

**MONASH COLLEGE
ENVIRONMENTAL
SUSTAINABILITY PLAN
2023-2026**



From the **Chief Executive Officer**



I am pleased to present the Monash College Environmental Sustainability Plan 2023-2026. Education holds tremendous power in driving positive change worldwide. As an education provider, we have a responsibility to lead by example and demonstrate our commitment to environmental sustainability.

We understand that environmental sustainability is no longer an option but a necessity. The global climate crisis requires urgent action, and we are dedicated to playing our part in addressing this challenge. This plan outlines a set of targets and initiatives designed to reduce our environmental impact and promote sustainable practices across all aspects of our business.

Our commitment to environmental sustainability goes beyond reducing our carbon footprint. We believe that sustainability is a holistic concept that encompasses environmental, social, and economic considerations.

Taking a triple-bottom-line approach, our plan ensures that our sustainability endeavours benefit not only our employees and students but also the wider community.

I would like to thank everyone who has contributed to the development of this plan, especially the Environmental Sustainability Working Group. We are excited about the opportunities ahead of us and look forward to working together to create a more sustainable future.

Jo Mithen
Chief Executive Officer

MONASH COLLEGE recognises that its Australian campuses are located on the unceded lands of the People of the Kulin Nations, and pays its respects to their Elders, past, present and emerging.

Monash is committed to fostering a society that recognises, respects and includes Indigenous peoples, cultures and knowledge.

The College will contribute to the creation of this society by working with and celebrating Aboriginal and Torres Strait Islander peoples, cultures and knowledge, as well as Indigenous peoples of other places where Monash has a campus or major presence.

MONASH COLLEGE is committed to supporting and contributing to the Uluru Statement from the Heart process for a First Nations Voice to the Commonwealth Parliament of Australia.

Background

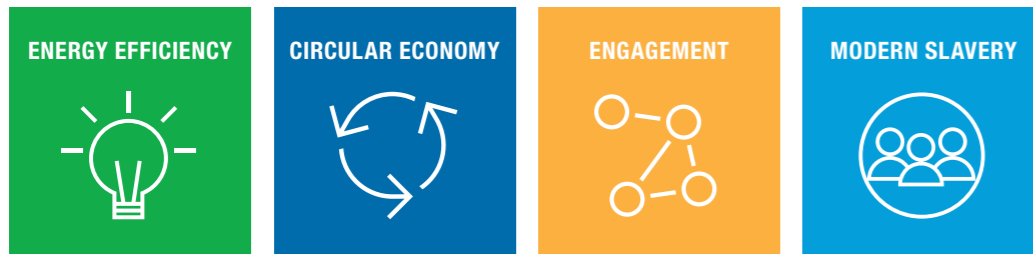
Environmental sustainability is becoming increasingly important as the world faces a range of environmental challenges, including climate change, resource depletion, and pollution.

The College acknowledges its role to take responsibility for its environmental impact and play a part in creating a sustainable future. The inaugural Monash College Environmental Sustainability plan provides a framework for the College to work towards reducing our environmental footprint and promote sustainable practices.

The Sustainability Plan **Four Pillars**

The Monash College Environmental Sustainability Plan sets out the four pillars by which Monash College intends to achieve its sustainability goals from 2023 – 2028.

Modern slavery is incorporated into the plan as part of the College's commitment to sustainable procurement. Each pillar has been aligned to corresponding United Nations Sustainable Development Goals.



The first objective of the plan is to conduct a comprehensive assessment of the College's current environmental impact. Specifically, the plan outlines goals to evaluate energy usage and waste generation. This data will serve as a foundation for establishing specific targets and benchmarks.

Setting clear benchmarks for data targets is a goal as there is no historical data for comparison. The College moved into the 750 Collins Street campus in September 2021, with students returning progressively throughout 2022. This was the first time that all College operations came together in one building. Occupation commenced amidst the COVID-19 Global Pandemic, a time when Australian borders were closed and a large portion of the workforce worked remotely.

An important aspect of the College's environmental sustainability plan is to promote sustainable behaviours and practices among staff and students. This includes encouraging recycling, reducing energy usage, and promoting sustainable transportation options. By involving College staff and students in sustainability initiatives, the College can create a culture of sustainability.

Progress against the plan will be done through an annual report prepared by the Environmental Sustainability Working Group.

Thank you to the Working Group members who have worked together to craft the Monash College Environmental Sustainability plan. Participation on the working group is on a voluntary basis and their dedication is a true reflection of the **Monash College ASPIRE** values of Sustainability and Passion.

Adam Purdy

Billie Mertens, Chair

Cassandra Norton

Celeste Medcalfe

Liz Sachse

Martina Tan

Maryam Rahou

Robyn Dyt

Stephen Lowery

A special thanks to the following Monash University colleagues that shared their knowledge and time to guide the working group:

Paul Barton, Director – Business Support, Buildings, Property and Development

Shane French – Sustainability Coordinator, Buildings, Property and Development

Kendra Wasiluk – Program Director, Net Zero and Sustainability, Planning

Sue Powell – Senior Waste and Circular Economy Coordinator, Business Support

Goal Pillars



Energy Efficiency

Net Zero by 2030 The initiative aims to facilitate the transition to an energy-efficient, renewable energy-powered future by transforming and utilising campus assets.

GOALS	ACTIVITIES	TIMEFRAME	MEASURES	WHAT WE NEED TO GET THERE
Develop Building Optimisation	Set long-term carbon goals based on 2022 data.	Q1, 2024	Get a report from MU quarterly.	750 Collins Street Building Data (current stats/energy usage) Electricity and gas and convert to carbon footprint.
	Benchmark Data against good practice buildings in the area.	Q2, 2025	NABERS rating.	NABERS ratings – Education buildings are getting added in 2024, following which the College can benchmark against other education building.
Carbon Neutral by 2025 (MU Net Zero 2.0 – Bolder, Bigger and Broader)	Life cycle assessment of certain products.	Q2, 2024	Number of assessments completed.	Life cycle analysis literacy and products specified.
	Introduce EoL (End of life) Processes.	Q2, 2024	Process rolled out.	Access to the MU renewals network.
	Document the Carbon Footprint for the College.	Q4, 2023	Established periodic reduction goals.	750 Collins Street Building Data (current stats/energy usage)
	Document water footprint.	Q4, 2023	Established periodic reduction goals.	750 Collins Street Building Data (current stats/energy usage)
	LED Lighting Installations in bathrooms at 750 Collins.	Q4, 2023	All bathroom lights replaced.	MU to install. MC facilities will follow up.
Low Carbon Energy	Project prioritisation incorporates sustainability impacts in decision matrix.	Q2, 2024	Project framework includes a sustainability measure.	Updated project framework.
	Green air travel – flying carbon neutral commitment.	Q2, 2023	Adopted into Policy.	MU data travel data and finalisation of travel contract.
	Go Digital.	Q4, 2024	Compare quarterly orders with winc (paper supplier).	Use digital documents instead of printed documents.
	Promote riding to work.	Q4, 2023	How many people utilise the EOT facilities.	Promote via workplace and student newsletter. Make sure End Of Trip (EOT) facilities are maintained and open to improvements if necessary.
Divestment from fossil fuels	Tap into MU's windfarm to offset.	2024	Monash currently has 4 megawatts of on-site installed solar capacity. Monash also has a renewable energy power purchase agreement with the Murra Warra Wind Farm and purchased 351,533GJ of off-site renewable energy in 2020.	
		2024-2025	Monash requires all fund managers to be signatories to UNPRI. Less than 1% of the University's indirect investments in index funds are exposed to fossil fuel industries. Monash continues to engage with index fund managers to further eliminate fossil fuel investment exposures.	

UN Goal Alignment – Primary



Secondary (as a result) – Life on Land, Climate Action, Life Below Water, Quality Education, Good Health and Well-Being, Clean Water and Sanitation and Industry, Innovation and Infrastructure.



Circular Economy

Our circular economy strategy aims to minimise waste to landfill and transition from co-mingled recycling to “close the loop” on valuable materials through a range of better business practices and infrastructure investment. “borrow-use-return” Model.

GOALS	ACTIVITIES	TIMEFRAME	MEASURES	WHAT WE NEED TO GET THERE
Develop and achieve waste targets	<ul style="list-style-type: none"> > Weighing waste > Promotion of targets. > Regular check in on targets. > Staff and student awareness campaigns. 	Q4, 2023 – Q1, 2024	Month on month waste reduction.	Data from MU under the new waste management agreement
Reduction in Organic Waste	<ul style="list-style-type: none"> > Staff and student awareness campaigns. > Run challenges for zero waste lunches. > Food waste event fair. 	On-going.	Weight of organic waste. Staff/student participation numbers.	Mechanism to report on organic waste. Reporting on waste post-events.
Reduce Waste – Towards Zero Waste	<ul style="list-style-type: none"> > Reuse or donate E-waste. > Ban on soft-plastics. > Reuse old/broken furniture. > Reduce paper coffee cups. > Promotion of less waste products for staff and students (see sustainability fair). > Student tours to recycling centres. > Promotion of re-use practices. > Recyclable awareness campaigns. 	On-going.	Weight of recycled products. Number of reuse/sell events held. Increase in recyclable products used. Collection points for recyclable products implemented. Borrow cup initiative implemented.	Definition and awareness of soft plastics. Understand selling furniture policies. Student excursion program development. Identification of recyclable programs to participate in. Policy/process developed and implemented.
Sustainable Procurement Practices	Procurement practices that support reuse rather than new.	2025		Updated Procurement Policy. College wide awareness campaign.
Invest in new tech to help reduce waste	(e.g. Biogas Digesters)	2026-2027	Dollars invested and implementation of technology.	Budget and research.

UN Goal Alignment – Primary



Secondary (as a result) – Decent work and Economic Growth, Life on Land, Clean Water and Sanitation, Life Below Water, Zero Hunger, Quality Education, Partnerships for the Goals, Affordable and Clean Energy



Engagement

Monash College acknowledges that achieving net-zero goals is a community effort, through engaging on-campus events, education and training and enhancing the visual presence of sustainability on campus, Monash College aims to create a culture of sustainable practices within the College community.

GOALS	ACTIVITIES	TIMEFRAME	MEASURES	WHAT WE NEED TO GET THERE
An increase of staff and student engagement with sustainability events and communications, year on year.	<ul style="list-style-type: none"> > Incorporate days of recognition into an annual event plan. > Increase staff and student communications. > Host an annual sustainability Fair. > Link to industry events. > Annual Participation in Green Impact. 	25% year-on-year increase.	<ul style="list-style-type: none"> > Attendance rates – 25% staff participation in sustainability initiatives. > Click/open rates. > Number of staff/students involved in Green Impact. 	<ul style="list-style-type: none"> > Budget for events. > Events calendar. > Communication Plan.
85% of staff feel the College is environmentally responsible.	<ul style="list-style-type: none"> > Promote and host events that resonate with staff and promote the College's sustainability goals. > Identify sustainability KIPs. > Definition of what would constitute an environmentally responsible campus. > Annual participation by staff and students in Green Impact. 	Ongoing. Staff survey in 2024 to include relevant questions.	> Staff Survey results.	<ul style="list-style-type: none"> > Question on next staff survey. > Promotion of activities the College is undertaking. > KPIs that speak to environmental responsibility.
Engage Education – Sustainability practices embedded in the curriculum.	<ul style="list-style-type: none"> > Meet with the Education Leadership team. > Understand the Education Plan. 	Engage education (2023) Embedded in curriculum 2027 (end goal)	> % of units that have embedded sustainability into the curriculum.	> Buy in and leadership from the Education team.

UN Goal Alignment – Primary



Secondary (as a result) – Decent Work and Economic Growth, Good Health and Well-Being, Industry, Innovation and Infrastructure, Climate Action.



Modern Slavery (MS)

Monash College is committed to preventing all forms of Modern Slavery. The College is committed to implementing and enforcing mitigating controls to the risk of Modern Slavery to ensure Modern Slavery is not taking place in business operations or supply chains. Monash College will continue to improve its approach to protecting individuals from serious forms of exploitation and abuses of human rights. The College's Modern Slavery goals have been developed in reference to the MU five-year Modern Slavery Plan. Modern slavery is incorporated into our sustainability plan as part of our commitment to sustainable procurement.

YEAR	MU FIVE – YEAR PLAN OBJECTIVES	MC ACTIONS	MEASURES	WHAT WE NEED TO GET THERE
2023	Training program review.	Participate in the review.	Review completed.	
	Expanded compliance monitoring.	<ul style="list-style-type: none"> > Internal audit of staff recruitment process. > Catering services review. > Implementation of Supplier Code of Conduct, including the creation of a working solution for small scale suppliers. 	<ul style="list-style-type: none"> > Number of actions arising from IA closed by year end > Creation of a preferred caterer list and compliance with the list, > Adoption of Code of Conduct by MC Suppliers – targeting 100% adoption. 	VMA Form updated to include Modern slavery statement question. (Roll out/education how to use).
	Offshore agreement and sourcing templates update.	Roll out host agreements with Modern slavery clauses.	Templates updated and in use.	Review of agreements to understand which ones are expiring in 2023
	Implementation of operational framework.	Support implementation and roll out.	TBC as part of the MS Working Group.	
	Expand offshore training rollout.	100% of offshore partner senior staff complete the training module.	Completion rates.	Module roll out.
2024	Identify risks in onshore research and education activities.	<ul style="list-style-type: none"> Undertake a risk assessment of MC purchase activities. Review of catering services with no issues identified. 	Low risk outcome.	
	Continuous Improvement for onshore entities.	Develop an action plan based on risk assessment.	Action plan developed and monitored.	
	Continue to expand offshore training.	Continue to administer and monitor training module completion rates.	100% completion rates + 100% assigned to new roles.	
		Submit Modern Slavery Statement to MU.	Board approves statement for submission.	Working group to prepare the report.
	Offshore research and education.	Alignment to MU actions.		Direction from MU.
2025	Continuous improvement.	Continuous improvement.		
	Program review.	Participate in Modern Slavery Program review with MU.		
		Submit Modern Slavery Statement to MU.	Board approves statement for submission.	Working group to prepare the report.

The plan will be updated to align with MU's next five-year plan post-2025.

UN Goal Alignment – Primary



Secondary (as a result) – Decent Work and Economic Growth, Responsible Consumption and Production, Reduced Inequalities, Sustainable cities and communities, Peace justice and strong institutions, zero hunger

How staff can get involved

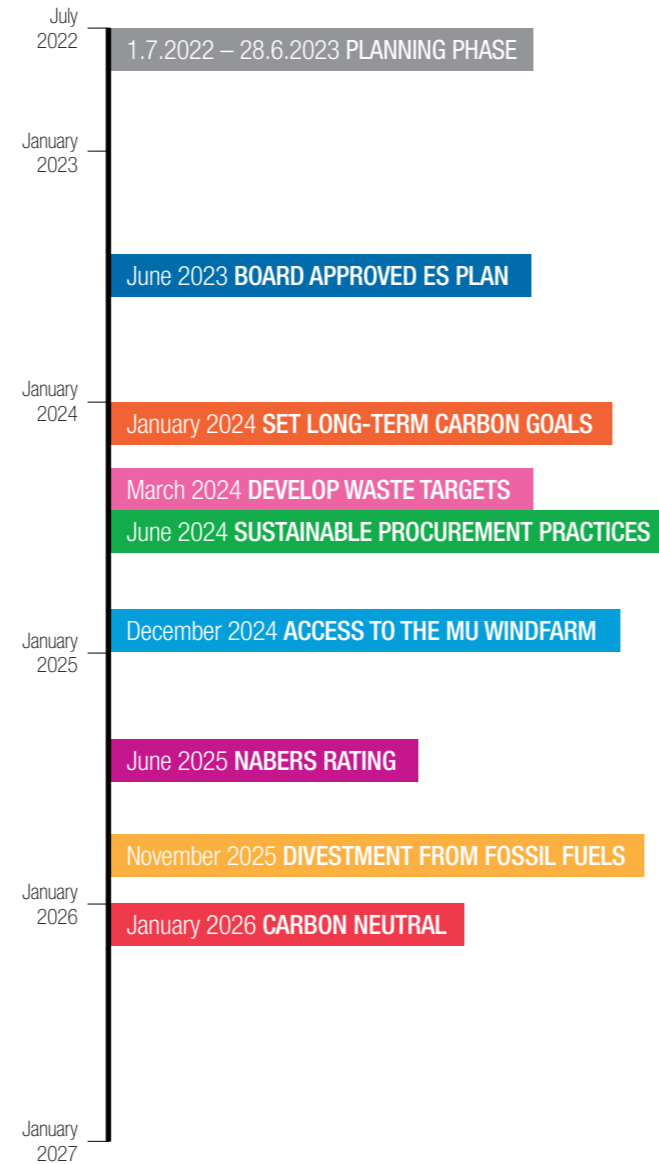
The College recognises that our staff and students are key to the success of the environmental sustainability plan. Staff are encouraged to get involved through the following avenues:

- > Attend an event/stall promoted by the Environmental Sustainability Working Group.
- > Participate in Green Impact. Don't know what Green Impact is? Have a chat with an ESWG member.
- > Consciously think about sustainable practices you can adopt in your day-to-day job.
- > Submit an idea to the ESWG.
- > Join the ESWG.

How Students can get involved

- > Attend an event/stall promoted by the Environmental Sustainability Working Group.
- > Volunteer to work at a stall/event run by ESWG.
- > Participate in Green Impact. Don't know what Green Impact is? Have a chat with an ESWG member.
- > Consciously think about sustainable practices you can adopt in your day-to-day activities i.e. commute to the College, what you have for lunch.
- > Submit an idea to the ESWG.
- > Join the ESWG.
- > Encourage your friends to get involved.

Timeline



monashcollege.edu.au

CRICOS provider: Monash University 00008C
CRICOS provider: Monash College Pty Ltd 01857J
Monash College Pty Ltd ACN: 064 031 714
RTO Provider Number: 45061
Monash College TEQSA Provider ID: PRV12139
Monash University TEQSA Provider ID: PRV12140
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