

Number	Pillar	Item	Action	Directive	Resourcing Required	Measure of Success	Ref	Status
1	Health & Happiness	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>	New	Development of a policy position addressing affordable housing and homelessness.	1.3	completed
1	Health & Happiness	HH2	Develop a Public Health Plan.	<i>WA Public Health Act (2016)</i>	Planned	Shire Public Health Plan endorsed by June 2021.	1.2	current
1	Health & Happiness	HH3	Continue Shire Health & Wellness program.	<i>WA Work Health &amp; Safety Bill (2019) Shire of Denmark Employee Health &amp; Wellness Policy P070602</i>	Existing	A healthy, active workforce with reduced sick leave.	1.1	ongoing
1	Health & Happiness	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>	Planned	Procedures and processes in place for Flexible Working Arrangements to occur via managers when requests received from employees for consideration of	1.1	current
1	Health & Happiness	HH5	Install showers and change room facilities at the Shire administration building.	<i>Shire of Denmark Workforce Plan &amp; People Strategy (2019-2022)</i>	New	Facilities for showering installed at Shire administration building.	1.1	yet to commence
1	Health & Happiness	HH6	Incorporate sustainable design principles within all current and future public spaces, streetscapes and neighbourhoods.	<i>Shire of Denmark Local Planning Strategy (2011) Shire of Denmark Town Planning Scheme No. 3 Townscape Policy (No.15)</i>	Planned	Local Planning Strategy (LPS) updated to reflect sustainable design principles.	1.2	current
1	Health & Happiness	HH7	LPS to foster community connections across the Shire through neighbourhood and town centre design.	<i>Shire of Denmark Local Planning Strategy (2011)</i>	Planned	LPS has been developed to guide and recognise connections between community localities across the Shire.	1.4	current
1	Health & Happiness	HH8	Conduct and support education programs informing the community around sustainable living.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	New	Delivery of education programs on sustainable living.	1.4	ongoing
1	Health & Happiness	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>	Existing	Monitor Current place to Live for improvement trends over time as per Markyt Scorecard.	1.3	current
2	Equity & Local Economy	LE1	Continue to enact the Shire's Regional Price Preference Policy P040216.	<i>Shire of Denmark Regional Price Preference Policy P040216</i>	Existing	Annual reporting to inform the community of Shire purchases and the local content of those purchases.	2.1	ongoing
2	Equity & Local Economy	LE2	Develop a community-centred Tourism Strategy incorporating sustainable business practice consistent with	<i>Council Resolution – Res 051020 at OCM October 2020</i>	Planned	Council endorsement of a community-centred Tourism Strategy by June 2021.	2.1	completed

2	Equity & Local Economy	LE3	Investigate feasibility of developing a Responsible Sustainable Investment Policy for the Shire.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	New	Investigations undertaken as to the viability of developing a Sustainable Investment Policy for the Shire.	2.2	completed
2	Equity & Local Economy	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>	Existing	Host annual Business After Hours with Chamber of Commerce.	2.2	ongoing
2	Equity & Local Economy	LE5	Work with Chamber of Commerce on investigating initiatives to attract sustainable businesses.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	New	Engagement with Chamber of Commerce on sustainable business initiatives.	2.3	ongoing
2	Equity & Local Economy	LE6	Support eligible parties to access supported finance options for sustainability related projects through the Community Grants program.	<i>Shire of Denmark Community Grants Program Policy P040125</i>	Existing	Delivery of sustainability related projects through Community Grants program.	2.3	ongoing
2	Equity & Local Economy	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>	New	Incorporation of sustainability weighting to CFAP assessment process.	2.3	completed
2	Equity & Local Economy	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>	New	Delivery of sustainable enterprise activities through partnerships with not-for-profits and community groups.	2.3	ongoing
3	Culture & Community	CC1	Review and report annually on Sustainability Action Plan.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	New	Delivery of Sustainability Action Plan review through Shire Annual Report.	3.1	ongoing
3	Culture & Community	CC10	Trial a community volunteering model for sporting clubs.	<i>Shire of Denmark Policy P070602 Workforce Plan &amp; People Strategy (2019-2022)</i>	Existing	Community volunteer model in place with learnings for future engagement.	3.8	yet to commence
3	Culture & Community	CC11	Trial a community volunteering model for Friends of Reserves.	<i>Shire of Denmark Friends of Reserves Strategy (2010)</i>	New	Community volunteer model in place with learnings for future engagement.	3.8	current
3	Culture & Community	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>	New	Community volunteer model in place with learnings for future engagement.	3.8	current
3	Culture & Community	CC13	Develop a My Community 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>	Planned	Delivery of online My Community platform with environmental volunteer opportunities.	3.8	completed

3	Culture & Community	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>	New	Delivery of reduce, reuse and recycle education programs.	3.3	ongoing
3	Culture & Community	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>	Existing	Implementation of sustainable practice, government-led initiative programs for the community.	3.3	yet to commence
3	Culture & Community	CC16	Provide information to community members to consider environmentally efficient designs when building or retrofitting new developments.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	New	Provision of resource materials on sustainable building design options provided to community.	3.3	yet to commence
3	Culture & Community	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>	Existing	Provision of educational resources on native vegetation landscaping.	3.3	completed
3	Culture & Community	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>	New	Sustainability awareness training incorporated into Shire induction checklist.	3.1	completed
3	Culture & Community	CC3	Incorporate adherence to the Shire of Denmark Sustainable Events Policy P100516.	<i>Shire of Denmark Sustainable Events Policy P100516</i>	Existing	100 per cent of events on Shire tenure meet the Sustainable Events Policy criteria.	3.2	ongoing
3	Culture & Community	CC4	Implement actions within the Shire Disability Access and Inclusion Plan (2018-2023).	<i>Shire of Denmark Disability Access and Inclusion Plan (2018-2023)</i>	Existing	Annual reporting delivery through Disability Access and Inclusion Plan.	3.6	ongoing
3	Culture & Community	CC5	Develop a Reconciliation Action Plan.	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>	New	Council endorsement of a Reconciliation Action Plan.	3.4	yet to commence
3	Culture & Community	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>	New	Provision of a pathway for youth engagement in the sustainability arena. Youth sustainability projects supported through CFAP.	3.5	yet to commence
3	Culture & Community	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>	New	Engagement with youth to explore opportunities for a sustainable and integrated youth hub/precinct.	3.5	yet to commence
3	Culture & Community	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>	Existing	Engagement with not-for-profit organisations regarding sustainable event management activities.	3.7	ongoing

3	Culture & Community	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>	Existing	Provision of support to the leadership groups within the Bushfire Advisory Committee on recruitment, retention and succession planning.	38	yet to commence
4	Land & Nature	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>	Planned	Participate with and contribute to the implementation of actions from associated Wilson Inlet management plans.	4.2	current
4	Land & Nature	LN10	Prioritise control programs for biosecurity and invasive species effecting broadscale bushland in liaison with relevant community and agency groups.	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>	New	Provision of on-going support to a range of community and agency biosecurity programs identified in annual budget.	4.1	ongoing
4	Land & Nature	LN11	Raise awareness of Shire of Denmark Street Tree Policy through Shire's social media platform.	<i>Shire of Denmark Street Tree Policy (P120101)</i>	New	Promotion of Street Tree Policy through social media and more street trees planted.	4.1	yet to commence
4	Land & Nature	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>	Planned	Development of a Significant Trees List and Policy through TPS review.	4.2	yet to commence
4	Land & Nature	LN13	Continue to invest in rehabilitation of Shire land through revegetation program.	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>	Existing	Annual reporting of Shire revegetation projects meeting revegetation targets.	4.3	ongoing
4	Land & Nature	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>	Existing	Raised awareness within community regarding protection of environmental assets and values.	4.4	ongoing
4	Land & Nature	LN15	Provide educational resources to the broader community on protection of the natural environment.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Existing	Provision of educational resources on protection of the natural environment.	4.4	completed
4	Land & Nature	LN16	Review Shire of Denmark's Subdivision Guidelines incorporating Water Sensitive Urban Design principles.	<i>Shire of Denmark Subdivision Guidelines (2008)</i>	New	Successful completion of subdivision guidelines review and its incorporation of WSUD principles	4.1	current
4	Land & Nature	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) Sustainable Procurement</i>	New	Redesign evaluation matrix for procurement to include, as far as is practicable, objective environmental considerations.	4.1	yet to commence
4	Land & Nature	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>	Planned	Sustainable planning and development incorporated into the Shire's framework documents.	4.1	current

4	Land & Nature	LN4	Identify adequate and appropriate land available for development having regard to preservation of environmental values.	<i>Shire of Denmark Local Planning Strategy (2011)</i> <i>Shire of Denmark Town Planning Scheme No.3 Subdivision Guide Plans</i>	Existing	Land identified for rezoning in land planning strategy and scheme for development eg. focusing on existing cleared areas.	4.1	current
4	Land & Nature	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 and Subdivision approvals process.	<i>Shire of Denmark Local Planning Strategy (2011)</i> <i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Existing	Information packs and advice notes on best practice for native vegetation clearing and planting offsets incorporated into Planning Development Application approvals and Subdivision approvals process.	4.1	current
4	Land & Nature	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</i> <i>Shire of Denmark Reserves Assessments</i>	New	Development of Reserve Management Strategy.	4.2	yet to commence
4	Land & Nature	LN7	Review and update existing reserve management plans, including Weed Strategy Action Plan and Coastal Reserve Strategy Action Plan.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	Planned	Update and review management plans, strategies and action plans pertaining to reserves management.	4.2	yet to commence
4	Land & Nature	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>	New	Utilisation of Environmental Impact Assessment checklist by staff where appropriate, with adequate training provided to staff.	4.1	current
4	Land & Nature	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>	New	Guidelines and application template developed for native vegetation clearing activities such as fence line clearing.	4.1	yet to commence
5	Sustainable Water	SW1	Maintain the Shire's Waterwise accreditation.	<i>Shire of Denmark Water Efficiency Action Plan (2017-2022)</i>	Existing	Annual monitoring and reporting to meet Waterwise criteria.	5.1	ongoing
5	Sustainable Water	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>	Planned	Delivery of education workshops on waterwise best practice.	5.4	yet to commence
5	Sustainable Water	SW11	Provide educational resources to the broader community to promote waterwise gardens.	<i>Shire of Denmark Water Efficiency Action Plan (2017-2022)</i>	New	Provision of educational resources on waterwise information.	5.4	current
5	Sustainable Water	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>	Existing	Quarterly WMT meetings held.	5.1	ongoing

5	Sustainable Water	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>	New	Increased number of water tanks and pumps installed on Shire buildings and plumbed into the toilets and greywater system.	5.1	yet to commence
5	Sustainable Water	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>	New	Rainwater tanks being used for depot wash-down area and depot nursery.	5.1	yet to commence
5	Sustainable Water	SW5	Install water bottle refill facilities at strategic locations across the Shire.	<i>Shire of Denmark Sustainable Events Policy P100516</i>	New	Installation of water refill facilities to enable compliance with Sustainable Events Policy at Shire events.	5.1	yet to commence
5	Sustainable Water	SW6	Investigate (through the State Government's Liveable Neighbourhood Policy) 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>	New	Public open space areas are set aside for public to access, separate from and additional to drainage areas in new developments.	5.2	completed
5	Sustainable Water	SW12	Consideration of effective design to ensure drainage doesn't impede POS function through Subdivision assessment in new developments.	<i>WAPC Liveable Neighbourhood Policy (2015)</i>	New	Development of POS Strategy to consider functionality and needs of community for POS provision including balance between active and passive use, environmental features and drainage needs through WSUD.	5.2	yet to commence
5	Sustainable Water	SW7	Review the Shire of Denmark Town Planning Scheme No.3 Dams and Water Features Policy No. 37 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> <i>Wilson Inlet Management Strategy (2013-2022)</i>	Planned	Review and update of Dams and Water Features Policy No.37 undertaken.	5.2	yet to commence
5	Sustainable Water	SW8	Investigate the Shire's ability to require rainwater tanks for all new residential developments through a review of Scheme provisions and Local Planning Policy No.40 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>	New	Investigation conducted into requirement for rainwater tanks on new residential developments incorporated into the planning framework.	5.3	current
5	Sustainable Water	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>	Planned	Waste water utilised for McLean Park irrigation.	5.1	current
6	Local & Sustainable Food	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>	Existing	100 per cent compliance with Sustainable Events Policy with local food procurement.	6.1	ongoing

6	Local & Sustainable Food	SF2	Consider (through the Local Planning Strategy) options for small scale horticulture and other local food production on small land parcels.	<i>Shire of Denmark Local Planning Strategy (2011) Shire of Denmark Town Planning Scheme No.3 Rural Settlement Strategy Policy No.29 (1999)</i>	Planned	Support for small scale local food production businesses incorporated into Local Planning Strategy and TPS Policy No.29.	6.3	current
6	Local & Sustainable Food	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>	New	Assistance provided through liaison and information provision towards possible sustainable aquaculture projects.	6.3	current
6	Local & Sustainable Food	SF4	Support programs for local sustainable food innovations through the Community Grants program.	<i>Shire of Denmark Community Financial Assistance Program Policy P040125</i>	New	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	yet to commence
6	Local & Sustainable Food	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>	New	Engagement with key partners in responding to requests to support industry on case-by-case basis.	6.2	yet to commence
6	Local & Sustainable Food	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>	New	Engagement with key partners in response to requests to support industry on case-by-case basis.	6.4	completed
6	Local & Sustainable Food	SF7	Support delivery of education on sustainable food production (i.e. regenerative farming).	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	New	Delivery of education on sustainable food production practices.	6.4	yet to commence
7	Sustainable Travel & Transport	ST1	Develop local active/integrated Transport Infrastructure Plan 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>	New	Council endorsed Shire Transport Infrastructure Plan.	7.2	current
7	Sustainable Travel & Transport	ST2	Review Shire of Denmark's Town Planning Scheme No.3 Town Centre Parking and Transportation No.47 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>	Planned	Review undertaken of Shire of Denmark Sustainable Transport Policy No.47.	7.2	yet to commence
7	Sustainable Travel & Transport	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>	New	Carbon footprint of Council fleet vehicles reduced by a minimum of 50 per cent by 2030.	7.1	ongoing

7	Sustainable Travel & Transport	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>	New	Programs implemented to reduce fossil fuel usage by Shire staff.	7.4	ongoing
7	Sustainable Travel & Transport	ST5	Initiate strategies to maximise people in close proximity to town to minimise transport/car use, through review of Local Planning Strategy and Scheme to increase R-coding within a walkable catchment of the town centre.	<i>Shire of Denmark Local Planning Strategy (2011)</i> <i>Shire of Denmark Town Planning Scheme No.3</i>	New	Town Planning Scheme No.3 to introduce measures to implement higher residential densities within a walking distance to town centre.	7.4	yet to commence
7	Sustainable Travel & Transport	ST6	Investigate installation of rapid charging stations within the Shire.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	New	Business case produced regarding budget and installation of rapid charging stations.	7.3	current
7	Sustainable Travel & Transport	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>	Existing	Investigations undertaken with new innovations and technologies budgeted for road design.	7.3	current
7	Sustainable Travel & Transport	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>	New	Communal travel options investigated.	7.4	yet to commence
7	Sustainable Travel & Transport	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>	New	Increased community engagement in active transport modes.	7.5	yet to commence
8	Sustainable Materials & Products	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>	Existing	Compliance with Shire of Denmark Purchasing Policy P040220 sustainable procurement principles.	8.1	yet to commence
8	Sustainable Materials & Products	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>	New	Links provided on Shire website to sources of information on sustainable building materials.	8.3	yet to commence
8	Sustainable Materials & Products	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>	New	Engagement with Chamber of Commerce on supporting industry on sustainable material promotion.	8.3	current
8	Sustainable Materials & Products	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>	Existing	Incorporation of renewable sustainable materials in Shire events and reduced purchase of single-use and disposable items.	8.2	ongoing
8	Sustainable Materials & Products	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>	New	Development of a Library of Things, and continued management of Seed Library.	8.4	completed



8	Sustainable Materials & Products	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>	Existing	Continued lease arrangement to support reuse and recycling of materials through the Tip Shop.	8.4	ongoing
8	Sustainable Materials & Products	SM7	Promote educational programs on reuse as a viable alternative to purchasing new.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	New	Delivery of educational programs on reduce, reuse and recycling.	8.4	ongoing
9	Zero Waste	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>	Existing	Membership and collaborative initiatives with neighbouring Shires within the Waste Alliance.	9.3	ongoing
9	Zero Waste	ZW10	Provide compostable dog litter bags.	<i>Shire of Denmark Corporate Business Plan (2018-19 - 2021-22)</i>	Planned	Provision of compostable dog litter bags at relevant Shire sites (including Parry Beach).	9.3	completed
9	Zero Waste	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>	New	Investigations undertaken on feasibility of installing fish cleaning, composting and offal disposal stations at relevant Shire sites.	9.3	yet to commence
9	Zero Waste	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>	New	Increased awareness and compliance with waste recycling.	9.3	ongoing
9	Zero Waste	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>	Existing	Facilitation of Waste Management Reform Working Group meetings.	9.3	completed
9	Zero Waste	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>	New	Green waste recycling process options investigated and implemented where feasible by Shire.	9.1	current
9	Zero Waste	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>	Planned	Disposal of green waste in a sustainable manner.	9.1	current
9	Zero Waste	ZW5	Implement Food Organics and Garden Organics (FOGO) service.	<i>Great Southern Group of Councils Regional Waste Strategic Plan (2014-2018)</i>	New	FOGO services implemented.	9.1	current
9	Zero Waste	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>	Planned	Bin-lid colours standardised to assist with correct disposal of waste.	9.3	completed
9	Zero Waste	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>	New	Identification of potential funding sources for waste water reuse to irrigate key community assets.	9.2	yet to commence

9	Zero Waste	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>	New	Reduced commercial and industrial waste.	9.4	yet to commence
9	Zero Waste	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>	New	Retailers reducing availability of plastic-packaged products to community.	9.3	ongoing
10	Zero Carbon Energy	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>	New	Develop baseline data for carbon emissions and audit trends over time.	10.2	current
10	Zero Carbon Energy	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>	New	Investigations conducted into Shire entering purchasing agreement with WALGA to enable purchasing power with net zero emissions from WA renewable energy project.	10.2	completed
10	Zero Carbon Energy	ZC3	Incorporate renewable energy options for Shire facilities when upgrading and undertaking new projects.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	New	Conversion to installation of renewable energy options on Shire facilities.	10.1	yet to commence
10	Zero Carbon Energy	ZC4	Investigate the use of installing solar powered lighting on public facilities.	<i>Shire of Denmark Sustainability Strategy (2021-2031)</i>	New	Investigate and convert existing grid lighting on public facilities to solar power.	10.1	current
10	Zero Carbon Energy	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>	Existing	Increase in trends of renewable energy usage over time.	10.3	yet to commence
10	Zero Carbon Energy	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>	New	Information made readily available to public on alternative energy options.	10.3	yet to commence
10	Zero Carbon Energy	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>	New	Delivery of renewable energy activities and initiatives to the community.	10.3	current

<b>Comments - 2021-22 financial year implementation</b>
Council endorsed the Shire of Denmark Housing Affordability Policy in April 2022.
Consultant engaged, PHP Working Group commenced. Council briefing in June 2022. Report to July OCM for adoption.
Fitness classes have been introduced to the Administration building (lunch time). Reduced rate gym membership for all permanent staff at the Recreation Centre. Ongoing support for 22/23 with further review to be undertaken by the Recreation Services Coordinator.
Flexible Working Arrangements in place. Draft Flexible Work Arrangement Policy to be finalised.
Listed in the 2023-24 Corporate Business Plan projects.
LPS currently being drafted in collaboration with LPS working group incorporates ESD.
LPS intent to present to Council in September for endorsement, anticipated for advertising late 2022 - pending WAPC approval/support.
Annual community-oriented environmental education programs facilitated by the Shire with NFP NGO's to educate and encourage sustainable best practice.
Community Scorecard Survey was delayed due to bushfire in Feb 2022. Markyt Scorecard now scheduled for delivery in August 2022, to be completed by December 2022.
Local content purchasing data unavailable until completion of annual audit.
Revisit annually with Denmark Chamber of Commerce Tourism Strategy and 4 year business plan matched to funding commitment.

Reviewed with Councillors in 2022. Determined not feasible to implement. Current investment policy amended to take into account principles of sustainable investment where possible.
Continue annual support.
Monthly meetings with CEO and Board.
21/22 Advertised and promoted sustainable projects. Advertised links to further grant funding opportunities specifically for sustainable projects. Will be advertised again if Budget adopted 22/23.
Community Grants Policy reviewed and endorsed by Council in 2021.
Reviewed through CBP and Budget development for 22/23 financial year.
Sustainability Action Plan annual review conducted July 2022.
Not included in current KPI's for the grant funding remaining. Ends Dec 22. To be reviewed.
Millers Creek Waterfall Park Friends of group formulated in 2021 in collaboration with South Coast Bushcare Services.
Shire in discussions with Outdoors Great Southern around development of a model for community volunteering. Great southern outdoors service is paid service to an Albany based company. Best community and environmental outcomes to be discussed with sustainable projects team. Current trail maintenance is performed by Denmark companies/not for profits and Shire Staff.
My Community Platform launched in 2021. Public consultation education sessions held to invite community organisations to utilise platform.

<p>Containers for Change  New recycling information signage at DWMRF  Garage Sale Trail  Plastic Free July and WA Plan for Plastics promotion</p>
<p>Resourcing and time constraints. Sustainable Projects Team newly formed in July 2022.</p>
<p>Pending LPS endorsement and resourcing.</p>
<p>Resource material on native plants recommended for garden landscaping and plant propagation information on Shire website.  Verge Policy under development by Technical Services - incorporating waterwise native vegetation considerations.</p>
<p>Sustainability Induction presentation developed and incorporated into and conducted as part of induction process for new employees.</p>
<p>Application process for events on Shire tenure incorporates Sustainable Events Policy information and adherence through approvals process</p>
<p>All new subdivisional developments are required to have tactile paving on all pram ramps.</p>
<p>Reconciliation Working Group formation in 2022 to progress reconciliation actions within the Shire.  The Shire is working towards a RAP in coming years as it builds on a series of projects that will strengthen our working relationship with the indigenous community.</p>
<p>A youth group is being created with LDAG and YACWA. This group once established will be able to help facilitate this initiative.</p>
<p>Council budget 22-23 item to develop Concept Plan.</p>
<p>Xmas decorations phase out of plastic. PRD created bunting and decorations for town and future use. Bunting for events created to stop plastic use.  Wash station trailer with Plastic Reduction Denmark at community events.</p>

Limited time and resource constraints of CESC.
Wilson Inlet Sandbar Opening Protocol R/V working group; stakeholder consultation session; and community information session held in 2021. Stakeholder presentation to be held September 2022 with follow up community forum on new Protocol and Model. QWIP working group Shire of Denmark representation.
Interagency weed management group developed with quarterly meetings held to ensure collaborative approach to prioritising invasive species control management cross-tenure across the region
Pending LPS endorsement and TPS review.
Pending LPS endorsement and TPS review. Planned for 24-25 in CBP.
Succession planning in place for Revegetation Officer, and strategic mapping of revegetation sites with corresponding status across Shire being undertaken.
Community-oriented environmental education programs facilitated by the Shire through EOI to NFP NGO's in promotion and protection of Shire's biodiversity values.
Environmental resources in form of brochures and website materials developed updated and made available to public on biodiversity values of our Shire.
Current review of existing Shire subdivision guidelines incorporating WSUD principles.
Resourcing and time constraints. Sustainable Projects Team newly formed in July 2022.
LPS currently being reviewed with incorporation of best sustainable practice for landuse planning.

Guided by LPS and Town Planning Scheme No.3 review.
Undertaken where applicable, however limited by lack of statutory control regarding clearing - advisory notes may have limited effect, so considered low priority for resourcing.
Resourcing and time constraints.
Request for funds in 22/23 budget to R/V Weed Strategy Action Plan and pending grant funding Coastal Reserves Management Strategy & Action Plan
EIA internal process developed; requires procedural documentation. Protection of Environmental Values workshop planned to be conducted with Shire staff in 22/23.
Resourcing and time constraints.
Annual reporting to Water Corporation undertaken in November 2021. Received re-endorsement as accredited Waterwise Council in March 2022. Waterwise Efficiency Action Plan 2017-2022 will require a review and re-development in 2023 in collaboration with Water Corporation.
Resourcing and time constraints. Sustainable Projects Team newly formed in July 2022.
Verge Policy guidelines currently being developed by Technical Services - to incorporate encouragement of waterwise plants.
WMT meetings held quarterly with shire staff to monitor and report on Waterwise Actions.

Not budgeted for yet.

Resourcing and time constraints. Sustainable Projects Team newly formed in July 2022.

Resourcing and time constraints. Sustainable Projects Team newly formed in July 2022.

Investigation into review of 10% POS separate from drainage not feasible as Liveable Neighbourhood Policy caters for concurrent drainage within POS with effective WSUD to ensure POS function is not compromised.

POS Strategy required - following LPS and TPS review.

Review of Town Policies will need to be undertaken in conjunction with or following TPS review.

LPS has recommended requirement of inclusion of water tanks for all new single dwellings plumbed into houses for non-potable use. Further investigation required for implementation through review process of TPS and Town Planning Policies.

Waste Water treatment diversion project commenced to supply McLean Oval with waste water for irrigation purposes. To be completed 22/23.

Shire Procurement Policy promotes local and regional procurement purchasing.



<p>Has been captured at high level in LPS however will require consideration in TPS and Policy review.</p>
<p>New aquaculture projects are assessed as per TPS and DA application process.</p>
<p>Community grants program has annual themes - potential for local sustainable food as a theme in future years.</p>
<p>Resourcing and time constraints. Sustainable Projects Team newly formed in July 2022.</p>
<p>Regional Food Trail developed and promoted.</p>
<p>Wilson Inlet Catchment Committee (WICC) provide information sessions and training to local farming community on regenerative agriculture and sustainable practice.</p>
<p>Construction of footpath link between Wattle way and Mount Shadforth road. Kwoorabup pedestrian bridge undergoing maintenance.</p>
<p>Review of Town Policies will need to be undertaken in conjunction with or following TPS review.</p>
<p>Purchase of 2 e-vehicles in corporate fleet, and 3 hybrid leased vehicles. Future EV purchases will be considered depending upon budget and fit for purpose matters.</p>

Purchase of e-bike for Shire staff use.
Incorporated into LPS and TPS review.
Council commitment of funds towards installation of fast e-charging station in CBD. Current trickle charging station for public use.
Crumb rubber material considered for sealed roads along Mt Shadforth Rd, She-oak Drive, and Ti-tree Lane however not undertaken due to temperature conditions outside of summer months. Fibredec being considered as an alternative engineering solution.
Resourcing and time constraints.
Potential for promotion of active transport alternative modes of transport through Recreation Centre and Shire Community Events
Regional Climate Alliance ESD project on auditing of Shire facilities scheduled for completion by June 2024.
Pending LPS endorsement and resourcing.
Waste audit on small business and waste education workshop being conducted with Green Skills to promote sustainable alternative materials in an effort to reduce waste to landfill.
Shire facilitated Plastic Reduction Denmark in utilisation of reusable sustainable festive events bunting for Shire events for Christmas and Australia Day celebrations.
Seed Library completed 2021.

Lease and MOU with Green Skills to manage Tip Shop.
Garage Sale Trail annual event facilitated by Shire to raise awareness and encourage community to adopt ethos of circular economy. Waste audits and education workshops conducted with NFP and in collaboration with Chamber of Commerce
Ongoing quarterly Regional Waste Alliance meetings stakeholder representation.
Installed compostable/biodegradable dog litter bags at all Shire sites.
Reel-It-In Bins also could be considered for installation at key Shire coastal sites to reduce fishing line injuries to marine life.
Annual liaison with DSHS re providing support and resources for schools Clean Up Australia Day.
Waste Reform Working Group dissolved 21/22 and absorbed into the Sustainable Projects Committee.
Green waste processing and FOGO feasibility study underway 21-22.
Green waste processing and FOGO feasibility study underway 21-22.
Current investigations into feasibility of FOGO.
Current implementation of bin-lid colour standardisation rollout in early 2022. 95% completed by end of 21-22.
Resourcing and time constraints. Sustainable Projects Team newly formed in July 2022.

Requires additional resourcing.
Plastic Free July and WA Plan for Plastics promotion to Shire staff and community on Shire website.
GHG emission baseline data collated for 20-21 financial year as part of Regional Climate Alliance project. Current investigations into appropriate software platform for future GHG emission monitoring and reporting.
Investigations into PPA conducted - not considered preferable option as ties into long term commitment preventing alternative sourcing of renewable energy sources.
Included in 2022-23 Council budget.
Current investigations into feasibility of installation of solar PV's on all Shire facilities through PRD.
Encouragement of life cycle analysis on developments incorporated into LPS (including renewable energy sources where applicable). Review of TPS and Town Policy No.41 required, pending LPS endorsement.
Pending LPS endorsement and resourcing.
Totally Renewables Denmark stakeholder forum supported by Shire facilitated by Green Skills - June 2022