education	\$46,422
Mildura Rural City Council	Mildura Riverfront Precinct – Car Parking Scheme	\$71,000
Mildura Rural City Council	CCCEA RD2 Energy Efficiency Upgrades – Mildura Rural City Council	\$4,953
Milparinka Adult Training Unit Inc	Contributing to Sustainability Through Community Composting	\$25,300
Mirvac Homes Victoria	7 Star Program	\$16,000*
Mitchell Shire Council	E-waste Infrastructure Upgrade - Mitchell Shire Council – Seymour Resource Recovery Facility	\$70,000
Mitchell Shire Council	Mitchell Shire's Recycling Services are Changing for the Better – Household Education	\$36,400
Moira Shire Council	Moira's Transition to Circular Economy and 4 Stream Recycling Service – Household Education	\$43,750
Moira Shire Council	CE Councils Moira – Resale Shop Cobram and Numurkah Transfer Stations	\$160,704
Monash City Council	CE Councils Monash – Circular Economy Leadership Development Program	\$55,000
Monash City Council	CCCEA RD3 Energy Efficiency Upgrades – Monash City Council	\$5,940
Monash University	Development of Next Generation Tram Stop Platforms Using Recycled Materials	\$100,000
Monash University	Next Generation Composite Plastic Railway Sleeper for Mainline Rail Application	\$100,000
Monash University	Waste Plastics Detour – Landfills to Innovate Plastic Pavement Blocks	\$100,000
Monash University	Monash University Ditch Disposables	\$12,000
Moonee Valley City Council	Moonee Valley City Council – Expanding FOGO Service – Household Education	\$18,415
Moorabool Shire Council	Moorabool Shire Council – Promoting the Recycling System – Household Education	\$32,250
Mornington Peninsula Shire Council	Green Wedge Agricultural and Commercial Food Organics Recovery to Bioenergy	\$16,000
Mornington Peninsula Shire Council	Mornington Peninsula Shire Promoting and Improving the Recycling Services System – Household Education	\$43,000

Organisation	Description	Payment
Mornington Peninsula Shire Council	CE Councils Mornington Peninsula Wash Against Waste Trailer and Reusables for Events	\$32,000
Morwell Bowling Club & Recreation Centre Inc	CCCEA RD2 Energy Efficiency Upgrades – Morwell Bowling Club & Recreation Centre Inc	\$15,000
Morwell Neighbourhood House & Learning Centre	Morwell War on Waste – Local Solutions for Low Waste Living	\$29,300
Mount Alexander Shire Council	Mount Alexander – Recycling Right – Household Education and Behaviour Change – Household Education	\$29,450
Mount Alexander Shire Council	CE Councils Mount Alexander – Castlemaine Transfer Station Sorting Space	\$48,000
Mount Alexander Shire Council	Pilot Asbestos Disposal Point Castlemaine	\$5,000
Murrindindi Shire Council	CE Councils Feasibility Business Case for a Modern Resource Recovery Facility in Yea	\$10,000
Murrindindi Shire Council	CE Councils Murrindindi Mulch Maker	\$116,249
Murrumbena Park Bowls Club Inc	CCCEA RD3 Energy Efficiency Upgrades – Murrumbena Park Bowls Club Inc	\$5,681
National Paper Industries	Establishing Victoria's First Sustainable Edgeboard Manufacturing Line	\$2,500
Nillumbik Shire Council	Nillumbik Shire Council Improving Recycling Services and Food Waste Diversion – Household Education	\$36,800
Nillumbik Shire Council	CCCEA RD2 Energy Efficiency Upgrades – Nillumbik Shire Council	\$8,134
No More Butts Ltd	MycoCycling Community Cigarette Butt Waste to Re-direct from Landfill	\$18,349
North South Homes Pty Ltd	7 Star Program	\$4,000*
Northern Community Church of Christ	Turning Food Waste into Fertiliser	\$2,720
OmniGrip Direct Pty Ltd	Certifications for High-Friction Recycled-Glass Surfaces to Reduce Crashes	\$18,000
One Good Cup Pty Ltd	Reusable Coffee Cup Pilot with Barwon Health	\$1,000
Open Table Inc	Open Table's Food Rescue Hub	\$31,900
Orbost and District Chamber of Commerce & Industry Inc	Orbost and District Bioenergy Investigation Opportunity	\$31,334
Outer East Foodshare Inc	Who Thought it Could Taste so Good?	\$46,598
Ouyen Roxy Theatre Inc	CCCEA RD2 Energy Efficiency Upgrades – Ouyen Roxy Theatre	\$733
Ovens & King Builders Pty Ltd	7 Star Program	\$16,000*
OzFish Unlimited Ltd	Shell Savers – Saving Shells by the Seashore	\$50,100
Oztek Holdings Pty Ltd	Waste Water Treatment Plant Upgrade – Biogas Energy Recovery System	\$10,000
Pinegro Products Pty Ltd	Pinegro Decontamination Equipment – Windsifter	\$166,294

Organisation	Description	Payment
Polymer Processors Pty Ltd	Plastics Reprocessing Facility Expansion – increasing capacity to reprocess hard and soft post-consumer plastics	\$1,313,333
Polymeric Powders Company Pty Ltd	Production and Commercial Evaluation of New Upcycled Car Speed Humps	\$9,858
Polyrok International Pty Ltd	Advanced Polymer Feedstock – increasing capacity to process post-consumer soft plastics into a stone aggregate replacement called Polyrok.	\$600,000
Porous Lane Pty Ltd	Waste Tyre Permeable Pavement, Commercialisation Support for a Victorian Innovation	\$40,000
Positive Footprints Pty Ltd	7 Star Program	\$8,000*
PV Industries Pty Ltd	Validating a New Commercial Pathway for Solar Panel Glass	\$180,000
Pyrenees Shire Council	Pyrenees Shire Council Promoting the Recycling System – Household Education	\$18,950
Quantum Recycling Solutions Pty Ltd	ISGP R2 Quantum Recycling Plant Upgrade	\$10,375
RCallan Pty Ltd	On-Line Continuous Paper Strength Measurement	\$30,000
Reece Limited (Reece Group)	Developing Circular Business Models for Reece's Building Supply Chain	\$35,095
Reground Pty Ltd	The Reground Circular Economy Exchange	\$52,500
Reground Pty Ltd	Remote Reground – Sustainable Coffee for all Victorians	\$149,700
Rendine Constructions Pty Ltd	Design and Practice for Disassembly and Reuse in Modular Construction	\$90,840
Rentiers Machinery Pty Ltd	Accelerating Adoption of Recycled Organics through Subsoil Amelioration in Agriculture	\$115,000
Repurpose-It Pty Ltd	Best Practice In-Vessel Composting Infrastructure for Melbourne's Metropolitan Region	\$3,560,000
ReSource Pty Ltd	Low Grade E-waste Processing	\$140,000
Responsible Cafes Pty Ltd	Reuse Program for Single-Use Coffee Cups and Containers	\$5,000
Rethink Recycling Co-op Ltd	Rethink Recycling Co-op Mobile Education Trailer	\$23,600
Richmond Community Learning Centre Inc	Yarra Repair Pop Ups	\$45,932
Robovoid Pty Ltd	Commercialisation of Novel Robovoid Solution for Concrete Applications	\$180,000
Royal Melbourne Institute of Technology (RMIT)	Nightingale Village Post-Occupancy Evaluation	\$4,997
Royal Melbourne Institute of Technology (RMIT)	RMIT – Recycled Cardboard Trusses for Housing Construction	\$25,584
Royal Melbourne Institute of Technology (RMIT)	RMIT – Re-Qualifying Cardboard Waste to Develop Light-Weight Precast Concrete Structures	\$87,788
Royal Melbourne Institute of Technology (RMIT)	RMIT – Novel Recycled Plastic Products for Structural Applications	\$100,000

Organisation	Description	Payment
Royal Melbourne Institute of Technology (RMIT)	Waste Cooking Oil to Biodiesel With 3D Printed Catalysts	\$63,334
Royal Melbourne Institute of Technology (RMIT)	Manufactured Novel Concrete Products Integrating Reclaimed Waste for Commercial Applications	\$239,983
Royal Melbourne Institute of Technology (RMIT)	Upcycling Plastic Waste into Graphene for Boosting Solar Cell Performances	\$200,000
Royal Melbourne Institute of Technology (RMIT)	Enabling the Reuse of Demolished Bricks Through a New Mortar Design	\$85,000
Royal Melbourne Institute of Technology (RMIT)	Refashioning: Accelerating Circular Product Design at Scale	\$46,219
Royal Melbourne Institute of Technology (RMIT)	CE Innovation-Victoria Circular Activator	\$109,975
Sacyr Environment Australia Pty Ltd	Sacyr's Compost Facility Upgrade in Dandenong	\$1,460,102
Sandringham Traders Association Inc	Village Zero Sandringham Plastic Free	\$3,200
Saputo Dairy Australia Pty Ltd	Allansford Biogas Combined Heat and Power	\$200,000
Scipher Technologies Pty Ltd	Scipher Technologies Plastics and Mixed Metal Fractions Recovery Project	\$39,000
Sequence Digital Pty Ltd	New Life for Resource Recovery Centre Harvested Li-Ion Batteries	\$20,000
Shanghai Rebel Pty Ltd (Assembled Threads)	Tackling the Textile Crisis in Victoria's Uniform Procurement Channels	\$8,850
Shire of Strathbogie	CE Councils Implementation Nagambie Resource Recovery Centre Resale Shop	\$30,000
Shire of Strathbogie	Strathbogie Shire's Sorting Superstars – Household Education	\$24,050
Soap Aid Ltd	Soaping Our Way to a Circular Economy	\$127,838
Southern Cross Recycling Group Pty Ltd	HOMEcycle Smart Centre Feasibility Study	\$55,500
St John Of God Outreach Services	St John of God Accord Goes Solar	\$90,246
Stockland Development	7 Star Program	\$16,000*
Surf Coast Shire Council	Surf Coast Shire Council Promoting Waste Prevention to Improve Recycling	\$32,650
Surf Coast Shire Council	Ce Councils Implementation Lorne Transfer Station Upgrade	\$80,000
Sustain: The Australian Food Network Ltd	Oakhill Food Justice Farm Resource and Composting Hub	\$32,450
Sustain: The Australian Food Network Ltd	Unboxed Victoria	\$95,267
Swan Hill Rural City Council	CE Councils Implementation – Swan Hill Compost Facility Stage 1	\$30,000
Swan Hill Rural City Council	CE Councils Implementation Swan Hill Mattress Processing & Recycling Facility	\$75,000

Organisation	Description	Payment
Swan Hill Rural City Council	CE Councils Swan Hill – A Circular Agricultural Plastics Economy (CAPE) for Loddon Mallee	\$92,500
Swinburne University of Technology	Swinburne – Injection Moulding of Reinforced Recycled Plastics for Innovative Bedding Solutions	\$25,000
Swinburne University of Technology	Swinburne – Composite Spacers from Recycled Plastics and Rubber	\$100,000
Swinburne University of Technology	Converting Used Tyres to Road Safety Roller Barrier: Technology Development	\$125,000
Syro-Malabar Eparchy of St Thomas	CCCEA RD2 Energy Efficiency Upgrades – The Trustees of the Syro-Malabar Eparchy of St Thomas	\$12,444
Tambo Waste Pty Ltd	Tambo Waste MRF Upgrade & Glass Recycling Operation	\$168,755
Tangaroa Blue Foundation Ltd	Rig Recycle – Victoria	\$124,825
Tara Centre for Wisdom Culture Inc	CCCEA RD3 Energy Efficiency Upgrades – Tara Centre for Wisdom Culture Inc	\$17,868
Tempo Foods	Hart Bioenergy – Distributed Biogas System Demonstration	\$31,300
The Bicycle Recycle Shed	Bicycle Landfill Diversion through Education and Empowerment Project	\$17,963
The Camperdown Compost Company	Camperdown Compost Site Upgrade Stage 2	\$43,750
The Camperdown Compost Company	Camperdown Compost Marketing Development	\$7,000
The Frank Wild Pty Ltd	Gate to Glass – Circular Wine Solutions for Events	\$58,500
The Partners of S.J Thomas & J Yap (Untwine)	ZeroTag – a Passport for Reuse Systems	\$5,445
The Trustee for The Salvation Army (Victoria) Property Trust	Salvos Stores Electronics Circularity Best Practice	\$32,400
Total Viticulture Solutions Pty Ltd	TVS – Agriculture Compost Market Expansion	\$40,000
Timboon Golf Club Inc	CCCEA RD3 Energy Efficiency Upgrades - Timboon Golf Club Inc	\$625
Towong Shire Council	Towong Shire's Rural Waste Education for Glass and FOGO transition	\$20,188
Two Flowers Pty Ltd (Resilience Farming)	Receival and Storage Bunkers – improving the access and distribution of recycled organic products	\$11,200
Union Pastoral Pty Ltd	Union Methane Reduction Strategy	\$10,000
University of Melbourne	CE Innovation-A Novel, Extended-Use Infection Protection Gown	\$40,000
University of Melbourne	Innovative Advanced Catalytic Microwave Pyrolysis for Recycling Polystyrene Waste	\$60,000
University of Melbourne	Waste Tyre Permeable Kerbs; Design, Testing and Field Monitoring	\$200,000

Organisation	Description	Payment
University of Melbourne	Educational Institution Post-Consumer Plastic Packaging to Additive Manufacturing	\$80,000
Upper Goulburn Landcare Network	A Home for Alexandra Soil Food	\$14,300
Van Schaik's Bio Gro Pty Ltd	Bio Gro New Regional Organics Recovery & Processing Facility	\$763,875
Victoria University	Victoria University – Recycled Material Blends to Backfill Sewer Trenches in Trafficable Areas	\$37,145
Victoria University	Used Textile and Cardboard Fibres as Reinforcing-Agents in Structural Concrete	\$130,000
Visy Industries Australia Pty Ltd	Project Zepplin – Installing Advanced Drum Pulping Technology to Recycle Mixed Kerbside Paper	\$11,650,000
Wangaratta Rural City Council	Wangaratta – Organics Expansion to 12,000 Tonne	\$328,445
Wangaratta Rural City Council	Rural City of Wangaratta – Kerbside Transition Community Education Program	\$30,259
Wangaratta Rural City Council	CE Councils Wangaratta Organics Processing Facility Compost Product Enhancement Project	\$74,599
Wangaratta Rural City Council	CCCEA RD2 Energy Efficiency Upgrades – Wangaratta Rural City Council	\$3,894
Warrnambool City Council	Promoting the Recycling System	\$33,600
Warrnambool City Council	CCCEA Rd2 Energy Efficiency Upgrades - Warrnambool City Council	\$2,967
Wellington Shire Council	Wellington Shire New FOGO Kerbside Collection	\$31,700
West Welcome Wagon Inc	Rescue, Revive and Repurpose to Support New Australians in Need	\$114,600
West Wimmera Shire Council	West Wimmera Shire Council's Glass Recycling Program	\$23,227
Westernport Region Water Corporation	Waste to Energy – Biogas Cogeneration	\$33,887
Wheelie Waste Pty Ltd	Wheelie Waste – Warrnambool Recycling Facility	\$100,000
Wild Homes Pty Ltd	7 Star Program	\$4,000*
Wholefoods Unwrapped Moreland Inc	Unwrapped – Reducing Packaging in the Hospitality and Food Service Sector by Creating Reusable Containers for Food Transportation	\$1,000
Wodonga City Council The Cube Wodonga	Cube Reusable Cup project	\$3,000
Wyndham City Council	Wyndham City Council Improving Recycling Services	\$89,910
Wyndham City Council	CE Councils Implementation – Wyndham Bulk Resource Recovery Centre	\$30,000
Wyndham City Council	CE Councils Implementation Wyndham Park Tool Library	\$20,000
Yarra City Council	City Of Yarra's New Food and Garden Organics Education and Behaviour Change Program – Household Education	\$40,053

<b>Organisation</b>	<b>Description</b>	<b>Payment</b>
Yarra Ranges Council	CE Councils Yarra Ranges – Community Textiles Collection Day	\$45,000
Yarra Ranges Council	CCCEA RD3 Energy Efficiency Upgrades – Yarra Ranges Shire Council	\$15,696
Yarra Ranges Council	Yarra Ranges Four-stream Service Education Program – Household Education	\$41,638
Yarra Valley Water Corporation	Waste To Energy Lilydale	\$560,000
Yarra Valley Water Corporation	ReWaste Additional Engine Design Works	\$7,000
Yarram Neighbourhood House Inc	Energy Efficiency Upgrades – Yarram Neighbourhood House	\$1,746
Yarriambiack Shire Council	Yarriambiack Shire Council's New Glass Drop-Off and Kerbside Collection System	\$3,870
Yarriambiack Shire Council	RV Councils Implementation – Yarriambiack – Wimmera Mallee Councils Recycled Glass Processing Collaboration	\$25,000

# Appendix 4: Attestation for compliance with Ministerial Standing Directions

Sustainability Victoria (SV) Financial Management Compliance Attestation Statement

I, Johan Scheffer, on behalf of the Responsible Body, certify that SV has the following Material Compliance Deficiencies with respect to the applicable Standing Directions under the *Financial Management Act 1994* (FMA) and Instructions:

Direction 3.4 - Internal control system:


(b) comply with applicable laws, regulations and standards and promptly, completely, and

3 (a) accurately identifying, managing, recording and reporting of revenue.

Recent advice received from the Victorian Government Solicitors Office (VGSO) communicates that SV requires a statutory power to charge a fee when undertaking commercial activities directly related to the functions in the *Sustainability Victoria Act 2005*, and has an obligation to remit all First Rate 5 certificate monies to the Consolidated Fund.

This is an inadvertent technical breach of the FMA. At all times SV's Board and staff have made decisions consistent with the legal advice provided at the time. All items that have been identified by the Board as areas of risk following the most recent advice from the VGSO were historically approved by the relevant Ministers through the Whole of Victorian Government Intellectual Property Policy.

SV is currently in negotiations with the Department of Energy, Environment and Climate Change to address the treatment of the deficiency.



Johan Scheffer  
Chairperson, Sustainability Victoria

12th September 2024

# Appendix 5: Ministerial Statement of Expectations

The Ministerial Statement of Expectations issued on June 2020 to deliver the *Circular Economy Policy* include the following deliverables for SV:

- An industry and infrastructure development program to increase recovery and local processing of priority materials and reduce the volume and harm from waste going to landfill.
- In collaboration with DEECA, a Circular Economy Business Innovation Centre to enable collaboration among government, industry research organisations and communities.
- Business support grants to help businesses improve materials productivity and reduce waste.
- Grants to support Local Government and Alpine Resort Management Boards transition towards a circular economy. Councils will be supported to act on opportunities to reduce waste and increase recycling locally and increase economic development.
- Grants to support local community groups, social enterprises and other not-for-profit businesses to reduce waste, boost recycling and transition towards a circular economy.
- Deliver statewide education and behaviour change programs to support Circular Economy Policy objectives.
- In collaboration with DEECA, support businesses to reduce problematic and unnecessary single-use plastics as part of a statewide ban.
- A Recycling Markets Acceleration program in collaboration with DEECA and EPA to support Victorian businesses to innovate in the use of recycled materials.
- In consultation with MTIA, support local governments to increase use of recycled materials.
- Develop an asbestos disposal management plan to support adequate safe disposal points across the state and reduce illegal dumping.
- Continue to deliver the successful Detox your Home program.

# Acronyms

Acronym	Description		
AAS	Australian Accounting Standards	Opex	Operating Expenditure
AASB	Australian Accounting Standards Board	OTLP	Office tenant light and power
AMAF	Asset Management Accountability Framework	OVIC	Office of the Victorian Information Commissioner
AUD	Australian Dollars	PID	Public Interest Disclosure
AusLM	Australian Litter Measure	PMF	Performance Management Framework
BAU	Business as Usual	PV	Photovoltaic
Capex	Capital Expenditure	RV	Recycling Victoria
CEBIC	Circular Economy Business Innovation Centre	SV	Sustainability Victoria
CEO	Chief Executive Officer	THC	Total Head Count
DEECA	Department of Environment, Energy and Climate Action	VIPP	Victorian Industry Participation Policy
DTF	Department of Treasury and Finance	VPS	Victorian Public Sector
EMS	Environmental Management System	VPSC	Victoria Public Sector Commission
EPA	Environment Protection Authority Victoria	VRIP	Victorian Recycling Infrastructure Plan
FOI	Freedom of Information	WHS	Wellbeing, health and safety
FOGO	Food and Garden Organics		
FRD	Financial Reporting Direction		
FT	Full-time		
FTE	Full-time equivalent		
FY	Financial Year		
GHG	Greenhouse gases		
GST	Goods and Service tax		
IBAC	Independent Broad-based Anti-corruption Commission		
ICT	Information and Communications Technology		
IT	Information Technology		
LSL	Long service leave		
MEPS	Minimum energy performance standards		
MPSG	Major Project Skills Guarantee		
NABERS	National Australian Built Environment Rating System		
NatHERS	Nationwide House Energy Rating Scheme		
NCC	National Construction Code		
OHS	Occupational Health and Safety		

Sustainability Victoria  
Level 12, 321 Exhibition Street,  
Melbourne VIC 3000  
Phone (03) 8626 8700  
[sustainability.vic.gov.au](http://sustainability.vic.gov.au)

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