



WOLLONDILLY SUSTAINABILITY STRATEGY

2025



Acknowledgment of Country*

Wollondilly Shire Council acknowledges the traditional custodians of the land in Wollondilly, the Dharawal and Gundungurra peoples.

We acknowledge the living culture and spiritual connections to the land for the Dharawal and Gundungurra people and all Aboriginal Nation Groups that may have connections to the area; and that Wollondilly is remarkably placed as the intersection of many tribal lands.

We recognise the traditional Custodians who have occupied and cared for this Country over countless generations and celebrate their continuing contributions to the Shire.

We also acknowledge and remember the Dharawal and Gundungurra peoples who were killed in the Appin Massacre on 17 April 1816.

**We acknowledge our continuing collaboration with the Tharawal Local Aboriginal Land Council*

PREFRACE TO THE SUSTAINABILITY STRATEGY

DOCUMENT MANAGEMENT

VERSION	DATE	ID	AUTHORS
1 – Draft	29 May 2024	2024-024-D1	R.Catchlove & L.Cacho
2 – Final	26 June 2024	2024-024-D3	R.Catchlove & L.Cacho

DISCLAIMER

This document may not be used for purposes other than those for which it is compiled. While every care has been taken to compile this report, Wave Consulting Australia Pty Ltd accept no liability whatsoever for any loss (including without limitation direct or indirect loss and any loss of profit, data, or economic loss) occasioned to any person nor for any damage, cost, claim or expense arising from reliance on this report or any of its content.

CITATION

Wave Consulting Australia, 2024. Final Sustainability Strategy. A report for Wollondilly Shire Council.





CONTENTS

ACKNOWLEDGMENT OF COUNTRY	3
PREFACE	4
EXECUTIVE SUMMARY	8
INTRODUCTION	12
WOLLONDILLY CONTEXT	16
Wollondilly Context	18
Snapshot of Wollondilly Current & Future Conditions	20
COMMUNITY PERSPECTIVES & ENGAGEMENT	22
THE FOUR PILLARS OF SUSTAINABILITY	28
COUNCIL'S SUSTAINABILITY ACHIEVEMENTS	30
Governance	34
Social	26
Economic	38
Environment	38
OVERVIEW OF SUSTAINABILITY POLICY & PRINCIPLES	40
Caring for Country	40
Evidence Based	44
Inter-generational Equity	44
Balanced Consideration of Environment, Social and Economic Impacts	46
Practical Action on Climate Change	47
Protecting Biodiversity	48
Mitigating Loss	49
IMPLEMENTATION OF COUNCIL'S SUSTAINABILITY STRATEGY	50
NET ZERO STRATEGY & ACTIONS	54
SUSTAINABILITY ACTION LIST	60
REFERENCES	76



EXECUTIVE SUMMARY

OF THE SUSTAINABILITY STRATEGY

GOVERNANCE

Governance Service Area Leads: Corporate Strategy and Performance, Governance and Legal, Health and Regulatory Services, Information Services and GIS, Finance.

SOCIAL

Social Service Area Leads: Community Services Projects and Events, Assets, Roads, Plant and Fleet, Environment Services, Public Relations and Engagement, Library Services, Property, Parks and Recreation, Children's Service, Waste and Environmental Services.



- Sustainable procurement

- Compliance and accountability

- Electrify everything (reduce paper mail)

- Data capture, tracking and reporting

- Healthy, walkable, rideable streets and sustainable transport

- Urban heat island reduction

- Enhance amenity liveability, and accessibility of public places

- Community literacy in sustainability, climate and resilience

- Sustainable growth/Future development

- Local jobs and tourism

- Circular Economy

- Caring for Country

- Sustainable fleet

- Sustainable buildings

- Healthy waterways

- Biodiversity, habitat, and wildlife protection

- Net Zero Strategy

- Waste Management and Reduction

ECONOMIC

Economic Service Area Leads: Sustainable growth and Strategic planning Project Delivery, Development Services and Engineering, Business and Tourism, Waste and Environmental Services

ENVIRONMENT

Environment Service Area Leads: Development Services and Engineering, Waste and Environmental Services, Parks and Recreation



INTRODUCTION

TO THE SUSTAINABILITY STRATEGY

 **Wollondilly**
Shire Council

 **Sydney**
WATER

In partnership with
 **WEST**
DELIVER

Improving your local bushland

Sydney Water West Region and Wollondilly Shire Council are partnering to restore and reinvigorate this area.

Together we are planting 2,000 native trees, shrubs and grasses to improve local biodiversity and create a sustainable green space.

Thank you for your cooperation during this essential work.

To learn more about this partnership you can call:

Wollondilly Shire Council's Environment Team on (02) 4677 1100

Sydney Water West Region Delivery Team on 1300 653 817

INTRODUCTION TO THE SUSTAINABILITY STRATEGY

Sustainability is about balancing our current needs – environmental, social and economic – with the future needs of the next generations.

It can also be defined as balancing the needs of society, the economy, and the natural environment and using the principles of integrated decision-making, whole community involvement, the precautionary principle, intergenerational equity, continual improvement and ecological integrity.

Wollondilly Council adopted a Sustainability Policy in March 2023 for the purposes of providing a clear statement of Council's intent to integrate sustainability into its culture and achieve a sustainable community within Wollondilly. As stated in the Sustainability Policy 2030, Wollondilly Shire Council is committed to delivering sustainable outcomes across the four sustainability pillars of social, environment, economy, and governance (Wollondilly Shire Council, 2023b).

The purpose of this document is to outline the strategic direction that Wollondilly Shire Council is taking in the next four years (2025-2029), alongside the corresponding set of targets and actions that each team in council has committed to, and to support residents, businesses and sectors to contribute to a more sustainable Wollondilly. Beyond 2029, this Strategy will need to be reviewed and updated. This document is consistent with and links with the Council's Community Strategic Plan and Local Strategic Planning Statement and has been drafted in response to the fact that the community has consistently voiced their support for action on climate change and for a more sustainable Wollondilly.

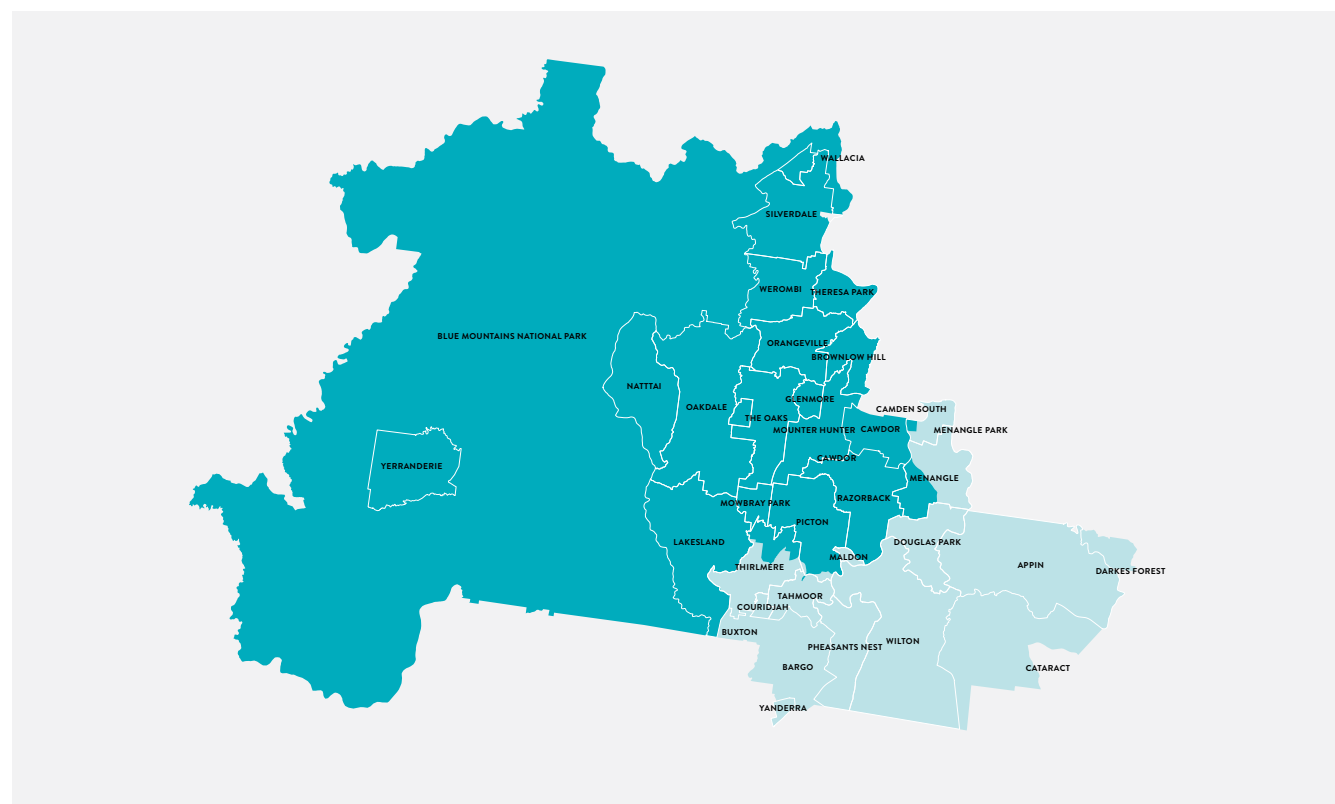


Figure 2. Wollondilly Shire area, with major river systems in the area.





WOLLONDILLY CONTEXT

A SNAPSHOT OF WOLLONDILLY

WOLLONDILLY CONTEXT

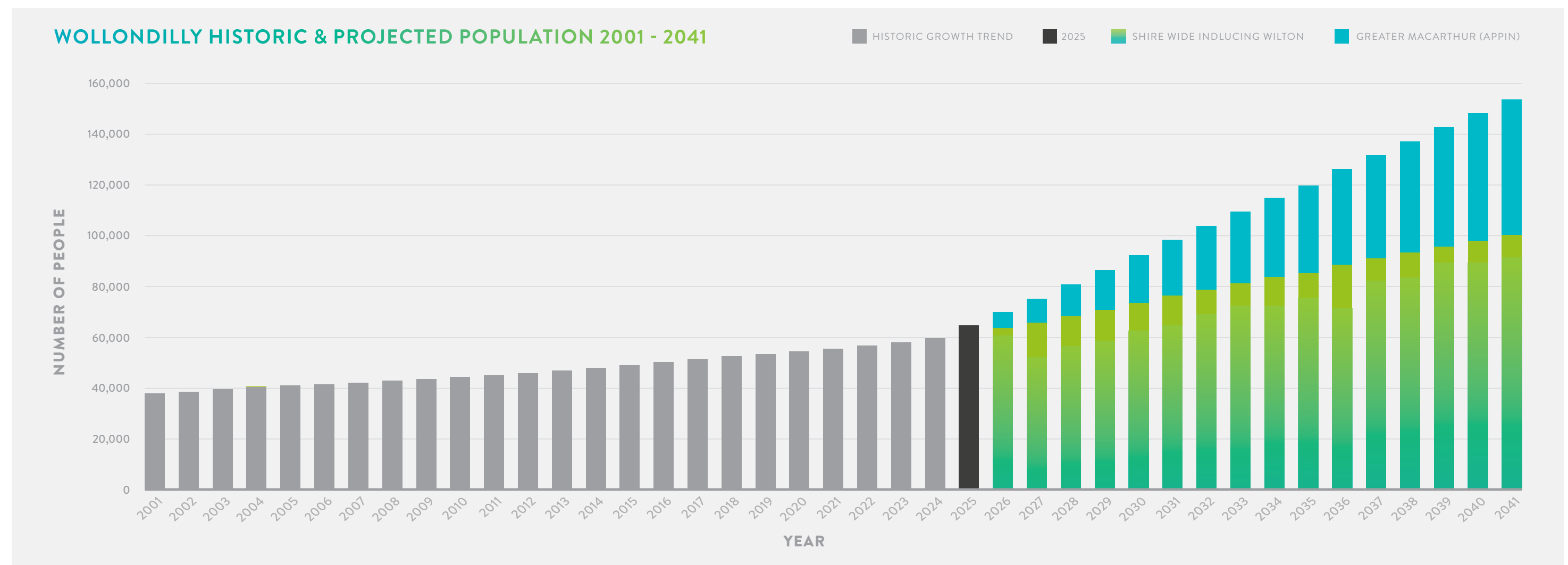
Wollondilly Shire, with a land area of 2,560 square kilometres, two-thirds of which is national parks and water catchment areas, has a strong connection to the natural environment and an important custodial role over the drinking water supply to Greater Metropolitan Sydney. The Shire also has a long history of agricultural activities that continue to be an integral part of Wollondilly’s character, economy, and identity.

The Council released its ‘**Wollondilly 2033, Community Strategic Plan 2022/23 – 2032/33**’ in 2022 and this provides a thorough overview of the region, people and future trends (Wollondilly Shire Council, 2022).

Wollondilly is rapidly growing and changing. Its population is estimated to double in the next 20 years (Wollondilly Shire Council, 2022). This growth is an opportunity but also creates challenges for the protection of the natural environment and creates potential conflicts with agricultural land uses and Wollondilly’s rural identity. In a changing and growing community like Wollondilly, sustainability is about shaping this growth to ensure change protects what the Shire has now while respecting where it wants to be in the future.

In addition to development pressures, Wollondilly also faces current and future challenges due to climate change, including:

- increased day and night-time temperatures across all seasons. For example, it is expected there will be an average of 4 more days above 35°C per year rising to 11 days per year by 2070 (NSW Government, 2024).
- longer dry periods and more extreme weather events, such as bushfires and high-intensity storms causing storm damage and floods. The 2018/2019 intense drought conditions, followed by the horrendous 2019/20 Green Wattle Creek Bushfire, and then intense flooding and storm events in 2020/21, are recent examples of these challenges (Wollondilly Shire Council, 2021).



SNAPSHOT OF *Wollondilly* CURRENT & FUTURE CONDITIONS

SPECIES & HABITATS

Wollondilly is home to
57 SPECIES
 of THREATENED FLORA &
76 SPECIES
 of THREATENED FAUNA.

Wollondilly has **161,350 ha of protected natural areas**. These natural areas contain **3 critically endangered & 1 threatened ecological communities** such as Cumberland Plain Woodland, Western Sydney Dry Rainforest and Turpentine Ironbark Forest.
 (Source: .id, 2024b)



HOUSING

DWELLINGS ARE EXPECTED
 TO INCREASE BY AT LEAST

104%

over the next 20-30 years

from 18,907 in 2021 to 38,636

(Source: forecast.id (.id, 2024a) and
 Wollondilly Shire Council 2024)



CLIMATE CHANGE

By 2030 maximum temperatures are
 projected to rise by

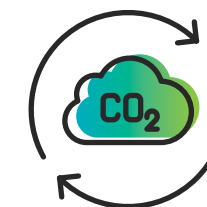
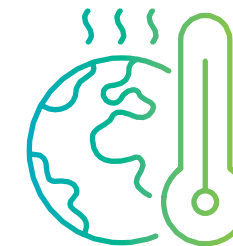
0.7°C

and continue to rise by

1.9°C

by 2070

(Source: Adapt NSW Climate Change
 Projections Map NSW Government, 2024)



JOBS

16,804

**JOBS IN
 WOLLONDILLY
 (2022/23)**

20% Construction
11% Mining
7% Agriculture



63.7%

working residents
 of Wollondilly Shire
 Council travelled outside
 the area to work

(Source: .id, 2024b)



POPULATION

POPULATION IS EXPECTED TO INCREASE

160% to **152,600** by **2041**

from **58,518** in **2024**



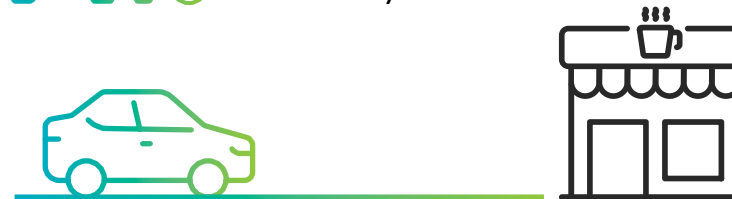
TRANSPORT

COUNCIL MANAGES MORE THAN

870km of Roads



71% of Wollondilly residents commute
 to work by car alone.





COMMUNITY

PERSPECTIVES & ENGAGEMENT

COMMUNITY PERSPECTIVES AND ENGAGEMENT

As stated in the Engagement Report: *Sustainability Policy Public Exhibition*, it is a community expectation that Council join the 'call to action' and accelerate progress on delivering sustainability outcomes (Wollondilly Shire Council, 2023a).

The public engagement process undertaken for the Sustainability Policy in December 2022 has informed the development of this strategy. In that process, Wollondilly Shire Council received written feedback from 17 people and questionnaire responses from 54 people, and discussed the policy with 33 people in four workshops. Overall, the community expressed interest in:

- reducing, reusing, recycling and repairing (e.g., community recycling centre for problem waste; repair cafés)
- shopping locally and supporting local businesses and agriculture (e.g. farmers' markets)
- reducing energy consumption and switching to renewable sources
- planting native species and weed management
- protection of biodiversity, including cat containment
- better public transport and walkable communities
- support for Council to ensure sustainable supply and purchasing (Wollondilly Shire Council, 2023a).

Beyond this consultation for the Sustainability Policy, Council has also received feedback on sustainability-related issues through:

- visitation to the Council Community Nursery
- support for the Integrated Water Strategy through the public consultation process in 2021
- feedback on protection of koala habitats
- feedback on the Waste Strategy and Action Plan.

Environment was rated as the equal highest priority Community Strategic Plan Theme based on the most recent community satisfaction survey (Wollondilly Shire Council, 2024b). Additionally, "maintaining natural waterways" was identified within the top five rated services/facilities in terms of community importance.

COMMUNITY STRATEGIC PLAN

84% of Residents

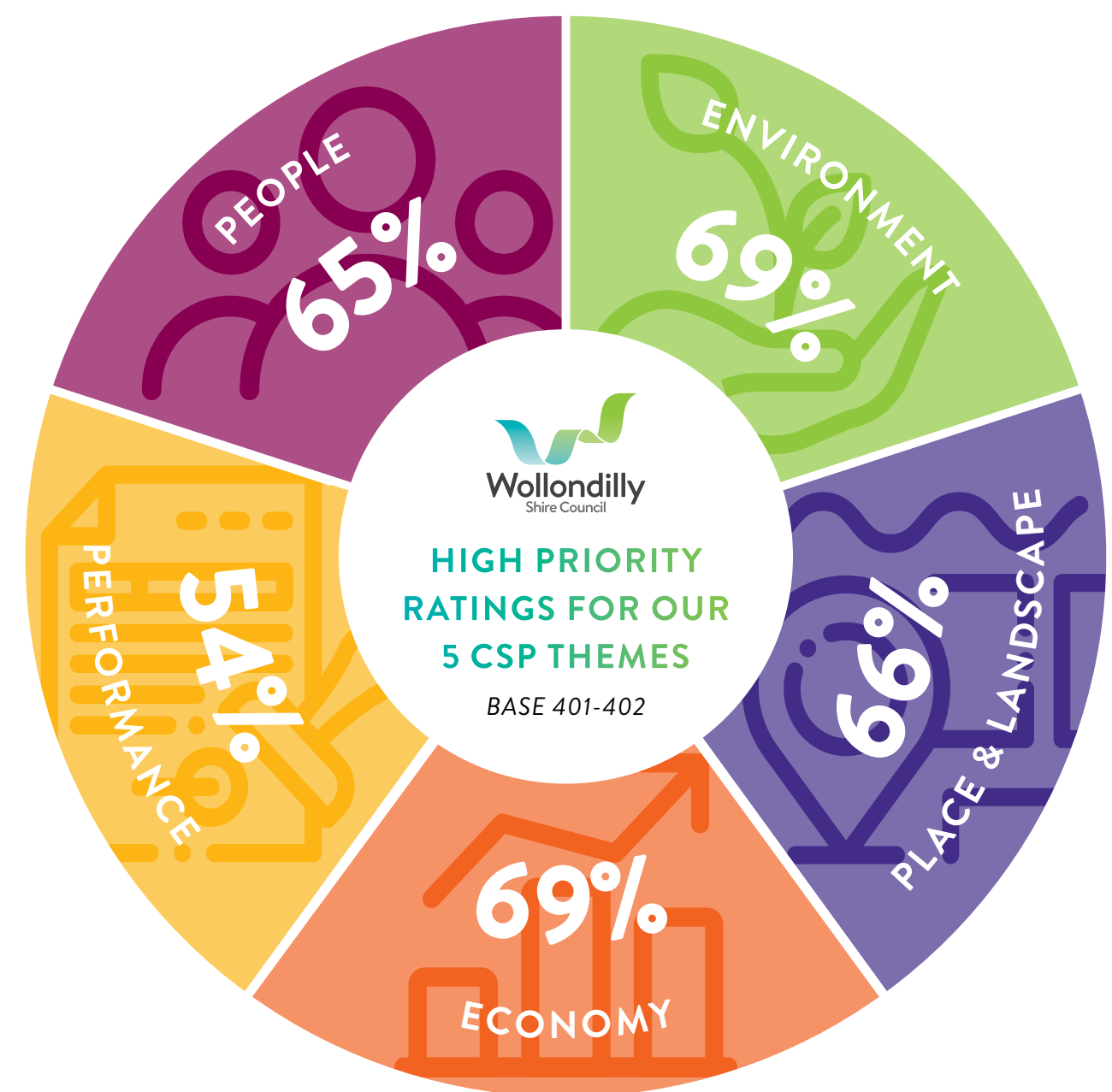
were at least somewhat satisfied with current Shire character & identity.



FUTURE DIRECTIONS

90% 

of respondents were at least somewhat supportive of current community vision for the Shire.



One of the practical actions that residents have already taken, in support of climate action and renewable energy, is the installation of solar panels at home, and heat pumps for hot water and heating and cooling.

Data from the Resilient Sydney Dashboard notes that residents and businesses in Wollondilly have now installed nearly 80 MW of small-scale renewable energy assets as of March 2024.

The significance of this is that residents and businesses are investing their own money in solar, often driven by a range of factors, not just financial or environmental. This strategy aims to provide new pathways and incentives to continue this action.



Figure 3. How sustainability fits into Council's broader organisational strategic documents



WOLLONDILLY LGA: SOLAR PV INSTALLATIONS BY SIZE

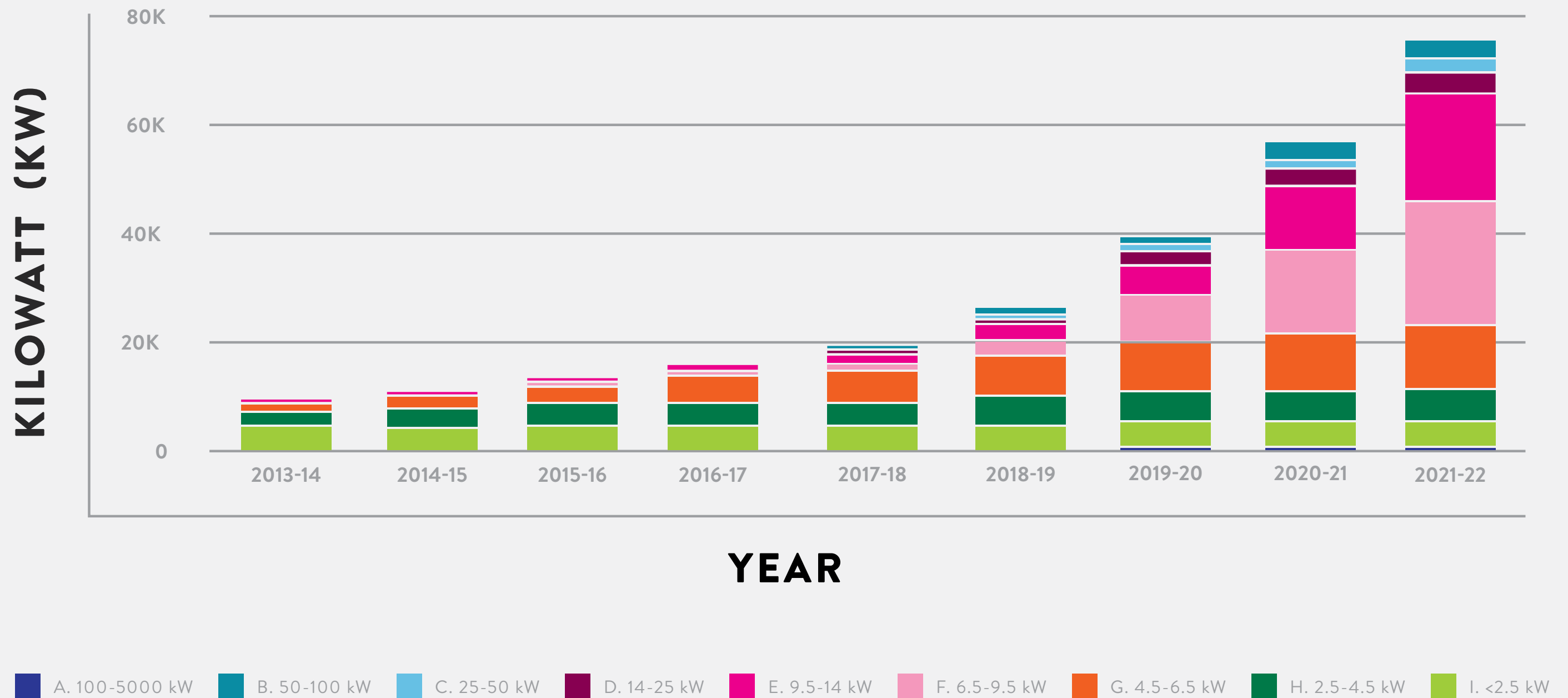


Figure 4. Growth in small scale solar installation in Wollondilly (Source: Resilient Sydney Dashboard data).



THE FOUR PILLARS

OF SUSTAINABILITY

THE FOUR PILLARS OF SUSTAINABILITY

Sustainable outcomes require balancing environmental, social, economic, and governance outcomes. This means:

- Protecting, conserving, and enhancing the ecological health of our natural areas and waterways (Environment).
- Continuing to build healthy, resilient and liveable communities in Wollondilly Shire (Social).
- Promoting and supporting a strong and sustainable local economy (Economy).
- Identifying and mitigating the true environmental, social and economic costs of land use planning decisions to ensure future development does not cause irreparable impacts (Governance). This also means ensuring the set of values and principles defined in Wollondilly’s Sustainability Policy are incorporated into all governance decision-making, processes, and operations

Drawing on the 10-year aspirations stated in the 2033 Community Strategic Plan, the long-term meaning of these four pillars for Wollondilly Shire Council is shown in the table below (Wollondilly Shire Council, 2022).

The 2033 Community Strategic Plan also links Wollondilly’s priorities to the United Nations’ Sustainable Development Goals (SDGs). The SDGs provide a global roadmap to increase prosperity, end social injustice and poverty, and improve health and wellbeing, all while protecting the environment for current and future generations. Seventeen goals were agreed by all UN member states, including Australia. Wollondilly Shire Council aims to positively contribute to the achievement of these goals within our local context. The alignment of the SDGs with the four pillars is presented below.

GOVERNANCE	SOCIAL	ENVIRONMENT	ECONOMIC
<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div>17 PARTNERSHIPS FOR THE GOALS</div>	<div>1 NO POVERTY</div> <div>2 ZERO HUNGER</div> <div>3 GOOD HEALTH AND WELL-BEING</div> <div>5 GENDER EQUALITY</div> <div>10 REDUCED INEQUALITIES</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div>	<div>6 CLEAN WATER AND SANITATION</div> <div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>14 LIFE BELOW WATER</div> <div>15 LIFE ON LAND</div>	<div>4 QUALITY EDUCATION</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>

The Wollondilly community was asked about their preferences for the UN Sustainable Development Goals during the 2022 Sustainability Policy engagement process. As stated in Engagement Report: *Sustainability Policy Public Exhibition*, there was a wide spread of preferences. The top five were:

- Sustainable cities and communities
- Affordable and clean energy
- Climate action
- Good health and wellbeing
- Quality education (Wollondilly Shire Council, 2023a).

ASPIRATION

We listen and respond to community needs, delivering excellent customer experiences, as well as building trust through accessible and inclusive decision-making and responsible financial management.

ASPIRATION

A safe, inclusive and resilient community, with access to services that support good health and wellbeing and with functional infrastructure and safe roads for all uses.



ASPIRATION

We are an emerging and dynamic Shire with a thriving and diverse economy. We seek to attract new viable businesses to support the region while also supporting our towns, villages and rural lifestyle.

ASPIRATION

Our pristine and beautiful natural environment is protected, responsibly managed and enhanced as we grow and play our part for the future.



COUNCIL'S

SUSTAINABILITY ACHIEVEMENTS

COUNCIL'S SUSTAINABILITY ACHIEVEMENTS

Council has delivered several high-profile projects and actions over the past decade, across all sustainability pillars and delivered through all Service Areas of Council's operations. This section captures the main sustainability achievements over the past five or more years.

GOVERNANCE

Some of the successful programs that have been delivered so far in Wollondilly include aligning the delivery program to the UN Sustainable Development Goals and reporting Council operations to the community and wider stakeholders.

SOCIAL

Council has established a series of "Strategic Reference Groups" and "Advisory Groups" as a platform to engage with our community on key matters and strategic priorities.

Your Say Wollondilly is Council's online community engagement platform. This platform provides an opportunity for community members to contribute their input and feedback on Council's projects, policies, and plans. It is one of the channels Council uses to consult with the community to strengthen decision making and build trust.

Council runs numerous events to benefit community liveability and cohesion and and cultural connections, including an event celebrating a multicultural Australia.

Dedicated Community Recovery & Resilience Officer and Community Officers deliver a range of events and services to enhance community outcomes and education, including events such as free First Aid courses, Women in Trade to support women being employed in traditionally male-dominated industries, Meet Your Neighbour events in growth areas and Café Connect for Seniors that are information sessions on support services for elderly residents.

There is a large emphasis on high-value open space and amenities that include all-access and promote active and passive recreation. The Wollondilly Library is an example of this and is a welcoming and inclusive community service. From the library at Picton to the Mobile Library vans, the service provides authoritative sources of information and access to print and digital resources. With programs, events and initiatives that span from birth to older age, Wollondilly Library is a community connector that advocates for equity and addresses digital inequality and disadvantage.

Council has collated valuable data and information in the Wollondilly Wellbeing Report 2023, which discusses Wollondilly's health needs and the action we are taking to meet them. With the population of Wollondilly set to increase, it is vital to understand the community's needs and what actions need to be undertaken to promote the overall health and wellbeing of Wollondilly's people.

Council is making great strides in the health and wellbeing space and has been recognised for the many significant initiatives being delivered to support the fast-growing community. Council is leading the way when it comes to prioritising the overall health needs of our people and integrating them into our built environment. Examples of this include being:

- the first Local Government Area to introduce health and wellbeing objectives into the Local Environmental Plan
- the first to establish a combined Social and Health Impact Assessment Framework,
- the first to formulate a health and wellbeing strategy for a Growth Area.

Council has received commendations from the National Growth Areas Alliance for its Wilton Health and Wellbeing Strategy for Advocacy, and for the Social and Health Impact Assessment Framework in the Research and Practice Category. Council will continue working towards the delivery of sustainable, cohesive, and healthy communities in the Wollondilly Shire (Wollondilly Shire Council, 2023c).

Council also has a dedicated Social and Health Impact Assessment Working Group. The Working Group's purpose is to implement Council's Social and Health Impact Assessment Policy and Guidelines, which it does primarily by responding to referrals for development applications, planning proposals, and other documents or proposed changes relating to planning. Given that sustainable development has significant implications for health and wellbeing, it is implicitly included in the Group's approach. Many of the Group's recommendations are focused on changes that will improve the sustainability of Wollondilly, such as improving walkability/cyclability and increasing tree canopy. In addition, urban heat is explicitly included as a head of consideration in the Social and Health Impact Comment (SHIC) form that the Guidelines require to be submitted with relevant development applications and planning proposals.

Last but not least, Development Control Plans for growth areas have improved community and environmental outcomes through advocacy and collaboration with State Government and developers.



ECONOMIC

From an economic perspective, Wollondilly:

- has one of the fastest Development Assessment turnaround times in New South Wales
- offers concierge and planning advisory services to support proposals with economic benefit to the Shire
- has dedicated tourism, small business, employment, and rural industries teams focused on supporting business and developing the local economy
- uses a simplified regulatory framework for events, making events easier to hold in the Shire
- has a dedicated website and *Visit Wollondilly Guide* that includes a local business directory developed to promote local tourism and businesses.

ENVIRONMENT

From an environment perspective, Council has been active in a number of focus areas, including supporting healthy waterways, protecting biodiversity, waste reduction, and community education. Key accomplishments include:

- **Native planting giveaways** – Robin Davies Wollondilly Community Nursery and community garden host approximately 45 community volunteers who contribute their personal time to produce 30,000 local native plant tubestocks which are given away to local residents, schools, and community groups. Higher numbers of plants are given away to landholders with larger properties, who are undertaking environmental restoration works.
- **Bushcare and Landcare support** – Council provides support to Bushcare and Landcare volunteers with workshops, training and local native plants from the community nursery.
- **SustainaDilly training courses** – Council hosts and delivers over 20 free workshops per year that help Wollondilly residents to live more sustainably and in an environmentally friendly way at home. Council collaborates with local community organisations such as the Country Women's Association and Sydney Wildlife to help deliver these workshops.
- **School workshops** – Council supports local schools and early learning education through a range of incursion workshops covering topics such as composting, worm farming, habitat gardening, threatened species, waste reduction and waste-to-art.
- **Policies and guidelines to support healthy waterways** – In 2020, Wollondilly Council introduced the Integrated Water Management Policy and Strategy and Water Sensitive Urban Design Guidelines to drive smarter water management outcomes including:
 - › protection of the waterways and riparian habitats
 - › increasing community liveability
 - › supporting greener neighbourhoods
 - › supporting recreation and amenity
 - › supporting local biodiversity
 - › supporting water conservation

- › supporting agriculture and other local economies
- › supporting water reuse and recycling
- › Improving climate resilience including minimising heat island effect and flood management.

- **Striving for zero waste events** – Council's environment and community services teams have been collaborating with Green Connect, a social enterprise supporting young people and refugees who work to minimise waste and promote sustainable practices at events such as *Illuminate* and *Festival of Steam*.
- Substantial fire hazard reduction program
- Biosecurity inspection program done in collaboration with Department of Primary Industries.

From a partnership perspective, Wollondilly has been able to sign on with and benefit from collaboration with a range of inter council, regional, and state government agencies. These include the Resilient Sydney platform, Keep Australia Beautiful, and the Cities Power Partnership.

Council has a strong record for advocacy including amendments to a range of State and Commonwealth legislation to enhance their adequacy in the management of biodiversity in a localised scale and addressing of threats including loss of habitat from development pressure. A key component of this advocacy, relating to Wollondilly's highly significant koala population, has included sending a petition with 13,000 signatures to the NSW Government in opposition to a rezoning in the Growth Area and seeking amendments to the Cumberland Plain Conservation Plan and NSW Koala Strategy. Furthermore, a successful campaign on preventing Raising the Dam Wall saved threatened species and ecological communities, significant heritage, and the status of the Blue Mountains National Park as a World Heritage Area.



Trees Planted at Picton Memorial Park



OVERVIEW

OF SUSTAINABILITY POLICY & PRINCIPLES

OVERVIEW OF SUSTAINABILITY POLICY & PRINCIPLES

Wollondilly Shire Council adopted its Sustainability Policy in 2023. The Policy provides a set of values and principles to be applied in all governance decision-making, processes, and operations.

CARING FOR COUNTRY

POLICY STATEMENT

Council acknowledges the Dharawal and Gundungurra people as the Traditional Custodians of the land and water in Wollondilly. Council appreciates their knowledge, stewardship values, stories, and connections, and will collaborate with Traditional Custodians in caring for land, water, people and culture.

CHALLENGES AND OPPORTUNITIES

The health and productivity of land and waterways reflect the care of those who interact with them, a principle long understood by First Nations communities. Their culture of 'Caring for Country' encompasses all aspects of the physical, cultural, and spiritual landscape, including land, waters, plants, animals, sacred places, and cultural practices (Langton, 2023; Burgess et al., 2022; Greater Sydney Local Land Services, 2022).

Western science, through collaboration with First Nations Peoples, increasingly recognises the importance of traditional land management practices, proven effective over 65,000 years (Pascoe, 2018). These practices, like cultural burning, rely on subtle environmental cues and can significantly enhance environmental and community health (Muir et al., 2010).

Collaboration with First Nations Peoples is vital for understanding and implementing sustainable land management, aligning with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP). Integrating traditional knowledge with contemporary practices, such as cultural burning, can improve landscape health, biodiversity, and community well-being.

Valuable traditional Caring for Country knowledge still exists within First Nations communities. It is crucial to preserve and effectively translate this knowledge in order to promote more sustainable land management, especially for future generations (Muir, Rose, & Sullivan, 2010). Maintaining and sharing cultural storylines through supported capacity building can help sustain cultural practices as outlined in Australia's commitment to UNDRIP and enhance environmental stewardship.

Building and strengthening social connections within the broader community is an important step for effective ecological management (Muir, Rose, & Sullivan, 2010). This happens by integrating Indigenous knowledge and perspectives into modern practices. In doing this, there are added benefits to the broader community, as these relationships foster mutual respect, enhance collaborative efforts, and ensure that traditional practices are respected and incorporated into contemporary land management strategies.

Integrating traditional knowledge with modern scientific methods can lead to the following more effective sustainability outcomes:

- **Protect and Enhance Biodiversity:** Traditional practices such as cultural burns and sustainable harvesting methods help maintain diverse, healthy ecosystems.
- **Improve Land and Waterway Health:** Indigenous knowledge of local species and ecological indicators can inform more effective conservation strategies.
- **Strengthen Community Resilience:** By involving First Nations communities in decision-making and land management, we build resilience and empower communities to better manage the environment we live in.
- **Foster Mutual Learning:** Ongoing collaboration allows for an exchange of knowledge and skills between Indigenous and non-Indigenous people, enriching both perspectives and connections.

In order for this to happen, there needs to be reciprocal, respectful, consistent and meaningful long-term engagement irrespective of external funding fluctuations with our First Nations Community to support 'Caring for Country.' This means a commitment from all stakeholders, including Council, with the common goal of 'Caring for Country' and for continued collaboration with a variety of stakeholders including First Nations Community; Tharawal Land Council; Department of Climate Change Energy, Environment and Water; Department of Planning, Housing and Infrastructure; Local Land Services and other organisations.

In summary, recognising and addressing these challenges through collaboration, knowledge preservation, and relationship building can lead to significant ecological and social benefits, ensuring that traditional practices continue to play a vital role in caring for our Country.

EVIDENCE BASED

POLICY STATEMENT

The precautionary principle will be applied when there is a risk of potential harm to the environment, community, or local economy. Decisions must be evidence-based with a localised and regional focus, consistent, transparent and supported by the best available recognised scientific research, monitoring and reporting.

A key focus of this Strategy is to collect, collate, and report on valuable data to inform evidence-based decision making across the organisation.

CHALLENGES AND OPPORTUNITIES

To effectively achieve the sustainability goals, Council will prioritise the collection and analysis of evidence-based data. This approach ensures that decisions are informed by accurate, reliable information, leading to more effective and impactful outcomes.

Regular reporting on deliverables, including adopted strategies and plans, is crucial for tracking progress and improving governance and accountability. Transparent reporting will demonstrate Council's commitment to sustainability and provide stakeholders with clear insights into the Council's achievements and areas for improvement.

Council will need to invest in systems and processes to capture baseline data. Council delivers a broad diversity and quantity of services and activities, which will require 'fit-for-purpose' data collection systems. This needs to include a system for tracking and monitoring Council's Carbon Emissions across our operations so that we can monitor the implementation of various actions working toward achieving net zero. There is a significant short-term opportunity for Council to enhance its capabilities in this area.

INTER-GENERATIONAL EQUITY

POLICY STATEMENT

Ensure the health and productivity of the environment, and the quality of life for the community is maintained and enhanced by the present generation for the benefit of future generations.

CHALLENGES AND OPPORTUNITIES

As discussed in Section 2, Wollondilly is rapidly growing and developing. This growth creates challenges for the protection of the natural environment and raises potential conflicts with agricultural land uses and Wollondilly's rural identity. Sustainability is about shaping this growth to ensure change protects the Shire's quality of life for current and future residents.

It is far more efficient and more cost-effective to consider the environmental and liveability impacts of development in the planning phase than to retrofit later. For example, adding green spaces after construction is completed may require demolishing existing structures or significantly altering the landscape, which is both expensive and disruptive to the community. Comparatively, consideration of sustainable design through retaining tree canopy cover and including water sensitive urban design elements during the planning phase will lead to a more cost-effective outcome and increased chance of maintaining a healthy and productive environment.

Furthermore, based on the 2024 Community Satisfaction Survey, 'maintaining natural waterways' and 'protecting the natural environment and wildlife' were placed in the 'monitor' category, indicating that the community is not confident that Council is performing well in these areas, but instead performing averagely. Council recognises the value of Wollondilly's unique, natural vegetation, including threatened ecological communities, plants, and animals. Conservation initiatives are essential to protect these habitats into the future to ensure the survival of iconic species such as the koala and Glossy Black Cockatoo.



Koala in Eucalyptus Gum

BALANCED CONSIDERATION OF ENVIRONMENT, SOCIAL AND ECONOMIC IMPACTS

POLICY STATEMENT

All decisions will consider environmental, social and economic factors in determining a balanced outcome. This includes:

- Protecting, conserving and enhancing the ecological health of our natural areas and waterways.
- Continuing to build healthy, resilient and liveable communities in Wollondilly Shire.
- Promoting and supporting a strong and sustainable local economy.
- Identifying and mitigating the true environmental, social, and economic costs of land use planning decisions to ensure future development does not cause irreparable impacts.

CHALLENGES AND OPPORTUNITIES

Wollondilly's expected growth also creates challenges and opportunities for the balanced consideration of environment, social and economic impacts. One of the greatest challenges during rapid growth is maintaining a sense of community or community identity. Sustainability actions provide the opportunity to build community cohesion through events and the provision of quality open space and amenities.

Strong policy foundations that require consideration of environmental, social and economic factors are also essential to guide sustainable development and to avoid or reduce future economic and environmental impacts. For example, managing increasing amounts of erosion and weed infestation along degraded creek lines is expensive; this can be avoided or mitigated with adequate consideration of creek impacts at the planning and design stages of development.

Balanced consideration of impacts also enables Council to minimise cost shifting and decreasing opportunities for the next generation (which also supports the previously discussed principle of intergenerational equity). Once a waterway is degraded from the negative impacts of stormwater runoff, such as pollution and erosion, it is harder and exponentially costlier to restore its integrity, while also impacting community amenity and tourism opportunities for current and future residents. Water sensitive urban design strategies, such as adding rain gardens and swales to developments, may increase costs in the short-term but can reduce long-term costs to improve waterway health.

Social considerations are closely linked to sustainability as they emphasise the well-being of communities, equity, and inclusion, which are key to creating resilient communities. This Strategy will provide Council with a focus on ensuring the needs of all groups, including vulnerable and marginalised groups, are considered and met across the organisation's activities and services. For example, this includes providing accessible spaces and educational resources for a diverse population. Wollondilly's demographic will undoubtedly shift and become more multicultural as the population expands. This will be important for Council to consider to ensure the community feels included and supported into the future.

Economic decisions play a key role in ensuring Council's long-term sustainability outcomes. Effective resource management and future planning through strategic investment will be important for Council as it grows. A challenge for Wollondilly is achieving a balance between short-term economic stability and long-term resilience.

PRACTICAL ACTION ON CLIMATE CHANGE

POLICY STATEMENT

Council recognises that anthropogenic climate change is occurring and, without substantial action, poses a major threat to humanity and most living systems on Earth. The acute and chronic impacts of climate change include more frequent, widespread, and devastating severe weather events. Council is committed to reducing greenhouse gas emissions, mitigating climate change impacts, and building greater environmental and community resilience on a localised scale consistent with state and federal government policies and best practice.

CHALLENGES AND OPPORTUNITIES

As discussed in Section 2, Wollondilly faces current and future challenges due to climate change, including increased day and night-time temperatures across all seasons, longer dry periods, and more extreme weather events, such as bushfires and high-intensity storms causing storm damage and floods. These challenges have the potential to impact the Wollondilly community socially, environmentally, and economically.

All levels of government in Australia have a role to play in alleviating climate change impacts, and it is Council's responsibility to act at a local scale. These local actions will benefit the community's health, resilience, and will help reduce cost of living pressures. Local actions include:

- Developing and committing to the delivery of Policy documents including a Sustainability Strategy and Net Zero Emissions Strategy.
- Implementing integrated water management strategies to hold more water in the landscape and minimise pressure on flood-prone areas.
- Incorporating sustainable actions into strategic planning decisions, for example encouraging and providing for sustainable transport options.
- Undertaking and implementing sustainable waste management.
- Building community resilience, particularly in relation to being prepared for natural disasters, through provision of education and support.
- Investigate opportunities to incorporate sustainable fire management practices across the LGA, for example partnering with First Nations representatives to deliver cultural burns where possible.
- Look for opportunities to increase canopy cover in urban areas to minimise health impacts of heat stress on the community, particularly for young children and the elderly, who are most susceptible, to heat impacts.
- Requiring more sustainable developments and retrofitting Council-owned infrastructure where possible to incorporate energy-saving designs, climate preparedness, and community education.

PROTECTING BIODIVERSITY

POLICY STATEMENT

Considering the broader planning framework, all decisions are made in accordance with the following order of priority, where achievable:

1. Avoidance of potential impacts to biodiversity. Where avoidance cannot be achieved then;
2. Mitigation of any unavoidable impacts of the decision on the site affected. Where mitigation cannot be achieved then;
3. Offsetting of any residual impacts of the decision within the Wollondilly LGA.

CHALLENGES AND OPPORTUNITIES

Existing Commonwealth and State planning frameworks enable clearing of native vegetation and biodiversity. There is an opportunity for Council to strengthen LEP/DCP controls to protect important habitat, to finalise policy documents that protect biodiversity and koala habitat, and to continue to advocate for improved biodiversity protection outcomes. Other opportunities include:

- Expanding nursery services and increase community giveaways of local native plant tubestocks
- Enhancing biodiversity in urban areas by aligning with the Biodiversity in Place, Government Architects NSW, 2024.

Incorporating cultural burning land management practices are also a significant opportunity. These cultural or 'cold' burns are much less intense and often create a mosaic pattern from the fire as it moves through the landscape, offering numerous benefits. Short-term benefits include reducing fuel load, increasing land productivity, and maintaining foraging grounds and habitat for native wildlife. More intense burns destroy significant amounts of habitat, increasing the risk of local extinctions for numerous species. In the long-term, benefits are even more extensive and include:

- Preventing the development of thick, bushy monocultures of acacia, shrubby peas, and eucalyptus that result from more intense or hotter fires, which ultimately raise wildfire risk to the community and biodiversity by increasing long-term fuel load.
- Preserving biodiversity by avoiding the proliferation of shrubs and trees that require frequent burns that is seen with more intense fires, thus allowing species that need longer to mature and set seed to propagate which also benefits the fauna that depend on them.
- Supporting the development of a more spread-out canopy, enabling trees to reach full maturity and develop hollows, whereas intense burns promote dense regrowth that stunts the growth of trees and shrubs as they compete for water, light and nutrients, preventing them from reaching maturity.

MITIGATING LOSS

POLICY STATEMENT

All decisions are made to mitigate adverse impacts on Wollondilly's diverse environment, economic, and social values and any residual impacts must be offset locally.

CHALLENGES AND OPPORTUNITIES

Ensuring all decisions mitigate adverse impacts on Wollondilly's environment, economic, and social values, with residual impacts offset locally, presents both challenges and opportunities. Balancing environmental, economic, and social values in every decision can be complex and may require trade-offs. It can be challenging to find solutions that satisfy all stakeholders and meet policy requirements.

There is also the challenge of job losses and employment changes as new technologies emerge. At the same time, implementing local offset measures can stimulate the local economy through job creation in environmental projects, sustainable agriculture, and eco-tourism initiatives. Council is focused on creating more local employment opportunities, as well as continuing to support agriculture and primary production within the LGA long-term. Furthermore, sustainability actions such as water efficiency and recycled water initiatives and sustainable development planning controls can benefit agriculture and industry for jobs and food production while protecting waterways and preserving Wollondilly's rural character.

Committing to mitigating adverse impacts and offsetting residual impacts locally can enhance Wollondilly's reputation as a leader in sustainable development. This can attract investment, tourism, and partnerships with other organisations committed to sustainability. While initial implementation may incur costs, adopting sustainable practices early can lead to long-term cost savings through energy efficiency, reduced waste, healthy communities, minimized environmental liabilities, and protected natural assets.



IMPLEMENTATION

OF COUNCIL'S SUSTAINABILITY STRATEGY

IMPLEMENTATION OF COUNCIL'S SUSTAINABILITY POLICY

SUPPORT

Sustainability is a cross-cutting topic that involves the entire community and whole-of-Council support. The actions listed in this strategy will require the leadership of every Council service area. Furthermore, many of the actions will also require collaboration with wider stakeholders, from private sector businesses to the general public.

RESOURCING

To achieve the goals outlined in this Strategy, the Council must allocate financial and staff resources to implement the actions. Some actions already have allocated budgets or are funded in the Delivery Program. Additional funding to support the delivery of this strategy will be pursued through external grants or by preparing a business case to justify funding in future Council budget cycles. In addition, savings realised through projects will be used to implement further projects creating an ongoing supplementary funding source for the delivery of future sustainability initiatives.

IMPORTANCE OF ROBUST GOVERNANCE

Data collection, interpretation and reporting are critical to integrating the Sustainability Strategy into Council's organisational framework. This means setting up systems and processes within Council's operating framework to collect valuable data and report on progress and actions for all relevant Council documents in a transparent manner both internally, to the community and other stakeholders. This provides a good foundation to enable Council's Sustainability Principles to be at the forefront of decisions around future strategy and direction. To achieve this, a number of actions have been identified in this Strategy (Table 3), including adding sustainability-related risks to Council's existing Risk register.

Council will utilise the existing Integrated Planning and Reporting (IP&R) framework under the Local Government Act 1993 to monitor the implementation of the Sustainability Strategy.



A woman with blonde braids, wearing a white beanie, a white safety vest over a dark shirt, and black pants, stands smiling in front of a large, dark steam engine. The engine has 'ROBEY & CO' and 'ROBEY LEPLASTRIER' written on it. To her right are three large recycling bins labeled 'COMPOST', 'LANDFILL', and 'RECYCLING'. The bins also feature 'GREEN CONNECT' logos. In the background, other people and trees are visible under a clear sky.







NET ZERO


STRATEGY & ACTIONS

NET ZERO STRATEGY & ACTIONS

Council has drafted a Net Zero strategy for Council's operations and all detail associated with this strategy should be drawn from that parallel strategy.

SUMMARY OF ACTIONS AND OPPORTUNITIES

ACTION		DESCRIPTION	LIFETIME COST	ABATEMENT	TIMEFRAME	RESPONSIBLE COUNCIL SERVICE TEAM
	Governance and Leadership within Council	Incorporating actions into Council's Operational Delivery Plan and reporting framework.	-	-	Short	Corporate Strategy, Governance and Legal
	Data Management Platform	Council to invest in a data management platform to reliably report and track emissions data. Council to investigate additional staff resourcing to manage this.	\$	-	Short	Environmental Services
	Energy Audits and Efficiency at Large Sites	Each facility to have a detailed energy and water efficiency audit undertaken with priority actions and costs (implementation and savings) identified.	\$	Medium	Short	Building operations/maintenance, Facilities, Recreation and Open space
	Environmentally Sustainable Design (ESD) Policy	Update/draft Council's Development Control Plans and other infrastructure guidance material. Design Specifications for buildings, equipment and infrastructure that embed sustainability principles into the design, construction and procurement of council assets.	\$	Medium	Short	Sustainable growth and Strategic planning
	Degasification	Conduct detailed gas audit at Wollondilly Community Leisure Centre to consider an all-electric facility and the feasibility of solar panel installation.	\$\$	High	Medium	Building operations/maintenance, Facilities, Recreation and Open space
	Behind the Meter Solar	Solar panels installed at Council facilities, providing both zero emissions energy and significant financial benefits by reducing purchase of grid electricity. Each facility to have an energy review undertaken with priority actions and costs (implementation and savings) identified.	\$\$	Medium	Medium	Building operations/maintenance, Facilities, Recreation and Open space

	Battery Storage	Batteries work with solar systems, allowing energy generated during the day to be stored and used at night or on overcast days. Each facility to have an energy review undertaken with priority actions and costs (implementation and savings) identified.	\$\$\$	Medium	Long	Building operations/maintenance, Facilities, Recreation and Open space
	100% Renewable PPA	Transition to 100% renewable energy PPA	\$	Very High	Short	Finance, procurement and contribution planning
	Landfill Gas Flaring	Investigate landfill gas flaring at Bargo Landfill	\$\$	Medium	Short	Waste services
	FOGO	Include FOGO in next waste contract	\$	High	Medium	Waste services
	Passenger Vehicle Transition	The electrification of Council's passenger fleet, including installation of vehicle charging infrastructure.	\$\$	Low	Short	Plant and Fleet
	Utility Vehicle Transition	The electrification of Council's utility fleet, including installation of vehicle charging infrastructure.	\$\$\$	Medium	Medium	Plant and Fleet
	Heavy Vehicle Transition	The electrification of Council's heavy vehicle fleet, including installation of vehicle charging infrastructure.	\$\$\$	Medium	Long	Plant and Fleet
	Open Space Lighting	Transition to energy efficient lighting in sportsground, parks & reserves and car park lighting. Lighting to have an energy review undertaken with priority actions and costs (implementation and savings) identified.	\$\$	Medium	Medium	Building operations/maintenance, Facilities, Recreation and Open space
	Community Net Zero Strategy	Council to work with the community on developing a community-wide net zero strategy	\$	High	Medium	Environmental Services
	Revegetation	Revegetation to focus on improving koala/ wildlife corridors, riparian zones and canopy cover in urban environments to support carbon sequestering/offsets.	\$	Medium	Short	Environmental Services

+ Timeframes: Short (6 months - 2 years), Medium (2 - 10 years), Long (10+ years). # Lifetime cost includes expected returns on investment. \$ (ROI <5 years), \$\$ (ROI 5-10 years), \$\$\$ (ROI >10 years).

Table 1: Summary of recommended actions



SUSTAINABILITY

ACTION LIST

SUSTAINABILITY ACTION LIST

Each individual team of Council has considered how best to support this Sustainability Strategy and agreed to the following sets of specific actions. This provides a simple and consistent method to also report on progress each year.

SUSTAINABILITY ACTION LIST

+ Timeframes: Short (6 months - 2 years), Medium (2 - 10 years), Long (10+ years).

SUSTAINABILITY PILLAR	SUSTAINABILITY POLICY PRINCIPLE	STRATEGY FOCUS AREA	ACTION	LINKED KPI OR METRIC TO MEASURE PROGRESS	TIMEFRAME	SERVICE AREA	LINK TO NET ZERO PLAN?
1. Environment	Protecting biodiversity	Biodiversity, habitat, and wildlife protection	1.1 Protect and maintain koala corridors to support an expanding population.	a) Continue to work with landowners to create new koala habitat and improve existing habitat. b) Deliver and implement a Comprehensive Koala plan of Management or similar Council-led Strategy. c) Prepare and implement interim Koala Habitat protection procedures, for example through a DCP review. d) Identify strategically important areas of koala habitat on private land that should be evaluated for protection using land use planning and private land conservation instruments. This can be achieved by connecting potential customers with the Biodiversity Conservation Trust or Credit Supply Taskforce.	Medium	Environmental Services, Development Services and Engineering	No
1. Environment	Protecting biodiversity	Biodiversity, habitat, and wildlife protection	1.2 Map and implement controls to protect wildlife corridors	a) Implement planning controls to protect significant Wildlife Corridors and Endangered Ecological Communities. b) Finalise and implement Council’s Biodiversity Policy and Strategy, incorporating avoidance and offset principles, to provide a framework for the on-going protection and management of biodiversity values of Wollondilly	Short / Medium	Environmental Services	No
1. Environment	Protecting biodiversity	Biodiversity, habitat, and wildlife protection	1.3 Advocate for biodiversity protection	a) Advocate for completion of current reviews of the Biodiversity Conservation Act and Local Land Services Act. b) Advocate for biodiversity outcomes with other stakeholders, organisations and land managers.	Short	Environmental Services	No
1. Environment	Protecting biodiversity	Biodiversity, habitat, and wildlife protection	1.4 Provide local native plants to the Wollondilly community from the Robin Davies Wollondilly Community Nursery.	a) Increase the number of plants annually given away to the community in line with population growth	Short / Medium	Environmental Services	No

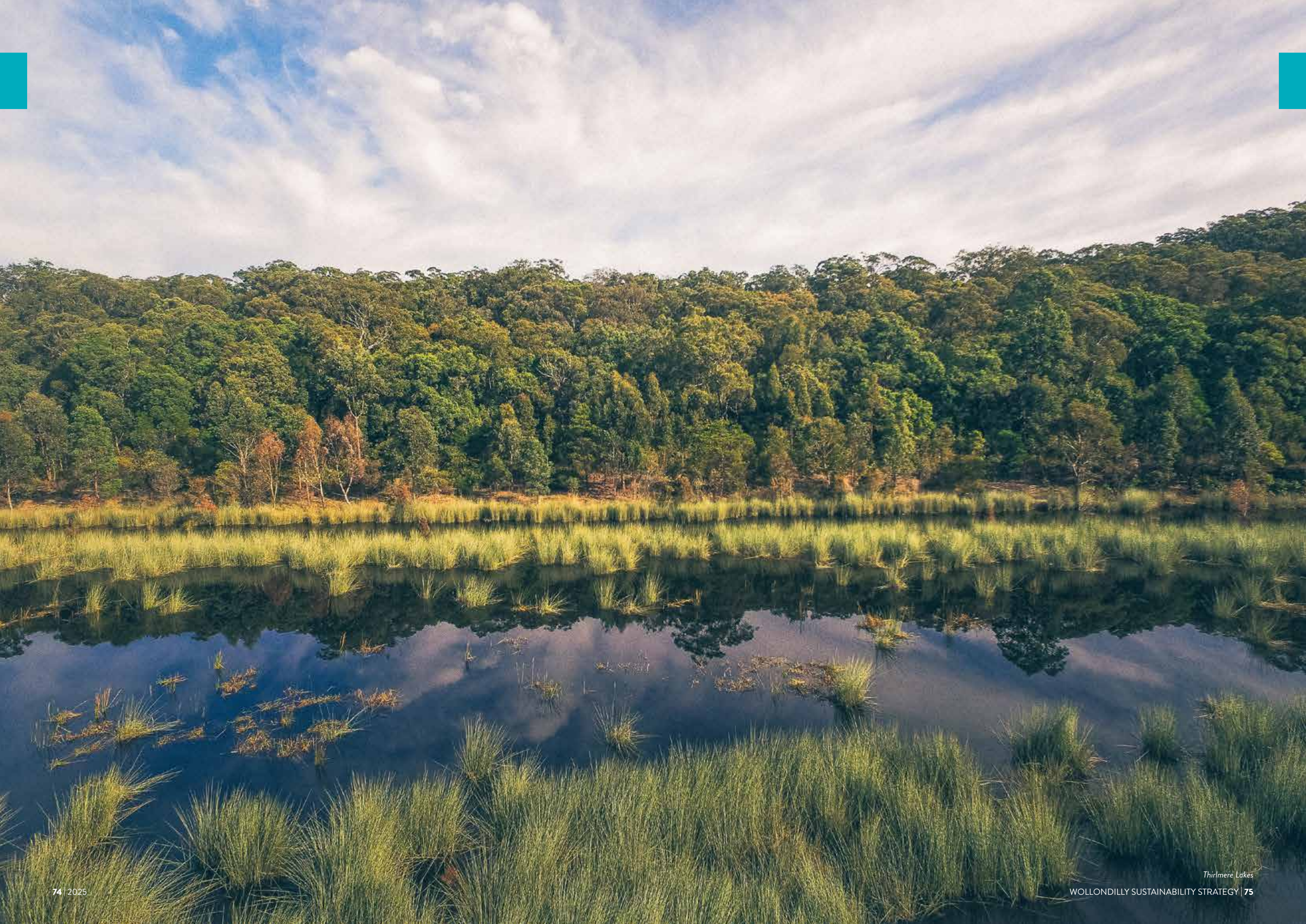
SUSTAINABILITY PILLAR	SUSTAINABILITY POLICY PRINCIPLE	STRATEGY FOCUS AREA	ACTION	LINKED KPI OR METRIC TO MEASURE PROGRESS	TIMEFRAME	SERVICE AREA	LINK TO NET ZERO PLAN?
1. Environment	Protecting biodiversity	Biodiversity, habitat, and wildlife protection	1.5 Maintain natural areas (bush regeneration, native plantings and seed collection to support Nursery).	a) Develop a Vegetation Management Plan for all of Councils natural areas and planted areas. b) Align with Biodiversity in Place (Government Architect NSW, 2024). c) Investigate Natural Capital Accounting to achieve Nature Positive areas.	Short / Medium	Environmental Services	No
1. Environment	Caring for Country	Caring for Country	1.6 Provide opportunities for First Nations individuals, organisations, and communities to participate in the delivery of Caring for Country outcomes and approaches to land and water way management.	a) Support cultural burns within the LGA. b) Engage First Nations people in sampling waterways for environmental DNA (eDNA). c) Support and expand First Nations-led scat and wildlife monitoring programs. d) Involve the First Nations community in weed and land management practices.	Short	Environmental Services	No
1. Environment	Balanced consideration of environment, social and economic impacts	Healthy waterways	1. 7 Protect integrity and swimability of natural waterways as development progresses.	a) Implement the Integrated Water Management Policy, Strategy and Water Sensitive Urban Design Guidelines. Report on the % of actions delivered/ on target. b) Increased understanding of Council's Water Sensitive Urban Design expectations across council, the community and developers.	Short / Medium	Development Services and Engineering, Environmental Services, Assets, Roads, Plant and Fleet; Assets and Infrastructure Operations	No
1. Environment	Balanced consideration of environment, social and economic impacts	Healthy waterways	1.8 Seek incorporation of WSUD in road upgrades	a) Investigate opportunities to incorporate WSUD into road upgrades	Short / Medium	Assets and Infrastructure Operations	No
1. Environment	Balanced consideration of environment, social and economic impacts	Circular Economy	1.9 Increase the use of recycled materials in construction and roads.	a) Increase in % of recycled materials used in construction projects.		Assets, Roads, Plant and Fleet	Supports ESD Policy
1. Environment	Practical action on climate change	Waste management / waste reduction	1.10 Improve public place waste recycling	a) Audit and report on public place recycling.	Short	Building operations/ maintenance, Facilities, Recreation, Environmental Services, Waste Services and Open space	Yes - supports landfill emissions reductions
1. Environment	Practical action on climate change	Waste management / waste reduction	1.11 Implement sustainable waste events	a) Continue to aim for a reduction in waste at zero waste large-scale Council-run events.	Short / Medium	Community Services Projects and Events	Yes - supports landfill emissions reductions

SUSTAINABILITY PILLAR	SUSTAINABILITY POLICY PRINCIPLE	STRATEGY FOCUS AREA	ACTION	LINKED KPI OR METRIC TO MEASURE PROGRESS	TIMEFRAME	SERVICE AREA	LINK TO NET ZERO PLAN?
1. Environment	Practical action on climate change	Waste management / waste reduction	1.12 Divert organic material from landfill	a) Implement FOGO by 2030.	Short / Medium	Waste Services	Yes - FOGO action is in net zero strategy
1. Environment	Evidence-based	Biodiversity, habitat, and wildlife protection	1.13 Continue to provide compliance action and education around community and environmental protection. Report issues to other agencies where Council is not the Appropriate Regulatory Authority.	a) Council to investigate options to increase investment in undertaking compliance actions or legal proceedings.	Medium	Health and Regulatory Services	No
1. Environment	Practical action on climate change	Waste management / waste reduction	1.14 Decrease illegal dumping occurrences	a) Increase in community awareness around problem waste and illegal dumping.	Medium	Health and Regulatory Services	Yes - supports landfill emissions reductions
1. Environment	Inter-generational equity	Sustainable growth / Future development	1.15 Improve sustainability outcomes in Council's planning framework.	a) Incorporate the principles of the Sustainability Policy such as Ecological Sustainable Development into Council planning instruments including Local Environmental Plan and Development Control Plan.	Medium / Long	Environmental Services, Strategic planning	No
2. Social	Caring for Country	Caring for Country	2. 1 Ensuring local Caring for Country knowledge and understanding is incorporated in new developments, where relevant.	a) Engage local First Nations Representative to undertake pre-development assessments.	Short	Development Services and Engineering	No
2. Social	Caring for Country	Caring for Country	2.2 Develop and maintain relationships with First Nations communities and stakeholders to inform service delivery and decision-making through programs focused on Caring for Country, enhancing First Nations engagement and outcomes.	a) Investigate opportunities to integrate cultural burns as part of Council's land management strategies. b) Employ a First Nations 'Caring for Country' Officer to oversee land management initiatives and ensure alignment with traditional practices and contemporary needs. This aligns with the Country, Culture, Connections - GS LLS Aboriginal Strategic Plan 2022–2026.	Short / Medium	Environmental Services	No
2. Social	Caring for Country	Caring for Country	2.3 Increase awareness of First Nations culture and land management practices through education	a) Enhance environmental signage to include traditional names, stories, and facts about the landscape, waterways, plants, and animals. b) Incorporate traditional land management practices into the SustainaDilly program.	Short	Environmental Services	No

SUSTAINABILITY PILLAR	SUSTAINABILITY POLICY PRINCIPLE	STRATEGY FOCUS AREA	ACTION	LINKED KPI OR METRIC TO MEASURE PROGRESS	TIMEFRAME	SERVICE AREA	LINK TO NET ZERO PLAN?
2. Social	Intergenerational Equity	Community literacy in sustainability, climate, and resilience	2.4 Provide education to the community on land management practices including weed management to maintain and enhance biodiversity on private land.	a) Meet Weed Action Program deliverables and targets. b) Support the Macarthur Local Landcare Coordinator role c) Support Landcare and Bushcare networks. d) Provide incentives to the community to undertake weed management on private property.	Short	Environmental Services and Library Services	No
2. Social	Balanced consideration of environment, social and economic impacts	Community literacy in sustainability, climate, and resilience	2.5 Increase the health and resilience of the community and environment through education.	a) Provide Sustainadilly courses to increase community's sustainability literacy and resilience (continue to provide a minimum of 20 courses annually). b) Provide access to information and resources e.g. inclusive collections promoting diversity; health and wellbeing information; sustainability	Short	Environmental Services and Library Services	No
2. Social	Practical action on climate change	Healthy, walkable, rideable streets and sustainable transport	2.6 Develop plan for infrastructure to transition to Electric Vehicle use and transition away from fossil fuels.	a) Investigate the installation of further charging stations installed in public places.	Medium / Long	Assets, Roads, Plant and Fleet, Project Delivery	Support passenger, utility, and heavy vehicle transition
2. Social	Practical action on climate change	Healthy, walkable, rideable streets and sustainable transport	2. 7 Implement Active Transport Strategy	a) The number of new cycle-ways and footpaths being provided (excluding new development areas)	Medium / Long	Assets, Roads, Plant and Fleet	No
2. Social	Balanced consideration of environment, social and economic impacts	Community literacy in sustainability, climate, and resilience	2.8 Supporting growth of local produce	a) Investigate the opportunity for a local grower produce market	Short / Medium	Tourism and Business Service	No
2. Social	Balanced consideration of environment, social and economic impacts	Improve amenity, liveability and accessibility of public spaces	2.9 Identify the Wollondilly communities health needs and the action Council is taking to meet them.	a) Continue to collate data and report on the health and wellbeing of the Wollondilly Community.	Short / Medium	Strategic Growth	No
2. Social	Balanced consideration of environment, social and economic impacts	Improve amenity, liveability and accessibility of public spaces	2.10 Implement the Social and Health Impact Assessment Policy	a) Implement "Healthy Streets" framework for new developments. b) Continue to refer relevant development applications to the Social and Health Impact Assessment Group.	Short	Internal formalised groups – Social and Health Impact Assessment Group, Development Services	No

SUSTAINABILITY PILLAR	SUSTAINABILITY POLICY PRINCIPLE	STRATEGY FOCUS AREA	ACTION	LINKED KPI OR METRIC TO MEASURE PROGRESS	TIMEFRAME	SERVICE AREA	LINK TO NET ZERO PLAN?
2. Social	Practical action on climate change	Urban heat island reduction	2.11 Maintain and increase tree canopy cover in urban environments to address heat island effect.	a) Increase in net number of trees in Council's areas of control (private tree removal approvals and Council's tree removals offset by new planting b) Include trees as significant road assets. Investigate opportunities for tree planting in capital works road upgrades and new footpath construction projects where appropriate.	Short / medium	Building operations/ maintenance, Facilities, Recreation and Open space. Assets, Roads, Plant and Fleet. Development Services and Engineering. Infrastructure Operations.	Supports carbon sequestration
2. Social	Practical action on climate change	Urban heat island reduction	2.12 Incorporate urban heat management into Council's planning documentation	a) Embed urban heat management objectives and controls into Council's DCP	Short / medium	Strategic Planning and Environmental Services	Yes
3. Governance	Evidence based	Compliance and accountability	3.1 Incorporate Quadruple Bottom Line (QBL) into Council's decision making and reporting	a) Investigate implementing a QBL decision-making tool and reporting in SLT reports, councils reports and internal reports. Update the risk management framework to include environment and sustainability related risks which manages Council's risk while ensuring business continuity, agility and resilience.	Short / Medium	Corporate Strategy, Governance and Legal	No
3. Governance	Evidence based	Data capture, tracking, and reporting	3.2 Set up a data capture, monitoring and reporting program. Report on Sustainability Strategy outcomes and progress towards Net Zero.	a) Data management system is set up. b) Quarterly reporting on CO2 emissions c) Tracking and reporting on the actions in this Strategy and other relevant Strategies and Plans to Council and the Community	Short	Environmental Services, GIS, IT and Customer Service, Corporate Strategy, Governance and Legal	Yes - data capture and reporting is important to track net zero progress
3. Governance	Balanced consideration of environment, social and economic impacts	Electrify everything	3.3 Promote electronic delivery of rates, charges notices & invoices	a) Reduction in printing of documents and paper usage.	Short	Finance, Procurement and Contribution Planning	Yes - Support landfill emissions reductions
3. Governance	Balanced consideration of environment, social and economic impacts	Sustainable procurement	3.4 Incorporate sustainability credentials in Council's Purchasing Protocol	a) Incorporate sustainability in Council's procurement policy. b) Introduce a sustainability criterion for all purchasing decisions.	Short	Finance, Procurement	No

SUSTAINABILITY PILLAR	SUSTAINABILITY POLICY PRINCIPLE	STRATEGY FOCUS AREA	ACTION	LINKED KPI OR METRIC TO MEASURE PROGRESS	TIMEFRAME	SERVICE AREA	LINK TO NET ZERO PLAN?
3. Governance	Evidence based	Compliance and accountability	3.5 Become a Sustainability Advantage 'silver' Partner	a) Undertake a Sustainability Advantage Diagnostic within 12 months of the adoption of the Strategy. b) Apply to become a 'silver' Sustainability Advantage partner	Short / Medium	Environmental Services, Governance	No
4. Economic	Balanced consideration of environment, social and economic impacts	Local jobs and tourism	4.1 Support the local economy through engaging local facilitators and service providers	a) Continue to encourage local business listings to the Shop Local Voucher Program and keep an up to date business directory on the Visit Wollondilly website developed to promote local tourism and business support.	Short / medium	Tourism and Business Services	No
4. Economic	Balanced consideration of environment, social and economic impacts	Local jobs and tourism	4.2 Continuation of sustainable agriculture within the LGA	a) Planning framework to continue to support this. For example, implement Rural Lands Strategy.	Short / Medium	Sustainable growth and Strategic planning	No
4. Economic	Balanced consideration of environment, social and economic impacts	Circular Economy	4.3 Provide the community with further opportunities to divert waste from landfill.	a) Provide a feasibility study for a repair café, tool library and tip shop for Wollondilly.	Short	Waste Services	Yes - supports landfill emissions reductions
4. Economic	Practical action on climate change	Sustainable fleet	4.4 Investigate options to transition Council's fleet to electric vehicles	a) 2-3 trial vehicles to be included in Council's fleet by end of 24/25 FY.	Short	Assets, Roads, Plant and Fleet	Supports passenger, utility, and heavy vehicle transition
5. Environment / Economic	Practical action on climate change	Net Zero Strategy	5.1 Reduce impacts of climate change.	a) Implement Net Zero Strategy, including support staff and resourcing	See Net Zero Strategy for actions and timeframe	Environmental Services. Facilities, Recreation and Open space	Yes -this is the net zero strategy
5. Environment / Economic	Practical action on climate change	Sustainable Buildings	5.2 Improve sustainability of Council facilities.	a) Achieve a minimum 4-star Green Star rating. Ecologically Sustainable Design principles in new builds.	Short	Building operations/ maintenance, Facilities, Recreation and Open space. Waste Services, Project Delivery.	Supports entire net zero strategy
6. Environment / Social	Evidence-based	Biodiversity, habitat, and wildlife protection	6.1 Continue to provide compliance action and education around community and environmental protection. Report issues to other agencies where Council is not the Appropriate Regulatory Authority.	a) Council to investigate options to increase investment in undertaking compliance actions or legal proceedings.	Medium	Health and Regulatory Services	No





REFERENCES

SUPPORTING DOCUMENTS

REFERENCES

SUPPORTING DOCUMENTS

id. (2024a, May 27). *Wollondilly Shire Council: Population forecast*. Retrieved from forecast.id community demographic resources: <https://forecast.id.com.au/wollondilly/population-households-dwellings>

.id. (2024b, May 27). *Wollondilly Shire: Employment Status*. Retrieved from .id community demographic resources: <https://profile.id.com.au/wollondilly/employment-status>

Burgess, C., Thorpe, K., Egan, S., & Harwood, V. (2022). Learning from Country to conceptualise what an Aboriginal curriculum narrative might look like in education. *Curriculum Perspectives*, 42(2), 157-169.

Greater Sydney Local Land Services. (2022). *Country, Culture, Connections: Aboriginal Communities Strategic Plan 2022-2026*. Sydney: NSW Government.

Langton, M. (2023). *The Welcome to Country Handbook A Guide to Indigenous Australia*. Richmond, VIC: Hardie Grant Explore.

Muir, C., Rose, D., & Sullivan, P. (2010). From the other side of the knowledge frontier: Indigenous knowledge, social-ecological relationships and new perspectives. *The Rangeland Journal* 32(3), 259-265.

NSW Government . (2024, May 5). *Interactive climate change projections map*. Retrieved from AdaptNSW: <https://www.climatechange.environment.nsw.gov.au/projections-map>

Pascoe, B. (2018). *Dark emu : Aboriginal Australia and the birth of agriculture*. London, United Kingdom ; Brunswick, Victoria, Australia : Scribe Publications UK Ltd.

Wollondilly Shire Council. (2020). *Wollondilly Contributions Plan Main Document*. Picton, NSW: Wollondilly Shire Council.

Wollondilly Shire Council. (2020). *Wollondilly 2040: Local Strategic Planning Statement*. Picton, NSW: Wollondilly Shire Council.

Wollondilly Shire Council. (2021). *Activate Wollondilly Long Term Recovery and Resilience Plan*. Picton, NSW: Wollondilly Shire Council.

Wollondilly Shire Council. (2022). *Wollondilly 2033: Community Strategic Plan 2022/23 – 2032/33*. Picton, NSW: Wollondilly Shire Council.

Wollondilly Shire Council. (2023a). *Engagement Report: Sustainability Policy Public Exhibition*. Picton, NSW: Wollondilly Shire Council.

Wollondilly Shire Council. (2023b). *Sustainability Policy 2030*. Picton, NSW: Wollondilly Shire Council.

Wollondilly Shire Council. (2023c). *Wollondilly Wellbeing Report: A Snapshot of Council's Initiatives in the Health and Wellbeing Space*. Picton, NSW: Wollondilly Shire Council.

Wollondilly Shire Council. (2024a, May 27). *Biodiversity: Threatened Plants and Animals in Wollondilly*. Retrieved from Wollondilly Shire Council: <https://www.wollondilly.nsw.gov.au/environment-biodiversity-and-sustainability/wildlife-nature-bushcare/biodiversity/>

Wollondilly Shire Council. (2024b). *Wollondilly Customer Satisfaction Survey 2024*. Retrieved from <https://www.wollondilly.nsw.gov.au/assets/Internal-Comms/Report-Wollondilly-Customer-Satisfaction-Survey-2024.pdf>



Wollondilly
Shire Council

wollondilly.nsw.gov.au

IN PERSON 62-64 Menangle Street, Picton NSW 2571
PHONE 4677 1100 | **EMAIL** council@wollondilly.nsw.gov.au

Cawdor Road, Cawdor