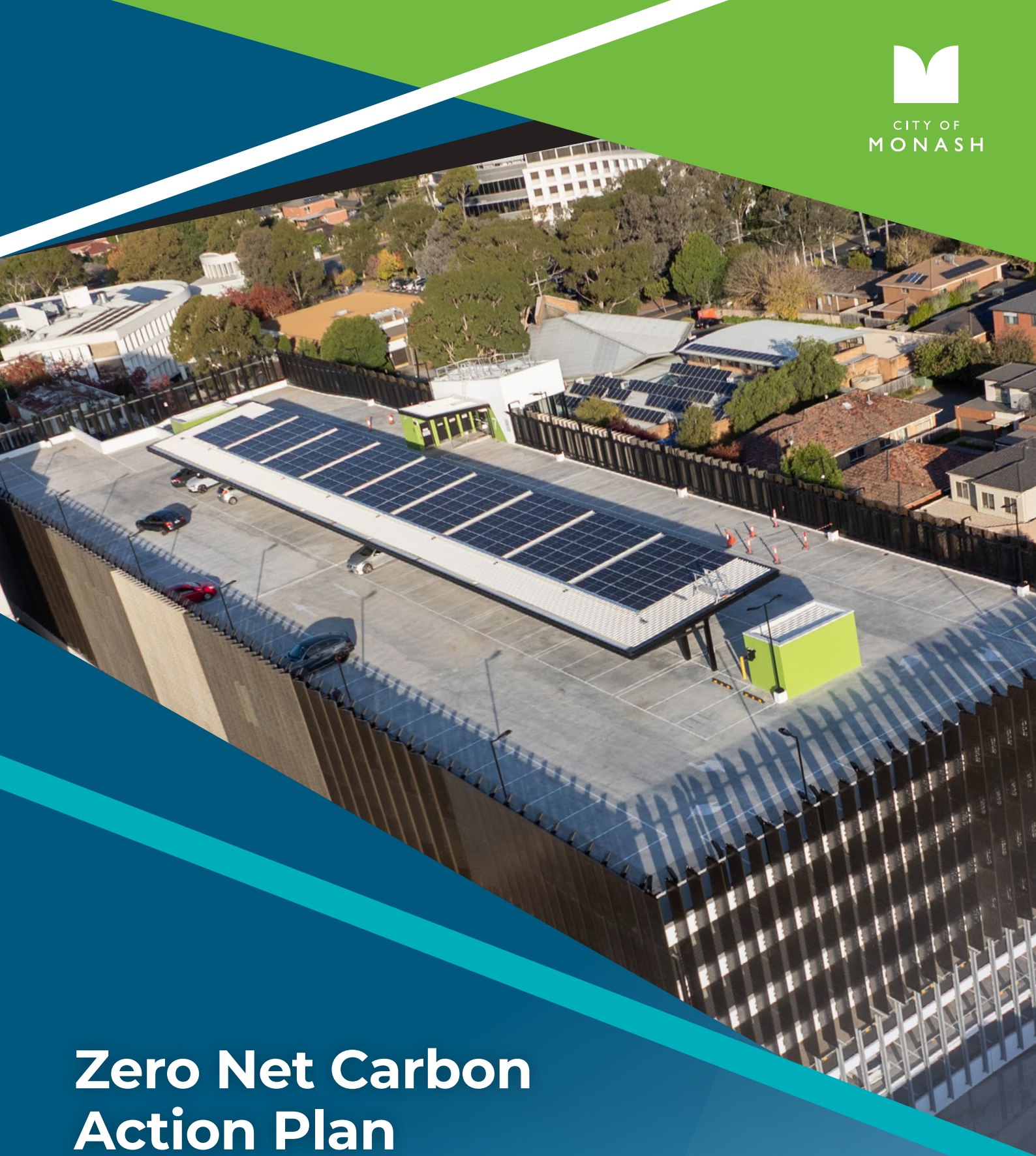
CITY OF MONASH



Zero Net Carbon Action Plan 2024/25

Final Progress Report

Contents

Acronyms

CAHC	Clayton Aquatic and Health Club (at Clayton Community Centre)
CASBE	Council Alliance for a Sustainable Built Environment
DEECA	Victorian Government Department of Energy, Environment and Climate Action
EAGA	Eastern Alliance for Greenhouse Action
ESD	Environmentally Sustainable Design
EV	Electric vehicle
GHG	Greenhouse gas
GSEM	Greater South East Melbourne
kW	Kilowatts
MARC	Monash Aquatic and Recreation Centre
MOC	Monash Operations Centre
MW	Megawatts
ORC	Oakleigh Recreation Centre
PHEV	Plug-in hybrid electric vehicle
Scope 1	Direct generation greenhouse gas emissions such as use of gas and fuel
Scope 2	Indirect generation greenhouse gas emissions such as purchase of electricity
Scope 3	Indirect generation of greenhouse gas emissions because of purchasing items or services, waste, and any resultant generation losses during scope 1 and 2.
SECCCA	South East Councils Climate Change Alliance
SRL	Suburban Rail Loop
tCO_2e	Tonnes of carbon dioxide equivalent (unit of measurement for greenhouse gas emissions)
VECO	Victorian Energy Collaboration
VGA	Victorian Greenhouse Alliances

CITY OF MONASH

Summary

This report captures the final (2024/25) year of implementation of the Zero Net Carbon Action Plan 2020-2025 (ZNCAP), detailing progress towards achieving our target of net zero emissions in Council operations by 2025.

NET ZERO EMISSIONS TARGET HAS BEEN ACHIEVED IN 2024/25

A saving of

$132,500

was made in the year 2024/25 under the VECO contract, compared with electricity expenditure in 2018/19.

The overall savings under the VECO contract have been

OVER $1.88M

In 2024/25, we generated a total of

793 Mwh OF SOLAR POWER

from our existing solar sites.

This is equivalent to powering 171 average households for a year.

100% OF THE ANNUAL ROAD RESURFACING PROGRAM

utilised a recycled content asphalt product to deliver lower emission work after initial trials had been undertaken.

This achieved a savings of 112 tCO_2e, compared to a standard asphalt product.

An independent

CLIMATE CHANGE RISK ASSESSMENT

was undertaken, commencing in March 2025.

Results of the risk assessment will be used to inform the development of a Climate Resilience Plan.

Significant advancements have also been made to reduce community greenhouse gas (GHG) emissions, with the expansion of the Solar Savers program to include hot water heat pumps, induction cooktops, and split system air conditioners alongside solar panels and batteries, delivery of the Business Energy Savers program for business, and the Gardens for Wildlife and Nature Strip Planting Program to help combat the urban heat island effect and support local biodiversity.

Introduction

The final progress report provides a summary of the delivery of actions under the ZNCAP for the 2024/25 financial year. Actions are overseen by the Sustainable Monash team and delivered in collaboration with internal stakeholders across Council and external stakeholders such as the Victorian Greenhouse Alliances (VGA) and Monash University.

Background

In February 2020, Monash Council set a target of zero net corporate GHG emissions by 2025, and in August 2020, the ZNCAP was endorsed by Council, providing a clear pathway to reach the 2025 net zero goal. Funding was first allocated to major energy efficiency projects in July 2021.

The ZNCAP and commitment to reducing GHG emissions and becoming net zero in our operations by 2025 was integrated into the Council Plan 2021-2025; has been considered through the strategic objective 'a city that promotes environmental sustainability' in the Council Plan 2025-2029 and is addressed under strategic risk (#3) in the Strategic Risk Register, which covers the management of current and future environmental requirements and impacts.

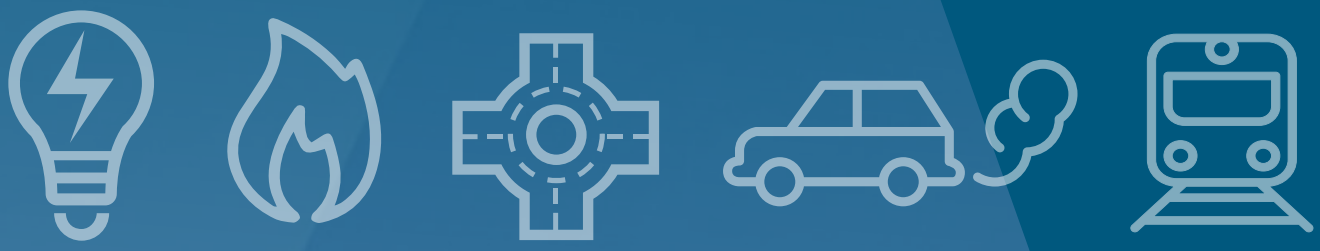
The development of the ZNCAP was underpinned by research and comprehensive independent modelling conducted by CarbonetiX and Ironbark Sustainability. This research determined the annual baseline for corporate GHG emissions generated by the Council was 20,503 tCO_2e in 2018/19 and guided the selection of suitable actions to minimise the Council's environmental impact and provide positive return on investment and achieve carbon neutrality by 2025. Ironbark Sustainability were engaged to determine the 2024/25 corporate GHG emissions, to ensure consistency.

The plan acknowledges that there would be residual emissions which needed to be addressed through procurement of carbon offsets.

Monash Council recognises the significance of both mitigation and adaptation approaches and to improving the climate resilience of our assets so that essential services and public spaces remain accessible during extreme weather events, while preserving Monash's 'garden city' identity in a changing climate.

While the primary focus of the ZNCAP is to reduce GHG emissions within Council's operations, it also includes key actions related to municipal GHG emissions and sets an example for the community by demonstrating leadership in this critical environmental crisis and challenge.

Monash Council's commitment to be net zero has been publicly committed to the Victorian Government to support the statewide target of net zero by 2045.



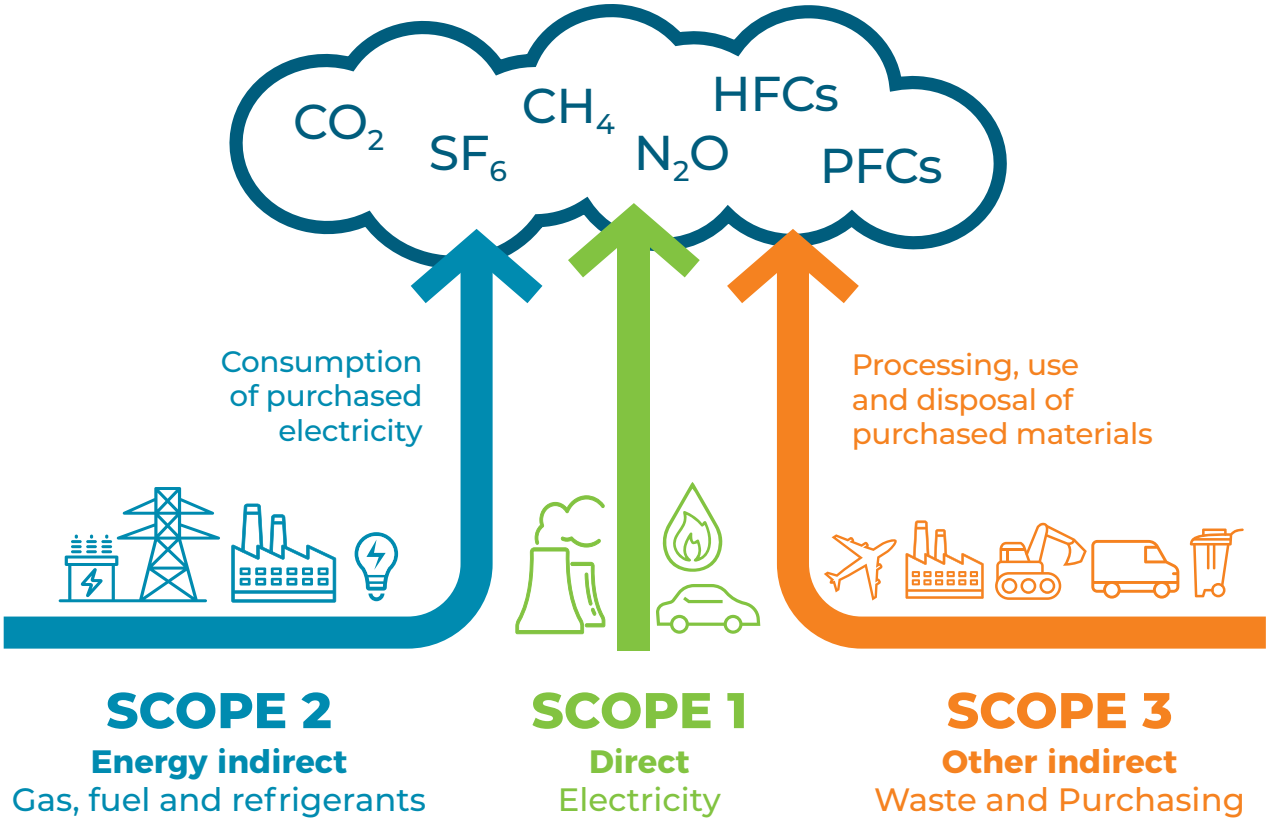

free
entry
MAXIMUM CLEARANCE 2.0 METRES

Corporate GHG emissions baseline

Corporate emissions relate to GHG emissions generated by Council activities and not the wider community. Monash Council set their emissions baseline in 2018/19 and the GHG emissions for this year was 20,503 tCO_2e.

This GHG emissions baseline is the starting point from which Council will measure the reduction in scope 1,2 and 3 emissions and achievement of net zero status.

Figure 1: Scope 1, 2 and 3 emissions



Council's GHG emissions reduction actions were prioritised based on these 2018/19 findings (Figure 2 below).

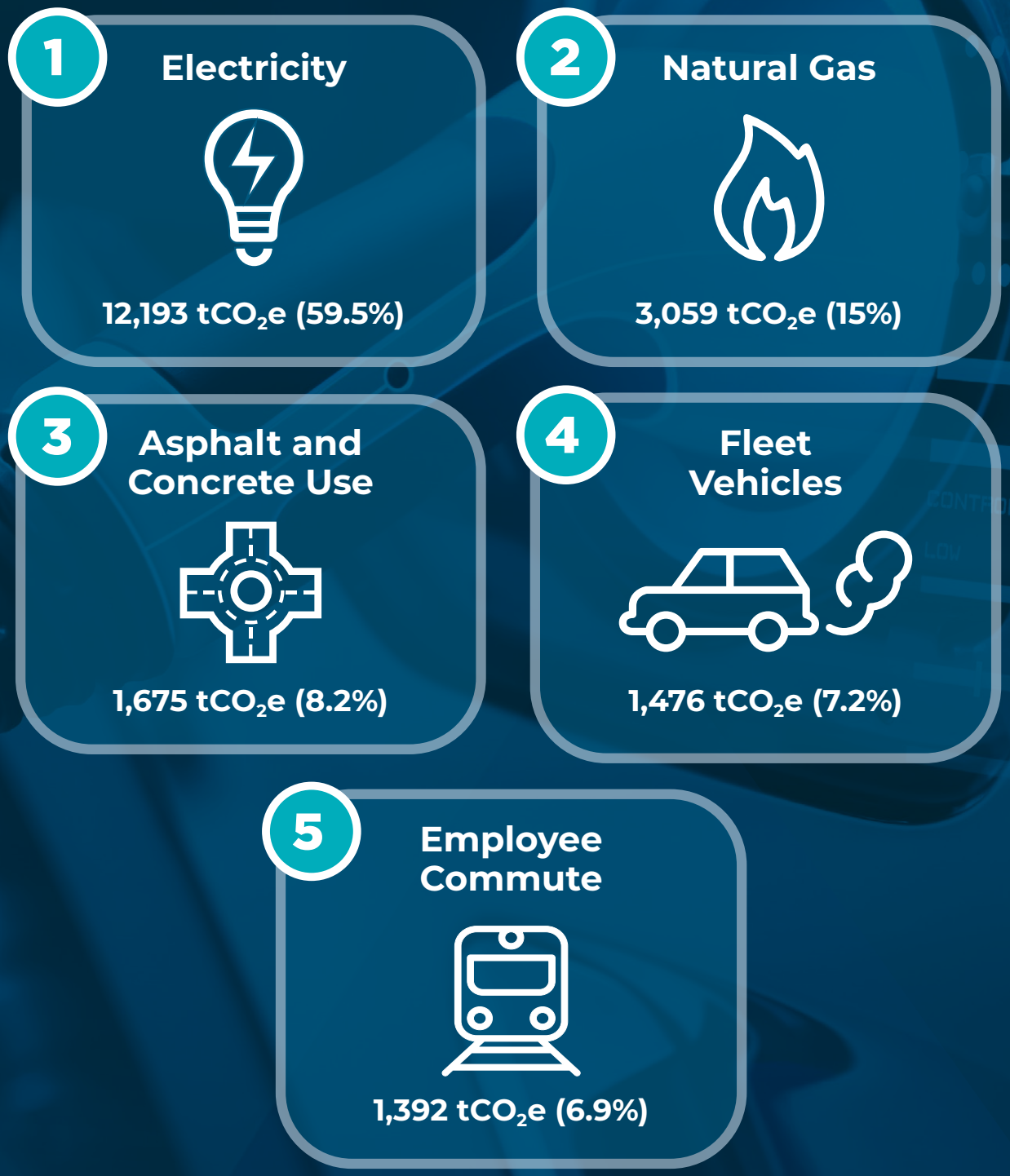


Figure 2: Top five sources of corporate GHG emissions in 2018/19

Progress towards net zero

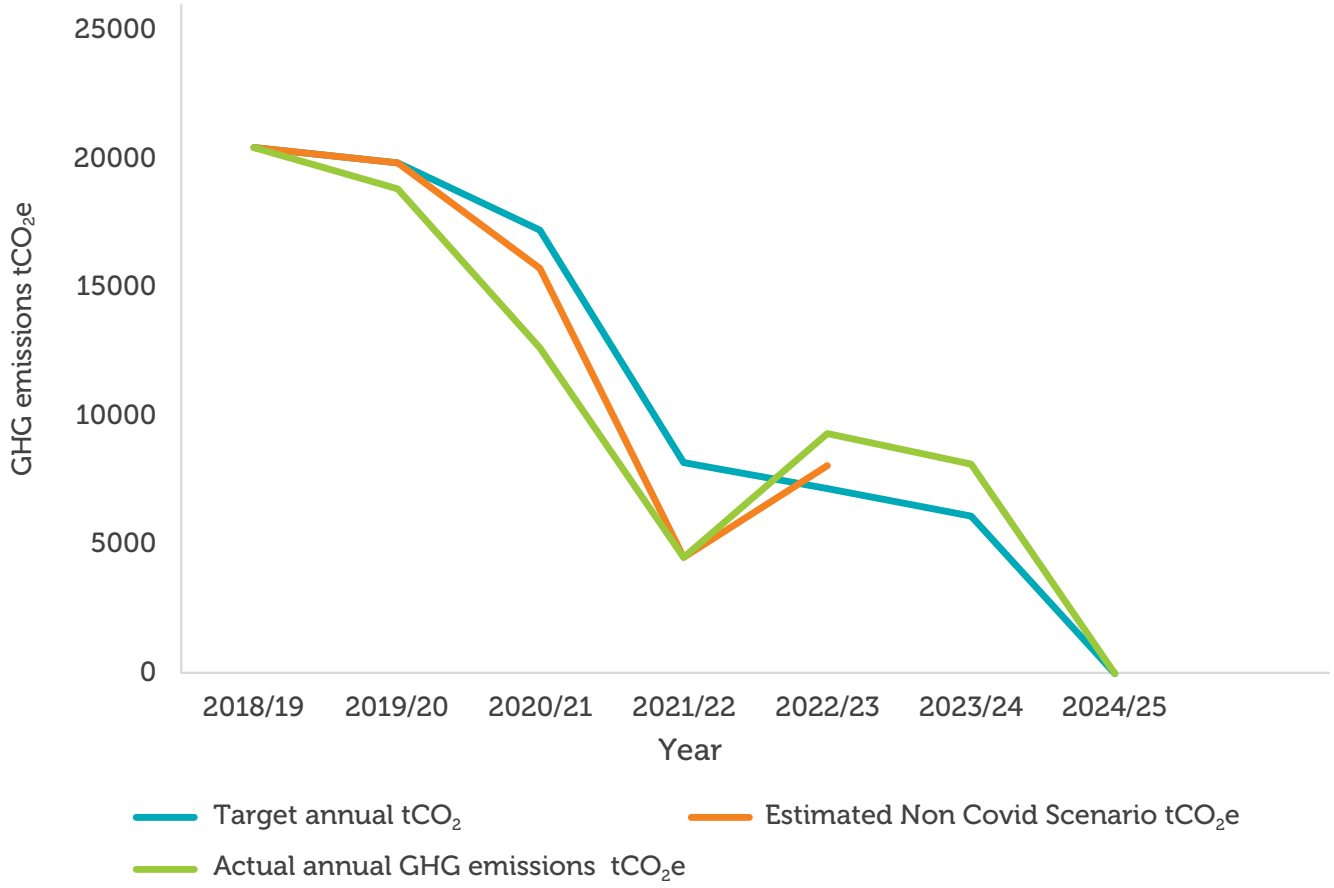
To track our progress to zero net GHG emissions, an annual inventory of our GHG emissions has been undertaken. Our six-year progress from the baseline set in 2018/19 has been tracked below.

Table 1: Annual Carbon Inventory Status

Year	GHG Emissions	
	tCO_2e	% Reduction
2018/19 (baseline)	20,503	N/A
2019/20	18,869	8
2020/21	12,689	38
2021/22	4,537	78
2022/23	9,325	55
2023/24	8,136	60
2024/25	0	100*

*Noting net zero was achieved through the abatements for emissions reduction through carbon offsets. While the overall trend in corporate GHG emissions has decreased, this is due to an increase in emissions sources included in the inventory, including contractor fuels, and improvements in reporting processes (Figure 3).

Figure 3: Tracking annual Council GHG emissions



Overview of Council's GHG emissions inventory by scope

The scope of GHG emissions refers to where responsibility lies for generation.

SCOPE 1

Direct generation such as use of gas and fuel.

SCOPE 2

Indirect generation such as purchase of electricity.

SCOPE 3

Indirect generation because of purchasing items or services, waste, and any resultant generation losses during scope 1 and 2.

Refer to Table 2 for the breakdown in GHG emissions for 2024/25.

In 2024/25:

Scope 1 emissions contributed approximately

27% OF GHG EMISSIONS (3,082 tCO_2e)

There has been a substantial decline in gas use and emissions (Table 2 and 3). Gas emissions in 2024/25 were 47% less than in 2018/19, with 1,504 tCO_2e and 2,844 tCO_2e, respectively. Reductions were attributable to efficiency measures and the ongoing transition away from gas appliances in new buildings. Transport fuel emissions in 2024/25 (1,224 tCO_2e) were **13% lower** than baseline fuel emissions in 2018/19 (1,404 tCO_2e).

Scope 2 emissions are now insignificant since Monash Council committed to

100% RENEWABLE ELECTRICITY

supplied to all corporate operations under the VECO contract. Without the voluntary surrender of renewable energy large generation certificates as part of the VECO contract, electricity emissions would otherwise be over 6,500 tCO_2e.

Scope 3 emissions contributed

73% OF THE GHG EMISSIONS IN 2024/25

Scope 3 emissions reduced by 1% between 2024/25 (8,199 tCO_2e) and 2018/19 (8,204 tCO_2e), largely due to contractor fuel emissions being introduced into the inventory.

Some Scope 3 sources saw increases related to:

- **Capital works –** concrete usage has increased overall, due to major projects and improved transparency in reporting processes. The Bogong Avenue Car Park extension project utilised a significant amount of concrete to construct the additional levels. The project was able to retain a large portion of the original structure, which avoided 703 tCO_2e. Car park structures are especially high in concrete material, and this major project is not a regular occurrence in the capital works program. Further work is being done to investigate the viability of incorporating lower emission materials which will assist to reduce GHG emissions and maintain safety and design requirements.

  Asphalt usage has remained consistent, however 100% of asphalt product incorporated recycled content above standard requirements this year. This deliberate procurement choice has achieved a 112 tCO_2e reduction compared to standard asphalt product.

- **Contractor fuel –** in 2024/25 fuel usage from across a range of contracts was collected and incorporated into Council's GHG inventory. Council is responsible for providing these services and the fuel associated with the service delivery is considered a relevant source. Note that some of these contracts require carbon offset procurement or directly opt for carbon neutral certified fuel products.

- **Employee commute –** employee commute (private transport) had a slight increase due to improved data accuracy (through the updated staff travel survey undertaken in 2024/25). As a significant portion of staff travel to work by private vehicles, promoting and enabling sustainable transport alternatives for staff will reduce this emission source over time.

Overview of Council's GHG emissions inventory by scope

Table 2: Breakdown in GHG emissions 2024/25

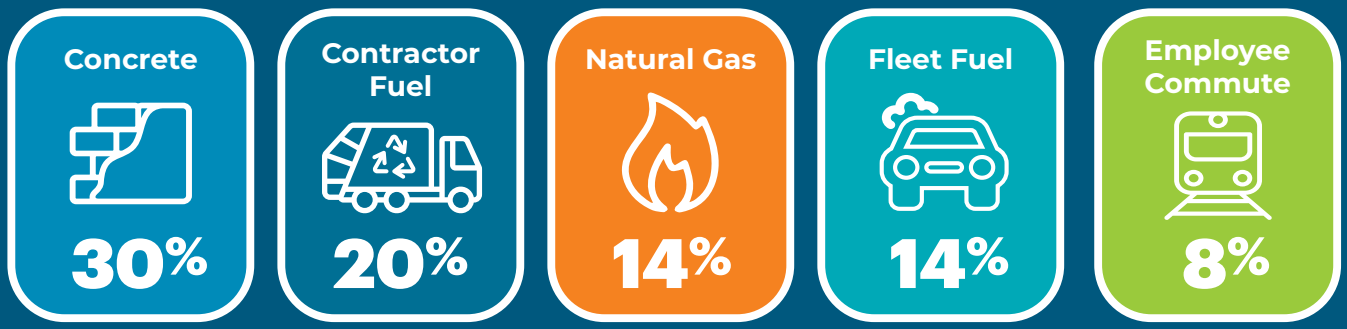
Emissions Source Category	Units	2024/25 Usage	2024/25 Emissions (tCO_2e)	GHG Emissions (%)
Scope 1 – Direct Emissions				
Natural Gas	MJ	29,188,453.24	1,504.08	13%
Transport Fuels for Fleet	Litres	464,007.24	1,223.51	11%
Refrigerants	kg	190.9	354.23	3%
Total Scope 1			**3,081.82**	**27%**
Scope 2 – Indirect Emissions				
Electricity	kWh	8,594,219.71	0.00	0%
Total Scope 2			**0.00**	
Scope 3 – Indirect Emission, Voluntary, Supply Chain				
Public Lighting	kWh	3,089,606.94	0.00	0%
Electricity Transmission Losses	kWh	11,683,826.65	0.00	0%
Natural Gas Transmission Losses	MJ	29,188,453.24	116.75	1%
Transport Fuels Losses (Fleet)	Litres	464,007.24	302.48	3%
Contractor Fuel	kL	673.73	2,280.90	20%
Business Travel (Flights)	km	20,667.00	6.07	0%
Business Travel (Accommodation)	Room nights	57	5.83	0%
Business Travel (Taxi)	$	8,866.00	1.03	0%
Business Travel (Personal vehicle)	km	246,732.01	46.22	0%
Paper Use	kg	8,485.00	10.46	0%
Water Supply	kL	248,188.04	405.96	4%
Corporate Waste (Waste to landfill)	kg	121.74	194.78	2%
Construction Materials (Asphalt, reconophalt)	t	9,190.66	497.00	5%
Construction Materials (Concrete)	M3	11,845.15	3,406.49	30%
Employee Commute – (Public transport)	km	155,020.00	10.09	0%
Employee Commute – (Private transport)	km	4,794,929.01	914.94	8%
Total Scope 3			**8,199**	**73%**
Total Scope 1, 2 Emissions			**3,082**	**27%**
Total Scope 1, 2 and 3 Emissions			**11,281**	
Abatements Emissions reduced through carbon offsets	tCO_2e	N/A	11,281	
TOTAL NET EMISSIONS			**0**	

Table 3: Breakdown in GHG emissions 2018-2025

Emissions Source Category	2024/25 Emissions (tCO_2e)	2023/24 Emissions (tCO_2e)	2022/23 Emissions (tCO_2e)	2021/22 Emissions (tCO_2e)	*2018/19 Baseline Emissions (tCO_2e)*
Scope 1 – Direct Emissions					
Natural Gas	1,504.08	1,579.10	2,427.23	1,321	*2,844*
Transport Fuels for Fleet	1,223.51	1,192.23	1,190.77	1,002	*1,404*
Refrigerants	354.23	169.44	151.47	221	*179*
Total Scope 1	**3,081.82**	**2,940.77**	**3,769.47**	**2,640**	***4,427***
Scope 2 – Indirect Emissions					
Electricity	0.00	0.00	0.00	NIL	*7,872*
Total Scope 2	**0.00**	**0.00**	**0.00**		***7,872***
Scope 3 – Indirect Emission, Voluntary, Supply Chain					
Public Lighting	0.00	16.05	14.23	NIL	*3612*
Electricity Transmission Losses	0.00	0.00	0.00	NIL	*709*
Natural Gas Transmission Losses	116.75	122.58	188.41	110	*215*
Transport Fuels Losses (Fleet)	302.48	294.82	294.28	57	*NA*
Contractor Fuel (Introduced 2024/25)	2,280.90	NA	NA	NA	*NA*
Business Travel (Flights)	6.07	9.65	7.34	34	*14*
Business Travel (Accommodation) (Introduced 2024/25)	5.83	NA	NA	NA	*NA*
Business Travel (Taxi)	1.03	0.55	0.46	0.5	*NA*
Business Travel (Personal vehicle) (Introduced 2021/22)	46.22	82.31	0.40	103	*NA*
Paper Use	10.46	61.32	39.90	120	*87*
Water Supply (Introduced 2020/21)	405.96	530.3	593.61	91	*NA*
Corporate Waste (Waste to landfill)	194.78	348	348.00	317	*428*
Construction Materials (Asphalt, reconophalt)	392.93	560.31	1,015.16	344	*1,675*
Construction Materials (Concrete)	3,406.49	2,334.42	2,378.79		
Employee Commute – (Public transport)	10.09	11.57	11.23	8	*8*
Employee Commute – (Private transport)	914.94	905.01	929.29	725	*1,392*
Total Scope 3	**8,199**	**5,277**	**5,621**	**1,910.1**	***8,204***
Total Scope 1, 2 Emissions	**3,082**	**2,941**	**3,769**	**2,640**	***12,229***
Total Scope 1, 2 and 3 Emissions	**11,281**	**8,218**	**9,390**	**4,549.8**	***20,503***
Abatements Emissions reduced through carbon offsets or solar export	11,281	82	65	13	*NA*
TOTAL NET EMISSIONS	**0**	**8,136**	**9,325**	**4,537**	***20,503***

Overview of Council's GHG emissions inventory by source

A breakdown of GHG emissions by source can be found in Figure 4 below. The top five sources of GHG emissions (86%) in Council for 2024/25 were:

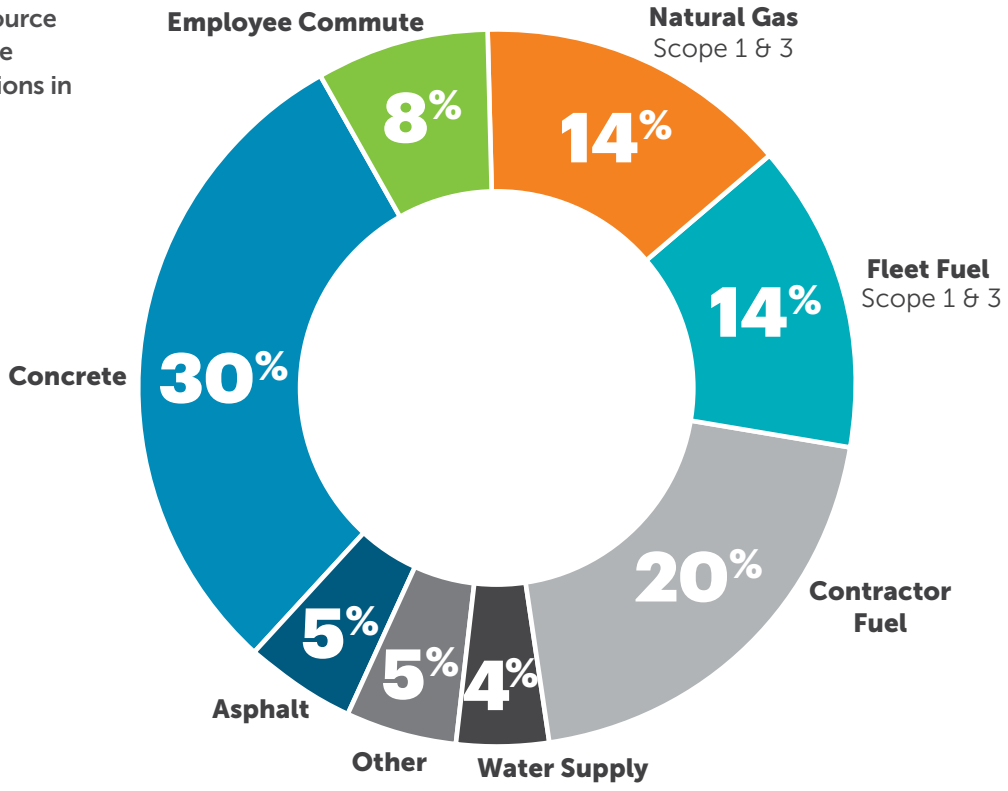


Employee commute is an estimate based on a staff travel survey conducted in early 2025. Employee commute can be reduced through an increase in electric vehicle use (including bike), as well as increased use of public transport. Incentives such as novated leasing for electric vehicles, salary sacrificing for electric bikes and other initiatives will all be explored when developing a staff green travel plan in financial year 2025/26.

To address concrete and natural gas emissions it is imperative that Council reduce the use of high carbon materials and fuel sources through electrification and choosing more sustainable alternatives.

Reductions in contractor fuel can be achieved in future, however as the services are delivered by third parties it is important to require fuel reduction initiatives, where feasible, in future contracts. Engaging with relevant contractors will support this action. Additionally, major contracts should consider a carbon offset procurement requirement as local government best practice.

Figure 4: Source of corporate GHG emissions in 2024/25



The Environment Protection Authority's (EPA) carbon management principles were applied to guide Council's carbon management and reduction program, and the emissions are tracked and monitored through a dedicated utility management and GHG emissions platform.

Progress on key actions to reach zero net carbon

The following provides an update on investment, next steps and an overview of actions in the ZNCAP detailing achievements to date in achieving Council's corporate GHG emissions net zero target.

INVESTMENT IN ZERO NET CARBON

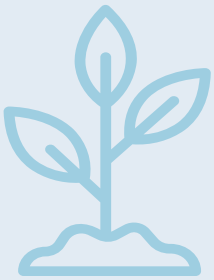
Source upfront funding through loans, grants, or service agreements early on to fast-track projects.

Set up a revolving sustainability fund as a budget line item to reinvest savings from major energy efficiency projects.

The overall investment in the ZNCAP was estimated to be

$10.46 MILLION (EXCL. GST)

to deliver on the nominated actions and meet the zero net target by 2025 for Council GHG emissions. There was also a separate investment nominated for dedicated staff costs of $200-220,000 per annum to manage delivery of key infrastructure projects and ongoing community and business education and projects under ZNCAP.



Project expenditure up to 30 June 2025 was approximately

$7.788 MILLION (EXCL. GST)

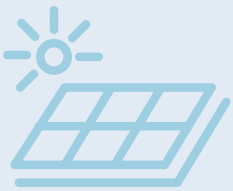
plus dedicated staff costs.

This represents

74% OF ORIGINAL PROJECT COST ESTIMATES

provided in the ZNCAP of August 2020.

OVER $1.9 MILLION was accessed in grants



since the start of the plan to support this investment. Council was awarded $387,000 through the Victorian Government 100 Neighbourhood Batteries Program (100NB) grant to deliver a 200kWh behind-the-meter battery energy storage system at the MOC, with funds and works to be delivered in 2025/26 and 2026/27. We will continue to seek further grants to support delivery of actions for Council and the community as they arise.

As part of Council's successful grant application to the 100NB program there is a commitment to deliver a community electrification fund through profits from the neighbourhood battery. The details of this will be explored and finalised as a part of the project delivery and can provide a tool for a future revolving sustainability fund. Early virtual energy network exploration has been undertaken to understand viability for Council as another avenue to secure funds to promote a revolving fund.

Next steps

For 2025/26 and beyond, the priorities for delivery from the ZNCAP will be completion of committed projects and embedding and building on current work by:

- Embedding key actions into the development of the Climate Resilience Plan 2026-2030.
- Renewing emissions reduction pathway to achieve lower emissions over time.
- Gas appliance conversions to electric in Council buildings.
- Strengthening procurement and capital project delivery to maximise GHG emission reduction through implementation of the updated ESD policy.
- Completion of energy efficiency projects (Clayton Community Centre).
- Developing a staff green travel plan and communicate through internal programs.
- Continuing to increase the use of trees and vegetation to cool our community buildings naturally and minimise tree loss.
- Continuing solar panel installation on Council facilities. The program will see solar panels added to Council owned facilities to increase renewable energy and achieve bill savings.
- Investigating the opportunity for energy storage through community batteries.
- Increasing the use of lower emission materials in concrete and asphalt in roads and buildings or alternative approaches to reduce or offset use of these materials.
- Developing internal communications and training to improve staff understanding of climate risk, the need to reduce GHG emissions, and to consider actions to address climate impact on their services.
- Ongoing community and business engagement to support municipal emission reduction.
- Continue supporting partnerships across the region to support regional GHG emissions reduction and climate resilience through EAGA, GSEM, Monash University Zero Net Precinct team and student projects, business groups, and community groups.
- Pilot VECO participation for community groups which use Council buildings to reduce their costs and reduce community GHG emissions. Participating clubs will still pay for their own electricity usage but at a significant discount and be able to source 100% renewable energy.

These actions will be funded through current investment, future capital allocation, and grant funding where available.

Action items

Action Items		Status Update	Comment
1. Sourcing 100% renewable electricity			
1.1	**Council to purchase electricity from 100% renewable sources from July 2021.**	Completed	In 2024/25 Monash Council sourced 100% renewable electricity through VECO for corporate buildings and lighting (over 180 sites) for the fourth year in a row. The contract, with Snowy Energy (formally Red Energy), sources electricity from two wind farms based in Western Victoria (Mortlake and Horsham). This nine-year fixed price contract, until 2030 purchases electricity at, or better than, business as usual (BAU) pricing. In 2024/25 electricity cost savings are estimated at $132,500 from the baseline year despite an 8% increase in usage from that year. The overall savings under the VECO contract have been over $1.88 million.
2. Street lighting changeover to LED			
2.1	**Council will replace main road street lighting with LED lights.**	Completed	Following completion of the lighting upgrade program in 2023/24, Council investigated further upgrades to shared cost lighting. The arrangements offered by the Victorian Government's Department of Transport were assessed as a barrier to implementation and Council will reassess based on changes as they present over time.
2.2	**Consider smart lighting opportunities as part of the major road lighting upgrade to LED.**	Completed	In May 2025, after feedback from Council staff, EAGA as part of the VGA partnered with Ironbark Sustainability to submit a joint local government response to the Australian Energy Regulator as part of the Electricity Distribution Price Review (EDPR) 2026-31. In this submission, they recommend DNSPs to fund the installation of smart lighting for all major road lights and for additional lighting assets nominated by individual local Governments. Council will await the final outcomes of the EDPR process before proceeding with any smart lighting opportunities.
2.3	**Negotiate with United Energy to change residential streetlights to LED in the next five years.**	Completed	In the draft EDPR 2026-31, United Energy (UE) has proposed to invest in energy efficient lighting changes. As part of the joint local government response to the Australian Energy Regulator as part of the 2026-31 EDPR, it recommended UE replace all remaining lights to energy efficient LED, increasing the current proposed figure by over 12,000 across the network. If this is successful, all the street lighting in the City of Monash would be upgraded over the next five years.
3. Improving energy efficiency of our largest major buildings			
3.1	**Set up Energy Performance Contracts with priority energy conservation measures to reduce electricity, gas and water use and provide guaranteed savings to improve operation of Council's major buildings.**	80 per cent complete	Energy performance contracts were initiated in October 2021 to avoid GHG emissions and improve performance of our highest energy intensive buildings. Program is 80% complete. Due to circumstances outside of Council's control, the program is suspended while Council is investigating new implementation methods. Where planned works were not completed, Council continues to investigate alternatives to Energy Performance Contracts to achieve energy and water reductions and savings in operational costs for Council's buildings, as well as utilise grants were suitable. Council investigated degasification options for the Clayton Community Centre to align with the Federal Government's Community Energy Upgrades Fund in Q4 2024/25.

Action Items		Status Update	Comment
4. Energy efficiency and rooftop solar for community facilities			
4.1	**Install solar on buildings which provide the best GHG emission reduction and return on investment.**	Program Established	Solar was installed at six Council sites in 2024/25: Bogong Car Park (80kW), Dorrington Child and Family Hub (50kW), Ward Avenue Kindergarten (40kW), Dover Street Kindergarten (25kW), Ashwood Memorial Preschool (12kW) and Carlson Reserve's pavilion (15.8kW). Additionally, 40 solar feasibility studies have been completed to understand additional opportunities for solar on buildings and establish a future schedule of works.
4.2	**Identify opportunities to reduce utility costs in community buildings through energy audits and implement efficiency activities such as LED lighting change over, insulation and education.**	Completed	Seventeen new light poles, plus fittings and electrical infrastructure were added in the Euneva Car Park in Glen Waverley. Council converted sportsground lighting to LED at Columbia Park, Caloola and Holmesglen reserves, and Waverley Women's Sports Centre. Audits of metered public lighting, sportsground lighting and associated poles, as well as outdoor building lighting were undertaken to establish future replacement programs to improve safety and energy efficiency.

Action items

Action Items		Status Update	Comment
5. Fleet optimisation to reduce fuel use and transition to electric			
5.1	**Upgrade light fleet initially with hybrids and gradually introduce EVs in current replacement cycle (until 2026). Install at least one charging point per EV subject to available load on site or consider locating offsite. Accelerate electrification as EV prices decrease post-2026.**	Program Established	As a fleet assessment was underway throughout 2024/25, additional hybrid and EVs were not purchased. After the assessment is complete Council will continue prioritising EVs and PHEV where suitable, in line with the fleet vehicle policy. Five additional EV chargers were installed to support the existing fleet of PHEV and EVs. Three are located at the MOC with load management associated to ensure reliability for the site, and two were installed in the Monash Civic Centre underground car park to support charging for users based at this site.
5.2	**Purchase heavy diesel vehicles with the latest Euro standard, and upgrade to hybrid/electric or more sustainable alternative fuels such as hydrogen and biodiesel as options become available.**	Completed	Four new diesel trucks were purchased with the current Euro standard. Electric trucks were evaluated but were not fit for purpose. Council will continue to monitor improvements in technology as vehicles are required to upgrade. Fleet staff attended an EV light fleet site visit at the City of Port Phillip, which was organised by EAGA. This included viewing over 30 electric light fleet vehicles, charging infrastructure and a hydrogen vehicle.
5.3	**To improve fuel economy, introduce driver training, install GPS tracking for route optimisation, and implement fleet booking system with utilisation data to increase staff carpooling.**	Commenced	Council is exploring and evaluating the ways to develop and utilise these actions. Trucks in asset cleansing utilise GPS tracking, which also provides a range of measurements through an associated dashboard. One feature which is utilised to improve fuel economy is the fleet idle indicator, which encourages where suitable drivers to avoid idling vehicles and wasting fuel. Additionally, the option to double staff in the same vehicle to get more area covered with litter control is organised. This allows for more service delivery, with less fuel and time spent. With respect to route optimisation, the teams that deal with dumped rubbish have a basic route planner. The system has a work program which uploads jobs and drops pins in the vehicle's map. This allows the operator to see the pins on a map and structure their route as efficiently as possible.
5.4	**Develop a staff green travel plan to encourage sustainable transport and commuting options.**	Commenced	A staff travel survey was undertaken in May 2025, with over 300 staff providing responses. This survey will feed into how the staff green travel plan is approached. Council will continue to deliver actions related to walking and cycling under the proposed Climate Resilience Plan 2026-2030, including internal staff education and engagement.
5.5	**Investigate opportunities to establish solar car parks to charge electric vehicles.**	Completed	Council installed 90KW of solar panels at the MOC, energy that can then be utilised to power electric vehicles charging on site. A solar feasibility study was undertaken to investigate additional solar for the site. Further installation to be delivered alongside complementary works at the site.

Action items

Action Items		Status Update	Comment
6. Sustainable Procurement			
6.1	**Strengthen sustainable procurement and tender processes to preference the use of sustainable products, technologies and services, and minimising GHG emissions, including the impact of the supply chain.**	Program Established	Sustainable Monash was added as a mandatory stakeholder for tenders over $1 million, creating more oversight over contracts otherwise considered as BAU to incorporate further sustainable procurement elements. This has resulted in additional clauses relating to GHG emissions, adaptation and resilience, waste management, stormwater management and sustainable materials being integrated into the plumbing maintenance and pits and pipes maintenance contracts. When assessing tenders, there is a policy requirement to justify changes to the percentage weighting of the sustainability evaluation criteria. Work commenced with the strategic procurement team to embed sustainable products in Council purchases. Work is ongoing on the Engineering Specifications to increase recycled content and low emissions products.
6.2	**Review of internal project development and procurement stages and implement guidelines to increase the opportunity to use recycled content, carbon neutral and sustainable materials.**	Ongoing	There is ongoing collaboration with the strategic procurement team and teams involved in using the ESD policy, to ensure consideration of recycled content, carbon neutral and sustainable materials. Draft reporting templates are being developed with internal stakeholders. Completed Circular Economy Leadership Program (funded through Sustainability Victoria), across 13 Councils engaging over 230 leaders and initiating 130 circular ideas. Further initiatives include the promotion of circular and sustainable products to Council staff through Sustainability Victoria Buy Recycled Directory and showcase.
6.3	**Source recycled content and carbon neutral paper, preferably from ethical sources, and move away from physical documents to reduce paper use. Extend approach to external printing.**	Completed	Due to the closure of an Australian paper mill the paper stock Council can procure is recycled and forest certified paper but is no longer carbon neutral certified. In 2024/25, 96% of all paper used by Council was recycled content.
6.4	**Increase the use of recycled content and lower GHG emission asphalt and concrete by 2022, updating local government design standards / specifications, and undertake training.**	Commenced	The Circular Economy team has established a committee to update the Engineering Specifications to incorporate circular and low carbon products. In 2024/25, 100% of Council's road resurfacing program using recycled content asphalt.
6.5	**Specify energy efficiency and GHG emissions reduction standards to establish transparency on the purchase of energy equipment, particularly in major projects.**	Completed	In 2024/25 an internal design guideline document was created which incorporated materials and products that consider energy efficiency, durability and availability for efficient replacement used in Council buildings. This guideline has been circulated to capital works and maintenance teams.

Action Items		Status Update	Comment
7. Environmentally Sustainable Design for Council Buildings			
7.1	**Finalise and implement an Environmentally Sustainable Design policy for buildings and infrastructure.**	Completed	The ESD Policy for Council buildings and infrastructure was adopted in January 2022. A review of the current policy is underway and scheduled for completion by December 2025. During 2024/25, Brandon Park Reserve modular pavilion was designed and constructed referencing the ESD policy. The redevelopment of the Glen Waverley Civic Precinct is being designed to meet the Green Star five-star rating, as per Council's ESD Policy. Community feedback embedded throughout the design process to highlight and enhance ESD elements. The design was released for community consultation in June 2025.
7.2	**Establish monitoring program to track the application of the policy to achieve minimum ESD requirements, reduce GHG emissions and lower building running costs. This may include the use of building benchmark tools such as NABERS or BESS.**	Commenced	The ESD Policy for Council buildings and infrastructure is currently under review, scheduled for completion by December 2025. As part of this review, clear monitoring will be established for key areas of the policy. To support the current policy, the approach focuses on design management. As part of the design tender, tenders engage consultants to create sustainable management plans (SMP) for each project and the SMP is added into the specification that goes into the construction tender. To further monitor application of the policy, acquittal reports are being developed to be added into the construction tender.
8. Leading in the reduction of municipal-wide GHG emissions			
8.1	**Review and expand upon current programs to increase opportunities to further reduce municipal GHG emissions, energy and costs, through advocacy and delivery.**	Program Established	Community education sessions focussing on low and zero carbon transport, energy efficiency and supporting households to transition to all-electric were attended by 175 residents in 2024/25. Climate change education programs were further expanded with improved Chinese language material and presentations. Co-presented multilingual all-electric, sustainability and energy efficiency rebates sessions, increased opportunities to engage with the Chinese community. Additionally, energy efficiency and electric induction kits continued to be a popular loanable Library of Things items available through Monash Public Library Service. In 2024/25, induction cooktops were borrowed 20 times and reserved 26 times. Energy efficiency kits containing a thermal camera and smart meter reader were borrowed 26 times and reserved 72 times. Due to their popularity, the number of energy efficiency kits available were increased from four to seven.
8.2	**Investigate establishment of a Zero Net Emissions Foundation to facilitate community action.**	Commenced	As part of Council's successful grant application to the Victorian Government's 100 Neighbourhood Batteries Program, there is a commitment to deliver a community electrification fund using income generated by the neighbourhood battery. The details of this will be explored and finalised as a part of the project delivery and can provide a basis for a Zero Net Emissions Foundation if suitable.

Action items

Action Items		Status Update	Comment
8. Leading in the reduction of municipal-wide GHG emissions (continued)			
8.3	**Promote energy audits and environment upgrades for businesses and homes.**	Program Established	Through our EAGA membership, Council participates in the Business Energy Savers programs aimed at promoting energy audits and upgrades for businesses. In 2024/25, the program engaged 150 Monash businesses. Monash residents were also able to access an expanded offering and increased panel of providers of solar and energy efficiency appliances through Solar Savers. This includes induction cooktops, heat pump hot water systems, solar panels, battery storage systems, and split system air conditioning units.
8.4	**Investigate establishment of 100% renewable public electric vehicle charging stations.**	Completed	Work continues to expand the current land leasing agreements to create an Expression of Interest (EOI) for market operators of EV charging, to support the EV charging industry to expand rapid charging across Monash. Staff have engaged other councils which have taken this approach and aim to replicate as much of this as possible to ensure consistency for market operators. Two additional EV chargers were installed during the Bogong Avenue Car Park redevelopment.
8.5	**Partnering on Zero Net Precincts and research collaborations with Monash University.**	Program Established	Collaboration continues with an ongoing relationship with Monash Business School Circular Economy Forum, Monash Tech School and Council staff invited to present as part of Monash University Masters of Sustainability course content and hosting and advising PhD students.
8.6	**Establish business resilience programs to promote energy efficiency, and GHG emissions reduction actions.**	Program Established	Monash hosted the Business Energy Savers program on behalf of EAGA councils (until June 2024, when it transferred to Knox Council), engaging around 4,000 businesses in the eastern region to understand savings through energy efficiency and solar. In 2024/25, the program engaged 150 Monash businesses.
8.7	**Develop a climate adaptation strategy to minimise the impacts of a changing climate.**	Commenced	Council undertook a Climate Change Risk Assessment of assets, operations and service delivery. To facilitate integration with existing structures and systems, the assessment approach was aligned with Council's Enterprise Risk and Opportunity Management Framework. Outcomes from the project will inform the development of a Climate Resilience Plan 2026-2030 in 2025/26.
8.8	**Update the Environmentally Sustainable Development Policy (Monash Planning Scheme), to address GHG emission reductions.**	Completed	Recent Victorian Government planning reforms have impacted implementation and effectiveness of all Victorian Councils' local ESD policy. Council continues to advocate to the Victorian Government through CASBE on these reforms and continues to provide guidance and information to Council staff. Additionally, Council has provided a response to the SRL on the structure plan, action plans, and the Integrated Water Management (IWM) plan relevant to Monash. This feedback ensured that the SRL project addresses the need for enhanced infrastructure, sustainable development, and effective water management strategies.

Action Items		Status Update	Comment
9. Reducing waste generation and diverting waste from landfill (zero waste)			
9.1	**Council will require contractors to separate corporate waste data from community waste, including waste generated by leased sites such as childcare centres and scout halls.**	Completed	Our waste contractor services commercial and residential properties. Residential waste is collected on alternative weeks, and commercial waste is collected either weekly or on alternative weeks with the residential waste on the nominated week. On the week only commercial is collected, tonnage can be extrapolated based on the overall number of tonnes and knowledge of bins associated with Council's corporate/commercial services.
9.2	**Deliver on the targets of the Monash Waste Management Strategy 2017 -2027 and implement measures to improve waste monitoring and reporting and moving to zero waste in landfill.**	Ongoing	The Monash Waste Management Strategy 2017-2027 is currently being evaluated as part of the development of a new Circular Economy Strategy. Key achievements to reduce waste to landfill in 2024/25 include: • Reduced contamination in kerbside food organics and green organics (FOGO) from 4.75% to 1.13% through targeted education and community engagement ensuring more materials are diverted from landfill. • Delivered tailored community engagement through interactive pop-up stalls, dedicated feedback officers, and outreach to local groups, fostering deeper understanding and long-term behaviour change around waste and recycling practices. • Delivered multilingual recycling education to support culturally and linguistically diverse communities. • Engaged a litter enforcement officer to provide education and enforcement during Council's annual hard waste service, resulting in improved compliance and reduced illegal dumping. Tonnage to landfill in 2017/18 was 36,574 and in 2024/25 landfill tonnage was 23,363. At the same time the estimated resident population of Monash grew by 13,600 people (2017-2024).
9.3	**Provide incentives such as grants, workshops and guidance to help the community and businesses to minimise waste, reuse materials and practice sustainable procurement.**	Program Established	Community incentives included: • For businesses, three free funded places were offered to businesses to participate in the Going Circular business program. Due to caretaker period, promotion was limited and no businesses signed up to the program. • The Circular Economy team has run three clothing exchanges diverting close to 4,000 clothing items from landfill and six Repair Cafes for the community, to facilitate reuse and repair. • The education team engaged with the community sharing information on recycling to a total of 2400 people through presentations, workshops and events. The team provided education session to 3673 students at ELCs, primary schools and secondary schools.

Action items

Action Items		Status Update	Comment
9. Reducing waste generation and diverting waste from landfill (zero waste) (continued)			
9.4	**Develop business case for a Circular Economy shop to divert suitable items from landfill, sell recycled content and low emissions products, and facilitate repair of goods.**	Completed	A grant application has been developed for a feasibility study into a Circular Economy Shop as the siting, operation and management would need to be costed and advised. When a suitable grant is available this application will be considered based on internal capacity and the overall objectives of Circular Economy Strategy (to be developed between 2025-27).
9.5	**Investigate the opportunity to create a local solar farm at the Clayton landfill or similar suitable site.**	Completed	Initial discussions with other Councils that explored solar farms on closed landfill sites determined that high investment was required to undertake such projects. The level of risk associated with these projects and the availability of cost-effective renewable energy combine to deem a local solar farm unsuitable for further exploration. As the market evolves, and investment required changes this can be reconsidered.
10. Urban Carbon Forest – creating a tree canopy to provide local storage of carbon, improve community amenity and benefit biodiversity			
10.1	**Increased canopy cover revegetation works on Council land to provide social and environmental benefit to the community, improving air quality and reducing summer air temperatures.**	Program Established	Activities included: • Continued support of Fraser Street Tiny Forest (A Monash Council and EarthWatch partnership supported by BUPA). • Continued management including watering, weeding and mulching of the Wellington Reserve Micro Forest. • Community planting days with Friends Of Groups along the Conservation Creek corridors. Kelly Street in Chadstone saw 24 volunteers collaborate to plant 2,500 native plants and 41 trees against the Monash Freeway soundwall.
10.2	**Strengthen planning scheme controls to increase planting, retention and protection of trees on private and public land.**	Ongoing	Our Trees Need Protecting advocacy campaign was launched in July 2024, including on the front cover of the July edition of the Monash Bulletin, and with an accompanying website, and postcards delivered to residents. Over 1,000 joined the campaign targeted towards the Minister for Planning. To date, the Scheme Amendment application asking for greater tree protection is with the Minister for Planning and has not been approved. Advocacy continues throughout the SRL precinct planning, detailed design and works.
10.3	**Consider stronger penalties for tree removal, support for tree bonds and development contributions, to fund vegetation maintenance and resource tree removal investigations.**	Completed	The idea was explored with Statutory Planning, Strategic Planning and Community Laws about the possibility of a new local law protecting trees, with the outcome to continue with the application to strengthen tree protection through the planning scheme. Victoria's new canopy tree controls, introduced through the planning scheme in September 2025, require a planning permit to remove, destroy, or lop a canopy tree on the boundary of residential land. Further exemptions apply and Council will work through this change to identify advocacy opportunities for further improvement. Community education continues to encourage tree retention through a range of collateral and media.

Action Items		Status Update	Comment
10. Urban carbon forest – creating a tree canopy to provide local storage of carbon, improve community amenity and benefit biodiversity (continued)			
10.4	**Investigate the development of a Nature Trust to secure and expand land available for vegetation, including understory and biodiversity.**	Completed	Following Council's update to the Public Open Space Contribution Allocation and Expenditure Plan, it has been determined that the expenditure of contributions cannot be used to establish a formal Nature Trust. Once new public open space is acquired or created through the contributions, enhancements to the existing vegetation can be considered as part of existing biodiversity programs.
10.5	**Encourage business, residents and schools to grow native plants on their own land.**	Program Established	Ongoing education opportunities and biodiversity programs delivered in 2024/25 including: • Redevelopment of key web pages on sustainability and biodiversity offerings for community groups and schools, and for businesses. • Gardens for Wildlife – saw 119 new residential members sign up and 17 schools and preschools and five corporate voucher issues. • 86 new household members joined the Nature Strip Planting Project. Nature Strip Permits issued to 20 households. • 110 Chinese community members involved in consultation and education sessions for redevelopment of Chinese Gardens for Wildlife booklet and flyer content
10.6	**Undertake investigation to understand if suitable carbon offsets can be created through our tree planting program in Monash.**	Completed	Investigation was undertaken, deeming the option for carbon credits created through tree planting in Monash not viable. Council has continued to embed monitoring of carbon sequestration methods. Prior to installation of the Wellington Reserve Micro Forest, soil samples were taken with the view that an assessment of the soil borne carbon shift could be undertaken with subsequent soil samples. The next sample will be taken in 2025/26 to allow time for the trees to grow and absorb carbon that may be traceable in the soil testing process.
10.7	**Tree education to building awareness of their value to the community amenity and biodiversity.**	Program Established	Tree education is incorporated into the Green Shoots program, Gardens for Wildlife, Nature Strip Planting, school visits, community workshops and Sustainability E-News articles. Additionally, planning has commenced for an Importance of Trees web page and associated educational flyer. This will be completed in 2025/26.
10.8	**Consider partnering with universities to identify urban heat island reduction opportunities.**	Program Established	Council is a partner in the Net Zero Precincts CRC Participatory Urbanism Living Lab workshops run by Monash University. Exploring collaboration opportunities, barriers, feasibility and a pilot study project of community-initiated greening projects in Monash parks and gardens. Workshops have been attended by staff across Council including from sustainability and horticulture. The Parks Alive pilot program for Glen Waverley North Reserve has been launched.

Action items

Action Items	Status Update	Comment
Achieve carbon neutrality through offsets		
In consideration of the wider community expectations, Monash Council's preference is to source offsets from local sources where possible. This may include: • **Sourcing offsets locally from Monash businesses or where it can provide a high social-economic benefit for our local community.** • **Maximising solar on Council and community buildings.** • **Utilising public or private roof space or land for solar through a share cost arrangement.** • **Investigate how to create offsets through tree planting and the creation of an Urban Forest.** **The balance of carbon offsets required will be sourced from Australian and International accredited suppliers to achieve our Zero Net Carbon commitment. Publicly disclose how we have achieved and are maintaining our carbon neutral commitment from 2025.**	Completed	Council has procured carbon offsets which are deemed eligible under the Australian Government's Climate Active carbon neutral certification program. Whilst not participating in the program, Council has opted to align with the carbon offset requirements to ensure project standards and accountability are maintained. Following the decision at the September 2025 Council meeting, the following carbon offsets were procured to ensure the target of net zero emissions by 2025 was achieved: • 3,300 units sourced from the Nanning Landfill Gas Power project. This project involves landfill gas being captured and converted to electricity, located in China, certified through the Verra Carbon Standard with a vintage year from 2023. • 3,000 units sourced from the Hoa Binh Wind Farm project. This project involves renewable energy generated by wind turbines to supply electricity to the national grid, located in Vietnam, certified through the Gold Standard with a vintage year 2022. • 771 units sourced from the Caceres and Cravo Norte Land Restoration project. This project involves reforestation with native tree species and sustainable management of forest resources in Caceres and Cravo Norte in Columbia. This is certified through the Verra Carbon Standard with a vintage year from 2021. In addition to the carbon offsets procured directly through Council, the waste services contractor responsible for collecting and transporting organics, recycling and garbage for municipal waste is obliged to procure 200% carbon offsets associated with their fuel usage. The following carbon offsets were procured in 2024/25 on behalf of Council: • 4,210 units sourced from the Tongxu Biogas Recovery and Utilization project. The project involves treating manure from swine by anaerobic digester, and using the biogas generated during the treatment process for heat generation. This project is in China, certified through the Verra Carbon Standard with a vintage year from 2020.


LIVE AT
WARRAWEE

Monash Civic Centre

293 Springvale Road,
Glen Waverley
8.30am–5pm

Oakleigh Service Centre

3 Atherton Road, Oakleigh
8.30am–5pm

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