



# SUSTAINABILITY ACTION PLAN

"If we do things that are unsustainable, the damage accumulates to a point when ultimately the whole system collapses... if we act now, we can yet put it right."

(David Attenborough, 2020, *A Life on Our Planet*).

# Contents

Ten Sustainability Pillars	3
Sustainability Actions	5
1. Health & Happiness	6
2. Equity & Local Economy	8
3. Culture & Community	10
4. Land & Nature	14
5. Sustainable Water	18
6. Local & Sustainable Food	20
7. Sustainable Travel & Transport	22
8. Sustainable Materials & Products	24
9. Zero Waste	26
10. Zero Carbon Energy	29

# Ten Sustainability Pillars

Sustainability means balancing economic, social and environmental factors and setting out key environmental priorities for the future. The *Shire of Denmark Sustainability Strategy 2021-2031* outlines guiding principles and overarching objectives into **ten Sustainability Pillars**, which we aim to use as a mechanism to report on our strong commitment to sustainability.











10 Sustainability Pillars			
	<b>Health &amp; Happiness</b> <i>Building the wellbeing of our people is important for the long-term health of our community.</i>		<b>Local &amp; Sustainable Food</b> <i>A sustainable food system that provides health food to the community focuses on the production, processing, distribution, and disposal in ways that contribute to the health of the local economy.</i>
	<b>Equity &amp; Local Economy</b> <i>We value the local economy and want to optimise how all members of our community can benefit from sustainable investment.</i>		<b>Sustainable Travel &amp; Transport</b> <i>Sustainable or Green Transport aims to limit the reliance on diminishing natural resources that leave a high carbon footprint.</i>
	<b>Culture &amp; Community</b> <i>We value our community's cultural knowledge and sharing this with future generations.</i>		<b>Sustainable Materials &amp; Products</b> <i>Sustainable Materials aim to have a limited negative impact on people and natural resources and do not deplete or degrade the environment.</i>
	<b>Land &amp; Nature</b> <i>We will protect and enhance our natural systems that are vital to the sustainability of our local community.</i>		<b>Zero Waste</b> <i>The Shire seeks to embrace the role of a leader in the community by minimising waste.</i>
	<b>Sustainable Water</b> <i>A sustainable water approach seeks to manage the threat to the supply and quality of water resources for our community while also seeking to minimise usage.</i>		<b>Zero Carbon Energy</b> <i>Committing to working towards a net zero emissions target is an important step in tackling climate change.</i>

Table 1: Adapted from Bioregional, (2018). *One Planet Action Plan Template*, One Planet Living: Bioregional Australia.

The actions within the *Sustainability Action Plan* are categorised into the ten identified pillars of sustainability and correlate directly with the key principles and objectives outlined in the *Sustainability Strategy*. The ten sustainability pillars encompass a holistic approach to sustainability through the lens of the economy, our society and the environment.



Figure 1: Culture of Sustainability: 10 Sustainability Pillars model

## Sustainability Actions

The *Sustainability Action Plan* developed in 2021 is the first formal document produced by the Shire of Denmark in line with the *Sustainability Strategy (2021-2031)*. The *Sustainability Action Plan* details, prioritises and orders the work to be done. The actions within the *Sustainability Action Plan* have corresponding 'measures of success' and are assigned to individual sections within the Shire's organisation so it is clear who is responsible for delivering them.

The actions are categorised into the ten Sustainability Pillars and are further set out in the following tiers:

- Governance/policy
- Shire operations
- Community-oriented actions

Each action item has a corresponding:

- **Directive** - an associated identified relevant plan or policy
- **Responsibility** - management directorate assigned responsibility for implementation through the Operational Plan
- **Resourcing Required** - whether the resourcing required is existing, planned or new, requiring additional resources attributed and funding commitment
- **Priority** – priority designated as high (H), medium (M), or low (L) derived from community expectations and organisational operational need based on technical expertise
- **KPI/Measure of Success** – key performance indicator to assess achievement of stated action
- **Reference** – each action is aligned with a key principle and objective as outlined in the *Shire of Denmark Sustainability Strategy*

The *Sustainability Action Plan* is reviewed and updated annually with relevant stated actions incorporated into the Shire's Operational Plan.

# 1 Health & Happiness



*Building the well-being of our people is important for the long-term health of our community.*

Item	Action	Directive	Responsibility	Resourcing Required	Priority	KPI/Measure of Success	Ref
HH1	Develop a written policy position to advocate for affordable housing for disadvantaged and homeless persons.	<i>WA Government Department of Communities Homelessness Strategy Action Plan (2020-2025)</i>	Governance - CEO	New	H	Development of a policy position addressing affordable housing and homelessness.	1.3
HH2	Develop a Public Health Plan.	<i>WA Public Health Act (2016)</i>	Governance - Environmental Health	Planned	H	Shire Public Health Plan endorsed by June 2021.	1.2
HH3	Continue Shire Health & Wellness program.	<i>WA Work Health &amp; Safety Bill (2019) Shire of Denmark Employee Health &amp; Wellness Policy P070602</i>	Governance - Human Resources	Existing	H	A healthy, active workforce with reduced sick leave.	1.1
HH4	Flexible Working Arrangements made available to staff where appropriate.	<i>Shire of Denmark Workforce Plan &amp; People Strategy (2019-2022)  Shire of Denmark Employee Health &amp; Wellness Policy P070602</i>	Governance - Human Resources	Planned	H	Procedures and processes in place for Flexible Working Arrangements to occur via managers when requests received from employees for consideration of flexible working arrangements.	1.1

HH5	Install showers and change room facilities at the Shire administration building.	<i>Shire of Denmark Workforce Plan &amp; People Strategy (2019-2022)</i>	Technical Services – Assets	New	M	Facilities for showering installed at Shire administration building.	1.1
HH6	Incorporate sustainable design principles within all current and future public spaces, streetscapes and neighbourhoods.	<i>Shire of Denmark Local Planning Strategy (2011)</i>  <i>Shire of Denmark Town Planning Scheme No. 3 Townscape Policy (No.15)</i>	Sustainable Development – Planning	Planned	H	Local Planning Strategy (LPS) updated to reflect sustainable design principles.	1.2
HH7	LPS to foster community connections across the Shire.	<i>Shire of Denmark Local Planning Strategy (2011)</i>	Sustainable Development – Planning	Existing	H	LPS updated to connect community localities across the Shire.	1.4
HH8	Conduct and support education programs informing the community around sustainable living.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Waste & Reserves – Sustainability	New	M	Delivery of education programs on sustainable living.	1.4
HH9	Continue to regularly undertake Shire’s Community Survey to monitor and respond to community concerns.	<i>Shire of Denmark Community Engagement Policy &amp; Framework (2015)</i>	Governance – Corporate Planning	Existing	H	Monitor <i>Current place to Live</i> for improvement trends over time as per Markyt Scorecard.	1.3

## 2 Equity & Local Economy



*We value the local economy and want to optimise how all members of our community can benefit from sustainable investment.*

Item	Action	Directive	Responsibility	Resourcing Required	Priority	KPI/Measure of Success	Ref
LE1	Continue to enact the Shire's <i>Regional Price Preference Policy P040216</i> .	<i>Shire of Denmark Regional Price Preference Policy P040216</i>	Corporate Services – Finance	Existing	H	Annual reporting to inform the community of Shire purchases and the local content of those purchases.	2.1
LE2	Develop a community-centred <i>Tourism Strategy</i> incorporating sustainable business practice consistent with community aspirations and objectives from the <i>Shire's Community Strategic Plan</i> ; including protection of the natural environment, retention of Denmark 'village atmosphere', and sustainable tourism.	<i>Council Resolution – Res 051020 at OCM October 2020</i>  <i>Shire of Denmark Community Strategic Plan (2027)</i>	Governance – Corporate Planning	Planned	H	Council endorsement of a community-centred <i>Tourism Strategy</i> by June 2021.	2.1
LE3	Investigate feasibility of developing a Responsible Sustainable Investment Policy for the Shire.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Governance – Economic Development	New	M	Investigations undertaken as to the viability of developing a Sustainable Investment Policy for the Shire.	2.2



LE4	Support the Chamber of Commerce on business after hours and procurement workshops (i.e. buy local initiatives).	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>	Governance – Economic Development	Existing	M	Host annual Business After Hours with Chamber of Commerce.	2.2
LE5	Work with Chamber of Commerce on investigating initiatives to attract sustainable businesses.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Governance – Economic Development	New	M	Engagement with Chamber of Commerce on sustainable business initiatives.	2.3
LE6	Support eligible parties to access supported finance options for sustainability related projects through the Community Financial Assistance Program (CFAP).	<i>Shire of Denmark Community Financial Assistance Program Policy P040125</i>	Community Services – Community Development	New	M	Delivery of sustainability related projects through CFAP.	2.3
LE7	Review of CFAP Guidelines to incorporate a sustainability weighting to the CFAP assessment process.	<i>Shire of Denmark Community Financial Assistance Program Policy P040125</i>	Community Services – Community Development	New	M	Incorporation of sustainability weighting to CFAP assessment process.	2.3
LE8	Promote partnerships with not-for-profits to leverage funding for sustainable enterprise activity, including the Denmark Community Windfarm Inc. Sustainable Living Fund.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Governance – Economic Development	New	M	Delivery of sustainable enterprise activities through partnerships with not-for-profits and community groups.	2.3

### 3 Culture & Community



*We value our community's cultural knowledge and sharing this with future generations.*

Item	Action	Directive	Responsibility	Resourcing Required	Priority	KPI/Measure of Success	Ref
CC1	Review and report annually on <i>Sustainability Action Plan</i> .	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Governance – Corporate Planning	New	H	Delivery of <i>Sustainability Action Plan</i> review through Shire Annual Report.	3.1
CC2	Embed sustainability awareness for all new Shire staff as part of the formal induction process.	<i>Shire of Denmark Policy P070602 Workforce Plan &amp; People Strategy (2019-2022)</i>	Governance – Human Resources	New	M	Sustainability awareness training incorporated into Shire induction checklist.	3.1
CC3	Review compliance of the Shire of Denmark <i>Sustainable Events Policy P100516</i> .	<i>Shire of Denmark Sustainable Events Policy P100516</i>	Community Services – Community Services Manager	New	H	100 per cent of Shire events meet the <i>Sustainable Events Policy</i> criteria.	3.2
CC4	Implement actions within the Shire <i>Disability Access and Inclusion Plan (2018-2023)</i> .	<i>Shire of Denmark Disability Access and Inclusion Plan (2018-2023)</i>	Technical Services – Infrastructure	Existing	H	Annual reporting delivery through <i>Disability Access and Inclusion Plan</i> .	3.6

CC5	Develop a <i>Reconciliation Action Plan</i> .	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>	Governance	New	H	Council endorsement of a <i>Reconciliation Action Plan</i> .	3.4
CC6	Provide opportunities for youth to contribute to the development of the sustainability agenda, including access to the Community Financial Assistance Program (CFAP) to undertake sustainability projects.	<i>Shire of Denmark Community Strategic Plan (2027)</i>  <i>Shire of Denmark Community Financial Assistance Program Policy P040125</i>	Community Services – Community Development	New	M	Provision of a pathway for youth engagement in the sustainability arena. Youth sustainability projects supported through CFAP.	3.5
CC7	Investigate the opportunity for a vibrant sustainable and integrated youth hub/precinct in a central location.	<i>Shire of Denmark Community Strategic Plan (2027)</i>  <i>Shire of Denmark Sport and Recreation Master Plan (2018)</i>	Community Services – Community Development	New	M	Engagement with youth to explore opportunities for a sustainable and integrated youth hub/precinct.	3.5
CC8	Work with not-for-profits to deliver and/or assist with Shire activities that support sustainable events (i.e. Plastic Reduction Denmark).	<i>Sustainable Events Policy P100516</i>	Community Services – Community Development	Existing	M	Engagement with not-for-profit organisations regarding sustainable event management activities.	3.7

CC9	Provide support for recruitment, retention and succession planning of volunteers for bushfire brigades.	<i>MOU - DFES and Shire of Denmark 2020 for the provision of a Community Emergency Services Manager</i>	Community Services – Community Emergency Services Manager	Existing	M	Provision of support to the leadership groups within the Bushfire Advisory Committee on recruitment, retention and succession planning.	38
CC10	Trial a community volunteering model for sporting clubs.	<i>Shire of Denmark Policy P070602 Workforce Plan &amp; People Strategy (2019-2022)</i>	Community Services – Our Clubs Development Officer	Existing	M	Community volunteer model in place with learnings for future engagement.	3.8
CC11	Trial a community volunteering model for Friends of Reserves.	<i>Shire of Denmark Friends of Reserves Strategy (2010)</i>	Waste & Reserves – Sustainability	New	L	Community volunteer model in place with learnings for future engagement.	3.8
CC12	Trial a community volunteering model for tracks and trail maintenance to encourage more sustainable transport options.	<i>Great Southern Regional Trails Master Plan 2020-2029</i>  <i>Shire of Denmark Trails Master Plan</i>	Assets & Sustainable Development	New	M	Community volunteer model in place with learnings for future engagement.	3.8
CC13	Develop a <i>My Community</i> platform incorporating a sustainable environmental section to encourage community members to volunteer with local community groups that care for our environment.	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>	Community Services – Community Development	Planned	M	Delivery of online <i>My Community</i> platform with environmental volunteer opportunities.	3.8

CC14	Continue to develop new educational programs to encourage community members to reduce, reuse and recycle.	<i>Great Southern Group of Councils Regional Waste Strategic Plan (2014-2018)</i>	Waste & Reserves	New	M	Delivery of reduce, reuse and recycle education programs.	3.3
CC15	Support government initiatives that enable community members to implement sustainable practices such as installing energy and water saving features.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i> <i>Shire of Denmark Water Efficiency Action Plan (2017-2022)</i>	Waste & Reserves – Sustainability	Existing	M	Implementation of sustainable practice, government-led initiative programs for the community.	3.3
CC16	Provide information to community members to consider environmentally efficient designs when building new homes.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Sustainable Development – Building	New	M	Provision of web-based material on sustainable building design options resources.	3.3
CC17	Provide educational resources to community members to protect and plant local native vegetation on their property.	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>	Waste & Reserves – Sustainability	Existing	M	Provision of educational resources on native vegetation landscaping.	3.3

## 4 Land & Nature



*We will protect and enhance our natural systems that are vital to the sustainability of our local community.*

Item	Action	Directive	Responsibility	Resourcing Required	Priority	KPI/Measure of Success	Ref
LN1	Liaise with State and local Government agencies to protect and preserve the Wilson Inlet and ecosystems in the Shire of Denmark.	<i>Wilson Inlet Foreshore Reserves Management Plan (2008)</i>  <i>Wilson Inlet Water Quality Improvement Plan (pending)</i> <i>Wilson Inlet Management Strategy (2013-2022)</i>	Waste & Reserves – Sustainability	Planned	H	Participate with and contribute to the implementation of actions from associated Wilson Inlet management plans.	4.2
LN2	Investigate options to develop an objective environmental impact measuring tool to guide decision making for procurement.	<i>Shire of Denmark Environment Policy P100503</i>  <i>Shire of Denmark Purchasing Policy P040220 (5)</i> <i>Sustainable Procurement</i>	Assets & Sustainable Development	New	H	Redesign evaluation matrix for procurement to include, as far as is practicable, objective environmental considerations.	4.1

LN3	Encourage environmentally sustainable planning and development through the Shire's planning framework.	<i>Shire of Denmark Local Planning Strategy (2011)</i>  <i>Shire of Denmark Town Planning Scheme No.3 Subdivision Guide Plans</i>	Sustainable Development – Planning	Planned	H	Sustainable planning and development incorporated into the Shire's framework documents.	4.1
LN4	Identify adequate and appropriate land available for development, including incorporating planting offsets with rezoning of larger areas for further development.	<i>Shire of Denmark Local Planning Strategy (2011)</i>  <i>Shire of Denmark Town Planning Scheme No.3 Subdivision Guide Plans</i>	Sustainable Development – Planning	Existing	H	Land identified in planning documents for development.	4.1
LN5	Provision of information packs and advice on best practice for native vegetation clearing and planting offsets generated through advice notes as part of Planning Development Application approvals process.	<i>Shire of Denmark Local Planning Strategy (2011)</i>  <i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Sustainable Development – Planning	New	M	Information packs and advice notes on best practice for native vegetation clearing and planting offsets incorporated into Planning Development Application approvals process.	4.1

LN6	Develop master reserve management strategy for Shire bushland, foreshore and coastal reserves	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>  <i>Shire of Denmark Environment Policy P100503 Shire of Denmark Reserves Assessments</i>	Waste & Reserves – Sustainability	New	M	Development of Reserve Management Strategy.	4.2
LN7	Review and update existing reserve management plans, including <i>Weed Strategy Action Plan</i> and <i>Coastal Reserve Strategy Action Plan</i> .	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Waste & Reserves – Sustainability	Planned	M	Update and review management plans, strategies and action plans pertaining to reserves management.	4.2
LN8	Develop an Environmental Impact Assessment process for Shire operational activities and associated educational workshops for staff.	<i>Shire of Denmark Environment Policy P100503</i>	Waste & Reserves – Sustainability	New	H	Utilisation of Environmental Impact Assessment checklist by staff where appropriate, with adequate training provided to staff.	4.1
LN9	Develop guidelines and application template for native vegetation clearing for private property fence line construction and maintenance.	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>  <i>Shire of Denmark Environment Policy P100503</i>	Waste & Reserves – Sustainability	New	H	Guidelines and application template developed for native vegetation clearing activities such as fence line clearing.	4.1



LN10	Development of an assessment tool to prioritise in-kind support for community and agency control measures for biosecurity and invasive species effecting broadscale bushland.	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>	Waste & Reserves – Sustainability	New	H	Provision of on-going support to a range of community and agency biosecurity programs identified in annual budget.	4.1
LN11	Raise awareness of Shire of Denmark <i>Street Tree Policy</i> through Shire’s social media platform.	<i>Shire of Denmark Street Tree Policy (P120101)</i>	Governance – Community Engagement	New	M	Promotion of <i>Street Tree Policy</i> through social media and more street trees planted.	4.1
LN12	Adopt a Significant Trees List and Tree Preservation Order Policy under the Shire’s Town Planning Scheme (TPS).	<i>Shire of Denmark Municipal Heritage Inventory (2011)</i>	Sustainable Development – Planning	Planned	H	Development of a Significant Trees List and Policy through TPS review.	4.2
LN13	Continue to invest in rehabilitation of Shire land, including increasing annual tree planting and revegetation program.	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>	Waste & Reserves – Revegetation Officer	Existing	H	Annual reporting of Shire revegetation projects meeting revegetation targets.	4.3
LN14	Liaise with community to ensure concerns are considered with regard to on-going protection of Shire’s natural assets and values.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Waste & Reserves – Sustainability	Existing	H	Raised awareness within community regarding protection of environmental assets and values.	4.4
LN15	Provide educational resources to the broader community on protection of the natural environment.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Waste & Reserves – Sustainability	Existing	H	Provision of educational resources on protection of the natural environment.	4.4

## 5 Sustainable Water

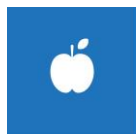


*A sustainable water approach seeks to manage the threat to the supply and quality of water resources for our community while also seeking to minimise usage.*

Item	Action	Directive	Responsibility	Resourcing Required	Priority	KPI/Measure of Success	Ref
SW1	Maintain the Shire's Waterwise accreditation.	<i>Shire of Denmark Water Efficiency Action Plan (2017-2022)</i>	Waste & Reserves – Sustainability	Existing	H	Annual monitoring and reporting to meet Waterwise criteria.	5.1
SW2	Continue to hold regular quarterly Water Management Team (WMT) meetings to assess status of Waterwise actions.	<i>Shire of Denmark Water Efficiency Action Plan (2017-2022)</i>	Waste & Reserves – Sustainability	Existing	M	Quarterly WMT meetings held.	5.1
SW3	Investigate fire-resistant options for installation of durable water tanks on Shire buildings and administration building plumbed to building to be used on grey water system (toilets and washing).	<i>Shire of Denmark Water Efficiency Action Plan (2017-2022)</i>	Technical Services – Assets	New	M	Increased number of water tanks and pumps installed on Shire buildings and plumbed into the toilets and greywater system.	5.1
SW4	Investigate Shire depot machine wash down area, using harvested water from the existing roof catchments.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Civil Infrastructure	New	M	Rainwater tanks being used for depot wash-down area and depot nursery.	5.1
SW5	Install water bottle refill facilities at strategic locations across the Shire.	<i>Shire of Denmark Sustainable Events Policy P100516</i>	Technical Services – Infrastructure	New	M	Installation of water refill facilities to enable compliance with Sustainable Events Policy at Shire events.	5.1

SW6	Investigate (through the <i>State Government's Liveable Neighbourhood Policy</i> ) the potential to locate flood storage outside of the required 10 per cent public open space in new developments.	<i>WAPC Liveable Neighbourhood Policy (2015)</i>	Sustainable Development – Planning	New	M	Public open space areas are set aside for public to access, separate from and additional to drainage areas in new developments.	5.2
SW7	Review the <i>Shire of Denmark Town Planning Scheme No.3 Dams and Water Features Policy No. 37</i> with a view to incorporate considerations for impacts on downstream flows and health of waterways in the catchment.	<i>Shire of Denmark Town Planning Scheme No.3 Dams and Water Features Policy No. 37. (2009)</i>	Sustainable Development – Planning	Planned	M	Review and update of <i>Dams and Water Features Policy No.37</i> undertaken.	5.2
SW8	Investigate the Shire's ability to require rainwater tanks for all new residential developments through a review of Scheme provisions and <i>Local Planning Policy No.40</i> and advocate for existing developments to access Water Corporation incentives to install.	<i>Shire of Denmark Town Planning Scheme No.3 Rainwater Tanks and Greywater Re-use Systems Policy No.40</i>	Sustainable Development – Planning	New	H	Investigation conducted into requirement for rainwater tanks on new residential developments incorporated into the planning framework.	5.3
SW9	Install infrastructure to divert waste water for reuse for irrigation at McLean Park.	<i>Shire of Denmark Water Efficiency Action Plan (2017-2022)</i>	Assets & Sustainable Development	Planned	H	Waste water utilised for McLean Park irrigation.	5.1
SW10	Deliver education workshops for the community about limitations of water resources and opportunities for action at a local level.	<i>Shire of Denmark Water Efficiency Action Plan (2017-2022)</i>	Waste & Reserves	Planned	M	Delivery of education workshops on waterwise best practice.	5.4
SW11	Provide educational resources to the broader community to promote waterwise gardens.	<i>Shire of Denmark Water Efficiency Action Plan (2017-2022)</i>	Waste & Reserves – Sustainability	New	M	Provision of educational resources on waterwise information.	5.4

## 6 Local & Sustainable Food



*A sustainable food system that provides healthy food to the community focuses on the production, processing, distribution and disposal in ways that contribute to the health of the local economy.*

Item	Action	Directive	Responsibility	Resourcing Required	Priority	KPI/Measure of Success	Ref
SF1	Commitment to buy local and sustainable food and associated materials when sourcing for Shire activities.	<i>Shire of Denmark Sustainable Events Policy P100516</i>	Community Services – Community Development	Existing	H	100 per cent compliance with <i>Sustainable Events Policy</i> with local food procurement.	6.1
SF2	Consider (through the <i>Local Planning Strategy</i> ) options for small scale horticulture and other local food production on small land parcels.	<i>Shire of Denmark Local Planning Strategy (2011)</i> <i>Shire of Denmark Town Planning Scheme No.3 Rural Settlement Strategy Policy No.29 (1999)</i>	Sustainable Development – Planning	Planned	M	Support for small scale local food production businesses incorporated into <i>Local Planning Strategy</i> and <i>TPS Policy No.29</i> .	6.3
SF3	Support investigations through liaison with DPIRD into possibility of future sustainable aquaculture projects within the Shire.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Governance – Economic Development	New	M	Assistance provided through liaison and information provision towards possible sustainable aquaculture projects.	6.3

SF4	Support programs for local sustainable food innovations through the Community Financial Assistance Program (CFAP).	<i>Shire of Denmark Community Financial Assistance Program Policy P040125</i>	Community Services – Community Development	New	M	Application of a local and sustainable food weighting to the CFAP assessment process. Establishment and promotion of food innovation theme within CFAP program.	6.4
SF5	Partner with the Chamber of Commerce and State government in supporting investigation into sustainable farming products (i.e. viability of a local food processing plant and local or mobile abattoir).	<i>WA Health Meat Inspection Branding and Processing Regulations (1950)</i>	Governance – Economic Development	New	H	Engagement with key partners in responding to requests to support industry on case-by-case basis.	6.2
SF6	Support initiatives in developing 'fresh food trails' and local farmers markets.	<i>South Coast Alliance Regional Economic Development Strategy, The Amazing South Coast Business Plan (2020-2030)</i>	Governance – Economic Development	New	L	Engagement with key partners in response to requests to support industry on case-by-case basis.	6.4
SF7	Support delivery of education on sustainable food production (i.e. regenerative farming).	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Governance – Economic Development	New	L	Delivery of education on sustainable food production practices.	6.4

## 7 Sustainable Travel & Transport



*Sustainable or Green Transport aims to limit the reliance on diminishing natural resources that leave a high carbon footprint.*

Item	Action	Directive	Responsibility	Resourcing Required	Priority	KPI/Measure of Success	Ref
ST1	Develop local active/integrated <i>Transport Infrastructure Plan</i> for the Shire including incorporation of building bicycle paths, improved pedestrian networks and installing way-finding trail markers.	<i>Shire of Denmark Local Planning Strategy (2011)</i>	Technical Services – Engineering	New	L	Council endorsed <i>Shire Transport Infrastructure Plan</i> .	7.2
ST2	Review <i>Shire of Denmark's Town Planning Scheme No.3 Town Centre Parking and Transportation No.47</i> to consider all new carpark developments to include infrastructure and design considerations for alternate modes of transport.	<i>Shire of Denmark Town Planning Scheme No.3 Town Centre Parking and Transportation No.47 (2020)</i>	Sustainable Development – Planning	Planned	L	Review undertaken of <i>Shire of Denmark Sustainable Transport Policy No.47</i> .	7.2
ST3	Reduce the carbon footprint for the fleet of corporate vehicles; including consideration of Council fleet vehicles to be electrical or hybrid.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Assets & Sustainable Development	New	H	Carbon footprint of Council fleet vehicles reduced by a minimum of 50 per cent by 2030.	7.1
ST4	Investigate and trial cultural change programs that will see reduced reliance on fossil fuel transport by staff.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Governance – Human Resources	New	M	Programs implemented to reduce fossil fuel usage by Shire staff.	7.4

ST5	Initiate strategies to maximise people in close proximity to town to minimise transport/car use, through review of Local Planning Strategy by increasing R-coding within a walkable catchment of the town centre.	<i>Shire of Denmark Local Planning Strategy (2011)</i>	Sustainable Development – Planning	New	M	<i>Town Planning Scheme No.3</i> to introduce measures to implement higher residential densities within a walking distance to town centre.	7.4
ST6	Investigate installation of rapid charging stations within the Shire.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Assets & Sustainable Development	New	M	Business case produced regarding budget and installation of rapid charging stations.	7.3
ST7	Investigate and employ innovative technologies for pavement stabilisation, reinvigoration, seal design for construction and repair of roading.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Technical Services – Engineering	Existing	M	Investigations undertaken with new innovations and technologies budgeted for road design.	7.3
ST8	Support community initiatives for communal travel options (i.e. community shuttle bus to Greens Pool).	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Governance – Economic Development	New	M	Communal travel options investigated.	7.4
ST9	Promote active modes of transport, including promotion of ride-sharing for commuters within the community.	<i>Shire of Denmark Community Strategic Plan (2027)</i>	Community Services – Community Development	New	M	Increased community engagement in active transport modes.	7.5

## 8 Sustainable Materials & Products



*Sustainable Materials aim to have a limited negative impact on people and natural resources and do not deplete or degrade the environment.*

Item	Action	Directive	Responsibility	Resourcing Required	Priority	KPI/Measure of Success	Ref
SM1	Ensure prioritisation of purchasing sustainable local building materials in Shire procurement practices through on-going education of Shire staff.	<i>Shire of Denmark Purchasing Policy P040220 (Sustainable Procurement)</i>	Technical Services – Assets	Existing	M	Compliance with Shire of Denmark <i>Purchasing Policy P040220</i> sustainable procurement principles.	8.1
SM2	Direct industry and public on where to access information on sourcing and selecting sustainable building materials.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Sustainable Development – Building	New	M	Links provided on Shire website to sources of information on sustainable building materials.	8.3
SM3	Liaise with Chamber of Commerce to support industry on promotion of sustainable material production and utilisation.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Governance – Economic Development	New	L	Engagement with Chamber of Commerce on supporting industry on sustainable material promotion.	8.3
SM4	Support not-for-profits in production and use of renewable and sustainable materials made from waste for Shire-related events and activities.	<i>Shire of Denmark Sustainable Events Policy P100516</i>	Community Services – Community Development	Existing	H	Incorporation of renewable sustainable materials in Shire events and reduced purchase of single-use and disposable items.	8.2



SM5	Support the community to develop a Library of Things and a Seed Library.	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>	Community Services – Library	New	M	Development of a Library of Things, and continued management of Seed Library.	8.4
SM6	Support the reuse and recycling of materials through the Tip Shop.	<i>Great Southern Group of Councils Regional Waste Strategic Plan (2014-2018)</i>	Waste & Reserves	Existing	H	Continued lease arrangement to support reuse and recycling of materials through the Tip Shop.	8.4
SM7	Promote educational programs on reuse as a viable alternative to purchasing new.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Waste & Reserves	New	M	Delivery of educational programs on reduce, reuse and recycling.	8.4

## 9 Zero Waste



*The Shire seeks to embrace the role of a leader in the community by minimising waste.*

Item	Action	Directive	Responsibility	Resourcing Required	Priority	KPI/Measure of Success	Ref
ZW1	Continue to collaborate with neighbouring Shires through the Regional Waste Alliance.	<i>Great Southern Group of Councils Regional Waste Strategic Plan (2014-2018) WA Waste Avoidance and Resource Recovery Strategy (2030)</i>	Waste & Reserves	Existing	H	Membership and collaborative initiatives with neighbouring Shires within the Waste Alliance.	9.3
ZW2	On-going support and co-ordination of the Waste Management Reform Working Group.	<i>Great Southern Group of Councils Regional Waste Strategic Plan (2014-2018)</i>	Waste & Reserves	Existing	H	Facilitation of Waste Management Reform Working Group meetings.	9.3
ZW3	Investigate provision of green waste recycling (community purchase of affordable mulch).	<i>Great Southern Group of Councils Regional Waste Strategic Plan (2014-2018)</i>	Waste & Reserves	New	M	Green waste recycling process options investigated and implemented where feasible by Shire.	9.1

ZW4	Implementation of green waste solutions that do not result in increased emissions through burning.	<i>Great Southern Group of Councils Regional Waste Strategic Plan (2014-2018)</i>	Waste & Reserves	Planned	H	Disposal of green waste in a sustainable manner.	9.1
ZW5	Implement Food Organics and Garden Organics (FOGO) service.	<i>Great Southern Group of Councils Regional Waste Strategic Plan (2014-2018)</i>	Waste & Reserves	New	H	FOGO services implemented.	9.1
ZW6	Encourage community to dispose of waste products appropriately through standardisation of bin-lid colours implemented on infrastructure.	<i>Great Southern Group of Councils Regional Waste Strategic Plan (2014-2018)</i>	Waste & Reserves	Planned	H	Bin-lid colours standardised to assist with correct disposal of waste.	9.3
ZW7	Investigate funding opportunities to divert waste water from the inlet to the Golf Course and Denmark Agricultural College.	<i>Shire of Denmark Water Efficiency Action Plan (2017-2022)</i>	Assets & Sustainable Development	New	M	Identification of potential funding sources for waste water reuse to irrigate key community assets.	9.2
ZW8	Support local builders to reduce waste via recycling and reusing commercial and industrial waste as repurposed materials; including investigating licencing requirements to recycle waste from building contractors.	<i>Great Southern Group of Councils Regional Waste Strategic Plan (2014-2018)</i>	Waste & Reserves	New	M	Reduced commercial and industrial waste.	9.4

ZW9	Support and encourage initiatives that promote zero plastic packaging for fruit, vegetables and associated products.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Waste & Reserves	New	L	Retailers reducing availability of plastic-packaged products to community.	9.3
ZW10	Provide compostable dog litter bags.	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>	Community Services – Ranger Services	Planned	M	Provision of compostable dog litter bags at relevant Shire sites (including Parry Beach).	9.3
ZW11	Investigate best practice sustainable fish cleaning, composting and offal disposal stations for installation at key Shire sites.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Community Services – Ranger Services	New	L	Investigations undertaken on feasibility of installing fish cleaning, composting and offal disposal stations at relevant Shire sites.	9.3
ZW12	Educate community on recycling and appropriate recycling techniques, including working with youth and schools (i.e. Clean up Australia Day).	<i>Great Southern Group of Councils Regional Waste Strategic Plan (2014-2018)</i>	Waste & Reserves	New	M	Increased awareness and compliance with waste recycling.	9.3

## 10 Zero Carbon Energy



*Committing to working towards a net zero emissions target is an important step in tackling climate change.*

Item	Action	Directive	Responsibility	Resourcing Required	Priority	KPI/Measure of Success	Ref
ZC1	Audit Greenhouse Gas Emissions for Shire activities and investigate purchase of software to record and audit data annually for Shire operations.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Waste & Reserves – Sustainability	New	H	Develop baseline data for carbon emissions and audit trends over time.	10.2
ZC2	Investigate purchasing arrangement with WALGA through Power Purchase Agreement to procure energy with net zero emissions through state renewable energy project proposal.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Corporate Services	New	H	Shire entering purchasing agreement with WALGA to enable purchasing power with net zero emissions from WA renewable energy project.	10.2
ZC3	Incorporate renewable energy options for Shire facilities when upgrading and undertaking new projects.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Technical Services – Assets	New	H	Conversion to installation of renewable energy options on Shire facilities.	10.1
ZC4	Investigate the use of installing solar powered lighting on public facilities.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Technical Services – Assets	New	M	Investigate and convert existing grid lighting on public facilities to solar power.	10.1

ZC5	Encourage new developments to employ percentage of reliance on renewable energy.	<i>Shire of Denmark Town Planning Scheme No. 3 Renewable Energy Systems Policy No.41 (2010)</i>	Sustainable Development – Planning	Existing	M	Increase in trends of renewable energy usage over time.	10.3
ZC6	Provide information to community and general public regarding battery and storage options for new residential properties.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Sustainable Development – Planning	New	M	Information made readily available to public on alternative energy options.	10.3
ZC7	Support agency and community led renewable energy initiatives, including sustainable housing awards and open days to promote best sustainable practice.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Waste & Reserves – Sustainability	New	H	Delivery of renewable energy activities and initiatives to the community.	10.3