

16 June 2025

At the conclusion of the Corporate, Finance, Properties
and Tenders Committee

Environment and Climate Change Committee

Agenda

- 1. Confirmation of Minutes**
- 2. Statement of Ethical Obligations and Disclosures of Interest**
- 3. Project Scope - Ward Park Renewal, Surry Hills**
- 4. Grants and Sponsorship - Environmental Grants**
- 5. Post Exhibition - Environmental Strategy 2025-2030**
- 6. Post Exhibition - Weed Management Policy and Pesticide Use Notification Plan**

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As part of our democratic process, the City invites members of the community to speak directly to Councillors during Committee meetings about items on the agenda.

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To enable the Committee to hear a wide range of views and concerns within the limited time available, we encourage people interested in speaking at Committee to:

1. Register to speak by calling Secretariat on 9265 9702 or emailing secretariat@cityofsydney.nsw.gov.au before 10.00am on the day of the meeting.
2. Check the recommendation in the Committee report before speaking, as it may address your concerns so that you just need to indicate your support for the recommendation.
3. Note that there is a three minute time limit for each speaker (with a warning bell at two minutes) and prepare your presentation to cover your major points within that time.
4. Avoid repeating what previous speakers have said and focus on issues and information that the Committee may not already know.
5. If there is a large number of people interested in the same item as you, try to nominate three representatives to speak on your behalf and to indicate how many people they are representing.

Committee meetings can continue until very late, particularly when there is a long agenda and a large number of speakers. This impacts on speakers who have to wait until very late, as well as City staff and Councillors who are required to remain focused and alert until very late. At the start of each Committee meeting, the Committee Chair may reorder agenda items so that those items with speakers can be dealt with first.

Committee reports are available at www.cityofsydney.nsw.gov.au

Item 1.
Confirmation of Minutes

Minutes of the following meetings of the Environment and Climate Change Committee are submitted for confirmation:

Meeting of 5 May 2025

Item 2.**Statement of Ethical Obligations**

In accordance with section 233A of the Local Government Act 1993, the Lord Mayor and Councillors are bound by the Oath or Affirmation of Office made at the start of the Council term to undertake their civic duties in the best interests of the people of the City of Sydney and the City of Sydney Council and to faithfully and impartially carry out the functions, powers, authorities and discretions vested in them under the Local Government Act 1993 or any other Act, to the best of their ability and judgement.

Disclosures of Interest

Pursuant to the provisions of the Local Government Act 1993, the City of Sydney Code of Meeting Practice and the City of Sydney Code of Conduct, Councillors are required to disclose and manage both pecuniary and non-pecuniary interests in any matter on the agenda for this meeting.

In both cases, the nature of the interest must be disclosed.

This includes receipt of reportable political donations over the previous four years.

Item 3.

Project Scope – Ward Park Renewal, Surry Hills

Document to Follow

Item 4.

Grants and Sponsorship - Environmental Grants

File No: S117676

Summary

The City of Sydney's Grants and Sponsorship programs support initiatives and projects that build the social, cultural, environmental and economic life of the city. To achieve the objectives of the Sustainable Sydney 2030-2050 Continuing the Vision, genuine partnership between the government, business and the community is required.

The annual Grants and Sponsorship programs have 2 main rounds: Summer and Winter. The Summer round was open from 4 February to 11 March 2025. This report covers the following funding program:

- Green Building Grant program

For the Green Building Grants program, 24 applications were received. This report recommends a total of 20 grants for a total value of \$184,509 in cash for payment in the 2025/26 financial year.

On 22 August 2022, Council adopted a Grants and Sponsorship Policy. All grants in this report were assessed in accordance with the Grants and Sponsorship Policy, the Grants and Sponsorship Program Guidelines, the priorities set out in Sustainable Sydney 2030-2050 Continuing the Vision and various other relevant City strategies and action plans.

All grant recipients will be required to sign a contract, meet specific performance outcomes and acquit their grant. All figures in this report exclude GST.

Recommendation

It is resolved that:

- (A) Council approve the cash recommendations for the Green Building Grant program as shown at Attachment A to the subject report;
- (B) Council note the applicants who were not recommended in obtaining a cash grant for the Green Building Grant program as shown at Attachment B to the subject report;
- (C) Council note that all grant amounts are exclusive of GST;
- (D) authority be delegated to the Chief Executive Officer to negotiate, execute and administer agreements with any organisation approved for a grant or sponsorship under terms consistent with this resolution and the Grants and Sponsorship Policy; and
- (E) authority be delegated to the Chief Executive Officer to correct minor errors to the matters set out in this report, noting that the identity of the recipient will not change, and a CEO Update will be provided.

Attachments

- | | |
|----------------------|---|
| Attachment A. | Recommended for Funding - Green Building Grant Program |
| Attachment B. | Not Recommended for Funding - Green Building Grant Program |
| Attachment C. | Data Report on Outcomes of Funding - Green Building Grant Program |

Background

1. The City of Sydney's Grants and Sponsorship Program supports residents, businesses and not-for-profit organisations to undertake initiatives and projects that build the social, cultural, environmental and economic life of the city.
2. On 4 February 2025, the City announced the grants program as being open for application on its website, with grant applications closing on 11 March 2025. This was for a period of 5 weeks (in 2024, it was a 4-week period).
3. The funding program with key outcomes for the environmental pillar is:
 - (a) Green Building Grant program
4. The Green Building Grant program is open to eligible not-for-profit organisations, owners corporations, incorporated associations, corporations, co-operatives, and trustees of a trust. All applications must be for works on a residential strata or accommodation (hotel, hostel and serviced apartment) building.
5. A total of 7 eligible applications were received from for-profit organisations through the Green Building Grant program and 5 for-profit organisations are recommended in this report.
 - (a) Ananke Holdings Pty Ltd
 - (b) EP Management Pty Ltd
 - (c) KURRAJONG PTY. LIMITED
 - (d) SALTER BROTHERS HOTEL COMPANY LTD
 - (e) The Trustee for Shakespeare 1888 Business Trust

Grants assessment process

6. The City's Grants and Sponsorship Program is highly competitive. Applications that are not recommended have either not scored as highly against the assessment criteria as the recommended applications or have incomplete or insufficient information. The City's Grants and Sponsorship team provides feedback to unsuccessful applicants.
7. The assessment process includes advice and recommendations from a suitably qualified assessment panel. The applications are scored against defined assessment criteria for each grant program as well as the integrity of the proposed budget, project plan, partnerships, contributions and connection to the local community and industry sectors.

8. The assessment criteria for the Grant program was:
 - Need – why is it needed? This is where you describe what you are doing, why it is important and what will happen as a result of you doing this project.
 - Experience – how will you create the project, your skills and ability and your experience in doing projects. This may include a project plan.
 - Community benefit – who will benefit from your project, how will they benefit and how have you included the diverse communities in the local area.
 - City of Sydney funding priorities – your project should consider one of the funding priorities as these are identified areas that need assistance.
9. The assessment meeting for the Green Building program was held on 9 April 2025. All applications were assessed against the relevant publicised assessment criteria. The assessment panels consisted of City staff from City life, Strategy and Urban Analytics Teams.
10. Once Council approves recommended applications, a contract is developed which includes conditions that must be adhered to and acquitted against.
11. It is expected that all successful applicants will work cooperatively with relevant City staff throughout the project for which they have received funding.
12. All grants and sponsorships are recommended on the condition that any required approvals, permits and development consents are obtained by the applicant.

Green Building Grant

13. The applications recommended for the Green Building Grant program are outlined in Attachment A to this report.

14. The Green Building Grant program budget is set out below:

Total budget for 2025/26	\$387,500	
Less: Total cash committed to previously approved applications	\$0	
Total cash available 2025/26	\$387,500	
Recommended in Summer Round 2025/26	\$184,509	
Cash remaining 2025/26	\$202,991	
2025/26	Cash	VIK
Total requested	\$ 257,541	\$ -
Total recommended	\$ 184,509	\$ -
2026/27	Cash	VIK
Total requested	\$ -	\$ -
Total recommended	\$ -	\$ -
2027/28	Cash	VIK
Total requested	\$ -	\$ -
Total recommended	\$ -	\$ -

15. Attached to this report is a high-level summary on the outcomes of the funding if the recommendations are approved. This provides insight into what the applicants have identified as what they can achieve if they receive the funding.

Key Implications

Strategic Alignment - Sustainable Sydney 2030-2050 Continuing the Vision

16. Sustainable Sydney 2030-2050 Continuing the Vision renews the communities' vision for the sustainable development of the city to 2050. It includes 10 strategic directions to guide the future of the city, as well as 10 targets against which to measure progress. This report is aligned with the following strategic directions and objectives:
- (a) Direction 2 - A leading environmental performer - the recommended grant projects in this report contribute to the City's endeavours in improving environmental performance of our residents and businesses by supporting new and innovative approaches to delivering sustainability outcomes and strengthening community resilience.

Organisational Impact

17. The grants and sponsorships contract management process will involve key staff across the City of Sydney. Identified staff set contract conditions and performance measures for each approved project, and review project acquittals, which include both narrative and financial reports.

Risks

18. This recommendation is within the City's risk appetite, which states:
- (a) We make decisions that align with our corporate objectives, policies and strategies and are committed to conducting our activities in full compliance with applicable laws, regulations and relevant industry standards.
 - (b) We foster a culture of ethics, integrity and responsible behaviour across our organisation. By creating a strong ethical foundation, we aim to minimise the likelihood of reputation-damaging incidents and enhance our ability to respond effectively when challenges arise.
 - (c) We embrace innovative solutions and emerging technologies that enable us to minimise environmental risks and enhance sustainability. We actively explore and invest in sustainable alternatives, renewable energy sources and efficient resource utilisation.
 - (d) The City has a responsibility to ensure that it has sufficient resources in the short, medium and long term to provide the levels of service that are both affordable and considered appropriate by the community.

Environmental

19. The City's Grants and Sponsorship Program provides the City with a platform to support environmental initiatives from the communities and business, within the local area.

Financial Implications

20. There are sufficient funds allocated in the 2025/26 grants and sponsorship budget, included in the City's approved operating budget for 2025/26 to support the recommended grants. Details and total values are provided in the table above.

Relevant Legislation

21. Section 356 of the Local Government Act 1993 provides that a council may, in accordance with a resolution of the council, contribute money or otherwise grant financial assistance to persons for the purpose of exercising its functions.
22. Section 356(3)(a) to (d) is satisfied for the purpose of providing grant funding to for-profit organisations because:
 - (a) the funding is part of the Green Building Grant program
 - (b) the details of the program were included in the Council's adopted operational plan for financial year 2025/26
 - (c) the program's proposed budget does not exceed 5% of Council's proposed income from ordinary rates for financial year 2025/26
 - (d) this program applies to a significant group of persons within the local government area.

Critical Dates / Time Frames

23. The funding period for the funding program is for activities taking place 12 months from the project start date. Contracts will be developed for all successful applications after Council approval to ensure their funding is released in time for projects starting.

Public Consultation

24. During February 2025, online and in-person briefing sessions took place where potential applicants were notified about the grants and how to apply. Separate online briefing sessions were delivered for each program, to enable people who were interested in more than one program to attend each.
- (a) Across all programs, a total of 528 attendees participated in the online sessions. This represents a 214% increase on the number of attendees to the online information session that took place for the previous Summer Round of grant programs in February 2024.
 - (b) Two in-person sessions for the Aboriginal and Torres Strait Islander community were held in Redfern (5 February 2025) and Glebe (10 February 2025). A total of 20 attendees participated in these sessions, the same number of attendees for similar sessions that took place for the previous Summer Round of grant programs in February 2024.

EMMA RIGNEY

Executive Director City Life

Sam Wild, Manager Grants

Attachment A

**Recommended for Funding
Green Building Grant Program**

Green Building Grant Program – Summer Round 2025/26

Recommended for Funding

Organisation Name	Project Name	Project Description	\$ Amount Requested	\$ Amount Recommended	Additional Conditions
Ananke Holdings Pty Ltd	NABERS Energy and Water Rating Year 1 - 61-101 Philip St, Sydney (Sofitel Sydney Wentworth)	A year 1 NABERS energy and water rating for a 436-room hotel at 61-101 Philip St, Sydney, to benchmark efficiency and develop an action plan for HVAC, BMS and DHW systems.	\$15,000	\$7,500	Nil
EP Management Pty Ltd	NABERS Energy and Water Rating Year 1 - 68 Market St, Sydney (Swissotel Sydney)	A year 1 NABERS energy and water rating for a 369-room hotel to benchmark consumption and develop an action plan for increased resource efficiency.	\$2,925	\$2,925	Nil
Kurrajong Pty Limited	NABERS Energy and Water Rating Year 1 - 136 Darlinghurst Rd, Darlinghurst	A year 1 NABERS energy and water rating for a 7 level, 23-unit apartment building with a building electrification assessment, including electric vehicle charging.	\$11,597	\$11,597	Nil
The Owners – Strata Plan No 9337	NABERS Energy and Water Rating Year 1 & Energy Plan/ EV assessment - 104 Elizabeth Bay Rd, Elizabeth Bay (Ashleigh)	A year 1 NABERS energy and water rating and energy plan/EV assessment for a 13 level, 25-unit apartment building with a building electrification assessment, including electric vehicle charging.	\$9,609	\$9,609	Nil
Salter Brothers Hotel Company Ltd	Green Star Performance Certification Year 1 – 203 Victoria St, Potts Point (Holiday Inn)	A year 1 Green Star performance certification conducting water and audit (compliant with standard AS 3598) for a 288-room hotel to explore opportunities to reduce energy consumption.	\$14,250	\$14,250	Nil

Organisation Name	Project Name	Project Description	\$ Amount Requested	\$ Amount Recommended	Additional Conditions
The Owners - Strata Plan No 93411	Solar Feasibility and Heat Pump Feasibility Study - 145 Ross St, Forest Lodge	Solar feasibility and heat pump feasibility of an 8-level residential building with 111 apartments to implement these projects into the capital works fund plan.	\$7,610	\$7,610	Nil
The Owners - Strata Plan No 2078	NABERS Energy and Water Rating Year 1 & Renewables and Electrification Feasibility Assessments including EV Charging- 200 Forbes St, Darlinghurst	A year 1 NABERS energy and water rating, and a renewables/electrification feasibility assessment for solar PV, EV charging, and hot water electrification of a 4 level, 26-unit apartment building to identify base line energy use and opportunities to reduce energy consumption.	\$15,000	\$14,880	Nil
The Owners - Strata Plan No 36980	Renewable energy feasibility assessment- 11-33 Maddison St, Redfern, Moore Park Mews	A renewable energy feasibility assessment for a 4-level residential building with 61 apartments, focusing on a sustainable green rooftop project that combines waterproofing with a sustainable garden space, creating environmental benefits while extending roof lifespan and preparing for future solar installation.	\$15,000	\$5,900	Applicant to submit a revised budget.
The Owners - Strata Plan No 45205	Building electrification assessment, including electric vehicle charging- 38-52 College St, Darlinghurst	An electrification feasibility assessment for replacing natural gas hot water heating with electric heat pumps and optional supplementary solar hot water heating for a 17-level residential building with 182 apartments.	\$12,000	\$12,000	Applicant to submit evidence of a commitment to implement.
The Owners - Strata Plan No 49302	NABERS Energy and Water Rating Year 1 & Action Plan, Renewables feasibility assessments, building electrification assessment, including electric vehicle charging - 2-26 Wattle Cres, Pyrmont	A year 1 NABERS energy and water rating, and a renewables/electrification feasibility assessment for solar PV, EV charging, and hot water electrification of a 10-level residential building with 224 apartments.	\$15,000	\$15,000	Applicant to submit evidence of a commitment to implement.

Organisation Name	Project Name	Project Description	\$ Amount Requested	\$ Amount Recommended	Additional Conditions
The Owners - Strata Plan No 53204	NABERS Energy and Water Rating Year 1 and Renewable Feasibility Study - 99 Marriott St, Redfern, The Printery	A year 1 NABERS energy and water rating, and a renewables feasibility assessment for a 3-level residential building with 17 apartments.	\$6,610	\$6,610	Nil
The Owners - Strata Plan No 61131	NABERS Energy and Water Rating Year 1 and solar PV, hot water electrification and EV Charging Feasibility Studies - 102 Miller St, Pyrmont, The Palladium	A year 1 NABERS energy and water rating, and a renewables/electrification feasibility assessment for solar PV, EV charging, and hot water electrification of a 14-level residential building with 275 apartments.	\$15,000	\$15,000	Nil
The Owners - Strata Plan No 62671	Building electrification assessment, including electric vehicle charging1 - 117-133 Belmont St, Alexandria	An energy and electrification feasibility assessment of the electric vehicle charging opportunities of a 4-level residential building with 21 apartments.	\$3,405	\$3,405	Nil
The Owners - Strata Plan No 63664	NABERS Energy and Water Rating Year 2 and Updated Action Plan - 3 Erskineville Rd, Newtown	A year 2 NABERS energy and water rating and updated Action Plan for an 8-level, 91-unit apartment building at 3 Erskineville Rd, Newtown, to show uplift from the previous energy & water efficiency action plan.	\$5,000	\$5,000	Nil
The Owners - Strata Plan No 69935	NABERS Energy and Water Rating Year 1and Action Plan & Updated Action Plan, Renewables feasibility assessments, building electrification assessment, including electric vehicle charging- 1-35 Pine St, Chippendale	A year 1 NABERS energy and water rating, and a renewables/electrification feasibility assessment for solar PV, EV charging, and hot water electrification of a 3-level residential building with 55 apartments.	\$15,000	\$7,610	Nil
The Owners - Strata Plan No 70488	NABERS Energy and Water Rating Year 2 and Updated Action Plan - 221 Sydney Park Rd, Erskineville	A year 2 NABERS energy and water rating to show uplift in star rating achieved from the implementation of previous Energy & Water Efficiency Action Plan for an 18-level residential building with 224 apartments.	\$5,000	\$5,000	Nil

Organisation Name	Project Name	Project Description	\$ Amount Requested	\$ Amount Recommended	Additional Conditions
The Owners - Strata Plan No 75376	NABERS Energy and Water Rating Year 1 & Renewables and Electrification Feasibility Assessments - 3 Griffin Pl, Glebe	A year 1 NABERS energy and water rating for a 2-level, 13-unit townhouse complex at 3 Griffin Pl, Glebe, with feasibility studies for solar PV and EV charging.	\$7,053	\$7,053	Nil
The Owners - Strata Plan No 75377	NABERS Energy and Water Rating Year 1 and Action Plan, Renewables feasibility assessments - 14 Griffin Pl, Glebe	A year 1 NABERS energy and water rating, and a renewables feasibility assessment for a 4-level residential building with 75 apartments to be resource efficient and achieve net zero emissions.	\$15,000	\$13,719	Nil
The Owners - Strata Plan No 91436	NABERS Energy and Water Rating Year 1 - 17-19 Danks St, Waterloo	A year 1 NABERS energy and water rating for a 4 level, 43-unit apartment building with a building electrification assessment, including electric vehicle charging to be resource efficient and achieve net zero emissions.	\$15,000	\$15,000	Nil
The Trustee for Shakespeare 1888 Business Trust	NABERS Energy and Water Rating Year 1 and Action Plan- 139 Murray St, Pyrmont	A year 1 NABERS energy and water rating for a 90-room hotel with an action plan developed by GreenKon Engineering to improve resource efficiency.	\$9,682	\$4,841	Nil

Attachment B

**Not Recommended for Funding
Green Building Grant Program**

Green Building Grant Program – Summer Round 2025/26

Not Recommended for Funding

Organisation Name	Project Name	Project Description	\$ Amount Requested
NSW Hotel Management Pty Ltd	EarthCheck Certification Yearly Audit - 89 Kent St, Millers Point (NSW Hotel Management Pty Ltd)	A yearly EarthCheck audit by a certified auditor for a 96-room hotel at 89 Kent St, Millers Point, to ensure areas of concern are maintained.	\$10,000
The Owners - Strata Plan No 15350	NABERS Energy and Water Rating Year 1 and Updated Action Plan, Renewables feasibility assessments, building electrification assessment, including electric vehicle charging- 14 Clapton Pl, Darlinghurst	A year 1 NABERS energy and water rating, and a renewables/electrification feasibility assessment for solar PV, EV charging, and hot water electrification of a 3-level residential building with 22 apartments.	\$15,000
Starhill Hotel (Sydney) Pty Ltd	EcoTourism Sustainability Certification - 30 Pitt St, Sydney (Starhill Hotel Sydney Pty Ltd)	EcoTourism Sustainability Certification for a 595-room hotel at 30 Pitt St, Sydney, to deliver well-managed sustainable practices and high-quality guest experiences.	\$2,800
The Owners - Strata Plan 62976	NABERS Energy and Water Rating Year 2 and Updated Action Plan, building electrification assessment, including electric vehicle charging- 174-182 Goulburn St, Surry Hills	A 2nd year NABERS energy and water rating, and a building electrification feasibility assessment for replacing the gas communal hot water pool heater with an electric-run system for a 14-level residential building with 103 apartments.	\$15,000

Attachment C

Data Report on Outcomes of Funding – Green Building Grant Program

Green Building - June 2025

Cash Recommended
FY25/26

\$185K

Cash Recommended
FY26/27

\$0

Cash Recommended
FY27/28

\$0

VIK Recommended
FY25/26

\$0K

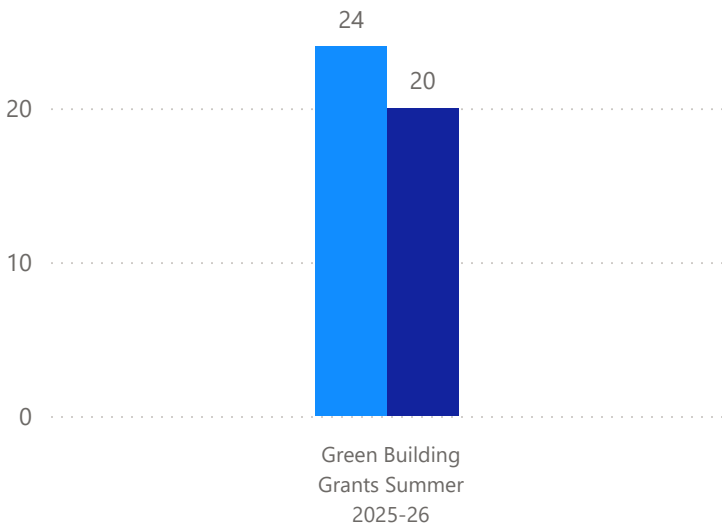
VIK Recommended
FY26/27

\$0

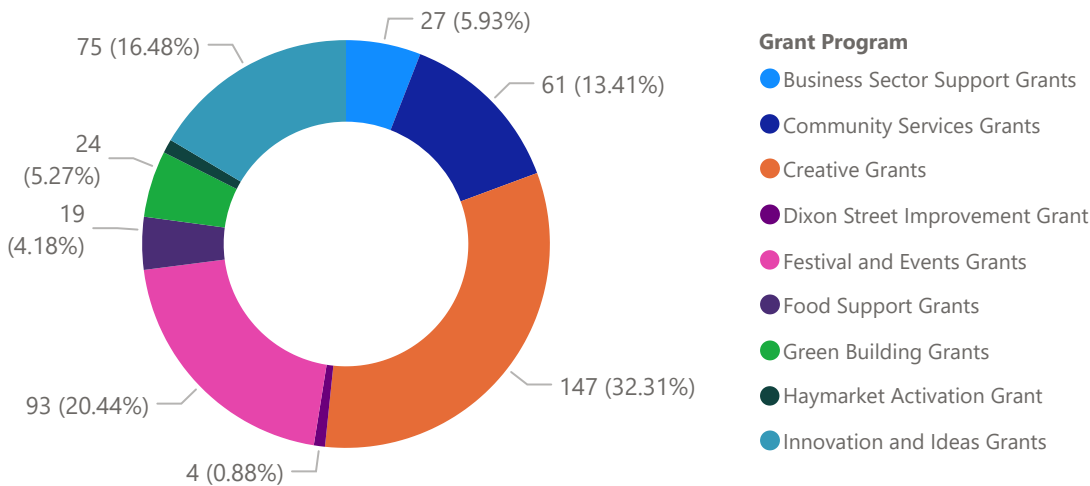
VIK Recommended
FY27/28

\$0

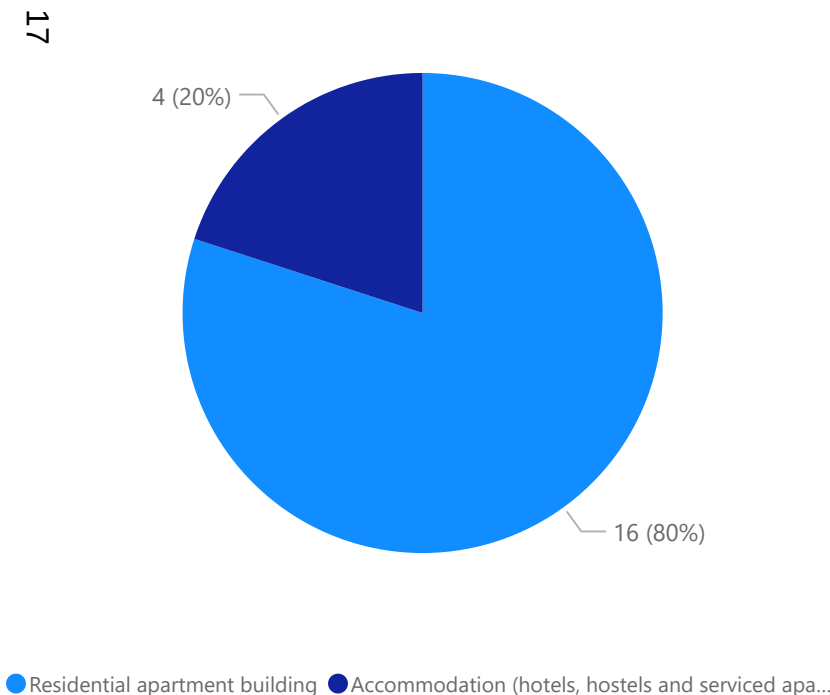
Applications received vs Grants Recommended



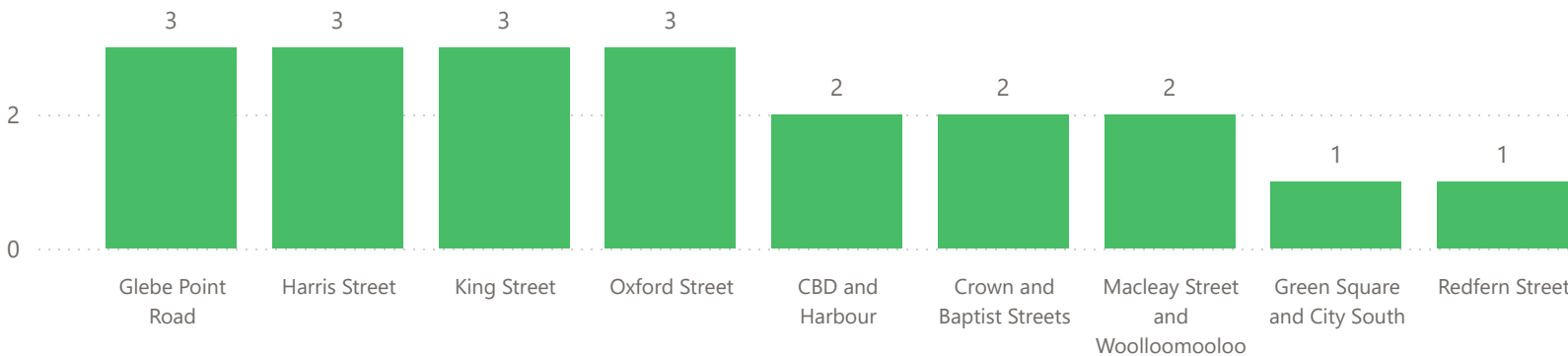
Total Number of Applications Assessed across Programs



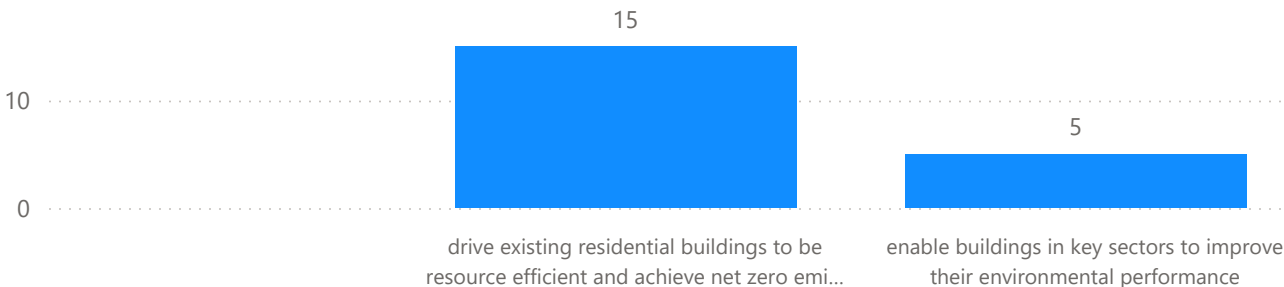
Number of Recommended Grants - Property Type



Number of Recommended Grants by Location (City Village) - Most frequent selections



Primary Funding Priority nominated by Recommended Grants



Item 5.

Post Exhibition - Environmental Strategy 2025-2030

File No: X103899

Summary

This report recommends that Council endorse the Environmental Strategy 2025-2030 (the Strategy). The Strategy sets the directions, priorities, and targets to continue to reduce our operational and local area environmental footprint for the next 5 years.

This is a revision of the Environmental Strategy 2021-2025, endorsed by Council in July 2021. It builds on existing programs and initiatives to set our pathway towards our 2030 and 2035 targets. As with the previous strategy, it commits us to a set of targets for improvement in energy, emissions, and water use and quality in our own operations and for our local area. Progress against these targets is reported annually in the Green Report.

The Strategy reinforces our commitment to working across the organisation and in partnership with the city's community with a focus on priority communities, business and grassroots organisations and all levels of government.

This revised strategy considers the other 12 environmental and sustainability related strategies across the organisation, including the forthcoming Waste Reduction and Circular Materials strategy 2025, and aligns with their targets and strategic priorities.

The strategic directions of this strategy are:

Direction 1 - Resilient and efficient operations

Direction 2 - Efficient and climate resilient buildings

Direction 3 - Regenerative and inclusive city

Direction 4 - Strong foundations for growth

The strategy outlines 17 priorities across these 4 directions, committing to a program of work to reduce our organisational energy use and embodied carbon amongst other priorities for the organisation and our local area. It includes a new priority to focus our collaboration and advocacy for renters to enable them to make their homes more efficient and comfortable in extreme heat and cold.

The draft strategy was placed on public exhibition between 9 April to 9 May 2025. Public exhibition activities included a Sydney Your Say page, an online survey, promotion via social media, and 2 online briefings. Feedback on the strategy has been very positive with high community approval of the priorities and targets. Minor changes have been made post-exhibition to include information on community consultation outcomes and our sustainable investment practices.

Recommendation

It is resolved that:

- (A) Council adopt the Environmental Strategy 2025-2030 (the Strategy) as shown in Attachment A to the subject report;
- (B) Council note the engagement report summarising consultation for the development of the draft Environmental Strategy 2025-2035, as shown at Attachment B to the subject report;
- (C) authority be delegated to the Chief Executive Officer to make amendments to the Environmental Strategy 2025-2030 to correct any minor drafting errors and finalise design, artwork and accessible formats for publication; and
- (D) Council rescind the Building Finance Upgrade Policy as shown at Attachment C to the subject report and confirm that no further Environmental Upgrade Agreements will be entered into.

Attachments

- | | |
|----------------------|---|
| Attachment A. | Environmental Strategy 2025-2030 |
| Attachment B. | Environmental Strategy 2025-2030 - Full Engagement Report |
| Attachment C. | Building Finance Upgrade Policy |

Background

Draft Environmental Strategy 2025-2030

1. The Environmental Strategy 2025-2030 is a revision of the Environmental Strategy 2021-2025. Programs and initiatives that continue to be effective will carry through to the new strategy, while we have added new areas of focus to respond to changed external conditions and feedback from the community.
2. The strategy includes a revised set of targets for our own operations:
 - (a) We have retained and updated our target to reduce operational emissions by 85% and have also set a new target to reduce energy use by 30%. Reducing our use of electricity, gas and petrol allows us to reduce our pressure on the energy networks, save money and reduce our emissions further.
 - (b) We have also committed to eliminating the use of fossil gas by 2030 in our own operations. Reaching this target will reduce our operational emissions by a further 19.2%. This responds to the resolution of Council from 23 October 2023, which requested the CEO investigate the use of renewable gas and heat pumps in aquatic centres, and to our commitment to the Global Cooksafe Coalition.
 - (c) The fleet emissions target has been revised to take account of the rapidly evolving electric vehicle market and improved fuel efficiency and use of our larger vehicles, that due to unavailability cannot yet be replaced with electric models.
3. Most of our local area targets carry through to 2030, with 3 revisions:
 - (a) The local area renewable electricity target (50% by 2030) has been removed. This target has been exceeded by the Federal government's ambition to have 82% renewable electricity by 2030. The City remains committed to supporting the uptake of renewable energy in our local area and this is addressed in the strategy.
 - (b) Modelling now provides us with the ability to better understand the pollution components in our water run-off and the impacts of our interventions to improving water quality. The water health targets have been revised to account for this deeper statistical analysis.
 - (c) The residential water use target has been revised to take account of changed external conditions. The previous target of 170L/person/day required the realisation of several developments that have not transpired: increased BASIX water requirements being introduced by the NSW state government, increased uptake of recycled water in the local area; and continued Sydney Water efficiency program funding. Therefore, we propose adjusting the target to match recent usage (average of last 5 years): Reduce residential potable water use to 204L/person/day by 2030.

4. The strategy outlines 4 directions and 17 supporting strategic priorities:
- (a) Direction 1 - Resilient and efficient operations
 - (i) Priority 1. Reduce direct operational emissions and energy use by electrifying our buildings and fleet
 - (ii) Priority 2. Deliver environmental sustainability through responsible asset planning and management
 - (iii) Priority 3. Build water resilience in our operations with increased efficiency and non-potable water use
 - (iv) Priority 4. Practise sustainable procurement to reduce supply chain emissions and create circular economy opportunities
 - (b) Direction 2 - Efficient and climate resilient buildings
 - (i) Priority 5. Drive electrification of all buildings and reduce reliance on fossil gas
 - (ii) Priority 6. Support communities to reduce embodied carbon
 - (iii) Priority 7. Encourage community uptake of renewable electricity including onsite solar
 - (iv) Priority 8. Build water resilience through encouraging water efficiency in homes and businesses
 - (v) Priority 9. Support renters' access to energy efficient and climate resilient homes
 - (c) Direction 3 - Regenerative and inclusive city
 - (i) Priority 10. Enhance and regenerate waterways and land through restorative practice and managing environmental risk
 - (ii) Priority 11. Support cultural, social, and economic outcomes for Aboriginal and Torres Strait Islander peoples through environmental action
 - (iii) Priority 12. Improve walking, cycling and zero emissions transport options for everyone
 - (iv) Priority 13. Provide inclusive access in the community to reduce, reuse and repair instead of buying new
 - (d) Direction 4 - Strong foundations for delivery
 - (i) Priority 14. Understand and manage our climate risk
 - (ii) Priority 15. Produce transparent reporting and inclusive communications
 - (iii) Priority 16. Use and share data to drive efficient and clear decisions

- (iv) Priority 17: Strengthen employee and community expertise to drive environmental outcomes

Support for priority communities

5. The City recognises the need to support individuals to live more sustainably, no matter their financial status or cultural background. Engagement with priority communities during the development and exhibition of the Strategy supports this and provides context to implementation activities. These considerations have been included in several strategic priorities within the strategy:
 - (a) Priority 9: Support renters' access to efficient and climate resilient homes
 - (b) Priority 11: Support cultural, social and economic outcomes for Aboriginal and Torres Strait Islander people through environmental action
 - (c) Priority 12: Improve cycling and zero emissions transport options for everyone
 - (d) Priority 13: Provide inclusive access to reduce, reuse and repair instead of buying new
6. The focus on renters is part of a broader commitment to supporting our priority communities - those people who are disproportionately affected by climate change.
7. We have identified multiple ways to achieve this, including:
 - (a) Provision of information tailored for apartment dwellers and renters about available state and federal government grant funding, renters' rights, updates to rental laws and relevant City of Sydney sustainability programs and services, such as clean up services useful at the end of a lease. This will be provided via the City's communications channels and other organisations such as the Tenants Union, Better Renting, the Rental Commission website and real estate agents.
 - (b) Partnering with frontline community organisations on research and programs, including through our grants programs to help address this issue.
 - (c) Advocating for structural change that will support more equitable access to the benefits of decarbonisation and support in adapting to the changing climate, such as updating the minimum rental standards in NSW to include minimum energy efficiency standards, and requiring the disclosure of the energy performance of existing residential dwellings (proposed under the NSW Government's Consumer Energy Strategy), including apartments, with disclosure required at time of lease as well as of sale.

Public exhibition and engagement

8. The strategy included 2 periods of consultation - 28 October to 12 December 2024 and 9 April to 9 May 2025.

Engagement with priority communities

9. The draft strategy placed on public exhibition was developed with input from initial engagement with priority community groups in December 2024:
 - (a) households living on low incomes (\$50,000 - \$90,000 per year)
 - (b) people who rent (privately or through social or community housing)
 - (c) people where English is not their first language. This session was conducted in Mandarin.
 - (d) people living with disabilities. This session was conducted during the public exhibition period on 29 April 2025.
10. A total of 38 community members took part in the consultation across the 4 focus groups. Participants represented a cross-section of our community in age and which suburb they lived in. Of total participants, 63% of participants were renters, 70% were born overseas, 44% identified as LGBTQI+ and 64% speak a language other than English.
11. During the initial engagement, we heard from renters in private and social housing about the barriers that impede their participation in sustainable practices. This includes their ability to easily access sustainability programs and services, the inability to make changes to a home they don't own, and cost of living challenges. Based on this, a new strategic priority has been included which commits us to collaboration, advocacy and education to support renters to make their homes more energy efficient and comfortable in extreme heat and cold.
12. Focus group participants also identified a range of barriers that make it hard for them to live sustainably and respond effectively to climate-related impacts:
 - (a) Waste remains the main consideration in people's sustainability actions. Reduction, reuse and accessing recycling facilities is very important. We have accounted for feedback to improve our communications and access to information on waste reduction support as part of the implementation of the strategy.
 - (b) The cost of living is a major barrier to sustainable living. Many focus group participants noted that cost of living pressure was the key barrier to not being able to live sustainably or act in their day-to-day lives.
 - (c) Many participants reported living in buildings with poor insulation, inadequate heating or cooling and limited ventilation, among other issues. Many participants, particularly those living in rental apartments, also identified their lack of decision-making power to amend their living environments to withstand climate related impacts.
 - (d) Participants emphasised the importance of increasing green infrastructure to mitigate urban heat, enhance liveability and wellbeing and improve biodiversity.

13. Community engagement to inform the Community Strategic Plan, the Resilience Strategy 2023-2028 and the [Resilient Sydney Strategy](#), were also considered.

Key findings from Sydney Your Say

14. The draft Strategy was placed on exhibition from 9 April to 9 May 2025. A Sydney Your Say webpage provided information on the targets, directions and strategic priorities of the strategy with a downloadable, accessible copy of the strategy. The page was visited 2,602 times during the exhibition period and the Strategy was downloaded 230 times. 70% of respondents to the survey were already aware of our Environmental Strategy. There were 28 completed survey responses and we received 12 submissions from community members and groups, peak bodies and businesses.
15. There is overall support for all the proposed priority areas, driven by concerns around climate change and the impact on people's lives.
16. Though our targets are supported, 61% of respondents thought our targets are not ambitious enough. Respondents would like to see more action through all levels of government and more action on emissions reductions, biodiversity and tree protection.
17. Feedback was specifically sought on a new priority - Priority 9: Support renters' access to energy efficient and climate resilient homes. 82% of respondents thought this was very or somewhat important. Some respondents were concerned about how the effectively the proposed measures would be delivered, citing concerns about the cost and noting the need for state government to take a lead role in supporting renters.

Key findings from online briefings and submissions

18. An online community briefing was held on 16 April 2025. A separate briefing for businesses, community groups, industry bodies and other local government areas was held on 30 April 2025.
19. The engagement demonstrated community support for our operational and local area focus on electrification of buildings and moving away from fossil gas use. The community is also supportive of the priorities and targets of the strategy, especially net zero and emissions reduction targets and regeneration of local area waterways and land.
20. The priorities of business match our own in prioritising sustainable procurement practices, environmentally responsible asset management and reducing their emissions through electrification of buildings and fleet.
21. Feedback from businesses demonstrated that we had the correct priorities with most responses supporting electrification of buildings and reducing reliance on fossil gas. There is also strong backing for the City of Sydney to advocate and support renters to access energy efficient and climate resilient homes and to continue encouraging the uptake of renewable electricity
22. Eight submissions were received from businesses, organisations and peak bodies. Submissions were broadly supportive, with some recommendations offered to further strengthen the strategy's impact, equity and deliverability.

Post exhibition edits

23. The engagement activities demonstrated broad support for the Strategy as drafted. Some minor editorial changes have been made to correct inaccuracies.
24. The 'What we heard from the community' section has been updated to reflect additional feedback provided during the public exhibition period.
25. An explainer on our sustainable investment practices has been included in Direction 4: Strong foundations for delivery. For many years, the City of Sydney has advocated for the development of investment products that support the principles of environmental and social sustainability. In the current investment climate, it is important to highlight our investment approach to encourage others to do the same.

Key Implications**Strategic Alignment - Sustainable Sydney 2030-2050 Continuing the Vision**

26. Sustainable Sydney 2030-2050 Continuing the Vision renews the communities' vision for the sustainable development of the city to 2050. It includes 10 strategic directions to guide the future of the city, as well as 10 targets against which to measure progress. This strategy is aligned with the following strategic directions and objectives:
 - (a) Direction 2 - A leading environmental performer - By providing the roadmap and details through our targets, strategic priorities and action on how the City of Sydney will continue to lead in environmental sustainability.
 - (b) Direction 4 - Design excellence and sustainable development - The Strategy has a focus on electrification of new buildings.
 - (c) Direction 5 - A city for walking, cycling and public transport - Inclusive access to zero emissions transport such as walking, cycling and available public transport is considered in strategic priority 12.
 - (d) Direction 6 - An equitable and inclusive city - Inclusivity is embedded through the strategy, particularly Direction 3 with focus on actions supporting cultural, social and economic outcomes for Aboriginal and Torres Strait Islander people. The strategy also identified the importance of supporting priority community groups who are disproportionately affected by climate change.
 - (e) Direction 7 - Resilient and diverse communities - The strategy has a focus on asset design and managing climate risk, so our infrastructure, services and communities are prepared to withstand and adapt to the shocks and stresses of climate change.

Key Implications

Strategic alignment - other policies and strategies

27. This most recent iteration of the Environmental Strategy has been developed in parallel with, and aligned to, the updated Community Strategic Plan.
28. In 2018, Council adopted the Building Upgrade Finance Policy (first adopted by Council in 2011), which specified the circumstances under which the City of Sydney would enter into an [Environmental Upgrade Agreement](#) (EUA). An EUA is a finance mechanism that enables building owners to access finance through a tripartite agreement between a building owner, a finance provider and the Council. The NSW Government promoted EUAs as a tool to fund upgrade works improving the environmental and sustainability performance of existing buildings.
29. The City entered into a total of 4 EUAs that commenced between 2013 and 2015. There has been no further uptake of EUAs since 2015.
30. The NSW Government is no longer actively supporting EUAs due to low uptake over time and other forms of finance being more easily available. Since their introduction, delivery of environmental improvements to buildings is supported by a much wider range of financial supports and incentives which have made EUAs unappealing in the market. The City's final EUA was finalised in May 2025. Given this form of support is longer considered strategically significant or a priority, it is proposed that the Building Upgrade Finance Policy be rescinded and Council confirm that no further environmental upgrade agreements will be entered into.

Organisational Impact

31. The revision of strategy included an in-depth consultation with staff across the organisation. All actions, initiatives and programs and resources required in the delivery of the strategy are being considered in the budget and business plans of responsible teams.
32. Individual projects, programs and initiatives to deliver this strategy will be reported through the City's annual operational plans over the life of the strategy.
33. Direction 4 - Strong foundations for delivery includes measures to understand our operational climate risks and actions to further develop staff capacities to deliver the strategy.

Risks

34. The Environmental Strategy 2025-2030 is within the City of Sydney's risk appetite and tolerance as per the Environmental and Sustainability risk category in the City of Sydney Risk Appetite Statement which states:
 - (a) We recognise the critical importance of environmental protection and sustainability in our operations and decision-making. We are committed to minimising our negative impact on the environment and striving for a more sustainable future. We accept that sometimes environmental protection (for example pollution) and environmental sustainability (for example cleaner energy) place us at opposite ends of the risk appetite spectrum.

- (b) We are dedicated to actively identifying and addressing environmental risks associated with our activities and services. We prioritise prevention and proactive measures to minimise our ecological footprint, conserve resources and protect ecosystems.
- (c) We have no appetite for decisions, activities and practices that result in long term or irrevocable environmental damage.
- (d) We have minimal appetite for non-compliance with environmental laws, regulations and industry standards. In many cases we strive to exceed base level legal requirements and engage in sustainable practices that align with the best interests of the environment and the priorities of our community.
- (e) We have an open appetite for changes to procedures and practices to accommodate improved environmental outcomes.
- (f) We embrace innovative solutions and emerging technologies that enable us to minimise environmental risks and enhance sustainability. We actively explore and invest in sustainable alternatives, renewable energy sources and efficient resource utilisation.
- (g) We have robust risk management in place to minimise environmental incidents, adapt to climate change impacts and to enhance our resilience against unforeseen challenges.

Social / Cultural / Community

35. Inclusion and climate equity is a key consideration throughout all actions included in the strategy. The needs of priority communities who are disproportionately impacted by climate change are addressed specifically through Priorities 9, 12, 13 and 15. Priority communities include, but aren't limited to, people living with disabilities and their carers, renters, those with chronic physical and mental health conditions and people who are new to the city and English is not their first language.

Environmental

36. This strategy will help the City to manage environmental risk and protect our natural environment; and also, to strengthen the sustainability of our built environment, reduce resource use and adapt to climate change.

Economic

37. This strategy aligns with the recently released Economic Development Strategy 2025 - 2035. It supports the Economic Development Strategy's aim of "transitioning our economy to shield ourselves from the impacts of climate change and realise the opportunity to grow green industries and jobs."

Financial Implications

38. This strategy includes actions that have capital and operational funding implications. Actions requiring capital funding have already been incorporated into the long-term financial plan. Operational funding may be sought each year through the annual budgeting process by teams responsible for delivering actions.

Relevant Legislation

- 39. Local Government Act 1993
- 40. Protection of the Environment Operations Act 1997

Critical Dates / Time Frames

- 41. Work to implement the strategy will begin immediately upon adoption.

ANNA MITCHELL

Acting Executive Director Strategic Development and Engagement

Zoe Morrison, Senior Sustainability Strategist, Sustainability and Resilience

Attachment A

Environmental Strategy 2025-2030



June 2025

Environmental strategy 2025–2030

The City of Sydney acknowledges the Gadigal of the Eora Nation
as the Traditional Custodians of our local area

13

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**The City of Sydney acknowledges
the Gadigal of the Eora Nation as
the traditional custodians of this place.**

We acknowledge the continued care and protection that Elders and knowledge holders have provided for this place since time immemorial. These leaders are the custodians of the land, water, sky, plants, animals, stories and spirits.

This strategy explores ways we can work together to heal Country and honour the traditional ecological knowledge of Aboriginal and Torres Strait Islander people and cultures.

Message from the Lord Mayor



The impacts of climate change are now undeniable and being felt by everyone. Nine years after the Paris Agreement was signed, the world is not on track to limit global cooling to 1.5 degrees from pre-industrial levels. 2024 was, globally, the hottest year on record. For the first time, in 2024, the Arctic emitted more carbon dioxide than it absorbed – one of our biggest carbon sinks is failing.¹ Australia, on average, has warmed by 1.51 degrees since national records began in 1910.² NSW's climate is changing - 6 of the 10 warmest years on record occurred in the past 10. Released in 2024, NSW and Australian Regional Climate Modelling (NARCLIM) figures show under a high emissions scenario, metropolitan Sydney will experience 10 more days a year above 35 degrees and more extreme storms and rainfall events by 2050.³

Across the world, more than 90% of biodiversity has been lost due to extracting and processing natural resources through mining, creating rubbish pits and over irrigating from rivers and lakes. Emissions from human activities are still growing and waste is piling up. Greater Sydney is expected to run out of landfill space by 2030.

Stronger, swift collective action is needed now more than ever. Since our first environmental strategy was released in 2016, we have made substantial strides in improving the sustainability of our own operations and those of the local area. Our operational emissions have decreased by 76% from our 2006 baseline. In June 2024, 92% of our operational waste was diverted from landfill and we aim to improve even further.

Businesses and residents have worked hard to improve their environmental impact through energy reduction projects, switching to renewable electricity sources, cultivating community and balcony gardens and helping us be one of the top 10 cities in the Global Destination Sustainability Index in 2024.

As enhancing our performance becomes even more challenging, new technologies and ways of working will be needed. But we will reach our targets and continue to lead by example. Networks, industry bodies, all levels of government and businesses must collaborate to maximise effectiveness and efficiency. Together, we will take firm action to combat climate change and adapt to its impacts. In doing so, we will place equality at the core of our efforts to safeguard those most affected by its impacts.



Clover Moore AO
Lord Mayor of Sydney

¹ <https://arctic.noaa.gov/report-card/>

² <https://www.csiro.au/en/research/environmental-impacts/climate-change/state-of-the-climate/australias-changing-climate>

³ <https://www.climatechange.environment.nsw.gov.au/regional-climate-change-snapshots-narclim2>

About this strategy

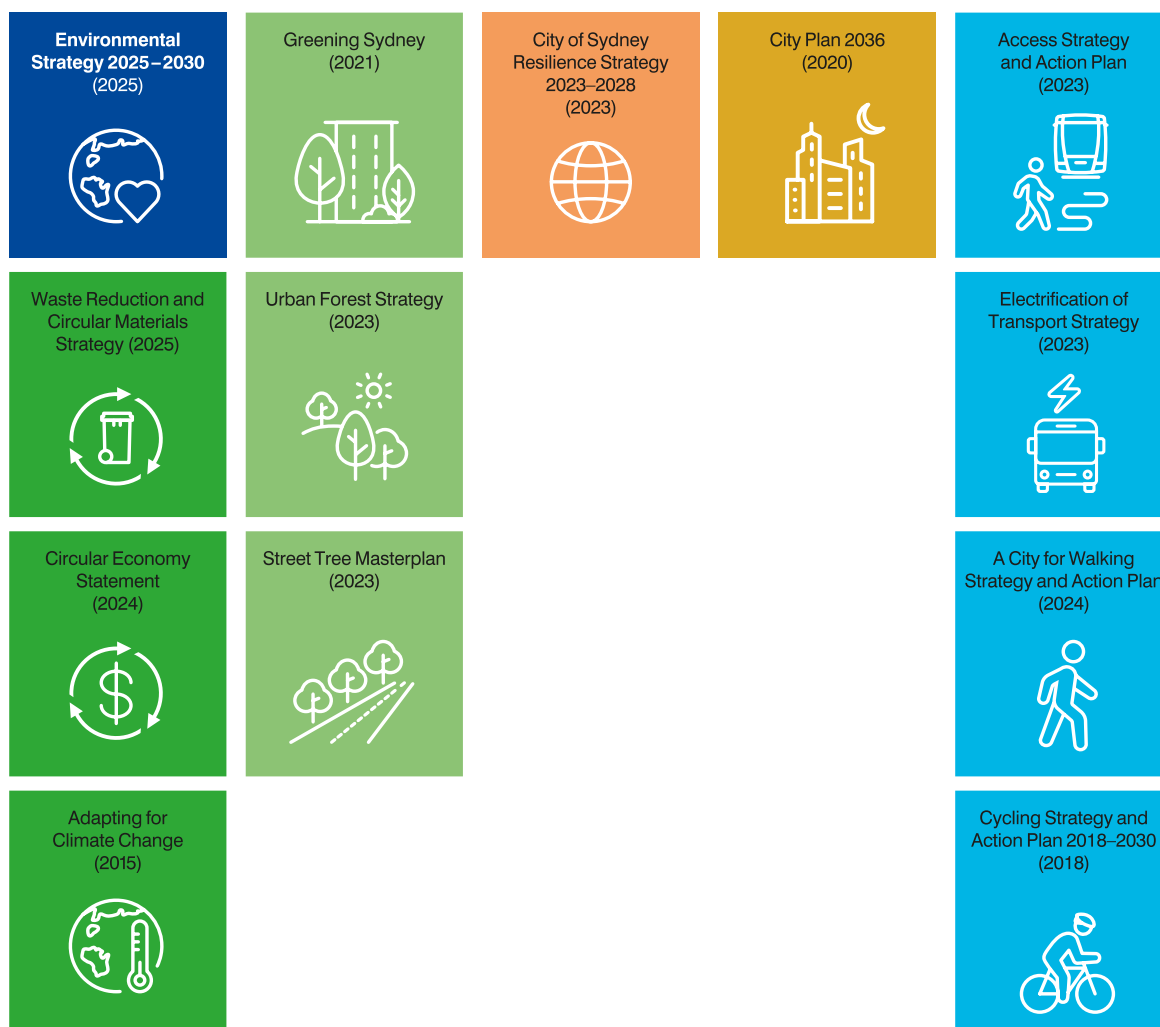
Sustainability, environmental responsibility and resilience are core to our overarching organisational strategy: [Sustainable Sydney 2030-2050: Continuing the vision](#).

This environmental strategy focuses on **Direction 2: Leading environmental performer**. It is one of several strategies that support delivery of this direction. To avoid duplication, the following areas are referenced but not a focus in this strategy:

- Greening, trees, open spaces and biodiversity – see our [greening Sydney strategies](#)
- Climate resilience – see the [resilience strategy](#)
- The green economy – see our [economic development strategy](#)
- Public transport and other transportation such as cycling and walking – see our [transport and access strategies](#)
- Waste reduction – see our forthcoming waste reduction and circular materials strategy

Environmental and sustainability strategies

Sustainable Sydney 2030 – 2050



Executive summary

Through previous strategies, we became a global leader in mitigating climate change with ambitious targets, partnership and action.

Our environmental strategy 2021-2025 helped us to significantly reduce our operational environmental footprint and provided clear direction and support for our communities to play their role.

This strategy is a revision: building on many of our existing programs and activities, it sets out our pathway to 2030 - which will be some of the most crucial years in dealing with the climate crisis. Through 4 directions and 17 strategic priorities, we will continue to focus on reducing the environmental impacts of our own operations and those of our community.

We've committed to new work programs that will reduce energy use, emissions and water use in our operations, including eliminating fossil gas by 2030. We're designing and managing our assets to be more efficient and resilient, and we're upping our focus on embodied carbon.

We continue to support businesses and residents to achieve their sustainability goals and contribute to our targets. This includes prioritising those groups who are disproportionately affected by climate change. A new strategic priority will focus our collaboration and advocacy to enable renters to make their homes more efficient and comfortable in extreme heat and cold.

Aligning with the Greening Sydney strategy, regenerating and restoring our land and waterways will mitigate the urban heat island effect, enhance greening and help minimise environmental harm.

Strong foundations enable collective action, helping us achieve the strategy's goals and meet our targets. We will continue to share knowledge and facilitate collaboration to support businesses and communities lead their own climate action and build capabilities and resilience. Our progress towards the targets outlined in this strategy will be tracked and reported on annually.

Our vision

The city is part of a decarbonised world. Our communities live in a city that is regenerative and makes a positive contribution to the planet, to society and to individual lives. We're innovative leaders in climate change mitigation and adaptation.

- The city reaches net zero emissions by 2035 with embodied carbon significantly reduced
- Greening has increased to create a cool, calm and resilient city
- Water is managed to support a resilient, sustainable and liveable city
- A circular economy approach is embedded in products, services and systems
- Our community has the capacity to understand risk, take action and collaborate for sustainable outcomes

Sustainable Sydney 2030 to 2050: Continuing the Vision is our community strategic plan. It is the result of extensive consultation with people who live, work and visit in our city. This is their vision for 'a leading environmental performer' that is central to the future of our city.

Strategy snapshot

Operational targets

by
2030

85% reduction in emissions from 2006 baseline



30% reduction in energy use from FY2023 baseline

All light commercial and passenger vehicles
100% electric



20% reduction in fleet emissions from FY 2023 baseline

Use of fossil gas eliminated



Zero increase in potable water use yearly from 2006 baseline

Local area targets

by
2030

- **70% reduction in carbon emissions** from 2006 baseline
- **Reduce residential potable water use** to 204L/person/day
- **10% reduction in non-residential potable water use** for each m² from 2019 baseline
- **23% reduction in total suspended solids** from 2006 baseline
- **37% reduction in gross pollutants** from 2006 baseline
- **12% reduction in total phosphorus** from 2006 baseline
- **5% reduction in total nitrogen** from 2006 baseline

Net zero emissions

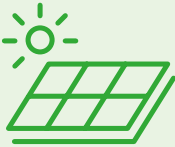
by **2035**



Increase green cover to 40%, including 27% tree canopy

by **2050**



Strategic directions				
Priorities	Resilient and efficient operations	Efficient and climate resilient buildings	Regenerative and inclusive city	Strong foundations for delivery
	Reduce direct operational emissions and energy use by electrifying our buildings and fleet	Drive electrification of all buildings and reduce reliance on fossil gas	Enhance and regenerate waterways and land through restorative practices and managing environmental risk	Understand and manage our climate risk
	Deliver environmental sustainability through responsible asset planning and management	Support communities to reduce embodied carbon	Support cultural, social and economic outcomes for Aboriginal and Torres Strait Islander people through environmental action	Produce transparent reporting and inclusive communications
	Build water resilience in our operations with increased efficiency and non-potable water use	Encourage community uptake of renewable electricity including onsite solar	Improve walking, cycling and zero emissions transport options for everyone	Use and share data to drive efficiency and clear decisions
	Practise sustainable procurement to reduce supply chain emissions and create circular economy opportunities 	Build water resilience through encouraging water efficiency in homes and businesses Support renters' access to efficient and climate resilient homes	Provide inclusive access in the community to reduce, reuse and repair instead of buying new 	Strengthen employee and community expertise to drive environmental outcomes 

What our communities told us

We asked our communities to help inform our Sustainable Sydney 2030 – 2050: Continuing the vision strategy and our Resilience strategy 2023 – 2028. It was clear that despite stressors such as cost of living, environmental sustainability is still a very important issue for them.

When we asked for feedback to revise our environmental strategy, there was strong support to continue to improve the environmental performance of our operations and prepare new and existing buildings for the shocks of climate change, such as hotter days. More green spaces and trees to support liveability and manage heat were also important. The general view, especially among young people, was that regenerating waterways and land is essential because climate change is a significant threat to our future and the environment must be protected.

Our previous environmental strategy supported businesses to help reduce our local area's environmental footprint and they want to continue this work. Businesses and industry groups identified that collaborating with us and each other is essential to further mitigate emissions to move towards net zero and build climate resilience. Businesses support our focus on electrification of buildings and moving away from fossil gas use. Greening of the grid through onsite solar and renewable electricity plans, and development of materials that are circular and low in embodied carbon are seen as priorities of the strategy and also in their own organisations' work.

As equity is fundamental to our work, we held several focus groups with priority communities – people disproportionately impacted by climate change. Participants were from a variety of backgrounds. All felt strongly the next environmental strategy should prioritise providing access to nature in the city, supporting the community to reduce energy use and emissions, supporting renters with climate-resilient homes, and helping the community to reuse and repair instead of buying new items.

People identified managing waste as one of the key areas where they would like to be more sustainable. They see their part in reducing waste and fostering collective action to reuse or repair items. Responses also highlighted that people are keen to take local action to combat climate change.

A need to reduce fossil gas use through electrification and more use of renewable electricity was also highlighted by our communities. The impact of the cost of living, including pressure caused by increasing energy prices, and a need to retrofit older buildings to be more energy efficient were emphasised in discussions, especially when we spoke with renters and those from low-income households.

Community feedback has been incorporated into this 5-year plan.

About our local area

Sydney is dynamic, diverse and densely populated. For tens of thousands of years, the land on which it stands was cared for by the Gadigal people of the Eora nation. They were the custodians of the land, water, sky, plants, animals, stories and spirits. Since colonisation, these natural features have been overlaid by roads, buildings, infrastructure, new plants and animals, and people from all over the world. As stewards of our area, we acknowledge these layers of history and the many activities that have harmed our environment. But we are now working hard to rehabilitate the land and make sure our built environments welcome people and natural systems. Balancing these goals with economic and social objectives is a constant challenge, playing out in a very small area.



26 sq km



140,000+
homes³



215 hectares
green open space



230,000+
residents¹



5100+
commercial buildings⁴



35,500
trees in streets and parks



1 million+
daily users²



21,000+
businesses



330km
roads

¹ ProfileID, as at June 2023

² City of Sydney, Internal Analysis, 2024.

³ Housing Audit June 2024

⁴ City of Sydney, Internal Analysis, 2024.

Direction 1: Resilient and efficient operations



Rooftop solar panel array at Perry Park Recreational Centre, Alexandria.
Credit: City of Sydney

We've already made many improvements in the efficiency and sustainability of our operations. We've reduced our carbon emissions by 76%. We've reduced the amount of potable water used in our parks and pools and turned to innovative ideas and partnerships to recycle water for street cleaning. Sustainability is embedded in our policies and processes. But we still have more to do.

Decreasing our operational environmental footprint even further will not be easy. As our population grows and our climate changes, we'll need to maintain and increase our services. For example, more green spaces will need to be irrigated, use of our libraries and community centres will increase and our roads and pavements will come under increasing stress.

Priority 1. Reduce direct operational emissions and energy use by electrifying our buildings and fleet

To reduce the impact of our operations, we must cut our energy use and waste in buildings, parks and pools.

Since 2006, we have reduced our direct emissions by 76% (as of June 2024) – see figure 1. Our remaining emissions come from: fossil gas; fuel used by our fleet and major contractors; refrigerants; major events; waste; business travel; commuting; food and catering.

We aim to reduce our emissions to 85% of our 2006 baseline by 2030. We plan to eradicate fossil gas from our properties, use less harmful refrigerants in our air-conditioning and make significant energy efficiency improvements, with long-term budget for these projects confirmed.

We buy all our electricity from 100% renewable sources through a power purchase agreement. We also use rooftop solar. Our target to reduce energy use by 30% will help us save money, remove gas use from our operations and play our part in reducing the load on the electricity grid at peak times.

We don't see a role for renewable gas in our operations, or in the grid. Renewable gas should be prioritised for industrial applications where viable alternatives are currently lacking.

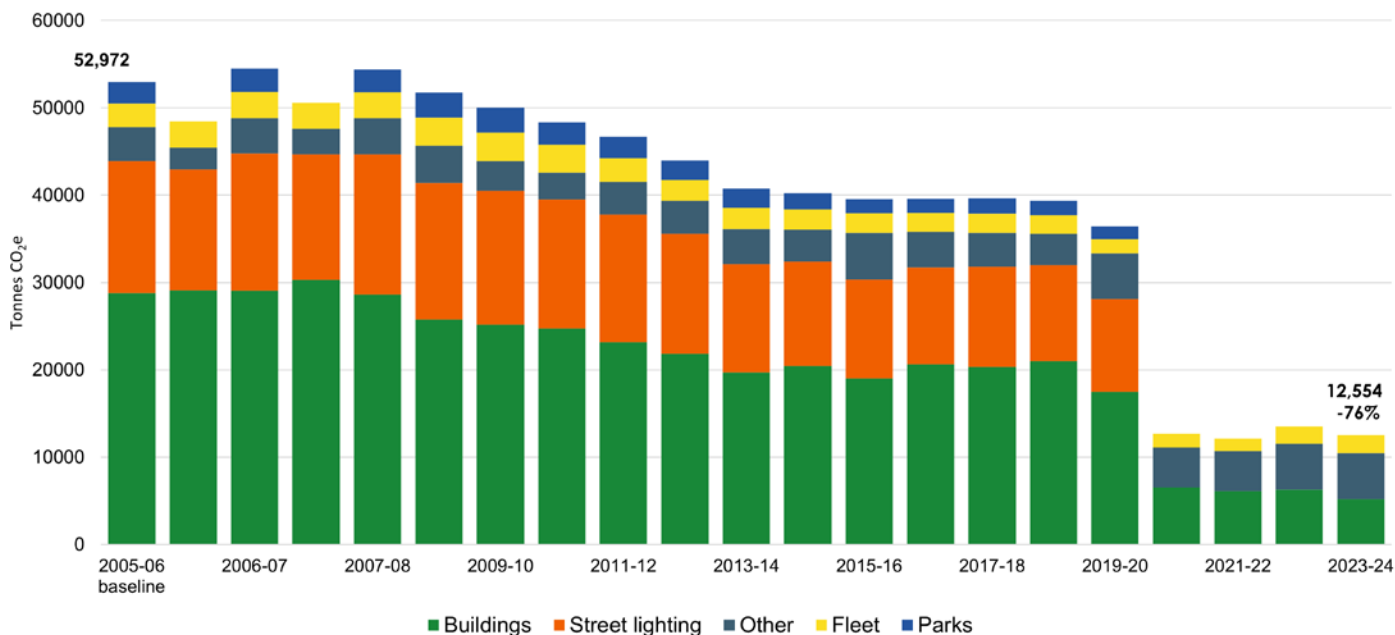


Figure 1: Our operational emissions reduction from a 2006 baseline

Our targets

85% reduction in our operational emissions by 2030
from 2006 levels



By June **2030** **fossil gas eliminated**
from our operations



30% reduction in energy use by June 2030
from a FY2023 baseline



LED lighting in Alexandria Park.
Credit: Jamie Williams



Electric heat pumps replacing gas at Victoria Park Pool.
Credit: Supplied by Image Air



LED street lighting, Portman Street, Zetland. Credit: City of Sydney



Our electric passenger vehicles charging at Town Hall House.
Credit: Chris Southwood

Fleet transition to electric vehicles

Several types of vehicles make up our fleet, from passenger cars to street sweepers and large rubbish collection trucks. Since 2014, we've transitioned to lower emissions vehicles by first using hybrid cars and now fully electric passenger vehicles. We've also introduced small electric waste collection vehicles that provide clean and safe cleansing services.

Shifting our heavy vehicles to electric is more challenging due to availability and operational constraints. We are trialling electric trucks to identify operationally viable solutions and future proof our capacity to offer efficient services.

At the same time, we're installing electric vehicle charging infrastructure at our operational facilities.

Our targets

20% reduction in fleet emissions by June 2030 from FY2023 baseline and all light commercial and passenger vehicles
100% electric



City of Sydney's first electric fleet truck. Credit: Jennifer Leahy

Priority 2. Deliver environmental sustainability through responsible asset planning and management

Addressing the operational impacts of our assets during the design or renewal phase can lower environmental impacts and ongoing costs. We can enhance the design of our assets by adopting materials and technologies that reduce energy and water use and incorporating circularity from the outset.

Prioritising better design means focusing on how a building functions. Do material choices interfere with energy efficient heating or cooling? Can recycled water be used? Will the building remain fit for purpose over time and not have to be replaced or upgraded too frequently?

Our [community asset management plan](#) integrates environmental best practice into every aspect of our buildings, infrastructure and green spaces, from planning and design to upgrades and maintenance.

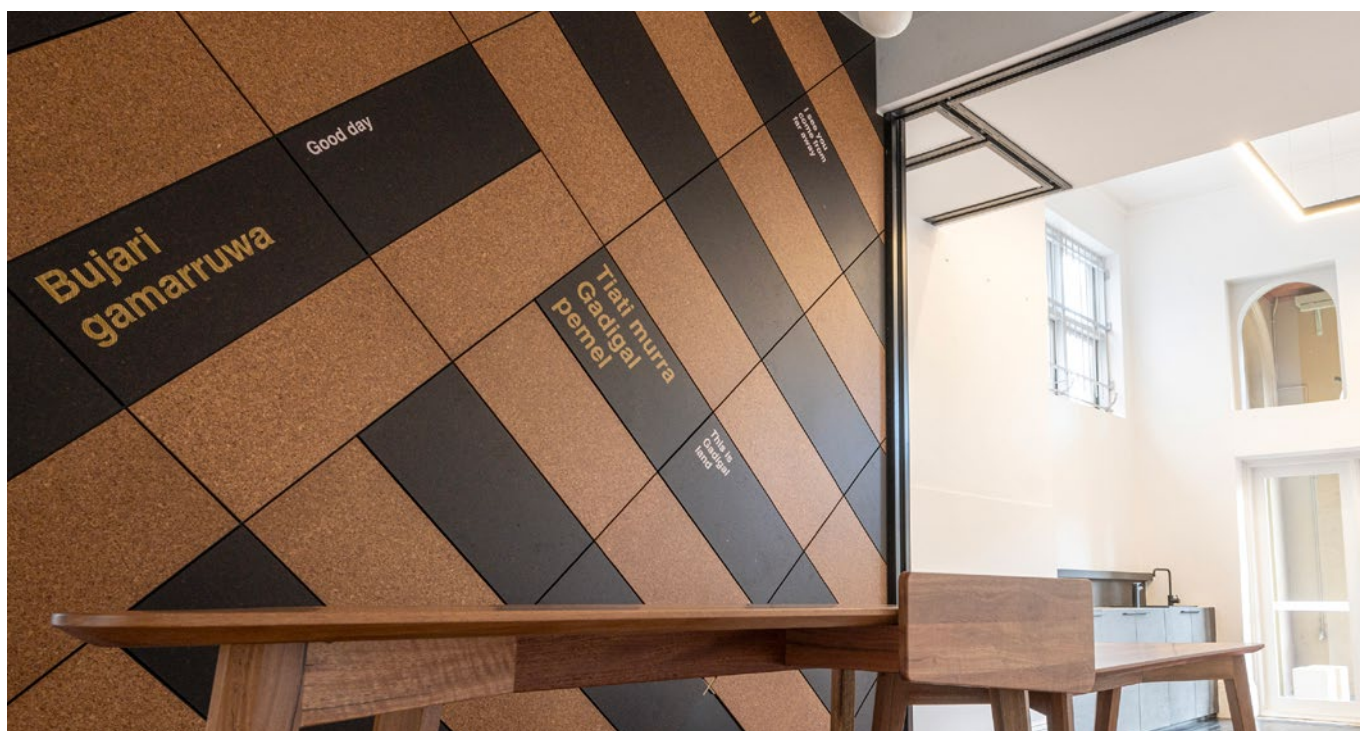
Embodied carbon is a key focus for roads, cycleways, stormwater infrastructure, public spaces, and buildings. Emissions from production of materials such as cement, glass, aluminium, and steel are significant but will decrease as industries adopt cleaner processes and materials and use renewable energy.

Building on our operational emissions results, we're addressing carbon emissions in our supply chains. Although embodied carbon has been challenging to measure, new tools make this possible. Emissions from capital works often exceed those from operations. We will assess upfront embodied carbon during decision-making and, as a member of industry groups, work with suppliers to transform the market.

To reduce our operational embodied carbon emissions, we'll trial and replace construction materials with sustainable, lower-carbon options, such as low-carbon concrete, crushed recycled glass in asphalt and pipes, and recycled aggregates.

We will report on the embodied carbon of major projects.

While global supply transformation is needed to make low-emission materials the norm, we can play a role.



The renovation of the Aboriginal knowledge and culture centre at 119 Redfern Street used environmentally sustainable materials like cork, and re-used materials from the original fit-out. Credit: Will Jones



Explainer: What is embodied carbon?



Upfront embodied carbon

The emissions from manufacturing, transportation and installation of building materials for the initial construction.

Operational carbon

The emissions from a building's on-going energy consumption - e.g. the electricity, gas, and fuels used to provide heating, cooling and lighting.

The embodied carbon from buildings and infrastructure made up 10% of Australia's carbon emissions in 2023¹. Embodied carbon is the emissions generated from making, transporting, installing, maintaining, and disposing of materials used in buildings and infrastructure. It refers to the entire lifecycle from construction to refurbishment and deconstruction.

It's a big source of emissions globally. Most of these are from emissions which happen before or during construction. These emissions are locked in after construction. Embodied carbon can be minimised by avoiding or reducing the need for new materials during design stages, reusing existing structures, using recycled and low emissions materials, sourcing locally and constructing with techniques such as prefabrication.

Operational carbon refers to the carbon emissions produced during use of a building. Unlike embodied carbon, operational carbon emissions continue throughout a building's life.

The Australian Government estimates that use of more sustainable materials could reduce upfront emissions by one quarter as soon as 2027, with more savings possible through better design and by building less.

As operational emissions decline due to electrification and electricity grid greening, embodied carbon is on track to be the largest source of emissions in the building sector. The decisions made today will lock in or reduce emissions for years to come.

¹ <https://www.infrastructureaustralia.gov.au/reports/embodied-carbon-projections-australian-infrastructure-and-buildings>



Using smart technology to efficiently irrigate our green spaces helps reduce potable water use. Reg Bartley Oval, Rushcutters Bay.
Credit: Chris Southwood

Priority 3. Build water resilience in our operations with increased efficiency and non-potable water use

Sydney's growing population is driving higher water demand, while climate change brings less predictable rainfall, prolonged droughts, and extreme weather. We rely on potable water for irrigation, cooling, and cleaning. However, increasing urban greening and canopy cover to combat climate change requires a resilient water supply.

Depending entirely on potable water threatens our ability to adapt to future droughts. To address this, we are identifying and integrating non-potable water sources into our water supply. These include stormwater harvesting, expanding recycled water networks, and using rainwater in buildings, community gardens, parks, and street cleaning. Reducing potable water use is vital for operational resilience and sustainability.

Our targets

zero increase in potable water use yearly until 2030
from 2006 baseline

Priority 4. Practise sustainable procurement to reduce supply chain emissions and create circular economy opportunities

We buy a wide range of goods and services when serving our communities. These purchases have environmental impacts, and we have a responsibility to consider the most sustainable option. We can do this by specifying materials, management practices and circularity principles in our procurement contracts.

Working closely with our suppliers will allow us to monitor their environmental performance and improve it during the life of a contract. We also look to our suppliers for innovation in environmental performance and circularity.

As an organisation, we'll improve how we apply circularity principles to the products and services we buy as well as programs we provide.

Our [circular economy statement](#) highlights the ways we support circularity leading to less waste and lower emissions.

Direction 2:

Efficient and climate resilient buildings



View over Green Square from the Drying Green.
Credit: Abril Felman

Buildings account for nearly 75% of carbon emissions in our area. As Sydney grows, designing and constructing efficient, environmentally smart buildings is crucial to reducing carbon emissions, water use, and waste.

Through sustainability programs, grants, and advocacy, we've helped improve building performance across our local area. Since 2006, local emissions have dropped 41%, non-residential water use is down 29% since 2019, and residential per-person waste has decreased 18% since 2015. These achievements set the foundation for further progress under this strategy.



Green Wall Trio Building, Camperdown. Credit: Paul Patterson

Priority 5. Drive electrification of all buildings and reduce reliance on fossil gas

To meet emission reduction targets, buildings must transition away from fossil gas to full electrification.

Electrifying existing buildings is more complex than new ones due to space constraints, decision-making challenges, and split incentives between owners and tenants. Governments must provide incentives for electrification, especially for apartments, renters, and low-income households.

Emissions can be reduced and positive health benefits realised by replacing gas appliances with electric options like reverse cycle air conditioners, heat pump hot water systems, and induction cooktops. Switching to cleaner energy sources, such as solar power or renewable electricity plans, further cuts emissions.

Since October 2023, new large commercial developments and major redevelopments in our area must reduce emissions with efficient, renewable energy or be capable of achieving net zero prior to opening. Proposed changes to our Sydney Development Control Plan (DCP) 2012 include rules to improve indoor air quality and health in new residential developments by preventing indoor gas appliances. We are exploring expanding these rules to new non-residential developments and domestic hot water systems in new residences.

Some apartment complexes have embedded networks - private energy networks for electricity or gas. Embedded network operators receive energy from the grid and then on-sell it to the residents of an apartment complex. There is concern from consumer groups and other government agencies about residents being locked into an expensive, and high-emission, power supply. The City does not have the power to prevent the establishment of embedded networks in our local area, but we have joined with other advocates in calling for these networks to be better regulated and to improve consumer protections.

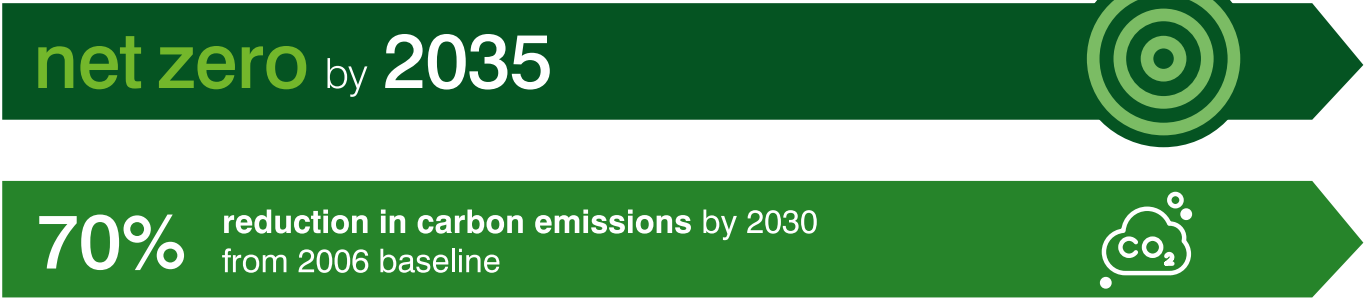


Goulburn Street parking station with EV chargers. Credit: Chris Southwood

Through sustainability programs, we help residential and commercial organisations to electrify their buildings. Initiatives like Smart Green Apartments and green building grants assist owners' corporations with energy use and electrification studies. The Better Buildings Partnership provides electrification resources for the commercial property sector.

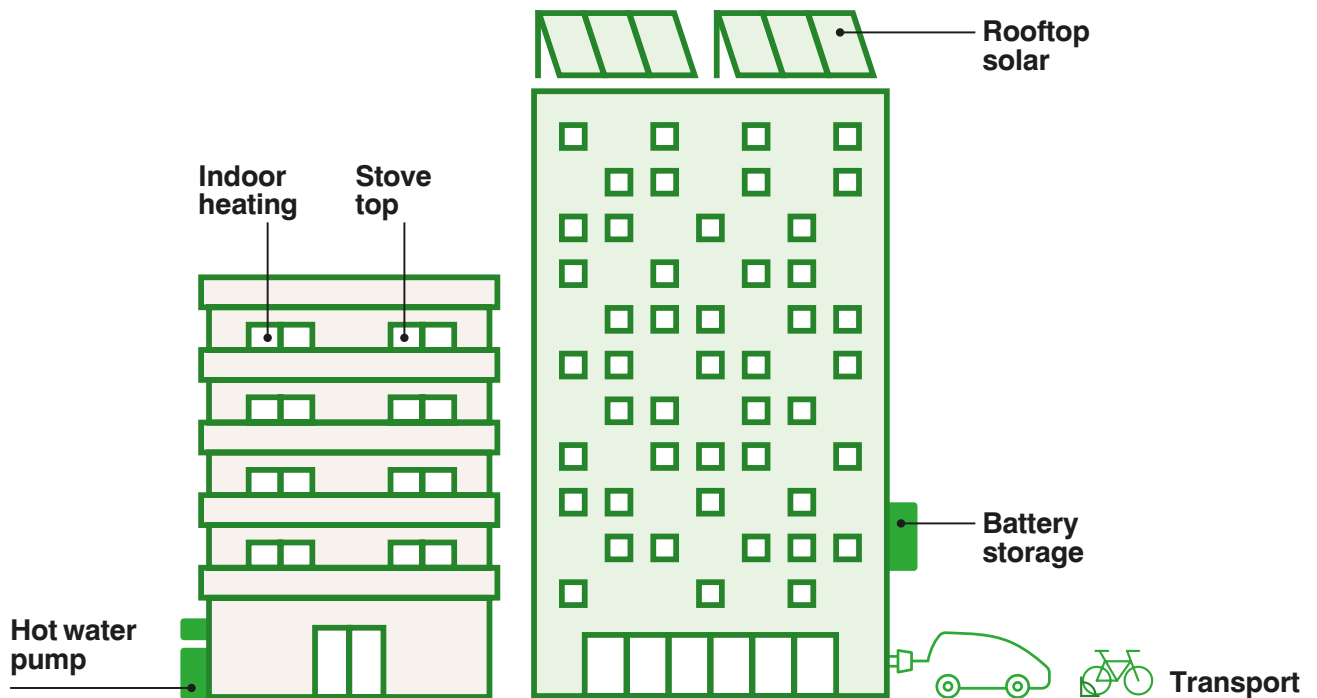
However, voluntary programs will not be sufficient to affect change across the sector. We will continue to advocate for the mandatory disclosure of the energy performance for all major building types, including apartment buildings, expanding on current federal Government requirements for commercial buildings. Disclosure is proven to raise awareness and lead to significant improvements in building performance.

Our targets





Explainer: The challenges of electrification



New developments face hurdles like higher upfront costs for all-electric systems, spatial constraints, and preferences for gas. However, the benefits of electrification are substantial:

- lower emissions
- improved indoor air quality
- reduced energy costs
- better climate resilience.

Electric buildings are more efficient, healthier, and cost-effective over time.

Affordable electric appliances and rooftop solar systems create long-term savings and help stabilise the grid. Using solar energy during the day, storing it, or pre-cooling commercial buildings reduces energy waste, afternoon demand, and blackout risks.

Expanding EV charging infrastructure, particularly in apartments, is essential to future proof buildings in the energy transition. We offer green building grants for electrification assessments including assessing the feasibility of EV charging. We also collaborate with the NSW Government to promote retrofitting incentives and advocate for clear EV charging safety messaging.

Through the Smart Green Apartments program, we help building managers and owners' corporations understand the benefits of electrification, energy efficiency and renewable energy. Equitable electrification is key to ensuring renters, apartment occupants and low-income households can benefit from renewable energy and storage.

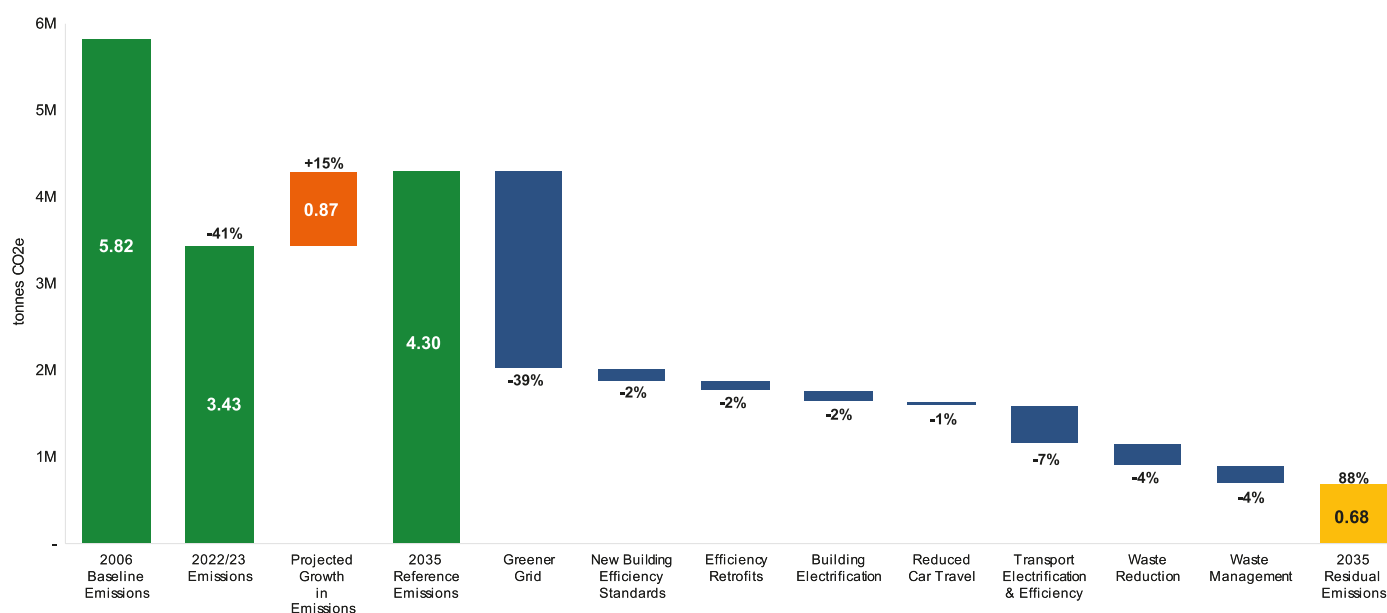


Figure 2: Pathway to net zero emissions (Public data compiled by Kinesis, 2024)



Wulbujubur cultural burning project.
Credit: Aboriginal Carbon Foundation

Our journey to net zero by 2035

As of 2023, emissions for the local area were reduced by 41% relative to the 2006 baseline. The electricity grid has become greener, which together with improvements in buildings and transport has produced real emissions reductions. We have narrowed the gap to net zero.

See figure 2 for what our path to net zero emissions by 2035 may look like. Continued greening of the grid makes the largest contribution, complemented by policies and programs that target waste and gas emissions, improve energy efficiency, reduce car use and electrify transport.

We will use our influence and continue policies and programs that reduce hard-to-avoid emissions in priority areas. But there are likely to be residual emissions. We estimate these residual hard-to-avoid emissions to be 0.68 million tonnes of CO₂e by 2035, which is 88% below our 2006 baseline.

We want our local area to align with leading net zero practices by cutting emissions as the top priority and supporting projects that remove carbon from the atmosphere. Innovative carbon removal technologies are emerging as a way for cities to reach net zero, for example by using construction materials that sequester carbon, or by supporting carbon farming in neighbouring regional areas.

Carbon farming is a practice that stores carbon in the soil and plants. The potential for carbon farming in NSW to benefit Aboriginal communities is significant. Aboriginal-led, regenerative carbon farming projects can contribute to employment, cultural practices and revitalisation, wellbeing, healthy ecosystems and connection to Country. Long-term purchase agreements by organisations are key to enabling such projects.

Supporting carbon farming and associated carbon credits is an opportunity for businesses to contribute to social, cultural and economics for Aboriginal and Torres Strait Islander people. We want to see public and private investment directed to Aboriginal businesses and practitioners for high-integrity nature restoration and carbon farming projects. By quantifying these efforts, we can align them to our hard-to-avoid emissions.

We remain committed to our area achieving net zero emissions by 2035. We want to be one of the first cities to show net zero is possible.

Priority 6. Support communities to reduce embodied carbon

Embodied carbon has traditionally been difficult to measure or reduce. Thankfully, momentum is gathering on ways to identify and reduce this major source of emissions.

The NABERS [national standard and emissions database](#) is freely available to designers and developers to consistently measure and certify embodied carbon from the construction of new buildings and infrastructure.

There are many industry bodies and government departments working on the policies and support needed to reduce embodied carbon emissions.

New mandatory climate risk disclosure requirements for large organisations will likely lead to a greater focus on reporting embodied carbon as part of investor-led climate action by companies.

Cleaner industries are emerging and commercial products such as low emissions cement, recycled content steel and other materials are available. But more needs to be done.

A NSW Government survey¹ shows a high level of awareness about upfront carbon and its implications in construction but almost all respondents have low confidence in reducing these emissions.

We will advocate for reducing embodied carbon in the built environment sector as a key priority for the national and NSW governments. Reducing embodied carbon remains a key theme for our sustainability program partners. We will apply embodied carbon planning rules in line with the NSW Sustainable Buildings SEPP and national construction code requirements.



Pyrmont Community Centre under construction.
Credit: Will Jones



Replacing the road surface on Clarence Street with asphalt containing recycled materials to lower its embodied carbon.
Credit: Matt Formica

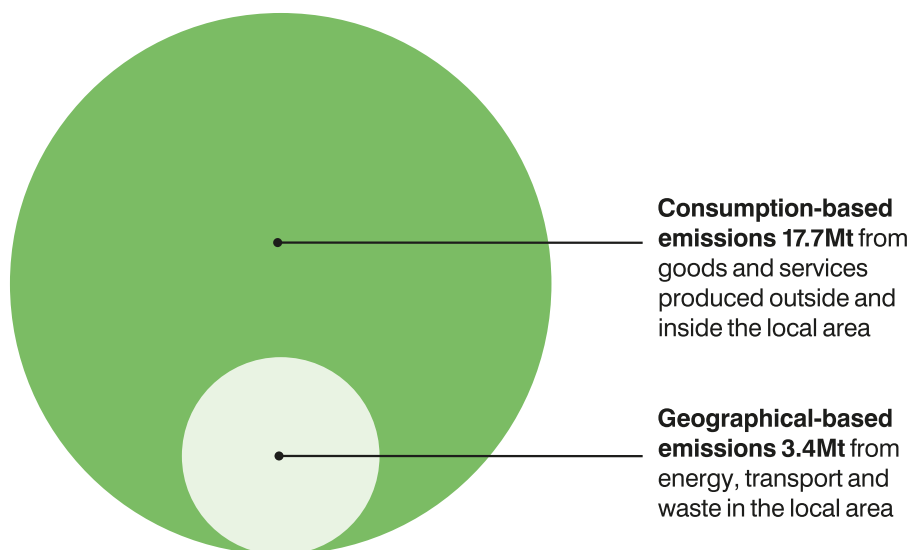


Skatepark bowl under construction, Sydney Park, Alexandria.
Credit: Chris Southwood

¹ <https://www.infrastructure.nsw.gov.au/expert-advice/decarbonising-infrastructure-delivery/>



Explainer: Geographic verses consumption-based emissions counting



Cities and regions use a geographic-based approach to report emissions including those from electricity, gas, transport, waste, and wastewater. This method prevents double-counting emissions across regions by establishing a boundary around our area. Our target of net zero by 2035 aligns with this geographic-based approach.

However, large city economies like ours rely heavily on products and services made elsewhere, with emissions from these allocated to the regions where they are produced, and we can reduce these emissions by influencing demand. Estimating emissions from products and services used or consumed in our area is known as a consumption-based approach.

Our area's major sources of consumption-based emissions include air travel, food, utilities, construction, and other goods and services. Domestic flights contribute significantly to air travel emissions, and therefore, we will advocate for state and federal governments to prioritise high-speed rail.

Food and beverage emissions, from production to consumption, are also substantial. Supporting local food production and helping communities reduce food waste can lower these impacts.

Embodied emissions in construction will increasingly be managed through policies, measurement, and reporting, supported by our planning rules and programs.

Our forthcoming waste reduction and circular materials strategy focuses on reducing consumption by funding and supporting projects that encourage reuse and repair over buying new, particularly for small electronics, textiles, and plastics.



Air travel to Sydney is one of the largest sources of consumption-based emissions



Food and beverages are a substantial source of emissions too



Smart Green Apartments partner Windsor Plaza and their rooftop solar array. Credit: Katherine Griffiths

Priority 7. Encourage community uptake of renewable electricity including onsite solar

Australia is rapidly transitioning from coal-sourced electricity to renewables like solar and wind. Renewable electricity has grown from 15% to 40% of national supply since 2014. The grid is expected to exceed 80% renewables by 2030. This progress supports climate goals and our local net zero target, with electricity accounting for 69% of local area emissions in 2023.

A more efficient, two-way distributed energy system is emerging, combining large-scale generation with local energy efficiency, small-scale renewables, storage, and flexibility. Cities like Sydney will play a key role in navigating challenges and opportunities as energy generation, use, storage, and sharing evolve over the next five years. Ensuring electricity remains affordable, equitable, and reliable during this transformation will require innovation.

Large-scale solar, wind, battery storage, and transmission infrastructure are expanding rapidly. Smaller-scale batteries in homes and businesses, alongside electric vehicles as “batteries on wheels,” are growing in importance. About one-third of

Australian homes and many businesses now have solar, generating 21 GW of electricity in 2024. Locally, more than 33 MW of solar is installed across 3,000 buildings.

In a high-density local area like the City of Sydney, rooftop solar must be balanced with other demands, rooftop gardens may be prioritised on flat roofs and solar may not be worthwhile where future development could overshadow solar panels. Nonetheless, installations are increasing, supported by state and federal incentives. Rooftop solar provides free electricity to building occupants, and along with large-scale solar, reduces wholesale electricity prices during the day.

We advocate for incentives and price signals to enable zero-emissions electricity, improve grid flexibility, and allow real-time sharing of renewable energy between buildings. Raising awareness about government incentives and simplifying energy rules are also priorities.

Our sustainability programs offer guidance, workshops, grants, and case studies to promote renewable energy. Since 2021, we've raised awareness of GreenPower, enabled solar arrays in heritage zones, supported feasibility studies in strata apartments, and encouraged innovative solar projects.

Our targets

Reduce residential potable water use to 204 litres /person/day by 2030



10% reduction in non-residential potable water use /m² by 2030 from 2019 baseline



Priority 8. Build water resilience through encouraging water efficiency in homes and businesses

The 2017-2019 drought was a stark reminder of Greater Sydney's vulnerability to water shortages, with more than 50% of water storage depleted in just 2.5 years. Desalination plants may help avoid the severest of restrictions and the possibility of Greater Sydney running out of water. But further action is still required to preserve this vital resource. It can take months for desalination plants to reach full production and years to build more weather-independent water sources.

One of the three key elements in the state's Greater Sydney Drought Response Plan is to reduce water demand by restrictions and conservation. Water efficiency can be improved by fixing leaks, using efficient appliances and changing behaviour. This is particularly challenging to address in apartment buildings because it's harder to find leaks and with many owners and stakeholders, the decision-making process is more complex.

We encourage local apartment buildings to take up Sydney Water's WaterFix Residential program. High water-using apartment buildings can access the service to detect and repair leaks and replace inefficient water fixtures and appliances.

Priority 9. Support renters' access to energy efficient and climate resilient homes

In our area, 65% of households rent¹, and rental properties are often less energy-efficient than owner-occupied homes. This leads to wasted energy, higher carbon emissions, cost of living pressures, and health risks. Renters seeking refuge from climate impacts, like heatwaves—deadlier than all other natural hazards in Australia—struggle in homes without effective indoor temperature regulation. These risks will worsen as summers grow longer and hotter.

Upgrading rental properties with insulation, draught-proofing and efficient heating and cooling can alleviate hardships and support our net zero target. Renters have limited control over their homes due to laws, regulations and a competitive market that restricts options.

The national Trajectory for Low Energy Buildings framework includes measures like energy efficiency disclosure, minimum rental standards and financial incentives for landlords. We advocate for mandatory energy performance disclosure, especially in apartments and their common areas. While the National Home Energy Ratings Disclosure Framework is expected in 2025, a benchmarking tool for rating entire apartment buildings is still lacking.

We will advocate for minimum rental standards with safeguards to avoid effects on housing affordability, with resources for monitoring and enforcement.

We also promote state and federal programs and upgrades that help renters access renewable energy and energy-efficient technologies building-wide.

¹ Housing Audit June 2024 - <https://www.cityofsydney.nsw.gov.au/research-reports/city-monitor-reports>

Partnerships

The most powerful changes always happen in collaboration. Minimising the local environmental footprint is no different. Everyone has a part to play to ensure buildings where we work and live have a minimal environmental impact and are fit for the future.



Paloma is one of 300 apartment buildings that have participated in the Smart Green Apartments program.
Credit: Chris Southwood

Smart Green Apartments

We work with owners, strata managers and building managers to improve the environmental performance and resilience of apartment buildings. Participants learn to understand their energy and water use as well as opportunities to reduce waste, install solar panels, electrify their buildings with heat pumps and electric vehicle charging infrastructure.

Since 2016, we've worked with almost 300 apartment buildings to provide NABERS ratings and action plans, which highlight opportunities for sustainable upgrades.

On average, buildings can reduce their energy use by 33%, equalling a yearly cost saving of up to \$40,000.

Apartment buildings taking part can enjoy networking and collaboration with other residential communities. The goal is to accelerate energy efficiency measures and renewable energy uptake as well as reduce water consumption and waste generation.



Our sustainability programs partners coming together to showcase and celebrate their achievements in 2024.
Credit: Katherine Griffiths

Sustainable Destination Partnership

We bring together owners, managers and key influencers in Sydney’s accommodation and entertainment sector to reduce emissions, water use and waste. The partnership represents over 70 buildings, 53% of hotel rooms and 17% of entertainment venues in our area. The collective tackles key sustainability issues and develops solutions that are shared among members and tourism partners. In June 2023, the partnership achieved a 24% reduction in emissions and a 24% reduction in water from a June 2018 baseline.

Better Buildings Partnership

We participate in this leading collaboration of property owners, managers and key industry stakeholders to improve the performance and sustainability of buildings across Australia. The partnership has 19 members. In our area, 55% of office space is represented, spanning 99 buildings. As of 30 June 2023, the partnership achieved a 95% reduction in emissions intensity and a 63% reduction in water use from a 2006 baseline.



Australian corporate law firm Gilbert + Tobin switched to 100% GreenPower through our CitySwitch program.
Credit: Stefanie Zingsheim

CitySwitch

We coordinate this free national net zero program that supports office-based businesses. Our partners include City of Melbourne, North Sydney Council, City of Yarra, City of Port Philip, City of Ballarat and NABERS. Designed to help businesses quantify emissions and work towards net zero, the program focuses on areas such as reducing waste, renewables, and supply chain emissions. Members are supported through workshops, webinars, resources and tools. The program represents 10% of office space nationally. Among local members, 80% of tenancies have switched to renewables.

Direction 3: Regenerative and inclusive city



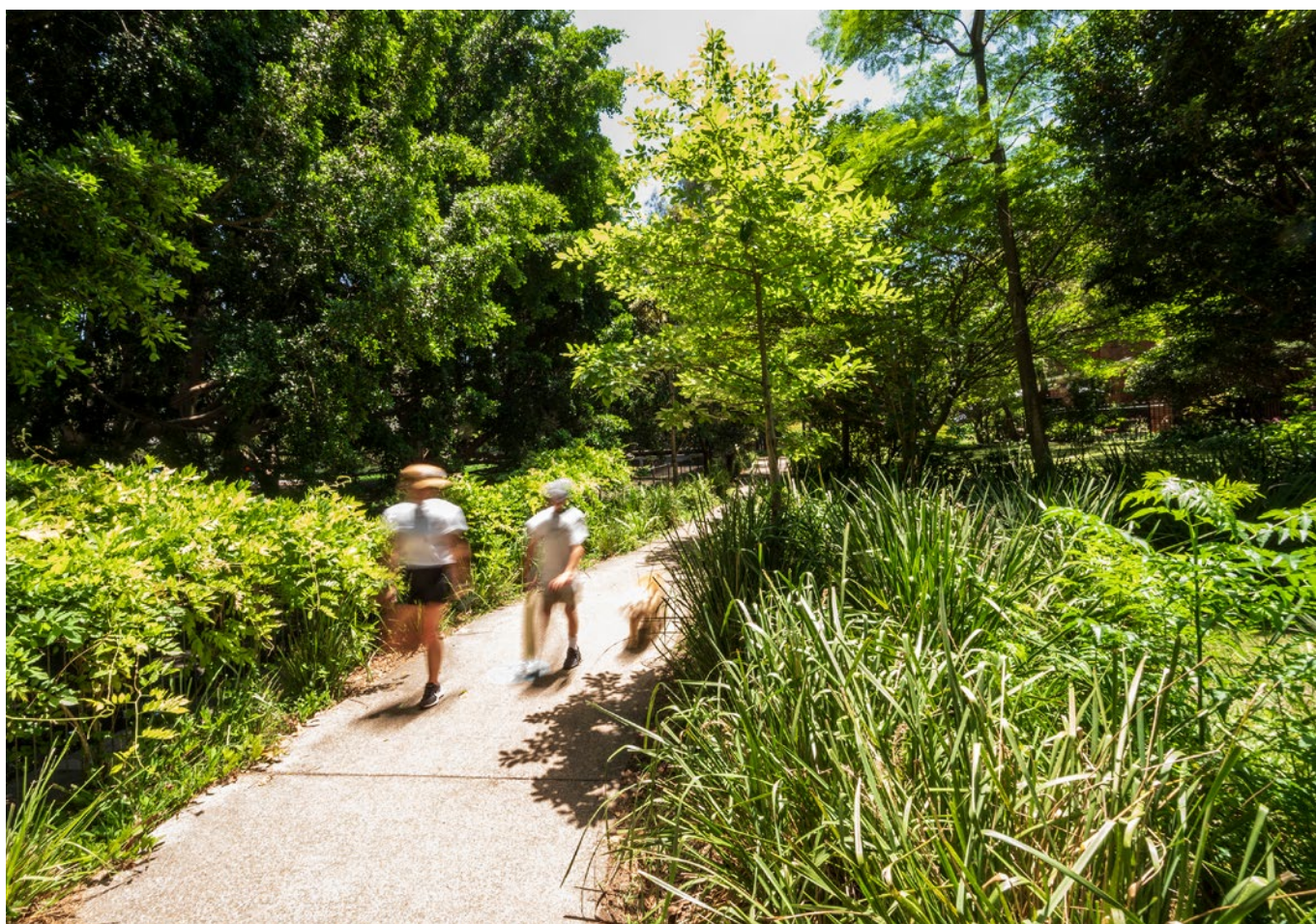
Restored wetlands in Sydney Park.
Credit: Ethan Rohloff

Cities across the world are focusing on how nature-based and community-designed actions can contribute towards their health, connection and resilience. Sydney is a city of green spaces, blue waterways and a very diverse population. In our quest to be environmentally responsible and protect biodiversity, we must ensure that nature-based solutions and inclusive actions are a priority.

The Gadigal, first people of this area, lived with and nurtured the natural environment for thousands of generations, caring for Country. Country is more than the land. It is the people, water, sky, plants, animals, stories and spirits of a place. Caring for Country builds community connections and a shared understanding. It brings balance and inclusivity to this direction.

Across our local area, we have restored contaminated sites such as Sydney Park, a public green space that enables animals and plants to thrive in the wetlands amid careful planting. Rain gardens filter out harmful pollutants from stormwater to help build the health of our waterways and harbour.

As in our [resilience strategy](#), this document acknowledges priority communities are disproportionately affected by the impacts of climate change, and we plan to strengthen and support them. We'll advocate for priority communities to have equal access to affordable renewable energy options. We want to ensure that everyone in the community has access to environmentally-friendly modes of transport. We will continue to provide programs that support priority communities to reduce waste and achieve their sustainability goals.



Canal Reserve, Montague Crescent, Forest Lodge. Credit: Will Jones



Explainer: Priority communities



Kendall Towers, Redfern. Credit: Katherine Griffiths

While climate change affects everyone, those who contribute the least to the problem are disproportionately impacted. Climate change worsens existing stresses, where even minor shocks can cause long-term harm.

‘Priority communities’ describes groups experiencing vulnerability due to systemic or circumstantial factors. These individuals may need extra support during stressful situations or emergencies and may belong to more than one priority group, experiencing heightened vulnerability.

Under this strategy, priority communities include:

- Aboriginal and Torres Strait Islander peoples
- people on low incomes
- renters and social housing residents
- people experiencing homelessness
- people with disability
- those with mental health or chronic health conditions

- people over 65
- babies and children under 5
- new migrants, non-citizens and refugees
- culturally and linguistically diverse people (with English as a second language).

According to the 2024 Housing Audit, 60% of residents in our area rent, often in medium or high-density buildings. Over 22,000 households live in social or community housing and/or are on low incomes. These residents are particularly vulnerable to climate impacts due to poor-quality, energy-inefficient housing that fails to protect against extreme heat or heavy rainfall. With fewer resources, less empowerment, and limited ability to adapt, they face greater risks of heat injury, higher energy costs, and decreased wellbeing.

Our programs and actions to address climate change must prioritise those most affected, fostering sustainable, equitable change.

Priority 10. Enhance and regenerate waterways and land through restorative practice and managing environmental risk

As one of the most urbanised parts of Australia, our landscape and waterways have been substantially reshaped since colonisation. Creeks, wetlands and the land in between were converted to industrial precincts, now transitioning into spaces to live and play. We inherited contamination from historic industries and landfills and need to manage the risk of land and water pollution.

Managing environmental risk aims to prevent damage while restorative practice improves the current state of the land and waterways. Both are important. Strong environmental management for our sites and services helps our teams understand how our activities may cause environmental damage, eliminate the chance of harm and respond to problems. In the next 5 years, we will strengthen our environmental management of our own land with updated guidance, more investment in training and improved records management. We also aim to reduce harm reduction in private properties through our contaminated land policy and development application provisions. We enforce water quality improvement through the Water Sensitive Urban Development provisions and the Protection of the Environment Operations Act 1997 (POEO Act).

Urban stormwater systems directly affect waterway health, flushing chemicals and items from streets into rivers and bays. We assess water quality by reporting on litter, sediment and nutrient loads that flow from our area into the stormwater system.

As we manage 80% of the local stormwater network in our local area, we have improved water quality by installing 47 gross pollutant traps and 250 rain gardens to stop excess stormwater, nutrients, rubbish and sediment from polluting local waterways. We'll expand the number of gross pollutant traps by installing an additional 9 traps over the next 5 years.

We'll also tackle pollutants by collecting waste from public places, cleaning streets, and enforcing planning rules in private developments.

Our artificial wetlands, such as Sydney Park or Woolwash Park Pond, are examples of our restorative practices. Rehabilitated from their industrial past, they provide habitat for local wildlife and migrating birds, replacing some of the wetland ecosystems lost through urban development. They also act as a biological stormwater filter, with plants and algae catching sediments and absorbing pollutants. We'll continue to measure the levels of nutrients in our stormwater harvesting systems to ensure adequate filtering by plants. These water stores are also an important source of non-potable water for irrigation. We'll look for more opportunities to deliver naturalisation projects.

Our area is located between 2 saltwater ecosystems. Water that falls in the north flows into Sydney Harbour and water in the south flows into Botany Bay (Kamay) through Alexandra Canal. The health of these waterways and coastal areas depends on multiple stakeholders. We will continue to support the coastal management programs for Sydney Harbour and the Cooks River catchment, and advocate for a concerted effort to protect water quality.



Birds in Victoria Park, Broadway. Credit: Jamie Williams



Shea's Creek water channel, Alexandria. Credit: Adam Hollingworth

Our targets

Improve
water health
by
2030
from 2006



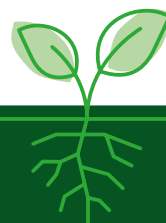
23% reduction in total **suspended solids**

37% reduction in **gross pollutants**

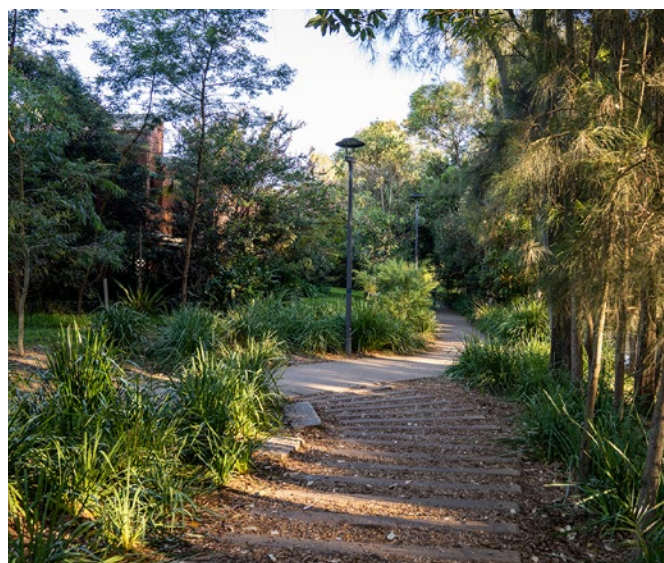
12% reduction in total **phosphorous**

5% reduction in total **nitrogen**

Increase overall
green cover to 40% across the local area,
including **27% tree canopy by 2050**



Glebe Bushcare Group helping to restore local bushland around Orphan School Creek in Forest Lodge. Credit: Katherine Griffiths



JV McMahon Reserve, Forest Lodge. Credit: Abril Felman



Explainer: What is nature positive?



According to the [NSW plan for nature](#), nature positive means the environment is being repaired and regenerated. Cities and economies depend on healthy, functioning natural systems. This is the next step beyond current sustainability approaches of minimising negative effect, and instead focuses on the repair and regeneration of the environment. International, national and

state governments and organisations set targets, develop nature positive frameworks and report on progress. The diagram above demonstrates the key elements of a nature positive approach.

Our [greening Sydney strategy](#) provides more information about how we help regenerate the environment.



WINYA is majority Indigenous owned and controlled business, supplying workstations, sit-stand desks, task seating, lounges and storage, lockers and boardrooms through Indigenous employment focused manufacturing. Credit: Shyma Sreekanta, WINYA

Priority 11. Support cultural, social, and economic outcomes for Aboriginal and Torres Strait Islander people through environmental action

We acknowledge the incredible resilience of Aboriginal and Torres Strait Islander people who, despite unconscionable adversity, continue to remain connected to, and protectors of, Country.

We will always respect Indigenous cultural and intellectual property and never use Aboriginal and Torres Strait Islander knowledge without full, prior and informed consent. We commit to community involvement and to invest, remunerate, listen, learn and work together on tangible ways to heal Country.

The City of Sydney maintains carbon neutral status for our operations through the purchase of carbon credits. We will continue to purchase high quality carbon credits from Aboriginal carbon farming projects to address unavoidable emissions, offering social, cultural and economic benefits. This aligns with our organisational commitment to reconciliation as detailed in our [Reconciliation Action Plan](#).

Country-centred

An action in our local strategic planning statement: City plan 2036 is to recognise Aboriginal and Torres Strait Islander peoples through land use planning, including designing with Country in mind.

The NSW Government's [Connecting with Country](#) framework incorporates Aboriginal and Torres Strait Islander perspectives in the built environment in ways that protect Aboriginal interest and self-determination. This is a key opportunity to return to more sustainable and environmentally responsible ways of restoring land and waterways. It's a great starting point for responding to Country and positive tangible benefits for communities.

We aim to use a Country-centred approach when developing new programs and projects. It will include truth telling, working with Indigenous cultural knowledge holders, cultural heritage, recognition in the public domain, and economic development.



Separated cycleways around Waterloo. Credit: Chris Southwooda



The Sydney light rail system is powered by 100% renewable electricity. Credit: Mark Metcalfe

Priority 12. Improve walking, cycling and zero emissions transport options for everyone

Transport is the second-largest source of carbon emissions in our local area, currently equivalent to 15% of our overall emissions. Some forms of transport contribute to noise pollution, urban heating, and ecosystem fragmentation, including urban forest corridors. Our [electrification of transport in the city strategy and action plan](#) details our approach to achieving net zero from transport emissions by 2035.

Our area is well served by public transport, with substantial improvements to the light rail, metro and bus system in recent years. As well as using space more efficiently, public transport emits fewer carbon emissions per person than driving. Further gains will come from moving away from fossil fuels – for example, in 2024, Sydney Trains transitioned to buying 100% renewable electricity. The NSW Government is committed to transitioning the bus fleet to zero emissions, with some depots and fleet already electrified. We advocate to accelerate this action.

Our [access strategy and action plan](#) shows how we'll create a city for walking, cycling and public transport. We now have 25 km of permanent separated cycleways, 3.6 km of pop-up cycleways, 66 km of shared paths and 71 kms of other bike friendly streets, including bike lanes, traffic calmed streets, helping residents and visitors travel across Sydney by bike. Ongoing upgrades to improve walkability include better footpaths, ramps, crossings, lighting, shade, seating and wayfinding.

We will work with the state government to expand the separated bike network and improve walkability. For example, actions include reducing speed limits on our streets reduces noise emissions, makes the streets more walkable and supports more cycling on more streets, contributing to streets that are more sustainable, safer, more inclusive and equitable, and more economically productive.

To complement this approach, we'll use planning requirements and feasibility studies to facilitate expanded EV charging in apartment buildings, and supplement this with a small amount of public on-street charging.



Banga Community Shed in Green Square operated by The Bower.
Credit: Brook Mitchell



Ideas and Innovation grant awardees, ReLove are a furniture rescue organisation that provides no-cost furniture to families in crisis. Credit: Abril Felman

Priority 13. Provide inclusive access in the community to reduce, reuse and repair instead of buying new

Creating new products relies on extracting finite materials from the earth—an unsustainable process, especially at current manufacturing and consumption rates. The best way to counter this is by keeping materials and products in use for as long as possible, reducing the need for new. Systems to support reuse, repair, and recycling remain underdeveloped. These options are often less accessible and more expensive than buying new.

As a local government, we encourage reuse, repair and recycling by:

- reusing furniture and office equipment, and recycling electronics and employee uniforms
- using recycled materials in major roads, cycleways, and footpaths
- hosting resident-focused reuse and repair events like clothes swaps, toy swaps and mending workshops
- providing pick-up and drop-off options for hard-to-recycle items such as electronics, paint, and polystyrene

Despite progress, we urgently need more accessible and embedded systems, alongside increased community awareness and participation. Local councils alone cannot achieve this and require financial and regulatory support from other levels of government to incentivise industry and transform service models.

30% of the furniture that is thrown away is household furniture. We'll continue supporting reuse and repair by trialling programs to rehome quality furniture for those in need, including a quarterly event specifically for household furniture.

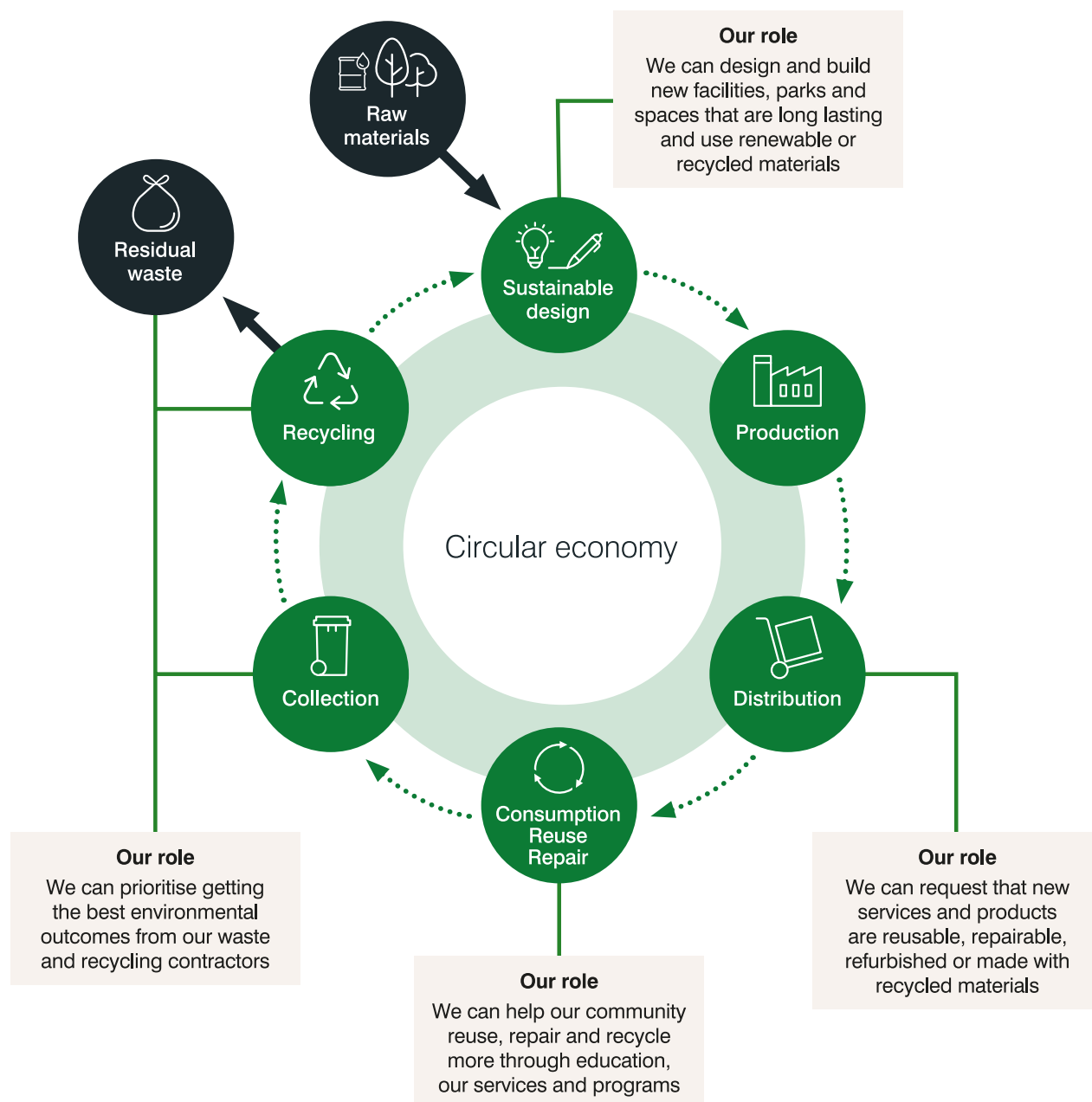
We will support organisations who provide repair services and education programs with grants.

We will better promote the reuse, repair and recycle services that are available to priority communities.

More information about how we support waste management and circular practices is available in our forthcoming waste and circular materials strategy.



Explainer: What is the circular economy?



In a fully circular economy, services are carefully designed for sharing and products for reusing, repairing and refurbishing many times before they need to be recycled.

It's a different way to look at the things we buy, use and throw away. It's an opportunity to rethink buying or building something new in the first place.

Local governments have several connections with the circular economy. We don't extract or make raw materials, but we have some

responsibility for how places and buildings are designed. And while we don't produce items, we do buy and use them. We are responsible for collecting waste and recycling from our residents, buildings and public spaces. We work with industry to design processes that better recycle and dispose of waste we collect. There is no one blueprint for transitioning to a circular economy. It will require shared responsibility from all levels of government, industry and our communities.

Direction 4:

Strong foundations for delivery



Strong foundations allow us to realise this strategy, achieve our targets and report on our progress accurately and transparently.

We are committed to developing strong foundations of knowledge, services and leadership that play an important role in reducing the environmental consequences of our actions in and around our local area.

Priority 14. Understand and manage our climate risk

Climate change creates new risks for us and our communities. These can be environmental, such as more frequent and intense storms, or changes to the economy, laws, technologies, business and investment, as people and organisations respond.

We have identified climate change as one of the most significant risks facing our organisation and likely to affect our facilities and services.

One of the challenges we, like many organisations, face in understanding and managing climate risk is access to the right information. In 2024, the state government updated the NSW and Australian Regional Climate Modelling (NARClIM) project. We can now use this to understand how climate change may impact our area in specific places and over a range of time periods. This will help us to better adapt our properties and services to a changing climate.

We help our communities understand how climate change may affect them and to adapt their homes, businesses and lives. This requires collaboration with the NSW Government, community organisations and the private sector. It is particularly important for our priority communities, as the most vulnerable are disproportionately affected. Climate change compounds existing stress and disadvantage, where even minor shocks can lead to long-term impacts.



Explainer: Why is climate resilience important?

Climate change is already affecting Sydney, particularly through increased temperatures and more extreme weather. The NSW Government predicts that under a high-emissions scenario, increased temperatures are expected across metropolitan Sydney and in all seasons over the coming decades. There will be an increase in the number of hot days above 35 degrees. Rainfall will be variable and severe fire weather days will increase. Sea level rise will accelerate, which has an impact on Sydney Harbour and the local ecology.

While we focus on reducing emissions, we also need to adapt our operations and build the resilience of our assets to cope with the continued shocks and stresses of climate change. This is to ensure continuity of our core services as well as help prepare and support priority groups more adversely affected by climate change.

We have outlined the climate resilience challenges for our organisation and local area, and how we will address them, in our resilience strategy.

Priority 15. Produce transparent reporting and inclusive communications

We have a strong history of communicating environmental issues and solutions. Through various channels, we listen to our communities and provide advice about reducing emissions, reusing and recycling, and the natural environment. We also connect our audiences with resources such as community organisations and government grants.

Reaching our diverse communities effectively can be challenging, requiring the right level of detail in the right format at the right time. To improve, we are exploring greater use of spatial data, digital and non-digital communication, and partnering with community organisations, which is often the most effective way to reach specific groups.

Standards for public sustainability reporting are rising globally to enhance accountability for climate action. In Australia, legislation and policies now require corporations and federal and state entities to disclose emissions and manage climate risks. While local governments aren't yet included, we must prepare for stricter reporting requirements.

We will continue to publish an annual environmental report that tracks progress against our targets and showcases the achievements of our collaborative impact programs.



Explainer: What is our sustainable investment approach?

The City of Sydney has an investment portfolio that supports our long-term financial sustainability. For many years we have advocated for the development of investment products that support the principles of environmental and social sustainability. In recent years, the investment climate has evolved, with new, long term energy transition projects like large scale renewable electricity solar and wind farms in development and coming online. This allows us to continue to explore opportunities for supporting environmentally and socially responsible investments, subject to the constraints of legislative requirements and market demand for such products.

Our environmentally responsible investments include those that contribute towards emissions and waste reduction and efficient use of finite resources through recycling and use of environmentally responsible products. We don't directly or knowingly invest in activities that add carbon emissions and toxins into the environment or lead to the degradation or destruction of land and marine habitats.

Our [Investment Policy](#) outlines how we will continue to invest in environmentally and socially responsible investments where return and risk parameters are equivalent.

Priority 16. Use and share data to drive efficient and clear decisions

We hold and access vast amounts of information to guide our operations and decisions. The way we use data is evolving, with smart sensors and new tools enabling more evidence-based, climate-responsive work. We rely on smart systems to collect and report data, requiring efficient solutions to capture and analyse performance. For example, the water data we collect from our irrigation meters tell us how and when we need to irrigate parks and ovals, so we don't waste water by watering at the wrong time. The collection of information on our operational energy allows us to see where best to prioritise energy efficiency initiatives like using heat pumps to replace gas boilers.

Technology helps us improve efficiency, integrate sustainable practices into asset design, and reduce energy, waste, and water use. This includes tools to review performance and upgrades such as irrigation systems, water monitoring and building management systems.

Priority 17. Strengthen employee and community expertise to drive environmental outcomes

Our understanding of climate change impacts and solutions – technical, policy, and behavioural – is constantly evolving. To remain sustainable and environmentally responsible, we must equip our employees and communities with the knowledge and skills necessary for the transformative action needed to achieve our targets.

We will continue to invest in employee training to enhance environmental and social competencies such as training our architects, urban planners and development assessors in how best to manage urban heat through modelling, and improved design principles, enabling them to address current climate impacts and build resilience for the future.

Educational programs and co-designed projects empower our communities to reduce emissions, energy, waste and water, contributing to environmental resilience while saving money.

We will continue to collaborate with businesses, peak bodies and strata organisations to focus on reducing their environmental footprint in our area.

Attachment B

Environmental Strategy 2025-2030 – Full Engagement Report

Exhibition report – Environmental strategy 2025-2030



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Overview

Background

Our environmental strategy 2025-2030 sets targets for our own operations and the local area to reduce our carbon footprint, improve water health and increase sustainable use of resources.

In November 2024, while revising the strategy, we asked our community about the environmental priorities that matter most to them and how we can make Sydney more sustainable and resilient. We heard that taking action to protect Sydney's environment and liveability is vital.

In April 2025 we invited feedback on the final draft of the strategy. The revised plan will

- help our communities rely less on fossil fuels and transition away from gas.
 - strengthen support for renters to adapt to climate impacts.
 - reduce our operational energy use and emissions
 - explore ways to regenerate our environment.
-

Engagement summary

The draft environmental strategy 2025 – 2035 was on public exhibition and open for feedback from 9 April to 9 May 2025.

Consultation provided an opportunity for stakeholders and the community to review and comment on the proposed strategy before being taken to Council for adoption.

We asked the community for feedback on the priority areas and new targets proposed in our revised environmental strategy. We also asked for feedback on the actions proposed to support renters to access energy efficient and climate resilient homes.

Consultation activities included online engagement and stakeholder briefings. The consultation was promoted through email direct marketing and social media.

This report outlines the community engagement activities that took place to support the exhibition and summarises the key findings from the consultation.

Purpose of engagement

The purpose of the engagement was to:

- Meet the requirements of a public exhibition and the City of Sydney's community engagement strategy.
- Explain the key aspects of the strategy in plain English.
- Seek feedback on the revised strategy, including the level of community support for priority areas and targets.

Submissions and engagement activity

Quantity	Description of activity
40	Total submissions received
28	Survey submissions
12	Email submissions
2602	Sydney Your Say webpage visits
230	People downloaded the draft strategy
416	Stakeholder emails were sent
386	Organisations were invited to attend a briefing or comment on the strategy
4	Community members attended an online information session
35	People attended an online information session for organisations

Submissions were received from the following organisations:

- Animal Liberation
- Australian Sustainable Built Environment Council
- Endeavour Energy
- Glebe Society Inc.
- Green Building Council of Australia
- Sydney Water
- Touchgrid
- Wattblock

Survey respondent snapshot

68% live in the City, 43% work here, 32% own property

57% are aged 35-65, 18% are 18-35, 25% are over 65

100% speak English at home

61% are female, 29% are male

70% were already aware of our environmental strategy

45% rent an apartment

38% are on a low income

25% experience mental or chronic health conditions

10% are social housing residents

10% are new residents

7% live with mobility and visual disability

Key findings

Strong support for the proposed priority areas

All 8 priority areas in the environmental strategy 2025-2030 received very strong support.
People agree that these priority areas are very important to make Sydney sustainable.

The main reasons given for supporting the priorities were the urgency of climate change, the importance of liveability and wellbeing in our city, and the value of reducing our carbon footprint and emissions. Many people expressed general support without a specific reason.

A small number of respondents felt that some of the priorities are not important. Those respondents expressed concern about being penalised for owning a combustion engine car (1 response), concern about litter and garbage collection (1 response), or asked for the strategy to include more actions that reduce pollution and increase green cover (2 responses).

Appetite for more ambitious targets

61% of survey respondents think our targets are not ambitious enough.

18% think they are about right, and 4% (1 respondent) think they are too ambitious.

People told us that more action is needed by all levels of government to address the climate crisis. They expressed concern about emissions and about biodiversity protection and enhancement. They asked for more action through rules for new developments. One response asked for more collaborative community co-design in the approach to action.

Many respondents expressed support for the targets, including people who said they were 'about right' and people who asked for more ambition.

People who think the targets are about right praised them for being realistic, achievable, and specific where they need to be. The respondent who said the targets are too ambitious is concerned about the cost.

Support for renter focused action

82% of survey respondents think that supporting renters to make their homes more comfortable in extreme weather is very or somewhat important.

40% think the measures proposed to support renters will be effective, or somewhat effective. 20% think they will not be effective, and 40% of respondents skipped the question.

People who agreed the proposed measures will be effective also expressed concern about the cost for landlords and the need for state and federal governments to directly support renters. People who said the measures will be somewhat effective similarly commented on the importance of support from state and federal government and expressed concern that delivering the measures may be difficult and expensive.

People who think the measures will not be effective said state government action is crucial, expressed concern about the cost, and asked for more details.

Industry feedback

Several organisations provided detailed, constructive feedback on the draft environmental strategy 2025–2030. Submissions were broadly supportive, with some recommendations offered to further strengthen the strategy’s impact, equity and deliverability.

Green Building Council of Australia (GBCA) welcomed the strategy’s ambition and alignment with best practice in the built environment. They strongly supported the focus on decarbonising buildings, inclusion of renters and social housing residents in retrofit programs, and integration of circular economy and biodiversity priorities. GBCA recommended further alignment with their *Green Star* framework and offered briefings on circular procurement and nature-based design.

Animal Liberation highlighted a disconnect between the strategy’s environmental goals and the City’s continued use of second-generation anticoagulant rodenticides (SGARs). They argued this undermines broader City objectives around biodiversity, ethical procurement, and environmental health. They recommend banning SGARs, adopting integrated pest management, and introducing a public pesticide register.

Sydney Water expressed strong support for the strategy’s focus on water resilience, efficiency, and waterway health. They encouraged more ambitious water targets, particularly for residential consumption, and highlighted opportunities for collaboration to support implementation. They also recommended integrating land use planning controls to improve stormwater outcomes.

ASBEC (Australian Sustainable Built Environment Council) commended the City for its leadership and clear commitment to a zero-carbon, regenerative future. They support the move away from gas, investment in renter resilience, and the broader ambition to move from sustainability toward environmental regeneration. ASBEC emphasised the need for multi-sector collaboration and reaffirmed its support for implementation.

Endeavour Energy expressed strong support for the strategy’s comprehensive and thoughtful direction. They suggested expanding the focus from building efficiency to broader community efficiency and resilience, including opportunities for energy sharing, community solar, battery storage, smart grids, and incentives for local renewable energy uptake. They also recommended public education and cross-sector partnerships to support implementation.

Wattblock offered to support implementation of the strategy by sharing insights from its work with over 500 apartment buildings on decarbonisation. They highlight the potential to engage strata communities in emissions reduction efforts.

Touchgrid provided information about their platform, which aims to visualise and coordinate climate action across stakeholders. They expressed interest in supporting the City’s transition planning through improved access to localised climate data.

Survey responses

Feedback on the strategy's priorities

We asked survey respondents how important the proposed priority areas are to make Sydney a sustainable city. The results show clear support, especially for the uptake of renewable electricity and the regeneration of waterways and land.

Support for each priority is detailed below in figure 1. The numbers on the graphs show how many survey respondents selected each option. The percentages reflect the proportion of those respondents who rated the priority as either 'very important', 'somewhat important', or 'not important'.

Figure 1. Responses to the survey question “In your opinion, how important are the following proposed priority areas to making Sydney a sustainable city?”

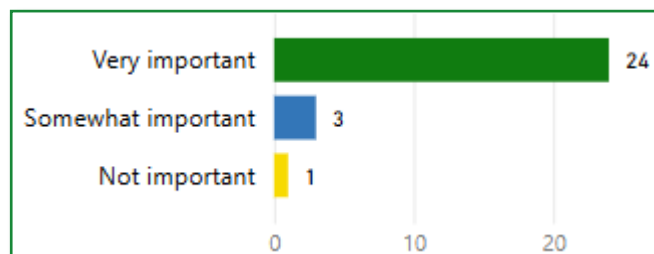
1. Driving electrification

Drive electrification of all buildings and reduce reliance on fossil gas.

96%

Very or somewhat important

4% not important



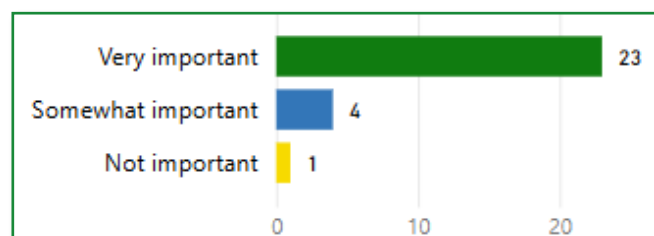
2. Support to reduce carbon emissions

Support the community to reduce carbon emissions arising from the creation of materials.

96%

Very or somewhat important

4% not important



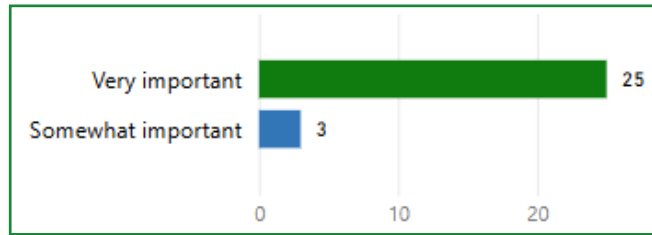
3. Uptake of renewable electricity

Encourage community uptake of renewable electricity including on-site solar.

100%

Very or somewhat important

0% not important



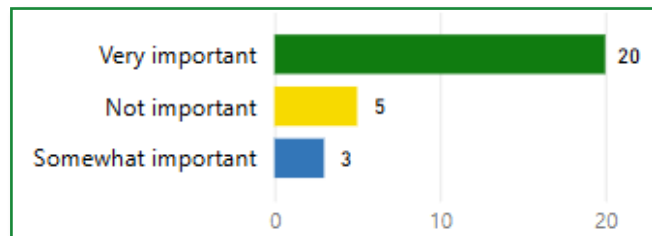
4. Support for renters

Support renters to make their homes more comfortable in extreme weather.

82%

Very or somewhat important

18% not important



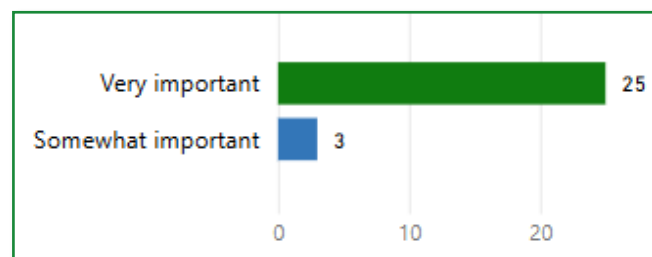
5. Regenerate waterways and land

Enhance and regenerate waterways and land and prevent pollution.

100%

Very or somewhat important

0% not important



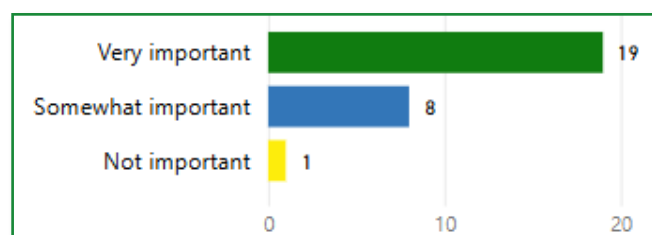
6. Water resilience

Build water resilience through encouraging water efficiency in homes and businesses.

96%

Very or somewhat important

4% not important



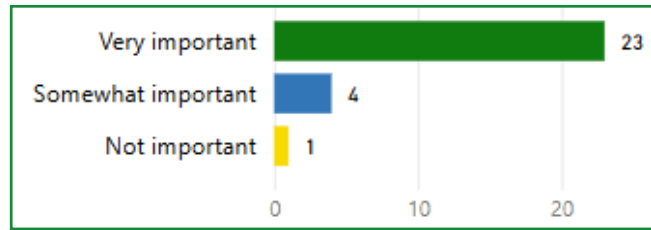
7. Access to zero emissions transport

Work towards access to zero emissions transport for everyone e.g., electric buses, the ability to walk or cycle.

96%

Very or somewhat important

4% not important



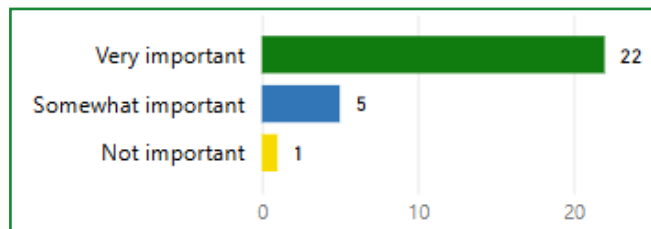
8. Access to zero emissions transport

Provide access for everyone in the community to reduce, reuse, repair and recycle instead of buying new.

96%

Very or somewhat important

4% not important



Summary of comments on the priority areas

After they rated each priority, survey respondents were asked to give a reason for their level of support with the open comment question “Tell us why you think these priorities are important.”

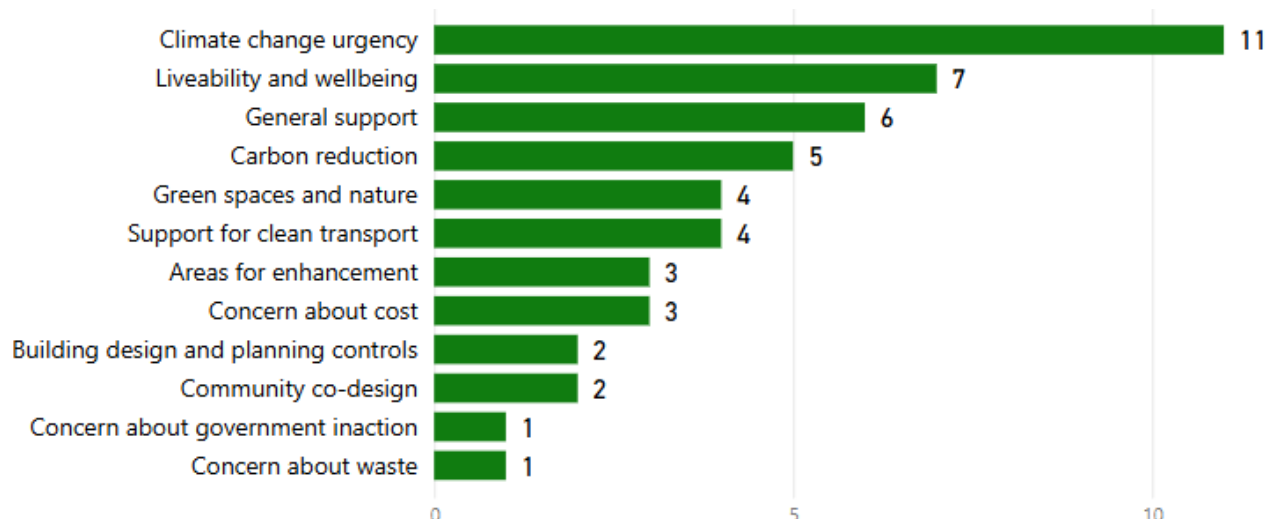
The topics most mentioned in these comments were the urgency of climate change, the importance of liveability and wellbeing, and the importance of carbon reduction. People also talked about the importance of green spaces and nature and expressed support for zero emissions transport. A summary of the topics mentioned is shown in figure 2.

“We need urgent action to reduce the effects of climate change and prepare communities to support each other through climate driven social and economic issues.”

“These priorities are vital for the City of Sydney as they improve our climate resilience, liveability, economic growth, social equity, and biodiversity. By focusing on reducing greenhouse gas emissions, increasing green spaces, and fostering inclusive communities, we will be a healthier, more resilient, and economically vibrant city.”

“I think working towards zero emission transport should be a priority for the City of Sydney. It is the area where the council can have the greatest influence and would also be able to deliver the greatest benefits. The ability to use zero emission transport / walk / cycle everywhere in our city will have benefits well beyond just the environmental gains. It will make Sydney a better city all around.”

Figure 2. Reasons for level of support



Feedback on the targets

The strategy proposes new targets to reduce our environmental impact, improve water health and increase sustainable use of resources. Survey respondents were asked to give an overall rating for the targets and then tell us why they gave that rating.

Of the total survey respondents (28 people), 61% think our targets are not ambitious enough, 18% think they are about right, 4% think they are too ambitious, and 17% skipped the question.

People told us they have an appetite for bolder action. Their comments reflected a deep concern about the impact of climate change and the urgent need to act to address it.

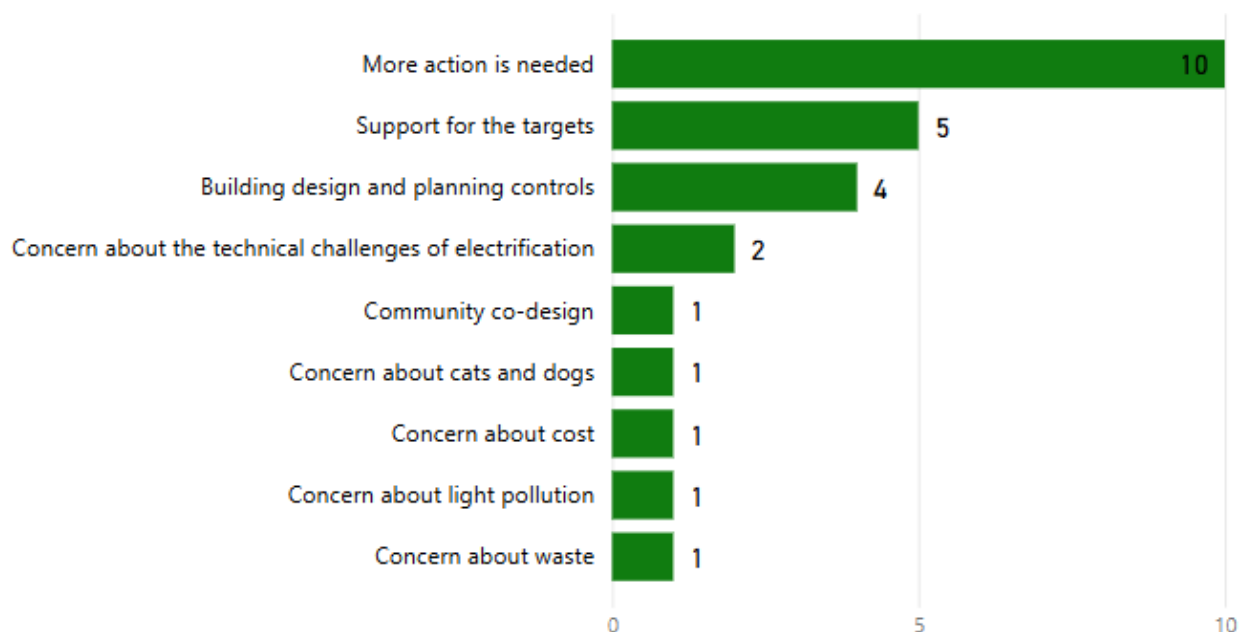
The most mentioned topics were a desire for more action, general support for the targets, and requests for more action through building design and planning regulations. A summary of the topics mentioned is shown in figure 3.

“The City of Sydney has made impressive progress on many of its priority areas, particularly operational emissions. However, we must do better to avoid warming above 2 degrees and alarming biodiversity loss...”

“I think it’s a good balance of ambitious and realistic and this will help to hopefully increase the likelihood of being able to achieve all the goals listed.”

“I don’t think we are doing enough when it comes to new developments, there needs to be a drastic change to DA rules to ensure targets can be met.”

Figure 3. Reasons for opinions on the targets



Feedback on measures to support renters

The strategy will support renters to access energy efficient and climate resilient homes. It promises to advocate for minimum rental standards and financial incentives for landlords, work towards equitable electrification of buildings, and promote state and federal programs that help renters access renewable energy and energy efficient technologies.

We asked survey respondents to tell us if they think these measures will be effective and to comment on their reasons.

40%

Said yes or somewhat effective

20% said no, 40% skipped the question



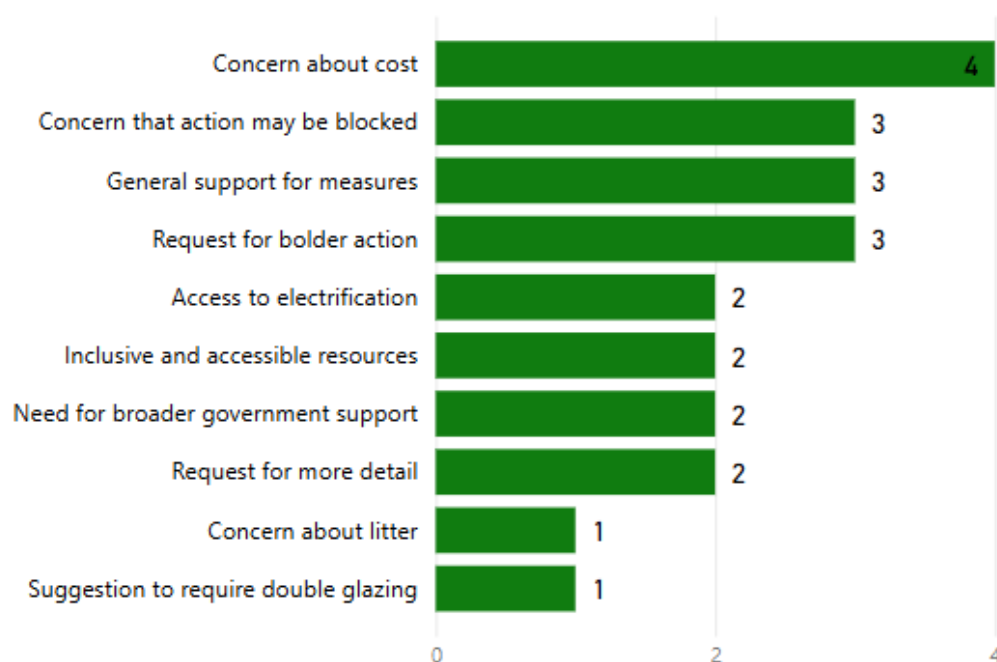
Of the respondents who told us they rent an apartment, **42%** think the measures will be effective or somewhat effective, 17% think they will not be effective, and 41% skipped the question.

People told us they are concerned about the cost of the measures and concerned that action on the measures will be blocked or too difficult to deliver. A summary of reasons is shown in figure 4.

“If you make it harder/more costly for landlords to provide rentals then we will loose (sic) rental houses, making it harder to rent.”

“These are fantastic aims, but considerable roadblocks still exist, particularly in strata buildings. There needs to be considerable incentive for strata committees to support these initiatives.”

Figure 4. Reasons for opinions on the effectiveness of measures to support renters to access energy efficient and climate resilient homes



Other comments

We asked survey respondents if there was anything else they would like to tell us about the Environmental Strategy 2025 – 2030. The table below summarises the topics raised in these comments.

Comment topic	No. of mentions
Concern about cost	2
General support	2
Concern about achievability	1
Concern about dogs off leash	1
Concern about equity in EV policies	1
Concern about light pollution	1
Concern about missing biodiversity and canopy	1
Concern about outsourced waste management	1
No further comments	1
Request for measures targeting impact reduction of severe weather events	1
Request for safer walking conditions	1
Request for soft plastics recycling	1
Request for support upgrading existing homes	1
Request for the strategy to be co-designed with community	1
Request to enable more community initiatives	1
Request to include food and composting	1
Suggestion to engage with local businesses to reduce pollution.	1

Summary of community feedback by email

The Glebe Society provided a detailed submission calling for stronger environmental performance in urban ecology. Key suggestions included:

- Measuring and reporting urban green space and accessibility per capita, using WHO guidelines.
- Bringing forward green cover and tree canopy targets to 2040, with more native species diversity and removal of allergenic and invasive trees.
- Improving green space quality through understory planting in parks and streetscapes.
- Mapping and enhancing wildlife corridors to strengthen biodiversity connectivity across dense urban areas.

Their feedback supports the strategy's regenerative goals and proposes measurable improvements aligned with public health, climate resilience and biodiversity outcomes.

Four individual community members submitted feedback by email. They expressed strong support for the strategy's goals and offered a range of practical suggestions to enhance implementation. These included creating "cool down areas" in public spaces to support renters and vulnerable residents during extreme heat, supporting local repair businesses to advance circular economy aims, and improving pedestrian safety by advocating stronger regulation of e-bike behaviour. One person proposed the formation of "heat teams" to check on elderly people during heatwaves, while another asked for more information about how the environmental strategy aligns with broader City plans. Concerns were raised about cleanliness and waste management in parts of the CBD, particularly alleyways, with a suggestion for targeted high-pressure cleaning and better maintenance to protect public amenity.

Summary of feedback from the online information sessions

We held 2 online information sessions, one open to all community members (4 attendees) and one for people representing businesses and organisations (35 attendees).

At the community session we presented the details of the strategy's 4 directions and asked attendees to rate the importance of each one from a choice of 'not important', 'somewhat important', 'very important' and 'not sure'. The attendees who participated in the polls (3 people) **unanimously rated all 4 directions as 'very important'**.

At the organisation session we presented the details of the strategy's 4 directions. We asked about strategic alignment and what we should prioritise to deliver the strategy effectively. The responses to these polls are detailed in appendix D.

Engagement activities

Overview of engagement activities

Sydney Your Say webpage

A [Sydney Your Say webpage](#) was created. The page included an electronic copy of the draft environmental strategy 2025-2030, an online survey and other key information about the consultation.

Online feedback form via Survey Monkey

The community and stakeholders were able to give feedback using an online feedback form. A link to the feedback form was provided on the Sydney Your Say website.

Sydney Your Say e-news

The consultation was included in the Sydney Your Say April e-newsletter (5059 subscribers).

Notification email

An email was sent to key stakeholders, including people who gave feedback during the early-stage consultation, community groups and organisations known to have an interest in the environmental strategy, inviting them to give feedback on the proposal.

Community information session

An online community information session was held on Wednesday 16 April and was attended by 4 community members. The information session was promoted on the Sydney Your Say page.

Organisation information session

An online information session was held on Wednesday 30 April for businesses and organisations and was attended by 35 people. The information session was promoted through a stakeholder email to 386 organisations.

Marketing and communications

The following marketing and communications activities promoted awareness of the consultation and reached a range of audience segments through paid advertising and existing City of Sydney channels.

- Facebook advertising
- Linked In post – boosted organic post
- Instagram organic post – reel
- City of Sydney email marketing (CoS News, First Nations, Sustainable apartments)

Appendix

Appendix A Sydney Your Say and email marketing tiles



Photo: Will Jones / City of Sydney

Our new environmental strategy

In 2024 we asked our communities about the environmental priorities that matter most to them and how we can make Sydney more sustainable and resilient.

We now invite your feedback on the final draft of the strategy. Have your say by Friday 9 May.

[Read more](#)



Have your say – new environmental strategy

We're revising our environmental strategy which outlines our plans for a sustainable Sydney over the next 5 years.

Our revised plan will:

- help our communities rely less on fossil fuels and transition away from gas
- strengthen support for renters to adapt to climate impacts
- reduce our operational energy use and emissions
- explore ways to regenerate our environment.

We welcome your feedback on our final draft of the strategy. [Take a look now.](#)

Appendix B Facebook advertising

City of Sydney •
29 April at 16:58

Passionate about a green and liveable Sydney? The team behind our environmental strategy would like your feedback. Have your say now!



CITYOFSYDNEY.HAVEYOURSAY
Have your say: new environmental strategy
Tell us what you think

[Learn more](#)

City of Sydney •
29 April at 16:57

Last call for feedback on our new environmental strategy. Electrification, water resilience, support for renters - find out what we're planning.

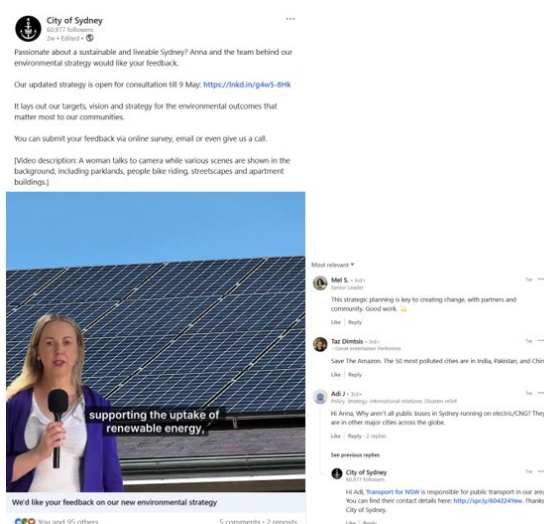


CITYOFSYDNEY.HAVEYOURSAY
Have your say: new environmental strategy
Tell us what you think

[Learn more](#)

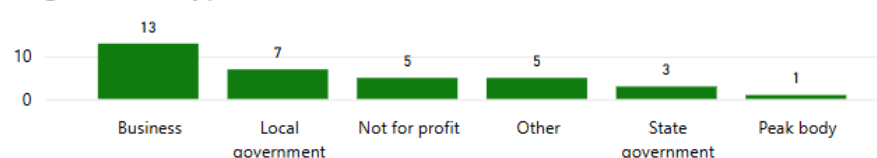
86 20 comments 9 shares

Appendix C Linked In boosted organic post



Appendix D poll results from the online briefing for organisations 30 April

Organisation type



Which of these strategic priorities align with priorities you are working towards in your own organisation?

Practise sustainable procurement to reduce supply chain emissions and create circular economy opportunities	19
Deliver environmental sustainability through responsible asset planning and management	18
Reduce direct operational emissions and energy use by electrifying our buildings and fleet	17
Build water resilience in our operations with increased efficiency and non-potable water use	10
Total	64

What should we prioritise to deliver this strategy effectively?

Drive electrification of all buildings and reduce reliance on fossil gas	23
Support renters' access to energy efficient and climate resilient homes	21
Encourage community uptake of renewable electricity including onsite solar	13
Build water resilience through encouraging water efficiency in homes and businesses	9
Support communities to reduce embodied carbon	8
Total	30

What issues presented in the strategy do you think our sustainability programs should prioritise.

Electrification of existing buildings in all sectors	16
Circular materials - reduce, reuse, repair	13
Accelerating progress to net zero	11
Embodied carbon in fit-outs	8
Emergency response planning for resilient buildings	8
Engaging B and C grade commercial office on sustainability	7
Water performance in residential and accommodation	6
Renewable energy power purchase agreements	5
Other? (Please comment below)	2
Total	24





Environmental Strategy focus groups

Engagement Report

Client: City of Sydney

Date: May 2025

Report title: Environmental Strategy focus groups engagement report

Client: City of Sydney

Version: 5

Date: May 2025



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Cred Consulting acknowledges the Traditional Custodians of the lands on which we operate.

We pay our respects to the Traditional Owners, Ancestors and Elders past and present.

We recognise the strength, resilience and contributions of First Nations Peoples, and the eternal and spiritual connection held in the lands, skies and waters, through cultural practices and beliefs.

Our team is proud to live, learn and thrive in the place we now call Australia, and recognise sovereignty has never been ceded by First Nations Peoples of this continent.

As embedded in our values, we are committed to building connected, healthy and resilient communities and creating purposeful outcomes that reflect our deep appreciation for the peoples and cultures that make us who we are and shape where we are going — together as one.

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1. Introduction

1.1 Background

The City of Sydney (the City) is revising its environmental strategy. The City is committed to reducing the environmental impact of their operations, buildings, people and transport on the local area and this document outlines the City's plans for a sustainable Sydney over the next 5 years.

The current 2021 – 2025 Environmental Strategy focuses on reducing emissions and energy use, using alternative water sources, supporting the growth of the circular economy and introducing better performance standards for buildings. The strategy also looked at how the City can mitigate the impacts of climate change and protect biodiversity, green spaces and waterways. This strategy is now approaching the end of its lifecycle and work is underway to revise the strategy and develop the next iteration through to 2030.

The City of Sydney, as part of the development of the next Environmental strategy 2025 – 2030, wants to consult with the community, particularly climate vulnerable groups, to better understand what they think the new environmental strategy should cover and the support they need to contribute to a Sydney that is more sustainable and resilient.

1.2 Purpose of engagement

The purpose of the engagement was to engage with climate vulnerable groups to better understand community perception of what an environmental strategy should deliver and what support people need to contribute to the achievement of sustainability targets.

This was achieved through a series of focus groups that explored community priorities, community experiences with climate impacts, what people do in their day-to-day life to be more sustainable, and how the City of Sydney can better support them to do that.

Learnings from community engagement will be combined with learnings from data from research projects to identify priorities for the revised strategy

1.3 Engagement program

The engagement program consisted of a series of four focus groups with targeted community cohorts who could be considered more vulnerable to climate impacts:

- People with a household income between \$50,000 and \$90,000 (considered low income for the LGA)
- People who rent apartments
- Mandarin speakers, and
- People with disability.

This report provides a summary of findings from all focus groups listed above. Findings in this report have been summarised by focus group cohort.

1.4 Recruitment to the focus groups

The focus groups were recruited in several ways. Two focus groups (people who rent apartments and people with a household income between \$50,000 and \$90,000) were independently recruited by Taverner Research and the focus group with Mandarin speakers was independently recruited by Multicultural Marketing and Management, a specialist multicultural market research agency.

The purpose of the independent recruitment approach for these focus groups was to ensure a demographically representative group of the community were in attendance. Community members expressed their interest in participating in the focus groups and were screened according to their demographic characteristics.

The selection process was designed to ensure each group of participants aligned with the specific cohort, reflected the City of Sydney local area and were a diverse mix of the community. A range of demographic factors were considered, including suburb, age, gender, housing tenure, dwelling type, language spoken at home and ability. The focus was on ensuring a broad mix of representation.

The focus group with people with disability was recruited by the City of Sydney, via an email invitation to their networks inviting people to register to participate.

1.5 About the focus groups

Focus group 1: People with a household income between \$50,000 and \$90,0000

This focus group was facilitated by Cred Consulting over Zoom from 5.30-7.30pm on Tuesday 10 December 2024. 12 community members attended the focus group.

Participants were independently recruited by Taverner Research to ensure community members within this income bracket were represented.

Focus group 2: People who rent apartments

This focus group was facilitated by Cred Consulting over Zoom from 5.30-7.30pm on Thursday 12 December 2024. 10 community members attended the focus group.

Participants were independently recruited by Taverner Research to ensure people who rent apartments in the City of Sydney were represented.

Focus group 3: Mandarin speakers

This focus group was facilitated by Multicultural Marketing and Management, a specialist multicultural market research agency from 6-8pm on Wednesday 11 December 2024. 12 community members were represented.

Participants were independently recruited by Multicultural Marketing and Management to ensure people who spoke Mandarin were represented.

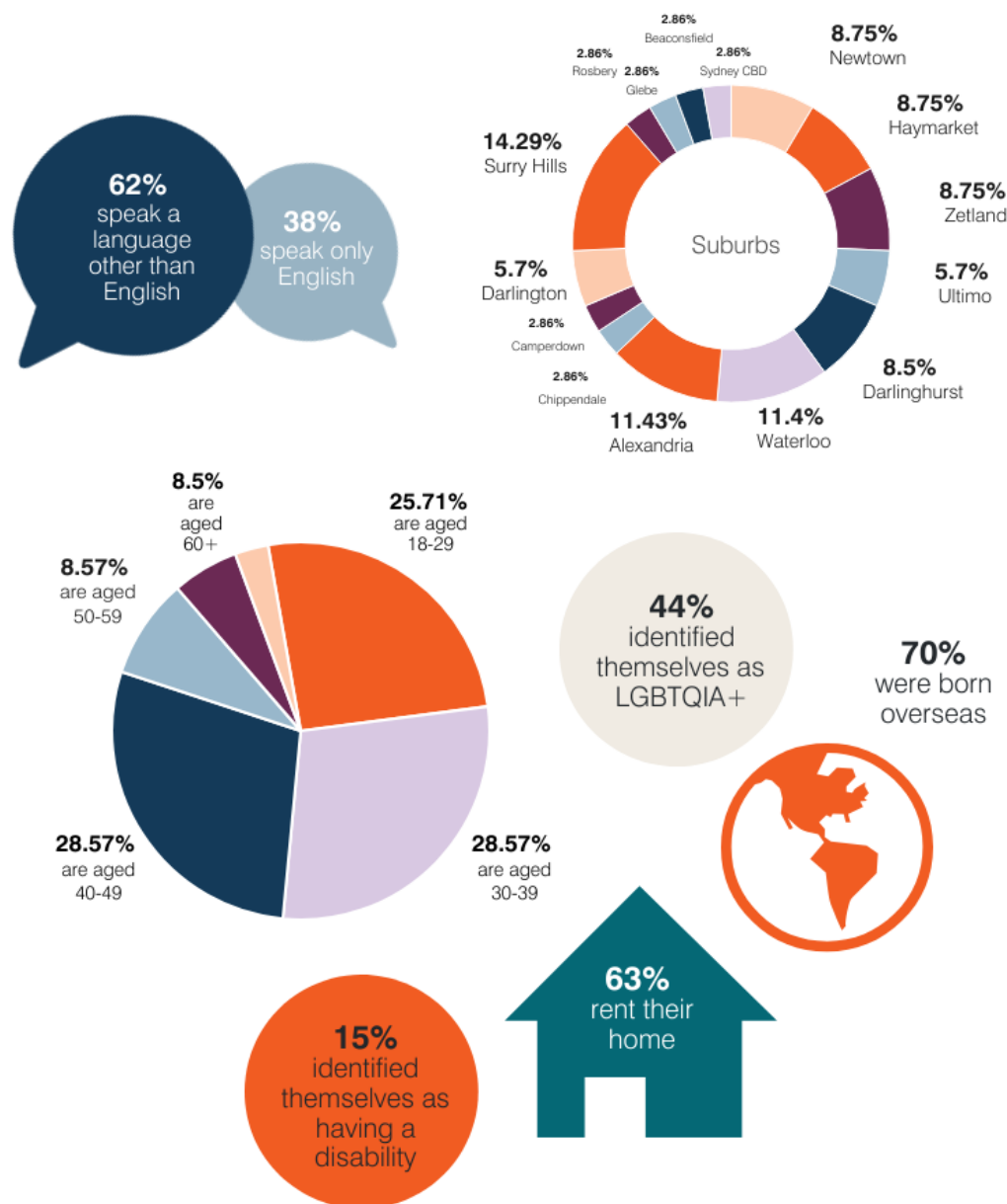
Focus group 4: People with disability

This focus group was facilitated by Cred Consulting over Zoom from 5.30-7.30pm on Tuesday 29 April 2025. 4 community members attended the focus group.

1.6 Participant profile

A total of 38 participants attended all four focus groups. All participants were residents of the City of Sydney local area. Figure 1 provides a demographic snapshot of the participants who attended focus groups one, two and three. Demographic details were not captured for participants who attended focus group four.

Figure 1 – Demographic snapshot of participants from focus groups one, two and three



2. Overall key findings

Across all focus groups, participants expressed a desire for a more environmentally sustainable and inclusive city, and some practical and accessible ways that they can be more sustainable in their own lives. Focus group participants also identified a range of barriers that make it hard for them to live sustainably and respond effectively to climate-related impacts

There is a need to improve waste management systems

Participants across all focus groups indicated that there is a need for Food Organics and Garden Organics (FOGO) bins to encourage composting, more accessible recycling options for e-waste and soft plastic through Return and Earn stations and recycling centers in and around the LGA. Participants also called for better education and clearer guidance, specifically for those living in apartment buildings, where confusion about sorting waste remains a barrier to living sustainably.

Accessible and affordable public and active transport options are critical

The need for more accessible, affordable and reliable public transport options (such as trains and buses) was raised consistently. Participants highlighted the need for the LGA to be accessible to people with disability so they can move around and participate in society independently. Participants encouraged the City of Sydney to improve public and active transport infrastructure, maintain footpaths more effectively and ensure better connectivity with public transport routes and services. Supporting the use of electric vehicles through providing charging stations in apartment buildings and on the street was also considered a key opportunity to reduce reliance on fossil fuels and the City's carbon footprint.

Homes need to be designed well to respond to climate impacts

Many participants reported living in buildings with poor insulation, inadequate heating or cooling and limited ventilation, among other issues. These conditions are exacerbated with the effects of heatwaves, humidity, storms and flooding. Participants noted that much of the current housing stock is quite old (particularly in rental properties), and they advocated for greater efforts from the City and landlords to support retrofitting of older buildings with energy-efficient features such as solar panels, double glazed windows, air conditioning units and natural ventilation. Many participants, particularly those living in rental apartments, also identified their lack of decision-making power to amend their living environments to withstand climate related impacts

Cost of living pressures are a key barrier to sustainable living

Many focus group participants noted that cost of living pressure was the key barrier to not being able to live sustainably or take action in their day-to-day lives. For example, participants reported that the costs associated with energy-efficient appliances and building upgrades make it difficult to improve their own situation.

There is value in providing more green infrastructure

Participants emphasised the importance of increasing green infrastructure to mitigate urban heat, enhance liveability and wellbeing and improve biodiversity. Participants suggested incorporating more green infrastructure like native street trees, community gardens, and soft landscaping throughout the LGA.

There is a need to improve communication and awareness about environmental sustainability initiatives

While participants were generally supportive of the City's environmental sustainability initiatives, many reported a lack of awareness or difficulty accessing certain sustainability initiatives and programs. In particular, they highlighted programs and initiatives being skewed toward homeowners rather than renters, significant language and communication barriers for non-English speakers and difficulty accessing recycling centers. Participants expressed a desire for simple, multilingual information and education initiatives that will help empower residents to take action and improve environmental sustainability.

3. People with household incomes between \$50,000 and \$90,000

3.1 What we heard

Feedback on priorities

The City of Sydney has identified four key priorities to help achieve their vision of a sustainable and resilient Sydney. These priorities are:

- Resilient and efficient operations: Ensuring our work and suppliers reduce energy, water and waste in our buildings, pools, parks and other facilities.
- Efficient and climate resilient buildings: Reducing the reliance on fossil fuels by supporting electrification to cut emissions, encouraging the use of renewable energy sources and helping people make their homes more climate resilient.
- Regenerative and inclusive city: Regenerating the waterways and land. Ensuring everyone can access zero carbon transport and has the ability to reuse and repair instead of buying new.
- Strong foundations: Communicate our progress and use data to drive informed decision making.

The priorities were presented to participants, and they were asked to share their feedback and identify any other priorities that they feel are important to achieve the vision of a sustainable Sydney. Feedback provided by participants is summarised below:

Waste management

Participants expressed a desire for more bins to allow adequate waste sorting. They want to see a faster rollout of green bins/FOGO bins for food waste, more frequent sorting of chemical waste and opportunities to recycle plastic.

Trees and greenery

Participants raised the need for more green space, native plants for streetscapes, and trees to provide shade and cool the environment. They also spoke about nesting boxes, native bee boxes and soft surfaces instead of hard pavements. Participants indicated that more soft surfaces would result in better drainage.

Public and active transport

Participants want to see more affordable public transport, bike lanes incorporated into the road instead of footpaths and more car parking and solar chargers for electric vehicles.

Energy efficiency

Participants expressed a desire for more consideration of energy efficiency. They suggested installing solar panels on Sydney Town Hall and City of Sydney buildings and they spoke about doing an

efficiency review of apartment buildings. Key issues that were raised included poor insulation of homes, lack of natural ventilation and how to make homes cooler without needing air conditioning.

Experience of climate-related impacts

Participants were asked what climate-related impacts they have experienced and how they were affected.

Participants primarily spoke about the impacts from erratic/unstable weather like heavy rain and storms. They mentioned humidity, mould, rising damp and flooding as key issues, along with the increased electricity bills associated with managing impacts. Participants also spoke about leaking roofs, flooding due to blocked or old drains and potholes or obstructions on the road as a result of heavy rain.

Participants noted that there is a need for double glazed windows and building heights designed to accommodate sea breezes, to help reduce the impacts of humidity.

Barriers to responding to climate impacts

Participants were asked what barriers they face that make it harder to respond to climate impacts. Feedback provided by participants is summarised below:

Cost

Participants stated that cost is a major barrier to responding to climate impacts, particularly given the cost of living crisis and for those who live alone. Electricity bills are becoming more expensive and the cost associated with modernising buildings or making changes to respond to climate impacts results in more expensive strata fees, which are not affordable.

Challenges with strata, body corporate and landlords

Participants indicated that strata/body corporate and landlords are a key barrier. They shared experiences of strict strata bylaws, body corporate not accepting new ideas or approving changes, landlords refusing to install air conditioning or ceiling fans and strata committees not believing in climate change so being unwilling to make changes to the building. One participant mentioned that they are not permitted to use their air conditioner after 10pm and another noted that the City of Sydney rejected their strata committee request to install solar panels on the building.

Some participants stated that their landlord is not interested in making changes to the property to improve energy efficiency or climate resilience, and also refuses to let the tenant make their own changes. A participant indicated that they have no other option but to turn their oven on during winter to keep their house warm.

Participants ultimately spoke about feeling disenfranchised and unsupported by their landlord and strata committee due to the resistance they face when they make suggestions or ask for changes.

Building and infrastructure design

Participants stated that the design of buildings and the materials used are not fit for purpose when it comes to withstanding climate impacts like heavy rain. They felt that this is a common theme across the LGA, where infrastructure is outdated or poorly designed. Participants also spoke about their building not having sufficient space to install electric vehicle chargers.

Suggestions to improve sustainability

Participants shared a range of suggestions to improve sustainability and mitigate barriers. They suggested that development approval processes should be expedited for proposals that actively address climate impacts. They felt that this would be a good incentive to encourage more climate resilient buildings that can withstand climate impacts over time.

Participants also spoke about the need for high energy efficiency appliances, more native plants and less chemicals in the public domain (for example, swapping weed spray for steam or alternative options).

Participants suggested more comprehensive waste disposal options, including soft plastic recycling and allowing plastic milk bottles as part of Return and Earn. They also suggested making it easier for community groups to collect and recycle bottles as a fundraising initiative.

Participants spoke about having markets or an online council service where residents can share and swap their used goods and clothing with others.

Living sustainably – how participants do this now and what they want to do in the future

Participants were asked what they currently do in their everyday life to be more sustainable. Participants mentioned the following:

- Sorting waste, recycling and using Return and Earn
- Using the fan instead of the air conditioner
- Taking shorter showers
- Using public transport, active transport and carshare services instead of driving a personal vehicle
- Donating used goods, purchasing second hand goods and buying fewer new items
- Composting and using a food waste bin
- Avoiding single-use plastics and food waste
- Using rechargeable batteries or using solar power to charge batteries
- Carrying a reusable coffee cup and reusable grocery bags
- Buying local and Australian made items
- Sharing food with neighbours and using community gardens
- Only using washing machine on a full load and hanging washing up instead of using the dryer
- Collecting excess water in a bucket or water tank and using it to flush the toilet
- Reusing paper bags as bin liners, and
- Taking part in energy peak events to receive credits on electricity bill.

Participants who lived in apartment buildings were asked if their building has implemented any sustainability initiatives. Participants spoke about switching to LED lighting, motion sensor lighting, green waste bins, solar panels and working toward electric vehicle charging.

Participants were also asked what they would like to do in the future to be more sustainable. Participants mentioned the following changes:

- Use public transport more often
- Sort and recycle waste more effectively, including food waste and e-waste
- Have a compost bin
- Collect and reuse grey water
- Install in-ground heating
- Use 100% recyclable packaging
- Move to a fully electric lifestyle with a self-generating grid, and
- Use native plants.

Barriers to living sustainably

Participants were asked what barriers they face that make it harder to live sustainably. They reiterated the same barriers raised in terms of responding to climate impacts, namely cost and challenges with strata, body corporate, landlords and the City of Sydney council. Participants also spoke about the inconvenience aspect (particularly if they are time-poor) and not knowing what they can do and where.

Participants expressed concern about the lack of Return and Earn machines in the Sydney CBD, the excessive use of plastic in supermarkets, abandoned e-scooters and bikes, limited amount of green space in the Sydney CBD and no available compost collection options.

Participants noted that there are significant barriers in terms of implementing sustainability initiatives in apartment buildings, particularly cost. They stated that there are already costly ongoing maintenance tasks in many buildings and that means sustainability initiatives are pushed aside. Participants saw value in grant funding for strata titles to enable more sustainability initiatives.

Participants suggested that the City of Sydney offer free solar powered charging points in bus stops and benches. They also expressed a desire for free community thrift stores and for all phones and small electronics to use the same charging and accessory cord.

Support needed from the City of Sydney

Participants were asked if there is anything the City of Sydney can do to support them to live in a more sustainable way. The suggestions raised by participants are summarised below:

- More comprehensive waste disposal options, including e-waste recycling, compost collection and food waste disposal in the green bin
- Free apartment efficiency review
- More Return and Earn machines
- Rebates for households that use less electricity or produce less waste
- Incentives and subsidies for buildings to make changes and become more climate resilient
- More trees, greenery and community gardens

- Tool/equipment library, where people can borrow items like tools and sewing machines rather than purchasing new
- More electric vehicle charging and parking spots
- More affordable public transport costs
- Education and outreach (particularly to younger people and harder to reach groups) to promote sustainability and the options that are available
- Reduced car speeds in the CBD and provide more pedestrian space
- Community environment champions who can promote sustainability initiatives, and
- Businesses using compostable packaging.

4. People who rent apartments

4.1 What we heard

Feedback on priorities

The City of Sydney has identified four key priorities to help achieve their vision of a sustainable and resilient Sydney. These priorities are:

- **Resilient and efficient operations:** Ensuring our work and suppliers reduce energy, water and waste in our buildings, pools, parks and other facilities.
- **Efficient and climate resilient buildings:** Reducing the reliance on fossil fuels by supporting electrification to cut emissions, encouraging the use of renewable energy sources and helping people make their homes more climate resilient.
- **Regenerative and inclusive city:** Regenerating the waterways and land. Ensuring everyone can access zero carbon transport and has the ability to reuse and repair instead of buying new.
- **Strong foundations:** Communicate our progress and use data to drive informed decision making.

The priorities were presented to participants, and they were asked to share their feedback and identify any other priorities that they feel are important to achieve the vision of a sustainable Sydney. Feedback provided by participants is summarised below:

Lack of trust with government on climate issues

Participants stressed that they have a lack of trust with all levels of government on climate issues. Participants suggested that to build this trust, they'd like to see what types of sustainable actions and changes they're undertaking to tackle environmental and climate issues. Participants suggested providing regular updates on what their goals are, what progress they're making and how does the City of Sydney compare to other local government areas.

Waste management

Similarly to other focus groups, participants expressed a desire for more bins to allow adequate waste sorting, particularly for food waste and soft plastics. Participants also raised that it's hard to dispose of furniture in a sustainable way. They also requested additional marketing material, particularly in apartment buildings, as participants raised that there is a lack of knowledge on waste sorting and what can/can't be recycled.

Accessibility issues to waste management

Participants mentioned they had a strong desire to recycle throughout this focus group, however aren't able to travel to City of Sydney recycling centers due to not owning a car or the recycling center is too far from their home.

Green space and biodiversity

Participants encouraged the City of Sydney to improve their green space and increase biodiversity through the local government area. Participants were reminded of the *Greening Sydney Strategy* and that biodiversity and green space is covered within this document.

Initiatives and programs

All participants identified that the initiatives and programs provided by the City of Sydney are great, however one participant noted that they are not always convenient to access or participate in. For example, the application process for the apartment household compost program was perceived to be complex and time-consuming, which can be a barrier for people.

Types of priorities

A participant raised a specific comment on the types of priorities – identifying that the priorities are more geared towards large infrastructure priorities and not easily accessible, community priorities.

Experience of climate-related impacts

Participants were asked about the climate-related impacts they've experienced and how these have affected them.

Many discussed environmental challenges such as rising heat and humidity, as well as cold temperatures and flash flooding. A common concern was that their apartments were either too hot or too cold, with many lacking air conditioning or heating. Several participants mentioned that as renters, landlords are reluctant to provide these amenities. Additionally, many highlighted that their homes were poorly insulated, making them uncomfortable during both summer and winter months. The age of the apartment buildings in the local area was also noted, with many being outdated and ill-equipped to handle climate-related issues.

Participants expressed concern that these problems would only worsen over time and urged the City of Sydney to encourage landlords to install proper heating, cooling, and insulation. They also recommended that the City investigate drainage systems around the city to help mitigate flash flooding.

Barriers to responding to climate impacts

Participants were asked what barriers they face that make it harder to live sustainably. Similarly to other focus groups, many of the participants noted that the rising cost of living impacts hinder the adoption of climate-resilient measures.

Participants mentioned that they are unable to make any structural or design changes to their home, thus they need to spend additional money on heating, cooling to assist with ventilation. Participants raised with the rising cost of rent, and then paying for additional home materials, is a costly expense.

As noted earlier, participants also mentioned they are unable to access recycling services or Return and Earn chutes without a car.

Living sustainably – how participants do this now and what they want to do in the future

Participants were asked what they currently do in their everyday life to be more sustainable. Participants mentioned the following:

- Go op shopping – buying old, instead of new
- Advertising used products on Facebook marketplace and Gum Tree
- Walking and using public transport
- Carpooling
- Buying products in easy to recycle packaging
- Using reusable coffee cups
- Bulk shopping to reduce deliveries and packaging
- Not using soft plastics, paper towel or tissues
- Recycling as much as possible and giving things away
- Disposing of e-waste and batteries etc responsibly, and
- Having a vege gardens.

Participants also mentioned that their apartment building were undertaking the following sustainable initiatives:

- Recycling water for the gardens
- Signage for waste management
- E-water for cleaning, and
- Sensor lighting in common areas.

Barriers to living sustainably

Participants were asked what barriers they face that make it harder to live sustainably. Similarly to other focus groups, many of the participants noted that the rising cost of living impacts their response to climate impacts.

These barriers raised by participants are summarised below:

- Lack of information on available programs
- Apartment layout and design e.g. doesn't include space to dry clothes, natural ventilation
- Apartment doesn't allow for sharing of facilities e.g. recycling for soft plastics
- Landlord support for structural changes in apartments, and
- Bike share scheme is no longer appealing due to dumped Lime Bikes across the city.

“Some of these problems are inevitable with climate change and there doesn't seem to be understanding around this, most people are doing all we can.”

- Focus group participant

Support needed from the City of Sydney

Participants were asked if there is anything the City of Sydney can do to support them to live in a more sustainable way. The suggestions raised by participants are summarised below:

- Improved access to existing recycling services e.g. places where you don't need to access via car
- More recycling support from the City
- No more use of single use plastic bags and only brown paper bags
- A reference sheet of local services/ resources
- Not many sustainability resources or initiatives that are for renters, only home owners e.g. solar panels
 - e.g. a participant raised that they'd like to explore splitting prices on cooling and heating appliances with their landlord.
- Ban use single use coffee cups, and
- Car share zones/pods – particularly in apartment buildings carparks.
 - e.g. a participant raised that their apartment block had a carpark only full of car share no private vehicles.

5. Mandarin speakers

5.1 What we heard

Feedback on priorities

The City of Sydney has identified four key priorities to help achieve their vision of a sustainable and resilient Sydney. These priorities are:

- Resilient and efficient operations: Ensuring our work and suppliers reduce energy, water and waste in our buildings, pools, parks and other facilities.
- Efficient and climate resilient buildings: Reducing the reliance on fossil fuels by supporting electrification to cut emissions, encouraging the use of renewable energy sources and helping people make their homes more climate resilient.
- Regenerative and inclusive city: Regenerating the waterways and land. Ensuring everyone can access zero carbon transport and has the ability to reuse and repair instead of buying new.
- Strong foundations: Communicate our progress and use data to drive informed decision making.

The priorities were presented to participants and they were asked to share their feedback and identify any other priorities that they feel are important to achieve the vision of a sustainable Sydney.

Unlike other focus groups, the participants were divided and not in general consensus of the priorities provided. The majority of participants agreed on the second priority – efficient and climate resilient buildings.

In regards to the other priorities, the participants identified the following issues:

- Priority 1 – requires large scale investment, which may be hard for community to understand or is ready for
- Priority 3 – though the priority is important, participants mentioned that this priority felt less tangible, and
- Priority 4 – was viewed as beneficial but requiring broader community involvement.

Experience of climate-related impacts

Participants were asked about the climate-related impacts they've experienced and how these have affected them.

Participants shared how rising temperatures, wildfires, and unstable weather patterns have disrupted daily life, posed health challenges, and heightened environmental concerns. Many emphasised the struggle to adapt to these changes, particularly highlighting the increased risk of fires and the detrimental effects of extreme heat on personal well-being and community resilience.

“Recently, everyone in Sydney has experienced temperatures over 30 degrees Celsius, which seem to have set a historical record. This is what I find most difficult to adapt to.”

“Hot weather causes concentrated rainfall, which stops trains from running, making it impossible to travel green. Additionally, the rainfall can cause waterlogging on roads, posing a safety hazard to travelers”.

- Focus group participants

Participants also raised the instability with the dramatic increases of wild weather. Participants noted the following impacts of wild weather include:

- Train delays and traffic jams – which impact getting to work, home or other commitments
- Strong winds cause inconveniences in daily life, and sometimes outdoor activities need to be cancelled
- Drought or heavy rain lead to reduced crop yields and higher vegetable prices, and
- Smoke from fires have caused decline in air quality, and thus impacting health.

Barriers to responding to climate impacts

Participants were asked what barriers they face that make it harder to live sustainably.

Similarly to the other focus groups, participants highlighted the challenges, including the inability to modify living spaces due to renting apartments, limited access to relevant resources, and financial constraints that hinder the adoption of climate-resilient measures.

“The recycling locations are sometimes far away and difficult to reach. For example, if you want to recycle batteries at OfficeWorks, there are none near my address.”

“Central air conditioning requires additional fees, and the owner adds the maintenance costs to the tenant’s usage fee, which has increased by three times”.

“The owners of investment properties are not actively investing in sustainable equipment. For tenants, facing the increasingly hot summer, this affects their sleep and quality of life.”

- Focus group participants

The discussion also underscored the impact of specific weather conditions, such as strong winds and heavy rainfall, which exacerbate daily challenges by raising safety concerns and restricting mobility, particularly in relation to taking public transport to work and home.

Living sustainably – how participants do this now and what they want to do in the future

Participants were asked what they currently do in their everyday life to be more sustainable. Many participants were actively adopting practices to reduce their environmental impact.

Participants mentioned the following:

- Driving electric vehicles
- Recycling and minimising the use of disposable items
- Using public transport and walking instead of driving
- Sorting of rubbish and recycling
- Picking up litter

- Use energy saving LED light bulbs
- Use own cloth carry bags, and
- Use less disposable tableware.

Participants also mentioned that their apartment building were undertaking the following sustainable initiatives:

- Garbage sorting in apartment buildings
- Energy saving motors lighting, and
- Sensor lighting in common areas.

“Our apartment recently launched a new sustainability project. Our residents recycle leftover food using food recycling bags provided by the City. The collected food, such as fruit peels and vegetables, is processed and degraded to be used as fertilizer.”

- Focus group participant

Barriers to living sustainably

Participants were asked what barriers they face that make it harder to live sustainably. Like the other focus groups, many of the participants noted that the rising cost of living impacts their response to climate impacts and restricted access to appropriate resources and difficulties in implementing modifications within rental properties.

“I want to buy a portable air conditioner, but it is difficult to install in my living situation, which will increase the installation cost. Besides, I also need to ask the landlord for permission.”

“An old apartment in the city where you cannot install air conditioning because these old houses need to be protected”.

- Focus group participants

Support needed from the City of Sydney

Participants were asked if there is anything the City of Sydney can do to support them to live in a more sustainable way. The suggestions raised by participants are summarised below:

- Increase frequency of buses and trains to encourage patronage and less reliance on cars
- Lower public transit costs
- Improve infrastructure to encourage walking and cycling
- Community based initiatives– outdoor nature experiences, workshops on waste transformation, sustainability focused events for children and teens
- Encourage targeted communication and training programs for building managers and non-English speakers to facilitate effective implementation of sustainable practices, and
- Government subsidies to encourage the adoption for renewable energy solutions.

“We provide free language tutoring to non-native English speakers, especially our parents, so that they can better integrate into and adapt to the Australian living environment.”

“We can continue to implement the \$2 cap on public transportation costs. This is because many people will give up low-carbon travel due to the high cost of public transportation. For example, if you have a long commute, you may prefer to drive a private car to save time.”

- *Focus group participants*

6. People with disability

6.1 What we heard

Feedback on priorities

The City of Sydney has identified four key priorities to help achieve their vision of a sustainable and resilient Sydney. These priorities are:

- Resilient and efficient operations: Ensuring our work and suppliers reduce energy, water and waste in our buildings, pools, parks and other facilities.
- Efficient and climate resilient buildings: Reducing the reliance on fossil fuels by supporting electrification to cut emissions, encouraging the use of renewable energy sources and helping people make their homes more climate resilient.
- Regenerative and inclusive city: Regenerating the waterways and land. Ensuring everyone can access zero carbon transport and has the ability to reuse and repair instead of buying new.
- Strong foundations: Communicate our progress and use data to drive informed decision making.

The priorities were presented to participants and they were asked to share their feedback. Feedback provided by participants is summarised below:

Accessibility

Participants raised a range of concerns about accessibility in the City of Sydney. There was a clear tension between sustainability and accessibility. Many environmentally sustainable initiatives – such as promoting e-bikes for active transport and planting street trees for urban cooling – were seen to often have unintended negative impacts on accessibility for people with disability.

Participants spoke about footpaths and walkways being inaccessible due to a range of factors, including tree roots damaging the surface, leaf litter creating a slip or trip hazard, e-bikes or other obstacles being discarded in the middle, overhanging vegetation and in some more hilly areas, the general gradient of the landscape. One participant noted that using the bike lane feels far safer and easier than the footpath, highlighting the inadequacy of current footpath conditions for people with disability.

Participants highlighted the need for greater maintenance of footpaths to ensure they remain accessible for people with disabilities, and they recommended dedicated parking stations for e-bikes and better regulation of the private industries responsible for managing them.

Participants also spoke about the lack of seating, lack of accessible toilets and lack of shaded, covered routes to get from place to place while being protected from the weather. Participants indicated that this lack of accessibility means that they are not able to independently move around the city, which significantly impacts their quality of life and ability to participate in society. One participant shared that, as a wheelchair user, they rely on their own “map” of the city to be able to navigate around, knowing from experience where they can and cannot go.

“E-bikes turn accessible routes into inaccessible routes by leaving these big, heavy bikes all over the place.”

“Maintaining the footpaths is absolutely crucial to help me move around the city.”

“Sydney is a very inaccessible city in general. Accessibility is never universal. I end up being in my own little map of the city, corners, knowing where I can go and where I can’t go. There are specific areas in the City of Sydney that I know I can’t go – either due to the footpaths, accessible toilets and structural issues, like cobblestones on the path.”

“I have arthritis, so I can struggle to walk properly if it’s not a flat and even surface.”

“I love bike paths – I often end up in the road because the footpaths aren’t accessible, and being in the bike path is so much safer for me than being on the road with cars, because I’m the height that I am. My wheelchair is just not a height where drivers can see me easily.”

- Focus group participants

Maintenance of public infrastructure

Participants expressed frustration with the lack of upkeep and maintenance of public spaces. One participant felt that while the City opens many new public open spaces, they do not maintain existing spaces to a sufficient standard.

One participant suggested that the City should invest in more greenery both within and around buildings, as well as in the regeneration of waterways and land.

Public transport

Participants spoke about the challenges they face in using public transport, noting that buses and trains are not accessible for people with disability. One participant who uses a wheelchair indicated that train stations are inaccessible to them due to the lack of staff on train platforms, who they rely on to set up the ramp so they can get onto the train. The participant spoke about not being able to catch the bus during peak hour because the buses are full and do not have enough physical space for their wheelchair to fit, and in some cases the driver won’t stop for them. They also noted that buses and trains do not have restraints to help secure the wheelchairs safely while in motion.

Participants indicated that bus shelters are not fit for purpose or protected from the weather, and they do not provide a welcoming environment for people to sit and wait for the bus. It was also noted that tactile tiles are rarely updated when bus stops are moved, which significantly impacts people with vision impairments who rely on the tiles to navigate their way, and wheelchair users who need the tiles so they know where to wait to access the fold-out ramp.

Participants spoke about the need to investigate public transport routes and services. One participant shared that due to route changes, it takes them two buses to reach a location just ten minutes away, and an hour to get to the beach – highlighting the challenges people with disability face when travelling around the City.

“The Metro and light rail are a thousand years ahead of the buses and the trains in terms of accessibility.”

“Particularly as a wheelchair user, trains and buses can be quite dangerous because we don’t have restraints. For some reason we just get to tip around.”

“The tactile tiles never get updated when the when the bus stops get moved. I’m never sure where to wait. I’m supposed to wait at the tactile tiles, because when they have a fold out ramp it needs to be level with the ground for me to get onto the bus safely. Sometimes if the tactile tiles are in the wrong spot, they’ll fold out the ramp and it won’t be level with the ground so they have to get back in the bus, drive up a bit and try again.”

“It’s not just living in comfort, but also mobilising in comfort and safety, which is an important part of actually living in the community and feeling connected to the community.”

- Focus group participants

Cost of living

Participants highlighted the severity of the City’s housing crisis. One participant shared that they are planning on moving out of Sydney due to increasing rents and overall costs associated with living in the City.

Transparency and communication

Participants spoke about the importance of transparency, particularly in relation to the strong foundations priority. They noted that they would like to see the City clearly communicating about their progress in executing actions identified in strategies and plans, such as the Disability Inclusion Action Plan.

Experience of climate-related impacts and barriers responding to climate-related impacts

Participants were asked about the climate-related impacts they’ve experienced and how these have affected them.

Impact of urban heat

Participants discussed the challenges associated with urban heat. One participant stated that they experience overheating as a medical issue and they rely on air conditioning to be able to stay cool. This creates significant electricity costs, which are exacerbated by the electricity costs required to operate their wheelchair.

Participants raised concerns about heat in and around community facilities, such as Green Square Library. One participant mentioned that the library is often uncomfortably hot in summer due to its west-facing orientation and glass structure. They also noted that it is difficult for older people or those with mobility issues to access the library, as they often have to navigate stairs. The participant suggested that ramps should be installed to improve accessibility.

Participants want to see more seating and shaded areas throughout the LGA, so they are able to rest and seek shelter from the heat.

“Heat is one of the main things that exacerbates my day-to-day symptoms.”

- Focus group participant

Impact of excessive rainfall

Participants identified rain as causing other climate-related impacts, with one participant noting that wheelchairs are particularly vulnerable to wet conditions. Excessive rainfall can damage wheelchair motors and this creates financial challenges, as wheelchairs can cost up to \$10,000 and almost one year to have replaced through the NDIS scheme. This impacts participants' quality of life and overall wellbeing.

A participant noted that the lack of accessible, sheltered routes and public transport stops in the City of Sydney means that they then need to rely on their support worker driving them around, which takes up valuable allocated support time that could be better spent in other ways. Participants also spoke about excessive rain causing footpaths to be slippery and creating safety hazards for wheelchair users.

A participant shared their experiences of flooding due to excessive rainfall, which resulted in the lift in their apartment building being out of service for a month. This participant uses a wheelchair so this meant they were not able to get in or out of their apartment, and were required to relocate for that month without any compensation on their rent.

"The amount of rain that Sydney gets is an extraordinary barrier to me getting around because my wheelchair motor is not waterproof."

"The way we get around is just so important because not just living in comfort, but also mobilising in comfort and in safety, is such an important part of actually living in the community and feeling connected to the community."

"I feel like landlords don't necessarily always meet their responsibilities as housing providers. They think of it as an investment."

- Focus group participants

Living sustainably – how participants do this now and what they want to do in the future

Participants were asked what they currently do in their everyday life to be more sustainable. Participants generally indicated that taking action to be more sustainable day-to-day is not always easy for them due to the costs involved and the difficulty they face in moving around the city independently.

Some participants stated that they are doing what they can in terms of recycling and repairing as much as possible and using solar. One participant expressed a desire to be able to recycle food waste in the future and participate in composting.

"I've learned how to do a lot of stuff myself (out of necessity and cost barriers mainly) but I have a screwdriver and a sander and a sewing machine, and I know how to use all of them. I still probably produce more waste than anyone in my building because I can't meaningfully shop in person by myself."

"I recycle as much as possible. I think our recycling options in Australia are very limited, and a lot of it's just going to landfill."

"We have a lot of solar electricity and that has reduced our power bill, and that feels like something worth having and worth doing."

- Focus group participants

Barriers to living sustainably

Participants were asked what barriers they face that make it harder to live sustainably. Participants generally spoke about cost being prohibitive, and public and active transport not being accessible or viable, resulting in more reliance on cars to get around.

“I can't drive so I end up having to get lifts with my support worker a lot of the time, because the public transport options around me just aren't usable.”

- Focus group participant

One participant spoke about their reliance on online shopping (due to physical shops not being accessible or easy to get to) as a barrier to living sustainably. The high shelves and narrow aisles in supermarkets prevent them from being able to shop independently, so they turn to online shopping which inevitably leads to waste. Participants expressed a desire to reduce the amount of packaging and waste created from online shopping.

One participant raised concern with the government's decision to ban plastic straws. The participant indicated that plastic straws are a necessity for people with disability. The participant noted that the removal of plastic straws is a tokenistic response to a much broader environmental crisis.

Support needed from the City of Sydney

Participants were asked if there is anything the City of Sydney can do to support them to live in a more sustainable way.

The suggestions raised by participants are summarised below:

- More frequent recycling collections or drop off opportunities. Participants noted that the current schedule is too infrequent, and when people leave bulky items on footpaths for council collection, it blocks the footpath and makes it no longer accessible
- Establishing and promoting reuse spaces, such as Reverse Garbage and other reuse and repair initiatives
- More FOGO/compost bins for apartment buildings
- More public seating and shaded seating areas
- Improving ventilation and air quality in buildings
- Prioritising maintenance of hydrotherapy pools and accessible showers, and
- Improving access to filtered water by providing more public water stations.

“I'd just love to see more funding being put into [sustainability] initiatives.”

“I'd like to see more public seating on the roadside – seating that enables us disabled people to get out into the community more often.”

- Focus group participants

Attachment C

Building Finance Upgrade Policy
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Building Upgrade Finance (using Environmental Upgrade Agreements) Policy

Purpose

The purpose of this document is to specify the circumstances under which the City of Sydney Council (City) will enter into and administer an Environmental Upgrade Agreement.

Scope

This policy applies to all applications for and subsequent Environmental Upgrade Agreements to which the City is a party from the date it is endorsed by Council.

This policy is supported by the EUA Legislation, EUA Template, the Additional Conditions, and the City's EUA Enforcement Procedure.

Building Upgrade Finance

Building Upgrade Finance enables Building Owners to access finance through a tripartite agreement known as an Environmental Upgrade Agreement.

The Local Government Act 1993 provides a legislative framework that authorises Councils to enter into an Environmental Upgrade Agreement (EUA).

An EUA is a voluntary agreement between a Building Owner, a Finance Provider and a Council where:

- a Building Owner agrees to carry out environmental upgrade works to a building (works to improve the energy, water, or environmental efficiency or sustainability of the building); and
- a Finance Provider agrees to advance funds to the Building Owner to finance those environmental upgrade works; and
- a Council levies a charge on relevant land (**EUA Charge**) to enable the repayment of the funds advanced.

The purpose of an EUA is to encourage Building Owners to invest in environmental improvements to their existing buildings by providing access to reduced interest and longer term finance.

Council's role in levying and collecting EUA Charge

The City's role in an EUA is to levy a charge on the land for the whole of the amount funded by the Finance Provider to the Building Owner plus a Council administration fee as set out in the City's EUA Schedule of Fees. This charge is known as the EUA Charge and is levied on the commencement date of the EUA. The EUA Charge takes priority (with rates) over all other debts on the land which is the subject of the EUA.

The City assumes the role of debt collector and receives payments on behalf of the Finance Provider, holds them on trust, deducts its administration fee and then remits the balance to the Finance

Provider. If a Building Owner fails to pay any part of the EUA Charge as and when it falls due, the City is required to exercise its “best endeavours” to recover the debt through processes that are set out in the City’s EUA Enforcement Procedure. The City is not liable for repayment of any or all of the EUA Charge to the Finance Provider.

Delegation to the Chief Executive Officer

Council delegates authority to the Chief Executive Officer

- (i) to negotiate, execute and administer EUAs and to negotiate, execute and administer any variation for an existing EUA
- (ii) make or amend Environmental Upgrade Charges under Environmental Upgrade Agreements; and
- (iii) make minor amendments to the Environmental Upgrade Agreement Enforcement Procedure as required from time to time

Eligibility

The City will only consider an application to enter into an EUA if the following criteria are met.

1. EUA Works

- 1.1. The proposed EUA Works comply with EUA Legislation.

2. Unimproved value of the land must exceed the EUA Charge

- 2.1. The total amount of any EUA Charge (including the cumulative amount if there is more than one EUA relating to the subject land) does not exceed the unimproved value of the land.

3. Building

- 3.1. The building is located in the City of Sydney Local Government Area.
- 3.2. The building is not subject to a registered Strata Plan or Company Title Strata Plan.
- 3.3. There are no outstanding Orders that have been issued in relation to the building pursuant to any relevant legislation.

4. Building Owner

- 4.1. The Building Owner agrees to be bound by the requirements of the EUA Template, Additional Conditions, the City’s EUA Enforcement Procedure and this Policy.
- 4.2. The Building Owner has no overdue debts to the City.
- 4.3. The Building Owner confirms that it will obtain all Authorisations and comply with all statutory requirements to undertake the Environmental Upgrade Works prior to entering into an EUA agreement.
- 4.4. The Building Owner must have an Australian address specified in the EUA for the service of notices. If the Building Owner is a corporation, the Australian address must be the company’s registered office address in Australia. In all other cases the Australian address must be the Australian office address of the Building Owner’s legal representative or accountant.
- 4.5. The Building Owner acknowledges and agrees that the City will not get involved in any dispute that may arise between the Building Owner and Finance Provider or a tenant as to any matter relating to an EUA.

5. Caveat

- 5.1. Where the value of the proposed EUA Works plus interest exceeds \$5M, if requested by the City, the Building Owner must consent to the registration of a caveat on the title to the land disclosing the City’s interest in the land and the total amount of the EUA Charge that will be levied on the land.

6. Finance Provider

- 6.1. The Finance Provider agrees to be bound by the requirements of the EUA Template, Additional Conditions, the City's EUA Enforcement Procedure and this Policy.
- 6.2. The Finance Provider must provide written confirmation that it has undertaken a credit assessment of the Building Owner and is satisfied that at the commencement date of the EUA the Building Owner is able to comply with its obligations under the EUA.
- 6.3. The Finance Provider acknowledges and agrees that the City will not get involved in any dispute that may arise between the Finance Provider and the Building Owner as to any matter relating to an EUA.

Role of the City

The City will:

- (a) issue notices to the Building Owner on a quarterly basis showing the amount of the EUA Charge due on the 31 August, 30 November, 28 February and 31 May of each year in accordance with the Agreed Repayment Arrangements; and
- (b) only accept pre-payments of EUA Charges with a Minimum Prepayment Amount equal to or greater than the value of one Charge Payment as set out in the Agreed Repayment Arrangements.

Subdivision

If the Building Owner intends to subdivide the land which is the subject of an EUA, the City will not consent to the subdivision and or registration of the plan of subdivision unless:

- (a) the Building Owner fully discharges the outstanding EUA Charge Obligations; or
- (b) all parties to the EUA enter into a Deed of Variation whereby the land the subject of the EUA is amended so as to reflect the relevant new title details of the land on which the Building the subject of the EUA Works is located (**New Lot**). The City will not enter into a Deed of Variation unless:
 - i. the Finance Provider and its successors and assigns release the City from any claims it may have against the City in relation to the subdivision;
 - ii. the EUA, as amended by the Deed of Variation, continues to meet the eligibility criteria in the legislative framework;
 - iii. the New Lot has an unimproved land value which is greater than the outstanding EUA Charge; and
 - iv. the EUA Works are located on the New Lot.

References

Laws and standards

- Local Government Act 1993 and Local Government (General) Regulation 2005
- Guidelines for Environmental Upgrade Agreements as published in the Government Gazette of NSW dated 18 February 2011

Policies and procedures

- EUA Enforcement Procedure

Authorisation

Adopted by Council on 29 October 2018.

Review

Review period	Next review date	TRIM reference
The Manager, Sustainability Programs will review this policy within five years from the date of its adoption and/or review.	October 2023	2018/337681-01

Item 6.

Post Exhibition - Weed Management Policy and Pesticide Use Notification Plan

File No: X111526

Summary

This report recommends that Council adopt the Weed Management Policy (Policy), and Pesticide Use Notification Plan (Plan).

On 17 February 2025, Council resolved for the draft Policy and draft Plan to be placed on public exhibition for a period of a minimum of 28 days. Community consultation occurred for 29 days between 19 February 2025 and 19 March 2025.

Consultation activities included online engagement through the Sydney Your Say website, email notifications and a survey. The email notification was sent to subscribers of the Sydney Your Say Newsletter on 12 March and 11 April, to 6,659 recipients each time.

In response to the public exhibition, a total of 4 submissions were received. Two responses covering both the Policy and Plan and one response each for the Policy and Plan separately.

The consultation identified support for these documents and commentary on current maintenance practices and procedures outside the scope of the Policy and Plan. A full summary and analysis of the submissions is available in the Engagement Report in Attachment A.

The submissions have been reviewed, and minor amendments have been made to the Plan as indicated using red text in Attachment D. The changes will be finalised following the Plan's adoption. The Policy is shown at Attachment C, with no amendments made.

Adoption of the Plan and Policy will allow the City to continue its focus on ensuring pesticide use is transparent, responsible, justified and minimised, and that weeds are managed through an integrated weed management approach, prioritising herbicide-free management in the first instance.

Recommendation

It is resolved that:

- (A) Council note the submissions received from the community on the exhibited draft Weed Management Policy and draft Pesticide Use Notification Plan, as shown at Attachment A to the subject report;
- (B) Council rescind the existing Pesticide Use Notification Plan 2013, as shown at Attachment B to the subject report;
- (C) Council adopt the Weed Management Policy, as shown at Attachment C to the subject report;
- (D) Council adopt the Pesticide Use Notification Plan, as shown at Attachment D to the subject report; and
- (E) authority be delegated to the Chief Executive Officer to make amendments to the Weed Management Policy and the Pesticide Use Notification Plan in order to correct any minor drafting errors and finalise design, artwork and accessible formats for publication.

Attachments

- Attachment A.** Public Exhibition - Engagement Report
- Attachment B.** Pesticide Use Notification Plan 2013
- Attachment C.** Draft Weed Management Policy
- Attachment D.** Draft Pesticide Use Notification Plan

Background

1. Weeds pose a substantial threat to the use, enjoyment, function and maintenance of the City's natural and built assets and can affect the health of our communities if not managed strategically.
2. As a Local Control Authority under the Biosecurity Act 2015 NSW (the Biosecurity Act), the City has an obligation to prevent, eliminate, minimise and manage biosecurity risks posed by weeds and to develop, implement and co-ordinate weed control programs.
3. The economic impact of weeds in New South Wales (NSW) is conservatively estimated at over a billion dollars per annum by the NSW Department of Primary Industries and Regional Development. Given this, the City has a responsibility not only to the communities and lands within our local area, but to the Greater Sydney Region to proactively manage our biosecurity risks.
4. The City is guided by and follows the regulatory advice of the Australian Pesticides and Veterinary Medicines Authority and the NSW Environment Protection Authority in relation to weed management and pesticide use.
5. The City has undertaken a review of its existing weed management and pesticide use spanning a 4-year period. The review included research, benchmarking, field trials and interviews with industry, universities and other public authorities. Field trials included steam, organic and synthetic herbicides and integrated weed management. Trials of flame, infrared and ultraviolet light weeding were excluded in the research and benchmarking stage due to risk.
6. The weed management review recommended:
 - (a) an integrated weed management approach, prioritising non-chemical approaches in the first instance
 - (b) review the already limited use of glyphosate to identify further reduction opportunities by asset type
 - (c) review and update the Pesticide Use Notification Plan
 - (d) develop a weed management policy and operational procedure.
7. The recommendation of using an integrated weed management approach aligns with Australian capital city councils such as City of Melbourne Council, Brisbane City Council, City of Perth Council and Australian Capital Territory Government, and other local and state government authorities across Australia.
8. These recommendations have informed the development of the Policy and the Plan.

Weed Management Policy (new)

9. Based on the findings of the weed management review, the City has developed the Policy detailing how the City's integrated weed management approach will provide high-quality public places, meet our statutory obligations and minimise the use of herbicides through the application of herbicide-alternative products and methodologies where safe and feasible.

10. The objectives of the Policy are to:
 - (a) Contribute to the biosecurity of the Greater Sydney Region.
 - (b) Provide safe, high-quality and welcoming public places.
 - (c) Demonstrate the City's commitment to minimising the use of herbicides and prioritising the use of herbicide-alternatives where safe, feasible and effective.
 - (d) Protect the natural environment and public places.
11. The Policy documents the City's existing integrated weed management approach. The approach uses a variety of design approaches and manual techniques in combination with herbicide use, with the aim of reducing reliance on herbicides alone and increasing the chances of successful weed control or eradication.
12. The integrated weed management approach is defined through the following framework in order of implementation, prioritising non-chemical approaches in the first instance:
 - (a) Proactive Treatment - weed prevention:
 - (i) Designing public places with consideration for weed management, such as hard-edge treatments between turf and garden beds.
 - (ii) Growing healthy turf and plants to out compete weeds and achieve full ground cover.
 - (iii) Maintaining dense plant populations in garden beds to restrict solar access and nutrients to weeds.
 - (iv) Building and nurturing resilient soil with diverse microbiome and complex structure to support healthy turf and plants and reduce the need for fertilisers.
 - (v) Applying mulch.
 - (vi) Installing porous pavement street tree surrounds where possible.
 - (vii) Street sweeping and high-pressure cleaning footpaths, gutters and streets.
 - (viii) Mowing and whipper snipping.
 - (ix) Targeted application of pre-emergent herbicide.
 - (b) Reactive Manual Treatment - weed control or eradication:
 - (i) Removing weeds prior to flowering or setting seed and fruit.
 - (ii) Hand pulling.
 - (iii) Chipping and frilling.
 - (iv) Scraping.

- (v) Whipper snipping and brush cutting.
- (c) Reactive Herbicide Treatment - weed control or eradication:
 - (i) If a herbicide is required, City staff and service providers will choose the appropriate and least toxic herbicide required for the weed, public place, situation and risk to meet the City's service levels, noting the following service levels for all public places:
 - a. Manually remove any weed equal to or greater than 50mm wide and tall, outside of bush restoration areas.
 - b. Manually remove any weed in bush restoration areas equal to or greater than 150mm wide and tall for soft-wooded weeds and 400mm wide and tall for woody weeds.
 - (ii) City staff and service providers may elect to use herbicides in combination with one or more proactive or reactive methods listed above.
 - (iii) Organically certified pesticides are used where feasible and effective to treat specific weeds within Sydney City Farm and in community gardens.
 - (iv) Herbicides are not used in or within the immediate vicinity of playgrounds and waterplay areas.
- 13. A 4-year review period is proposed for the Policy, or when circumstances require a review of the Policy prior to 4 years.

Pesticide Use Notification Plan (revised)

- 14. The Pesticide Use Notification Plan (the Plan) is a legislative requirement of the Pesticides Regulation 2017 (NSW) (the Regulation).
- 15. The objective of the Plan is to detail how the City will notify the community of pesticide use by the City in public places owned or managed by the City.
- 16. The current Pesticide Use Notification Plan was adopted by Council on 25 February 2013 under the Pesticides Regulation 2009 (NSW).
- 17. The Plan has been revised to reflect the City's integrated management approach and align with the new Policy. This approach is based on pesticide use being responsible, justified, minimised and the lowest toxicity pesticide necessary is used to achieve the service levels.
- 18. The Plan aligns with the NSW Environment Protection Authority's Pesticide Use Notification Plan template, with additional detail to align with the Policy.
- 19. The Plan includes:
 - (a) a spray-free register for members of the community to request no spraying take place adjacent their property
 - (b) a spray application schedule so the community has transparency about when and where spraying is occurring so they can choose to avoid a public place

- (c) arrangements for notifying the owners of Sensitive Places as defined under the Regulation
 - (d) City-designed pesticide notification signage for display at pesticide application sites.
20. The City has a webpage for the existing 2013 Pesticide Use Notification Plan. This webpage will be updated for the revised Plan, once adopted, to provide the community with one place for information about the Plan, spray-free register, spray application schedule and a list of pesticides the City may use.
21. A 4-year review period is proposed for the Plan or when circumstances require a review of the Plan prior to 4 years.

Reducing Pesticide Use

22. The success of the existing integrated weed management approach can be measured by the 93% reduction in the volume of glyphosate concentrate used in our public squares, streets, laneways and footpaths over the last 8 years. This was achieved whilst not compromising the City's service levels.
23. Beyond the initial weed management review, the City continues to review herbicide-alternative approaches in response to changes in industry practices, emerging technology and research. The City continues to collect and review data to inform our approach.

Key Implications

Strategic Alignment - Sustainable Sydney 2030-2050 Continuing the Vision

24. Sustainable Sydney 2030-2050 Continuing the Vision renews the communities' vision for the sustainable development of the city to 2050. It includes 10 strategic directions to guide the future of the city, as well as 10 targets against which to measure progress. This Policy and Plan are aligned with the following strategic directions and objectives:
- (a) Direction 2 - A leading environmental performer - the Policy and Plan will support:
 - (i) The target to increase green cover to 40 percent across the local area and to protect and improve naturally occurring locally indigenous vegetation and the habitat of priority fauna species.
 - (ii) The City's efforts in reducing pesticide use whilst still achieving service levels for the community.
 - (b) Direction 3 - Public places for all - the Policy and Plan will support safe, clean and high-quality public places by maintaining the visual amenity and functional integrity of the City's street, park and open space assets.

- (c) Direction 5 - A city for walking, cycling and public transport - the Policy and Plan support this Direction by ensuring the City's network of streets, parks and open spaces are safe, accessible, visually appealing and support active transport all year round.
- (d) Direction 6 - An equitable and inclusive city - the Policy and Plan will support equitable access for all communities to high-quality public places and information about the City's pesticide use in public places.
- (e) Direction 7 - Resilient and diverse communities - Resilient and diverse communities - the Policy and Plan will support community engagement with the City's management of pests and how pesticides are used as part of an integrated management approach. The City models responsible land management and environmental stewardship through the integrated management framework outlined in the Policy.
- (f) Direction 9 - A transformed and innovative economy - the Policy and Plan will support the local economy by enabling people to spend greater time and money in safe, clean and high-quality public places. An integrated pest management approach ensures the City delivers on its statutory obligation to manage biosecurity risks for the Greater Sydney Region, where pests can have devastating economic impacts on industry and agriculture.

Organisational Impact

- 25. In developing the Policy and Plan, consultation was undertaken with relevant City staff.
- 26. The Policy and Plan principles and actions will be implemented by the City's Greening and Leisure and Properties Services business units, including embedding in operations and service contracts and the development of work health and safety and standard operating procedures.

Risks

- 27. The Policy and Plan clearly identify environments and assets where pesticides will not be used, such as within or in the vicinity of playgrounds and waterplay areas, childcare centres and water sensitive urban design features.
- 28. Weed management at Sydney City Farm and in community gardens is guided by organic gardening principles and this includes the use of pesticides. Organically certified pesticides are used where feasible and effective to treat the specific weed.
- 29. When manual weed control alone fails to meet the service levels, the Policy sets out the following measures for the safe use of herbicides:
 - (a) The use of risk assessments to determine the appropriate weed management approach.
 - (b) Only pesticides registered by the Australian Pesticides and Veterinary Medicines Authority are to be used and in conjunction with the label and manufacturer's directions.
 - (c) The City uses pesticides of the lowest toxicity available that will achieve the service levels.

- (d) City staff and service providers who are involved in the use of pesticides including mixing, calibrating spray equipment and applying pesticides must hold valid qualifications.
 - (e) City staff and service providers will:
 - (i) comply with the City's Pesticide Use Notification Plan
 - (ii) read, be inducted into, be familiar with and adhere to the relevant Safe Work Method Statement and herbicide Safety Data Sheet prior to applying herbicides
 - (iii) wear the required personal protective equipment.
30. Integrated weed management provides the most economically sustainable solution for the City, not only in directly managing weeds but in broader asset management for the community and natural environment. The benefit comes from the combination of manual and chemical approaches as experienced by other local, state and federal authorities.
31. This approach is within the City's risk appetite, which states:
- (a) We recognise the critical importance of environmental protection and sustainability in our operations and decision-making. We are committed to minimising our negative impact on the environment and striving for a more sustainable future. We accept that sometimes environmental protection (e.g. pollution) and environmental sustainability (e.g. cleaner energy) place us at opposite ends of the risk appetite spectrum.
 - (b) We are dedicated to actively identifying and addressing environmental risks associated with our activities and services. We prioritise prevention and proactive measures to minimise our ecological footprint, conserve resources and protect ecosystems.
 - (c) We have an open appetite for changes to procedures and practices to accommodate improved environmental outcomes.
 - (d) We have robust risk management in place to minimise environmental incidents, adapt to climate change impacts and to enhance our resilience against unforeseen challenges.

Social / Cultural / Community

32. Weeds have the potential to impact the community's use and enjoyment of public places by:
- (a) reducing visual amenity of places, impacting perception and accessibility of an area, and affecting the mental health of the communities using the place
 - (b) creating trip hazards and impeding pedestrian and vehicle sightlines
 - (c) affecting human and animal health by causing allergies, injuries, dermatitis and respiratory issues

- (d) contributing to the deterioration of sports fields and park turf, impacting formal and passive recreation
- 33. The integrated approach outlined in the Policy and Plan is key to the management of high-quality enduring public places, assets and amenities. The Policy and Plan work with the City's service levels and statutory obligations to facilitate the management of the inclusive, welcoming places the City is known for.
- 34. The Policy and Plan achieve a sustainable social balance between meeting the service levels to maintain high-quality public places, while reducing chemical use and fulfilling the community's right to know about pesticide use.

Environmental

- 35. The City's integrated pest management approach - prioritising non-chemical methods in the first instance - aids the City in reducing our overall chemical use whilst still contributing to strategic targets and meeting service levels for the community.
- 36. The City's bush restoration areas, wetlands, endangered Temperate Coastal Saltmarsh communities and mangroves are all threatened by weeds. The Policy supports the integrated management of these areas, where herbicides are required at times in an effort to eradicate or contain environmental, aquatic and regional priority weeds.
- 37. In the NSW Biosecurity Strategy 2022 - 2030, the NSW Department of Primary Industries and Regional Development reported:
 - (a) The number of pest and disease introductions into Australia has quadrupled in the last 5 years, with an ever-increasing upward trend.
 - (b) Pests threaten more than 70% of threatened species and endangered ecological communities in NSW.
- 38. The Policy and Plan form a key component of the City's statutory obligation to prevent and manage biosecurity risks under the Biosecurity Act. This is an important contribution the City can make to protecting the natural environments of the local area, the Greater Sydney Region and the state.

Economic

- 39. The Policy and Plan will deliver economic benefits for the local economy through high-quality public places that contribute to property values, commercial activity and tourism. Safe, clean and visually appealing places encourage people to spend greater time in retail and commercial precincts and tourist attractions across the city.
- 40. In the NSW State of the Environment Report 2021, the NSW Environment Protection Authority reported:
 - (a) Pest animals cost the NSW economy \$170 million every year in lost production and management costs.
 - (b) Pest weeds cost the NSW economy \$1.8 billion every year in lost agriculture production and management costs.

41. The Policy and Plan will contribute to minimising the economic impact of biosecurity risks and invasive species across the Greater Sydney Region. By providing a proactive management approach and clear direction on reactive management, the City is equipped to manage pests within the LGA in an effort to stop the spread beyond it.

Financial Implications

42. The implementation of the Policy and Plan is funded from within the City's existing operational budget (and capital projects, on occasion) and future year forward estimates that form part of the City's Long Term Financial Plan.
43. The Policy and Plan will not directly generate income.

Relevant Legislation

44. Local Government Act 1993.
45. Pesticides Act 1999 and Pesticides Regulation 2017.
46. Biosecurity Act 2015 (NSW) and Biosecurity Regulation 2017.
47. Work Health and Safety Act 2011 and Work Health and Safety Regulation 2017.
48. Protection of the Environment and Operations Act 1997 and Protection of the Environment Operations (General) Regulation 2022.

Critical Dates / Time Frames

49. The Policy and Plan will be reviewed within 4 years of their adoption or when circumstances require a review prior to 4 years.

Options

The Policy

50. Adopt the Policy. This is the recommended option.
51. Adopt the Policy with amendments.
52. Not adopt the Policy. The City will continue to manage weeds operationally through the existing integrated weed management approach.

The Plan

53. Rescind the Pesticide Use Notification Plan 2013 and adopt the Plan. This is the recommended option.
54. Rescind the Pesticide Use Notification Plan 2013 and adopt the Plan with amendments, subject to statutory compliance.

Public Consultation

55. Following Council approval, the Policy and the Plan were subject to a public exhibition period from 19 February 2025 to 19 March 2025.
56. Electronic direct mail was sent to subscribers of the Sydney Your Say Newsletter on 12 March and 11 April, to 6,659 recipients each time.
57. A project page on the Sydney Your Say website was developed which included an electronic copy of the Policy and the Plan and a survey. It received 121 unique pageviews of the Sydney Your Say webpage during the consultation period.
58. A total of 4 responses were received via the online survey and emailed submissions during the exhibition period:
 - (a) two responses (a survey and an email) were received that responded to both the Policy and the Plan
 - (b) one response via email responded to the Policy
 - (c) one response via email responded to the Plan.
59. Responses to the Policy and the Plan were received from stakeholders, from the following groups:
 - (a) two community members (residents)
 - (b) Pyrmont Ultimo Landcare Group
 - (c) Animal Liberation NSW (ABN 66 002 228 328)
60. Responses received involved a combination of feedback:
 - (a) congratulating the City on the Policy and the Plan
 - (b) comments on the need for greening as a response to increased severe weather events and that the Policy and Plan support this approach
 - (c) advising the City of weed management approaches undertaken by volunteers in bush restoration areas
 - (d) requesting vegetation maintenance on a retaining wall in Potts Point and a public program of weed management operations

- (e) commenting on and requesting changes to the organisational approach to rodent management - noting that the majority of this feedback was beyond the scope of the Plan and has been responded to separately.
61. Feedback obtained during the public exhibition period has informed minor changes to the Plan (shown in red text in Attachment D). The minor changes respond to feedback requesting clarification of the City's use of first and second generation anticoagulant rodenticides. The clarification is provided and includes reference to the involvement of the City's Urban Ecology Coordinator for guidance relating to wildlife.
62. The City has provided a response directly to the 4 consultation respondents.

JOEL JOHNSON

Acting Executive Director City Services

William Pearce, Program Manager - Strategy and Contracts

Attachment A

Public Exhibition - Engagement Report
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Engagement Report

**Weed Management Policy and Pesticide Use
Notification Plan**

April 2024



Engagement Summary

From 19 February to 19 March 2025, we asked the community for feedback on our Weed Management Policy and Pesticide Use Notification Plan.

Consultation provided an opportunity for stakeholders and the community to review and provide comment on the on the Weed Management Policy (the Policy) and the Pesticide use Notification plan (the Plan) .

The Plan sets out how we let the community know about the use of pesticides in public places we own or manage.

The objectives of the Policy are to:

- contribute to the biosecurity of the Greater Sydney Region
- demonstrate our commitment to minimising the use of herbicides and prioritising the use of herbicide alternatives where safe, feasible and effective
- provide safe, high-quality and welcoming public places
- protect the natural environment and public places.

Purpose of Engagement

The purpose of the engagement was to:

- notify stakeholders of the proposal
- gather feedback from stakeholders and the community.

Submissions

We received a total of four submissions via an online survey and emailed submissions. The Sydney Your Say website page was visited 121 times during the consultation period.

We received submissions from two residents and the following organisations:

- Pyrmont Ultimo Landcare Group
- Animal Liberation NSW

Submissions are summarised in Key Findings.

Key Findings

Summary of submissions

Several subjects/topics were raised in the feedback received. These are summarised below, with a summary of the City of Sydney responses. Detailed responses have been sent directly to each submission author.

Submission feedback	City of Sydney response
The Policy and the Plan Details of the weed removal approach by volunteers for bush restoration areas, including a list of commonly managed weeds and emphasising the use of non-herbicide approaches by volunteers.	Noted. The response aligns with the Policy for volunteers to manage weeds using non-herbicide approaches. We value volunteers and their contribution to the Policy objectives and their care for our city. Submission author has been responded to.
The Policy and the Plan Comment on the impacts of increasing severe weather and the importance of greening our city and providing habitat. Support for both physical and chemical weed management. Compliments on the Policy and Plan and comment that the City will continue to act with the community and environment in mind.	Noted. We continue to make meaningful contributions to our ambitious Greening Sydney Strategy targets for increasing greening, canopy cover, habitat and community engagement with greening, across our Local Government Area (LGA). The Policy and Plan assist in our actions towards a resilient and greener city. Submission author has been responded to.
The Policy Comment on the City not providing a program of weed removal operations and a request to weed a retaining wall in Potts Point.	Noted. Weed management requires proactive and reactive management. Our operations require flexibility to respond to a range of environmental impacts to weed management, that would be difficult to provide in a program. The Pesticide Application Schedule (under the Pesticide Use Notification Plan) allows for eight application periods across the year in reference to the suburbs within our LGA. The Pesticide Application Schedule is published on the City's website and is updated on an annual basis prior to the commencement of the next calendar year. The community can request weed removal or notify us of weeds by calling, emailing, writing or lodging a report through our website or in person. Following an investigation into property ownership, we have removed weeds from the section of the wall we own.

Submission feedback	City of Sydney response
	Submission author has been responded to.
The Plan Formal document detailing eight primary recommendations with 22 sub-recommendations relating to the organisational approach to managing rodents and the use of first and second generation anticoagulant rodenticides and off-target impacts to wildlife.	Noted. Given the breadth and significant detail within the 22 recommendations, and that the majority are beyond the scope of the Plan, a detailed written response has been provided to the submission author. We review pest management practices and programs on a regular basis, including any impact on wildlife in consultation with our Urban Ecology Coordinator. Of the recommendations relevant to the Plan, the Plan has been updated to include clarification of our approach to managing rodents and use of first and second generation anticoagulant rodenticides in collaboration with our Urban Ecology Coordinator. Information about the pesticides, including rodenticides that we may use can be found on our Pesticide Use Notification Plan webpage.

Engagement Activities

Overview of engagement

1. Sydney Your Say webpage

A Sydney Your Say webpage, <https://www.cityofsydney.nsw.gov.au/policy-planning-changes/your-feedback-pesticide-use-notification-plan-weed-management-policy> was created. The page included information about the consultation.

2. Online feedback form via Survey Monkey

The community and stakeholders were able to give feedback using an online feedback form. A link to the feedback form was provided on the Sydney Your Say website.

3. Sydney Your Say notifications

An electronic digital mail form was sent to subscribers of the Sydney Your Say Newsletter on 12 March and 11 April to 6,659 recipients each time.

Sydney Your Say webpage

[Log in / register](#)

Your feedback on our pesticide use notification plan and weed management policy

Under review

Contributions to this consultation are closed for evaluation and review. The project team will report back on key outcomes.

How to contact service providers
19 February 2025 to 19 March 2025

What we're doing

We invite your feedback on our updated pesticide use notification plan and weed management policy.

The **pesticide use notification plan** sets out how we tell the community know about the use of pesticides to help people avoid potential contact.

The plan ensures that pesticides are applied to public places in a safe and responsible way, minimising harm to the community and the environment. We're committed to ensuring that pesticide use is justified, minimised and that the lowest toxicity of pesticides necessary are used to achieve our service levels.

We'll continue to investigate and use alternatives to pesticides where available, safe and effective.

The objectives of the **weed management policy** are to:

- contribute to the biosecurity of Greater Sydney
- demonstrate our commitment to minimising the use of pesticides and prioritising the use of alternatives where safe, feasible and effective
- provide safe, high-quality and welcoming public places
- protect the natural environment and public places.

Our weed management approach is balanced with the use of herbicide alternatives to prevent, control and eradicate weeds where possible. We only use herbicides where other techniques or methods are partially or fully ineffective.

William Pearce
CONTRACT COORDINATOR PAGES

T: 02 9266 3233

E: sydneyyoursay@cityofsydney.nsw.gov.au
CITY MAIL ADDRESS

Pesticide use notification plan [draft]

PDF - 1 MB · Last modified: 17 Feb 2025 at 10:25

Weed management policy [draft]

PDF - 1 MB · Last modified: 19 Feb 2025 at 10:25

How you can give feedback

Consultation closes at 5pm on Wednesday 19 March 2025.

- Complete our survey
[Online form](#)
- Email or post your feedback
You can give your feedback by email to sydneyyoursay@cityofsydney.nsw.gov.au or post to:

William Pearce
City Greening & Landscape
450 Kent Street
Sydney NSW 2000
- Talk to us

William Pearce
CONTRACT COORDINATOR PAGES

T: 02 9266 3233

E: sydneyyoursay@cityofsydney.nsw.gov.au
CITY MAIL ADDRESS

Other ways you can give feedback

Talk to us in person

If you are Deaf or have complex communication needs

If you need an interpreter

Pesticide Use Notification Plan and Weed Management Policy

⊕ PAGE TITLE

1. Please provide your feedback on the Pesticide Use Notification Plan

2. Please provide your feedback on the Weed Management Policy

3. You can upload your submission or any supporting files

Choose File

No file chosen

Attachment B

Pesticide Use Notification Plan 2013

PESTICIDE USE NOTIFICATION PLAN 2013

The Council of the City of Sydney

The Council of the City of Sydney
Town Hall House
456 Kent Street
SYDNEY NSW 2000

Reference: TRIM 2012/410751

PESTICIDE USE NOTIFICATION PLAN

INTRODUCTION

This pesticide use notification plan has been prepared in accordance with the requirements of the Pesticides Regulation 2009 (the Regulation). The plan sets out how the City of Sydney will notify members of the community of pesticide applications it makes or allows to be made to outdoor public places that it owns or controls.

The Notification Plan aims to meet the community's general right to know about pesticide applications made to outdoor public places that are owned or controlled by public authorities. The Plan allows members of the community to take action to avoid or minimize contact with pesticides, if they wish.

The City of Sydney ensures that pesticides are applied to public places in a safe, responsible manner, minimising potential harm to the community and the environment. Pesticides are used in public places when necessary to eliminate weeds, to protect public property from pest damage, to protect the users of public places from nuisance or danger, and to meet the community expectations for aesthetically appealing parks and public facilities.

The City is committed to ensure that pesticide use is justified, minimised and the lowest toxicity of pesticides necessary to achieve the desired outcome. The City will continue to investigate alternatives to pesticide use where available.

The Plan sets out how the City will notify members of the community of pesticide applications made by Council and its contractors in public places.

The Plan describes:

- The public places that are covered by the Plan.
- The types of users and visitors to these public places and their estimated level of use.
- How and when the City will provide the community with information about its pesticide applications in public places i.e. notification methods and channels
- How the community can access this plan to obtain further information about the City's notification arrangements.
- How future reviews of the Plan will be conducted.
- Contact details for anyone wishing to discuss the Plan with a Council officer.

Pesticide use on City controlled land includes programmed or reactive applications.

Programmed application of herbicides to roads and footpaths across the City of Sydney Local Government Area occurs eight times per year as per the Pesticide Spray Schedule by Suburb.

Programmed application of herbicides to parks and public reserves occurs eight times per year as per the Pesticide Spray Schedule by Suburb.

Application of insecticides, fungicides, rodenticides, nematode alternatives, soil additives, growth inhibitors and algaecides is also applied reactively to control pests on an as need basis.

Baits are used to control outbreaks of vermin in public open spaces and to protect buildings and structures from damage by termites and soil pests.

PUBLIC PLACES COVERED BY THIS PLAN

The City of Sydney proposes to use or allow the use of pesticides in the following categories of outdoor public places that it owns or controls in the City of Sydney Local Government Area:

- Public parks, reserves, street closures and other green open space areas;
- Playgrounds;
- BBQ & picnic areas;
- Sports fields, ovals and courts & skate facilities;
- Planter boxes and flower displays;
- Street Trees and Street bases/squares;
- Civic spaces;
- Road verges and streetscape planting;
- Outdoor swimming pool surrounds;
- Footpaths, laneways and public roads;
- Drains;
- Public toilets; and,
- Council depots and stores.

The City of Sydney's estimate of the level of community use, regular user groups and types of pesticide use in each of these categories of public places is summarised in the following table.

Public places	Regular user groups	Level of use	Type of pesticide use
Parks, & Reserves	Residents & visitors Sporting groups Passive recreational users Children & adults Schools Corporate & private Bookings & events hire Companion animals	High	Insecticides – contact & systemic Herbicides – selective and non-selective/ systemic & contact. Fungicides/algaecides Rodenticides Baits including molluscicides.
Playgrounds	Children & adults Childcare, community groups Schools	High	Insecticides – contact & systemic Herbicides – selective and non-selective/ systemic & contact. Fungicides/algaecides Rodenticides

BBQ & Picnic areas	Residents & visitors Sporting groups Passive recreational users Children & adults Corporate & private Bookings & events hire	High	Insecticides – contact & systemic Herbicides – selective and non-selective/ systemic & contact. Fungicides/algaecides Rodenticides
Sporting fields, ovals, courts and skate facilities	Children & adults Active recreational users Schools Sporting groups	High	Insecticides – contact & systemic Herbicides – selective and non-selective/ systemic & contact. Fungicides/Algaecides Rodenticides
Planter boxes and flower displays	Residents and visitors passing by.	Low	Insecticides – contact Fungicide – contact
Civic Spaces Open Spaces	Residents & visitors Corporate & private Bookings Companion animals	High	Insecticides – contact & systemic Herbicides – selective & non-selective/ systemic & contact. Fungicides/algaecides Rodenticides
Road verges, pavements, laneways & streetscapes	Residents & visitors. Walkers, cyclists, drivers.	High	Herbicides Insecticides Rodenticides
Outdoor Swimming pool surrounds	Visitors and members of pool	Medium	Herbicides – selective & non-selective Insecticides Rodenticides
Grounds of Certain Council Owned Buildings	Families & children	Medium	Herbicides – selective & non-selective Insecticides Rodenticides
Car Parks & Public toilets	Visitors	Medium	Bait insecticides & Rodenticides

NOTIFICATION ARRANGEMENTS

This section of the plan describes how and when The City of Sydney will provide notice of pesticide use in public places, including special measures for sensitive sites that are adjacent to public places, arrangements for emergency pesticide applications and circumstances where notice will not be given.

These notification requirements are based on The City of Sydney assessment of:

- Level and type of usage of public places where pesticides may be used;
- The extents to which members of the public that are most likely to be sensitive to pesticides, (e.g. children) are likely to regularly use the areas;
- The extent to which activities generally undertaken in these areas could lead to some direct contact with pesticides, for example active recreation on sports ovals, sitting on grass in public parks; and,
- The type of pesticides used.

Notification of pesticide use will be provided by a combination of:

- Information compiled and presented on the City website that includes an annual schedule of pesticide application on a suburb by suburb basis;
- Annual advertisement updates placed in local newspapers and on the City's website promoting the Pesticide Notification Plan and an updated pesticide spray schedule by suburb, its availability and locations for viewing;
- Signs erected at main entrances of parks, reserves, playgrounds, sports fields and other public open spaces for all pesticide application (noting that public signage is occasionally subject to removal and vandalism);
- City phone and email contact details for enquiries about pesticide application.
- Information in hard copy at the One Stop Shop and Neighbourhood Service Centres upon request;
- Email notices of updated pesticide spray schedule by suburb to registered sensitive sites, sporting groups and hotspot register.

Sensitive sites who register interest with the City will be provided with advanced written notice of the City's annual schedule of pesticide application on a suburb by suburb basis.

The City from time to time may need to adjust the spray schedule due to wet weather. The City will provide electronic notification to registered sensitive sites and sporting groups.

Instances where the City will not give prior notice of pesticide use

The City will not give notification for minor spot spraying of herbicides or insecticides by use of hand or back carried sprayer or by cut and paint or stem injection techniques or notification of insect, rodent and mollusc baiting in garden beds, tree bases, planters, indoor car parks and public toilets.

How and when notice of pesticide use will be provided

Public Parks, Reserves, Open Space and Civic Spaces

Signage will be displayed at the main entrances of parks and public spaces immediately prior to application.

For major application using boom sprayers and mechanical methods signage will remain in place at the entrance until the re-entry period has elapsed. Additional signage will be erected around the boundary of the specific areas being treated for the duration of the application until the approved re-entry period as per the product label has expired.

For minor spot spraying applications using back packs or hand sprayer, signage will remain in place for the duration of the application and until the approved re-entry period has expired.

Signage will be erected to indicate spraying has occurred and what the re-entry time is for the following pesticide uses:

- Insecticides;
- Herbicides;
- Fungicides;
- Rodenticides;

Playgrounds

The City is committed to refraining from pesticide use within fenced playgrounds and within the immediate vicinity of play equipment in unfenced playgrounds. Pesticide use within such playgrounds will be limited to emergency treatment for infestation only.

BBQ & Picnic areas

For BBQ and picnic areas signage will be displayed on the boundary and/or within the perimeter immediately prior to the application of pesticides and will remain in place until the approved re-entry period as per the product label has expired.

Where BBQ and picnic areas are utilised by or adjacent to sensitive sites including but not limited to; kindergartens, children's day care centres, community centres, pre-schools and schools who register interest with Council will be provided with electronic notification of Council's annual program of pesticide application.

Sports Fields, Ovals & Courts and Outdoor Swimming Pool Surrounds & Skate facilities

For Sports fields, ovals and courts, skate facilities and outdoor swimming pools, signage will be displayed at the main entrances of the facilities on the day of application and will remain in place after application until the approved re-entry period has expired.

Sporting groups, clubs, regular hirers, and occupiers of adjacent sensitive facilities including kindergartens, children's day care centres, community centres, pre-schools and schools who register interest with Council will be provided with electronic notification of Council's annual program of pesticide application.

Road verges, pavements, laneways & streetscapes

In these public places, advanced information on the annual programmed applications of herbicides, insecticides and fungicides will be posted on Council's website on a Pesticide Spray Schedule by Suburb.

Occupiers of adjacent sensitive sites including kindergartens, children's day care centres, community centres and schools who register interest with Council will be provided with electronic notification of Council's annual programme of pesticide application.

Residents can request that pesticide use be limited or avoided at a particular location by contacting Council and have the street address added to the hotspot register. This will notify contractors and City staff that pesticides are not be sprayed in front of the registered address. Areas may include footpaths, streetscape gardening areas, edible verges and community gardening initiatives.

Signage will be displayed on all vehicles and equipment involved in the application of pesticides.

Certain Council owned Buildings & Properties

For pesticide use in grounds of childcare facilities owned or controlled by Council, signs will be provided at the main entrance and near the application area on the day before application and remain until the approved re-entry period has expired.

Public Toilets

Sensitive Sites

Special measures for sensitive sites.

Clause 11J (1) of the Pesticide Regulation defines a sensitive site to be any:

- School or pre-school;
- Kindergarten;
- Childcare centre;
- Hospital;
- Community health centre;
- Nursing home; and,
- Place declared to be a sensitive place by the Environment Protection Authority (EPA).

Special notification measures for programmed pesticide use in outdoor public places adjacent to sensitive sites for each category of public place are noted above. For reactive and emergency pesticide use in outdoor places adjacent to sensitive places, the City will provide electronic notification and post signs in the vicinity at the time of application.

External Providers of Services to Council

Where the City uses contractors to apply pesticides on its behalf, the City will ensure that notification is made in accordance with the notification requirements of this plan.

Where persons or organisations hold an existing lease on Council land that remains a public place the City will ensure that electronic notification is made in accordance with the notification details of this plan.

Sites owned and/or shared by multiple government agencies

In public places where multiple agencies have responsibility for land management on their land, and where there is no physically defined boundary, where the City is undertaking the pesticide application it will follow this Pesticide Notification Plan.

Notification Summary Table

	Site Signage	Vehicle & Equipment Signage	Annual advertising of PNP in newspaper and on Council's website	Annual electronic notification to registered users of sensitive sites	Annual Suburb by Suburb Program of Application available on web site
Parks & Reserves	☒	☒	☒	☒	☒
BBQ & Picnic Areas	☒	☒	☒	☒	☒
Playgrounds unfenced.	☒	☒	☒	☒	☒
Sports fields & outdoor pools	☒	☒	☒	☒	☒
Planters	☒	☒	☒	☒	☒
Civic Spaces	☒	☒	☒	☒	☒
Road Verges & footways		☒	☒	☒	☒
Car Parks & toilets	☒	☒	☒		☒
Sensitive sites	☒	☒	☒	☒	☒
Spot & emergency sprays	☒				

WHAT INFORMATION WILL BE PROVIDED

In accordance with clause 11L (2) (g) of the Pesticides Regulation, notice of pesticides uses will include the following information:

- the full product name of the pesticide to be used;
- the purpose of the use, clearly setting out what pest or pests are being treated;
- the proposed date/s or date range of the pesticide use;
- the places where the pesticide is to be used;
- contact telephone number and email address of the Council officer who people can contact to discuss the notice;

- any warnings regarding re-entry to or use of the place, if specified on the pesticide product label or the Australian Pesticides and Veterinary Medicines Authority permit;
- Signs will be of a standardised design that will be easily understood and recognisable to the public; and,
- Council's website will feature a dedicated area that describes programmed pesticide use in public places and with a link to this Pesticide Notification Plan.

HOW THE COMMUNITY WILL BE INFORMED OF THIS PLAN

City of Sydney will advise residents of this plan and its contents by:

- making a copy of the plan available for viewing, free of charge, at One Stop Shop, Level 2, Town Hall House, 456 Kent Street, Sydney and at local Neighbourhood Service Centres;
- placing a copy of the plan on the website at www.cityofsydney.nsw.gov.au;
- placing an annual notice in the local press; and,
- placing a notice in the NSW Government Gazette

FUTURE REVIEWS OF THE PLAN

The notification plan will be reviewed every 5 years or when circumstances require a review of the plan. The review will include:

- a report on progress of implementing the plan.
- public consultation on the notification methods outlined in the Plan and calling for public submissions, making recommendation for amendments (if applicable) to the plan.

CONTACT DETAILS

Anyone wishing to contact City of Sydney to discuss the Pesticide Notification Plan or to obtain details of pesticide applications in public places should contact:

Park Services Manager

Town Hall House

456 Kent Street, Sydney 2000

Or by email – customerservice@cityofsydney.nsw.gov.au

or access the website www.cityofsydney.nsw.gov.au

Attachment C

Draft Weed Management Policy

Draft Weed Management Policy

Purpose

This policy details how the City of Sydney (the City) manages Weeds through an Integrated Weed Management approach to achieve and maintain safe, high-quality Public Places, to meet our statutory obligations and to minimise the use of Pesticides.

Scope

This policy applies to:

- land under the ownership of the City
- land under the care, control or management of the City
- land licensed under the City's Community Gardens Guidelines

This policy does not apply to:

- land the City owns and has leased to a third party

Definitions

Term	Meaning
Contracted Service Provider	A third party contracted to provide services on behalf or with the City, being an organisation, including for profit and not-for-profit organisations, private companies, and government entities. It excludes any contracted service provider engaged by an entity external to the City such as utility subcontractors.
Employee	All City of Sydney employees including permanent (whether full-time or part-time), temporary, casual employees and apprentices.
Herbicide	Any substance or mixture of substances intended for preventing, destroying or controlling any unwanted plant, including algae or aquatic weeds. Herbicide is a type of Pesticide.
Integrated Weed Management	The coordinated use of a variety of design approaches and manual methods and techniques in combination with Herbicide use, with the aim of reducing reliance on Herbicides alone, and increasing the chances of successful Weed control or eradication.
Pesticide	Any substance, or mixture of substances, other than a feed additive, intended for preventing, destroying or controlling any pest.
Public Place	Places that are accessible to and intended for use by the public that the City owns or manages, such as parks and open space, squares, streets, footpaths, leisure and community centres and interiors of some council buildings.

Term	Meaning
Service Levels	Defined outcomes to achieve the presentation and condition of a Public Place relating to the presence of weeds. Service Levels vary depending upon the type and use of a Public Place. However, all Service Levels encourage Integrated Weed Management and specify work health and safety and statutory requirements that must be met whilst planning and undertaking any services in Public Places.
Volunteer	A person who gives their time to the City, without financial remuneration and for the benefit of the community at the direction of the City's Employees.
Weed	A plant that has an adverse effect on, or is suspected of having an adverse effect on, the environment, the economy or the community because it has the potential to: • out-compete other organisms for resources including food, water, nutrients, habitat and sunlight • transmit disease to other plants • cause harm to other organisms through its toxicity • damage infrastructure • reduce the amenity or aesthetic value of a Public Place • harm or reduce biodiversity
Worker	All Employees, agency contractors (labour hire), work experience students and Contract Service Providers. Excludes Volunteers.

Policy Context

The City of Sydney covers an area of approximately 26 square kilometres. The land use within the Local Government Area (LGA) is diverse, and includes the Central Business District, urban renewal residential areas, industrial, warehousing and commercial development, heritage buildings and infrastructure, roads, squares, parks and open spaces, sports fields and recreation amenities and bush restoration areas.

Weeds pose a substantial threat to the use, enjoyment, function, integrity and maintenance of these areas by:

- damaging the function and structure of our land-based and aquatic natural and restored ecosystems, through habitat destruction and outcompeting endemic flora and fauna for nutrients. The City's bush restoration areas, wetlands, endangered Temperate Coastal Saltmarsh communities and mangroves are all threatened by Weeds
- affecting the human and animal health of our communities by causing allergies, injuries, dermatitis and respiratory issues
- having the potential to impact the function of our roads, footpaths and public squares and undermining the integrity of cliff faces and built infrastructure
- affecting the visual amenity and enjoyment of our parks and the condition and use of our sports fields and recreation areas.

The economic impact of Weeds in New South Wales (NSW) is conservatively estimated at over a billion dollars per annum by the NSW Department of Primary Industries and Regional

Development. Given this, the City has a responsibility, not only to the communities and lands within our LGA, but to the Greater Sydney Region to proactively manage our biosecurity risks.

In response to these impacts and the threat Weeds pose, the City:

- has a responsibility to the community to provide safe, functional, welcoming, well maintained and aesthetically pleasing Public Places
- has a statutory obligation under the Biosecurity Act 2015 (NSW) to prevent, eliminate, minimise and manage biosecurity risks posed by Weeds and to develop, implement and co-ordinate Weed control programs
- is committed to ensuring that Herbicide use is safe, responsible, justified and minimised in our efforts to prevent, control and eradicate Weeds.

Policy Statement

The objectives of the Weed Management Policy are to:

- contribute to the biosecurity of the Greater Sydney Region
- demonstrate the City's commitment to minimising the use of Herbicides and prioritising the use of Herbicide alternatives where safe, feasible and effective
- provide safe, high-quality and welcoming Public Places
- protect the natural environment and Public Places

The City manages Weeds in accordance with the below statements.

Weed Management Approach

Integrated Weed Management (IWM)

The City's weed management approach is an integrated one, emphasising the use of Herbicide alternatives to prevent, control and eradicate Weeds to the extent possible, without the use of Herbicides. Herbicides are only used where other techniques or methods are partially or fully ineffective.

IWM requires planning, knowledge of a Weed's biology and ecology, and appropriate control methods for the situation, Public Place and the community's interaction with the area.

IWM involves a range of methods and approaches. Workers will in the first instance assess the Weed, Public Place, situation and risks to determine which individual or combination of IWM methods is required to prevent, control or eradicate the specific Weed.

IWM approaches are grouped within the following sequence:

Proactive Treatment – Weed prevention

- designing Public Places with consideration for Weed management, such as hard edge treatments between turf and garden beds
- growing healthy turf and plants to achieve full ground cover
- maintaining dense plant populations in garden beds to restrict solar access and nutrients to Weeds
- building and nurturing resilient soil with diverse microbiome and complex structure to support healthy turf and plants, and reduce the need for fertilisers
- applying mulch

- installing porous pavement street tree surrounds where possible
- street sweeping and high pressure cleaning footpaths, gutters and streets
- mowing and whipper snipping
- targeted application of pre-emergent Herbicide

Reactive Manual Treatment – Weed control or eradication

- removing Weeds prior to flowering or setting seed and fruit
- hand pulling
- chipping and frilling
- scraping
- whipper snipping and brush cutting

Reactive Herbicide Treatment – Weed control or eradication

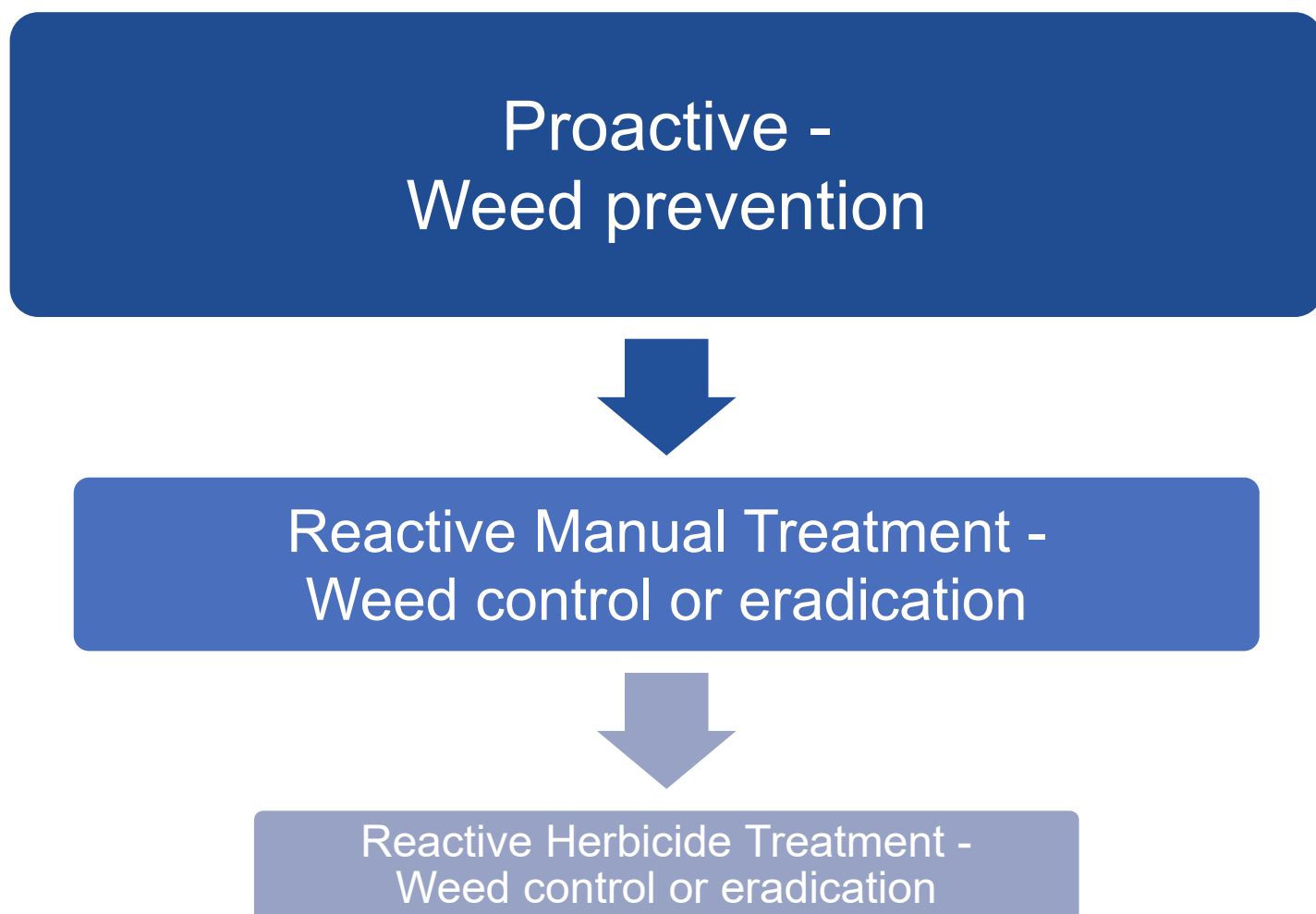
If a Herbicide is required, the Worker will choose the appropriate and least toxic Herbicide required for the Weed, Public Place, situation and risk to meet the Service Levels, noting the following Service Levels for all Public Places:

- Manually remove any Weed equal to or greater than 50mm wide and tall, outside of bush restoration areas
- Manually remove any Weed in bush restoration areas equal to or greater than:
 - 150mm wide and tall for soft-wooded Weeds
 - 400mm wide and tall for woody Weeds

The Worker may elect to use Herbicides in combination with one or more proactive or reactive methods listed above.

Weed management at Sydney City Farm and in community gardens is guided by organic gardening principles and this includes the use of Herbicides. Organically certified Herbicides are used where feasible and effective to treat the specific Weed.

IWM approaches are applied through the following workflow:



Weed Management Principles

The below principles inform and drive the application of the City's IWM across our Public Places:

Public Place	Weed Management Priority
Street gardens and turf verges	- line of sight and clearance for pedestrians, cyclists and drivers - health and safety of pedestrians
Streets, laneways, footpaths, kerbs and gutters	
Bush restoration areas	- contribute to the biosecurity of the Greater Sydney Region - aesthetic values
All other Public Places	- health and safety of users - contribute to the biosecurity of the Greater Sydney Region - create and enhance habitat for priority fauna species
	- health and safety of users - contribute to the biosecurity of the Greater Sydney Region - use and enjoyment of recreational users - aesthetic values

Weed Management of Public Places

The below table outlines the City's weed management approach for different Public Places.

Public Place	IWM Approach
Playgrounds	- Proactive - Reactive manual treatment - No Herbicide use
Waterplay	
Childcare centres	
Water Sensitive Urban Design	
City managed waterbodies (within 10m of)	
Sydney City Farm	- Proactive - Reactive manual treatment - Herbicide use guided by organic gardening principles
Community gardens	
Parks and sports fields	- Proactive - Reactive manual treatment - Reactive Herbicide treatment used only when Proactive and Reactive
Bush restoration areas	
Street gardens and turf verges	

Public Place	IWM Approach
Public squares	manual measures alone will fail to achieve the required Service Levels
Streets, laneways and footpaths	
Council depots, buildings, and facilities (exterior surrounds of)	
Cliff faces and rock walls	
City managed waterbodies (aquatic Weeds located within the waterbody or its banks)	• Proactive • Reactive manual treatment • Reactive Herbicide treatment used only when Proactive and Reactive manual measures alone will fail to achieve the required Service Levels. Only Herbicide products registered for aquatic use by the Australian Pesticides and Veterinary Medicines Authority (APVMA)

Safe and Responsible Herbicide Use

Herbicide Use

The City only uses Herbicides registered by the APVMA.

The following control mechanisms are implemented when using Herbicides:

- the City uses Herbicides with the lowest toxicity available that will achieve the Service Levels
- Herbicides are used in accordance with the APVMA-approved manufacturer's directions
- notification of pesticide use will be provided as per the City's Pesticide Use Notification Plan
- the City will not use Herbicides where they interfere with bookings for Public Places
- the City will not spray Herbicides on windy days
- use nozzle cones on spray wands wherever possible
- not use pressure sprays where a person or animal is at risk of coming into direct contact with the Herbicide during the application.
- make and keep records of all Herbicide applications in accordance with the City's statutory obligations.

Training

Workers who are involved in the use of pesticides including mixing, calibrating spray equipment and applying pesticides are required to:

- hold a valid Australian Qualifications Framework (AQF) qualification:

- AQF level 2 if they use Pesticides under supervision of a Worker who has achieved AQF level 3 competency
- AQF level 3 if they use Pesticides independently, or supervise the use of Pesticides by other Workers
- hold valid proof of competency
- renew their qualification every five (5) years.

Work Health and Safety

To meet the Service Levels and statutory requirements, Workers using Herbicides are required to:

- adhere to the following SafeWork NSW Codes of Practice:
 - Safe use of pesticides in non-agricultural workplaces
 - Managing risks of hazardous chemicals in the workplace
- carry out a risk assessment:
 - to inform the development of an IWM approach, and;
 - prior to applying Herbicides, including assessing the weather conditions and use of the Public Place
- comply with the City's Pesticide Use Notification Plan
- read, be inducted into and familiar with and adhere to the relevant Safe Work Method Statement and Herbicide Safety Data Sheet prior to applying Herbicides
- wear the required personal protective equipment.

Volunteers are not permitted to use Herbicides.

Responsibilities

The Manager City Greening and Leisure and the Manager Property Services are responsible for the implementation of the Weed Management Policy.

Workers will:

Follow and comply with this policy.

Volunteers will

Follow and comply with this policy.

Consultation

This policy has been developed in consultation with:

- City Services
- Chief Operations Office
- Legal and Governance
- City Planning Development and Management
- People, Performance and Technology

- Strategic Development and Engagement

The initial policy was open for public comment from **day date month** to **day date month year** through the City of Sydney website.

References

Laws and Standards
• Biosecurity Act 2015 NSW
• Biosecurity Regulation 2017 NSW
• Greater Sydney Regional Strategic Weed Management Plan
• Pesticides Act 1999 NSW
• Pesticide Regulation 2017 NSW
• Protection of the Environment and Operations Act 1997 NSW
• Protection of the Environment Operations (General) Regulation 2022 NSW
• Work Health and Safety Act 2011 NSW
• Work Health and Safety Regulation 2017 NSW

Policies and Procedures
• Hazardous Chemicals Operational Procedure
• Personal Protective Equipment Operational Procedure
• Pesticide Use Notification Plan
• Work Health and Safety Policy

Review period

This policy will be reviewed every four (4) years.

Approval Status

Council approved this policy on **[DD MONTH YYYY]**.

Approval History

Stage	Date	Comment	TRIM Reference
Original Policy	(Date, month, year)	Approved by Council	20XX/XXXXXX
Reviewed	(Date, month, year of when it	Briefly summarise key changes	20XX/XXXXXX (Governance to populate)

Stage	Date	Comment	TRIM Reference
	was approved by Council)		
Commence Review Date	DD MONTH YYYY		
Approval Due Date	DD MONTH YYYY		

Ownership and approval

Responsibility	Role
Author	Program Manager Strategy and Contracts
Owner	Manager City Greening and Leisure
Endorser	City of Sydney Executive
Approver	City of Sydney Council

Attachment D

Draft Pesticide Use Notification Plan
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Plan
Month 2025

Draft Pesticide Use Notification Plan

We acknowledge the Gadigal of the Eora Nation
as the Traditional Custodians of our local area.

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1. Introduction

This Pesticide use notification plan (the Plan) has been prepared in accordance with the requirements of the Pesticides Regulation 2017 (the Regulation).

1.1. Purpose

This Plan sets out how the City of Sydney (the City) notifies the community of Pesticide use by the City and allows them to take action to avoid potential contact with Pesticides if they wish.

The City:

- ensures Pesticides are applied to Public Places in a safe, responsible manner, minimising harm to the community and the environment, and;
- is committed to ensuring that Pesticide use is justified, minimised and that the lowest toxicity of Pesticides necessary are used to achieve the City's Service Levels. The City will continue to investigate and use alternatives to Pesticides where available, safe and effective.

The Plan forms a component of the City's integrated pest management approach. This approach ensures the City only uses Pesticides in Public Places when necessary to eliminate weeds, to protect public property from pest damage, and the community from nuisance or danger such as weeds affecting human and animal health. Manual methods of pest management are prioritised and used in the first instance where able and safe to do so.

1.2. Definitions

Term	Meaning
Contract Service Provider	A third party contracted to provide services on behalf or with the City, being an organisation, including for profit and not-for-profit organisations, private companies, and government entities. It excludes any contracted service provider engaged by an entity external to the City such as utility subcontractors.
Employee	All City of Sydney employees including permanent (whether full-time or part-time), temporary, casual employees and apprentices.
Pest	In relation to an animal, plant or thing – any animal, plant or biological entity that injuriously affects the physical condition, worth or utility of an animal, plant or thing. In relation to a place – an animal, plant or other biological entity that injuriously affects the use or enjoyment of that place.

Term	Meaning
Pesticide	Any substance, or mixture of substances, other than a feed additive, intended for preventing, destroying or controlling any pest. Pesticides are represented by a range of chemicals used to control or eradicate specific Pests and include algaecides, bactericides, baits, herbicides, insecticides, fungicides, miticides, nematocides, rodenticides and termiticides.
Public Place	Places that are accessible to and intended for use by the public that the City owns or manages, such as parks and open space, squares, streets, footpaths, leisure and community centres and interiors of some council buildings.
Sensitive Place	Has the meaning given to the term in Clause 39 of the Pesticide Regulation 2017 (NSW).
Service Levels	Defined outcomes to achieve the presentation and condition of a Public Place relating to the presence and impact of Pests. Service Levels vary depending upon the type and use of a Public Place, but all Service Levels encourage Integrated Pest Management and include work health and safety and statutory requirements that must be met whilst planning and undertaking any Pest management services in Public Places.
Volunteer	A person who gives their time to the City, without financial remuneration and for the benefit of the community at the direction of City Employees.
Worker	All Employees, agency contractors (labour hire), work experience students and Contract Service Providers. Excludes Volunteers.

1.3. Objective

To meet regulatory requirements and the community's right to know about Pesticide applications made to City controlled public places by outlining:

- what Public Places are covered by the Plan
- who regularly uses these Public Places, and an estimated level of use
- how and when the City provides the community with information about its Pesticide applications in Public Places
- how the community can access the Plan and get more information about the City's notification arrangements
- how future reviews of the Plan will be conducted
- contact details for anyone wishing to discuss the Plan with the City.

1.4. Pesticide application

Pesticides are applied within indoor and outdoor Public Places and their use consists of programmed and reactive applications.

1.4.1. Programmed Pesticide application

Programmed Pesticide application includes:

- Pesticides applied under the Pesticide Application Schedule
- the annual application of insecticide for cockroaches, ants and spiders is applied to the interior of City buildings and facilities including indoor swimming pool facilities. This application is scheduled after hours when the Public Place is inaccessible to the public
- baits used to control outbreaks of vermin in Public Places and to protect buildings and structures from damage by termites and soil Pests.

1.4.1.1 Pesticide Application Schedule

The Pesticide Application Schedule consist of two schedules for the programmed application of Pesticides across the following Public Places:

- streets, laneways, footpaths and other outdoor publicly accessible places excluding parks, and;
- parks and open space assets including sports fields (natural and synthetic), street gardens and turf verges, outdoor courts and skate facilities and bush restoration areas.

Each schedule allows for eight applications of Pesticide per year. The timing of the applications differs between the schedules, reflecting the environments and most common Pests and peak growth seasons specific to those Public Places.

The Pesticide Application Schedule is published on the City's website and is updated on an annual basis prior to the commencement of the next calendar year.

1.4.2. Non-programmed Pesticide application

All other applications of insecticides, algaecides, fungicides, miticides, nematicides, rodenticides are applied reactively on an as need basis.

1.5. Integrated Pest Management

Integrated Pest Management (IPM) is the coordinated use of a variety of design approaches and manual methods and techniques in combination with Pesticide use, with the aim of reducing reliance on Pesticides alone, and increasing the chances of successful Pest control or eradication.

The City adopts an IPM approach because:

- we are mindful of the impact the over reliance of Pesticides can have on our environment and community
- Pesticides alone are unable to achieve the City's Service Levels in providing safe, functional, fit for use and aesthetically pleasing Public Places.

IPM involves a range of methods and approaches. Workers will assess the Pest, Public Place, situation and risks to determine which individual or combination of IPM methods is required to prevent, control or eradicate the specific Pest.

The approach to IPM follows the below sequence with proactive and reactive examples provided to demonstrate non-Pesticide methods or techniques within those categories:

Proactive – Pest prevention

- designing Public Places with consideration for Pest management, such as hard-edge treatments between turf and garden beds for weeds and the location of park and street furniture.
- selecting plant species resilient to common insect Pests
- growing healthy turf and plants to outcompete weeds and be resilient to insect Pests
- applying mulch to smother weeds
- street sweeping and high-pressure cleaning of footpaths, gutters and streets to remove litter and food waste residues and built-up growing media ideal for weed seed germination
- targeted application of pre-emergent herbicide

Reactive – Pest control and eradication

- physically collapsing rodent burrows
- solar-powered SMART rodent control boxes
- engineered solutions such as installing anti-rodent mesh
- removing weeds prior to flowering or setting seed and fruit
- hand pulling weeds
- physical removal of insects through pruning or by hand

Reactive Chemical Treatment – Pest control and eradication

If a Pesticide is required, the Worker will choose the appropriate and least toxic Pesticide required for the Pest, Public Place, situation and risk to meet the service levels.

- Pesticide in combination with an above reactive method
- Pesticide alone

Pesticide use at Sydney City Farm and in community gardens is guided by organic gardening principles, including the use of organically certified Pesticides where feasible and effective to treat the Pest.

Pesticide use for controlling rodent populations consists of first generation anticoagulant rodenticides (FGAR) and second generation anticoagulant rodenticides (SGAR). Use of rodenticides is reviewed on a regular basis including any impact on wildlife in consultation with the City's Urban Ecology Coordinator.

FGARs are prioritised for areas identified by the Urban Ecology Coordinator, primarily being parks and in proximity to bush restoration areas. SGARS are primarily used in streets, laneways and public squares.

SGARs are the primary rodenticide used as they remain the most effective bait available for controlling rodent populations.

2. Public Places covered by the Plan

The City uses Pesticides in the following Public Places or areas controlled by the City:

- parks and open space, street gardens and turf verges
- barbecue and picnic areas
- sports fields (natural and synthetic)
- bush restoration area
- outdoor courts and skate facilities
- flower displays in hanging baskets and planter boxes (maintained by the City)
- streets, laneways and footpaths
- public toilets
- council buildings, facilities and leisure centres (indoors)
- council buildings, facilities and leisure centres (outdoor landscaped surrounds)
- community gardens
- Sydney City Farm

2.1. Pesticide use in Public Places

The table summarises the regular user groups, estimated level of community use, the types of Pesticides and notification arrangements for each category of Public Place. Further details about notification arrangements are detailed in Section 3. of the Plan.

Public Place or area	Regular user group	Level of use or proximity to Public Place or area	Type of Pesticide and application methods that may be used
Parks and open space	Children and adults School, sporting and recreational groups Eventgoers Workers Companion animals	High	Spot spray and broadscale contact and systemic non-selective herbicides Spot spray and broadscale systemic selective herbicides Spot spray insecticides Spot spray fungicides Spot spray algaecides Spot spray nematicides Spot spray growth regulators Bait rodenticides Bait termiticides The City does not apply Pesticides in or within the immediate vicinity of playgrounds and waterplay areas.
Street gardens and turf verges	Children and adults Workers Companion animals	High	Spot spray contact and systemic non-selective herbicides Systemic selective herbicides Spot spray insecticides Spot spray fungicides Bait rodenticides

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Public Place or area	Regular user group	Level of use or proximity to Public Place or area	Type of Pesticide and application methods that may be used
Barbecue and picnic areas	Children and adults School groups Workers	High	Spot spray contact and systemic non-selective herbicides Spot spray systemic selective herbicides Spot spray insecticides Spot spray algaecides Bait rodenticides
Sports fields (natural and synthetic)	Children and adults School, sporting and recreational groups Workers	High	<u>Natural sports fields:</u> Spot spray and broadscale contact and systemic non-selective herbicides Spot spray and broadscale systemic selective herbicides Spot spray and broad scale growth regulators Spot spray and broad scale insecticides Spot spray miticides Spot spray nematicides <u>Synthetic fields:</u> Spot spray algaecides Spot spray contact and systemic non-selective herbicides
Outdoor courts and skate facilities	Children and adults School, sporting and recreational groups Eventgoers Workers	High	Spot spray contact and systemic non-selective herbicides Spot spray algaecides Bait rodenticides

Draft Pesticide Use Notification Plan

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Public Place or area	Regular user group	Level of use or proximity to Public Place or area	Type of Pesticide and application methods that may be used
Streets, laneways, footpaths, kerbs and gutters	Children and adults Workers Companion animals	High	Spot spray contact and systemic non-selective herbicides Spot spray algacides Bait rodenticides
Public toilets	Children and adults Workers	Medium	Spot spray insecticides Bait rodenticides
Council buildings, facilities and leisure centres (indoors)	Children and adults Workers	Medium	Spot spray insecticides Bait rodenticides
Council buildings, facilities and leisure centres (outdoor landscaped surrounds)	Children and adults School, sporting and recreational groups Workers	Medium	Spot spray contact and systemic non-selective herbicides Spot spray systemic selective herbicides Spot spray insecticides Spot spray fungicides Spot spray growth regulators Bait rodenticides
Community gardens	Children and adults School groups	Medium	<u>Prioritises organic gardening principles:</u> Spot spray contact non-selective herbicides Spot spray insecticides Lures (such as Queensland fruit fly lures) Spot spray fungicides Bait rodenticides

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Public Place or area	Regular user group	Level of use or proximity to Public Place or area	Type of Pesticide and application methods that may be used
Sydney City Farm	Children and adults School groups Eventgoers	Medium	<u>Prioritises organic gardening principles:</u> Spot spray contact non-selective herbicides Spot spray insecticides Lures (such as Queensland fruit fly lures) Spot spray fungicides Bait rodenticides
Bush restoration areas	Workers Volunteer Landcare and Bushcare groups	Low	<u>Applied by Workers only:</u> Spot spray systemic and contact non-selective herbicides Spot spray insecticides Direct application of non-selective herbicide (cut and paint, drill and fill) Volunteers do not use Pesticides
Floral displays in hanging baskets and planter boxes (maintained by the City)	Children and adults Workers	Low	Spot spray insecticides Spot spray fungicides

3. Notification arrangements

This section of the Plan describes how and when the City provides notice of Pesticide use in Public Places including special measures for Sensitive Places, emergency Pesticide applications, changes to programmed applications and circumstances where notification is not provided.

The notification arrangements are based on the City's assessment of:

- the level of use of Public Places where Pesticides may be applied
- the extent to which members of the community who are most likely to be sensitive to Pesticides, are likely to use these areas regularly
- the extent to which activities generally undertaken in these areas could lead to some direct contact with Pesticides
- the type of Pesticide used.

3.1. Notification methods

Notice of Pesticide use will be provided by a combination of methods as outlined in the below table.

Notice type	Description
Pesticide use notification signs (signs)	Installed at the Public Place site of Pesticide application prior to the application of the Pesticide and remaining in place until after the prescribed re-entry period detailed in the Pesticide product label. Signs will contain the mandatory information detailed in Section 4 of the Plan.
City website www.cityofsydney.nsw.gov.au	- The Plan - Pesticide Application Schedule - list of Pesticides the City may use - process for registering for the Spray-Free Register (see Section 3.4. of the Plan) - contact details for Pesticide enquiries
Email	<u>Programmed Pesticide application:</u> Annual email notification of the Pesticide Application Schedule to: - community members and groups registered on the Spray-Free Register (see Section 3.4. of the Plan) - sporting groups with current bookings Sporting groups who make bookings after the distribution of the annual email will be sent a copy of the Pesticide Application Schedule as part of the booking process.

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Notice type	Description
	<u>Unprogrammed Pesticide application:</u> For the adjustment of the Pesticide Application Schedule due to wet or windy weather, reactive email notification will be sent to the following impacted entities prior to the application: - community members and groups registered on the Spray-Free Register (see Section 3.3. of the Plan) - sporting groups with current bookings <u>Emergency Pesticide application:</u> See Sections 3.2. and 3.3. of this Plan.
Hard copy of the Plan	Hard copy of the Plan available free of charge at Town Hall Customer Service Centre and Neighbourhood Service Centres.

3.2. Emergency pesticide applications

An Emergency Pesticide application in a Public Place may be required to deal with:

- nuisance (biting) or dangerous insects
- rodents (that pose an immediate health hazard)
- outbreaks of Pests which have an immediate impact on the fit for use condition of City assets

In these situations, the City will provide notice by installing signs adjacent to the application area at the time of the application.

Where the emergency Pesticide application relates to a sports field or Public Place with a booking, the sports group or entity who made the booking will be notified as soon as practicable by phone and email.

See Section 3.3. of this Plan for notification requirements of emergency Pesticide applications for Sensitive Places.

3.3. Special measures for Sensitive Places

Clause 39 of the Regulation defines a Sensitive Place to be any:

- school or pre-school
- kindergarten
- childcare centre
- hospital
- community health centre
- nursing home
- place declared to be a sensitive place by the NSW Environment Protection Authority.

Clause 48 of the Regulation stipulates additional requirements in relation to use adjacent to a Sensitive Place.

Where a Pesticide application is programmed for within 20 metres of a Sensitive Place, the City will provide the occupier (including City owned or managed Sensitive Places) with five (5) days' notice by email, phone or letter box drop (whichever is most practicable).

Pesticide applications inside Sensitive Places that the City owns such as childcare centres for spider, cockroach and ant control, will be applied after hours and where possible on a Friday night. This allows time for the drying and dispersal of the pesticide by the following Monday morning when the childcare centre reopens.

For emergency Pesticide applications adjacent to Sensitive Places, the City will provide notification as soon as practicable prior to the emergency Pesticide application by phone or door knocking. An email notification will also be sent to the occupier and signs installed adjacent to the treatment area at the time of application.

3.4. Spray-Free Register

Residents and occupiers can request that Pesticide use be limited or avoided adjacent their property for streetscapes, laneways, footpaths, street gardens and turf verges, by lodging a request through the City's website to join the Spray-Free Register.

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Occupiers of Sensitive Places can also choose to register to join the Spray-Free Register, noting this does not remove the City's obligation to provide notification to the Sensitive Place occupier as per Section 3.3 of the Plan.

Workers are to refer to the Spray-Free Register as part of an IPM approach and will avoid the use of Pesticides adjacent to properties registered on the Spray-Free Register, where possible.

3.5. Place specific notification arrangements

The below tables provides details of individual Pesticide use notification arrangements.

Public place	Onsite notification	Offsite notification
Parks and open space	Signs installed at prominent locations adjacent to the treatment area and at main entrances to the park or open space.	Pesticide Application Schedule on City website The Plan
Street gardens and turf verges	Signs installed at prominent locations adjacent to the treatment area.	Pesticide Application Schedule on City website The Plan
Barbecue and picnic areas	Signs installed at prominent locations adjacent to the treatment area and at main entrances to the park or open space the barbecue or picnic area are located within.	Pesticide Application Schedule on City website The Plan
Sports fields (natural and synthetic)	Signs installed at prominent locations adjacent to the treatment area for unfenced sports fields and at main entrances of fenced sports fields.	Pesticide Application Schedule on City website The Plan
Outdoor courts and skate facilities	Signs installed at prominent locations adjacent to treatment area and at main entrances.	Pesticide Application Schedule on City website The Plan

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Public place	Onsite notification	Offsite notification
Streets, laneways, footpaths, kerbs and gutters	Signs prominently displayed on vehicles and equipment.	Pesticide Application Schedule on City website The Plan
Public toilets	Signs prominently displayed at the entrance to application area.	The Plan
Council buildings, facilities and leisure centres (indoors)	Signs prominently displayed at the entrance to application area.	The Plan
Council buildings, facilities and leisure centres (outdoor landscaped surrounds)	Signs installed at prominent locations adjacent to treatment area and main entrances.	The Plan
Bush restoration areas	Signs displayed in prominent locations adjacent to the treatment area.	The Plan
Floral displays in hanging baskets and planter boxes (maintained by the City)	Signs prominently displayed on vehicles and equipment.	The Plan
Community gardens	See Section 3.6. of the Plan	The Plan
City Farm	See Section 3.6. of the Plan	The Plan

3.6. When notification will not be given

The City will not provide notification of Pesticide applications in the following circumstances:

- The use of Pesticides that are widely available from retail outlets and ordinarily used for domestic purposes, including home gardening, applied as a ready-to-use product. This includes the minor control of both indoor and outdoor insect Pests using baits or aerosol spray cans. The application of these methods is most commonly used in community gardens or for one-off minor applications for specific pests within one location of a Public Place.
- The application of Pesticides within a Public Place by a person or organisation holding an existing lease of that place.
- Minor spot spraying of Pesticides using a hand or backpack sprayer of no more than 15 litres of mixed concentrate, applied to less than 30m² per location of a Public Place.
- Direct application of Pesticides through applications such as:
 - o stem injection
 - o cut and paint
 - o drill and fill
 - o baits
 - o powdered rodenticides (these are applied inside a rodent burrow immediately prior to the forced collapse of the burrow).
- The application of Pesticides within the publicly accessible interiors of City buildings, facilities and leisure centres during out of hours periods when there is no public access.
- The application of Pesticides within fenced worksites closed to the public, such as during park renewals or upgrades.
- Pesticides applied by members of the public to City land, such as a spray application to the turf verge or street garden adjacent to their property.

3.7. Contracted service providers

Where the City uses Contracted Service Providers to apply Pesticides on its behalf, the City will ensure that notification is made in accordance with the notification requirements of the Plan and work health and safety Service Levels adhered to for risk assessments, Safe Work Method Statements, Safety Data Sheets and personal protective equipment.

4. What information will be provided

In accordance with clause 41(1)(h) of the Regulation, notices of Pesticide use must include all the following information:

- the full product name of the Pesticide to be used
- the purpose for which the Pesticide is to be used
- the proposed date/s or date range of the Pesticide use
- the places where the Pesticide is to be used
- contact telephone number and email address of the City officer, whom people can contact to discuss the notice
- any warnings regarding re-entry to or use of the place of application specified on the product label or the permit.

Signs are of a standardised design that will be easily recognisable to the public and workers. See Appendix 2. Pesticide Use Notification Signs.

The City's website features a dedicated webpage that describes programmed Pesticide use in Public Places with a link to the Plan and the Pesticide Application Schedule.

5. How the community will be informed of the Plan

The City advises the public of the Plan and its contents by:

- making a copy of the Plan available for viewing free of charge, at Level 2, Town Hall House, 456 Kent Street, Sydney and at local Neighbourhood Service Centres
- placing a copy of the Plan on the website at www.cityofsydney.nsw.gov.au
- placing an annual notice in local newspapers
- placing a notice in the NSW Government Gazette.

6. Future reviews of the Plan

The Plan is reviewed every four (4) years or when circumstances require a review of the Plan.

The review will include:

- placing the Plan on public exhibition, and calling for any public submissions
- the consideration of public submissions and making recommendations for alterations (if applicable) to the Plan.

The City may consider on reasonable grounds that the amendments to the Plan are not of sufficient substance to warrant further public consultation as part of the review.

7. Contact details

Anyone wishing to contact the City to discuss the Plan or to obtain details of Pesticide applications in public places should contact:

Contract Coordinator Parks

Town Hall House

456 Kent Street

Sydney 2000

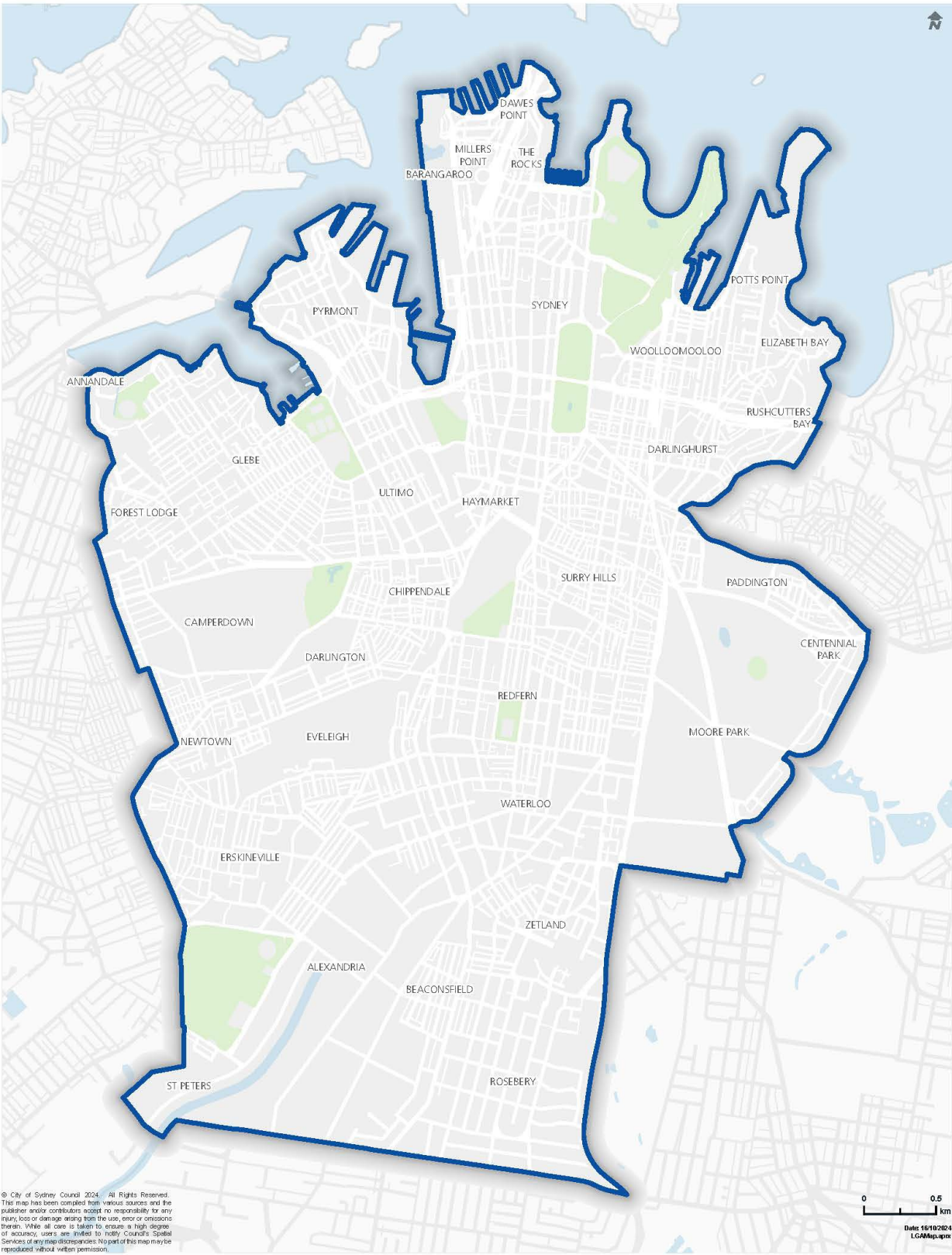
Phone: 02 9265 9333

Email: council@cityofsydney.nsw.gov.au

Website: www.cityofsydney.nsw.gov.au

Appendix 1. Map of the Sydney Local Government Area

City of Sydney local government area



Appendix 2. Pesticide Use Notification Signs

We're managing pests

We are committed to ensuring that pesticide use is **safe, responsible, justified** and **minimised**.

An integrated pest management approach is adopted, to minimise the use of pesticides through **prevention, early detection** and **eradication**.

For more information
call us on 02 9265 9333 or visit cityofsydney.nsw.gov.au

Product applied

Place applied

Date applied

Time applied

Re-entry time

Pest treated

CITY OF SYDNEY 

We're managing weeds

We are committed to ensuring that pesticide use is **safe, responsible, justified** and **minimised**.

An integrated weed management approach is adopted, to minimise the use of pesticides through **prevention, early detection** and **eradication**.

For more information
call us on 02 9265 9333 or visit cityofsydney.nsw.gov.au

Product applied

Place applied

Date applied

Time applied

Re-entry time

Weed treated

CITY OF SYDNEY 