



# Environmental Sustainability Action Plan

2026-2030

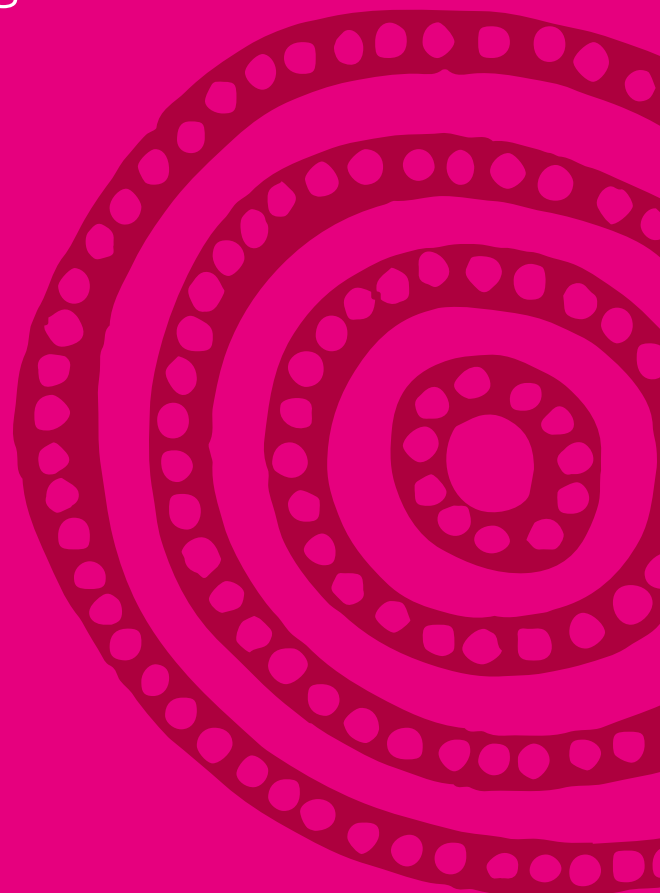
Building a sustainable  
future for all

**MISSION  
AUSTRALIA**

# Acknowledgement of Country

We acknowledge the traditional custodians of this Country, and we pay our respects to Elders past and present for they hold the memories, the culture and dreams of Aboriginal and Torres Strait Islander peoples.

We recognise and respect their cultural heritage, beliefs and continual relationship with the land and we recognise the importance of the young people who are our future leaders.



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# CEO foreword

## Building a sustainable future for all

**Climate change is one of the greatest challenges of our time**, and its impacts are felt unevenly across our society. At Mission Australia, we care about our planet and see how environmental pressures deepen existing social and economic disadvantage. That's why we are committed to reducing our own emissions and supporting the individuals, families and communities we work with to adapt to a changing climate. Our actions towards environmental sustainability are focused on making a difference for the people and communities we serve.

Our **Environmental Sustainability Action Plan 2026–2030** builds on the foundations of our previous environmental strategy and outlines the next stage of our journey toward a fairer, more sustainable country. Guided by expert insights across our organisation, this plan sets clear priorities to reduce our environmental

impact, strengthen resilience and help us progress toward our net zero 2050 target.

We will focus on reducing our impact on the environment while helping people and communities to adapt to climate change. We are taking action to cut emissions, use energy more efficiently, transition to renewable energy and reduce waste. At the same time, we are preparing our organisation and services for climate challenges, working with people and communities to strengthen resilience, and advocating for fair policies that support a low-carbon, sustainable future.

I am excited to embark on this Action Plan to ensure we remain accountable, reduce our environmental impact, and support those most affected by climate change.

**Together, we are building hope, possibility and a sustainable future for all.**



A handwritten signature in blue ink that reads "Sharon Callister".

**Sharon Callister**

Mission Australia CEO

# About us

**At Mission Australia, we believe in hope and possibility for all.**

**With more than 165 years of experience meeting human need, we are one of the largest and most trusted for-purpose community service and housing providers in the country.**

As a national non-denominational Christian charity, our values of respect, compassion, integrity, perseverance and celebration are at the heart of all we do.

Every day, we deliver homelessness services, provide social and affordable housing, help families, children and young people thrive, improve mental health and wellbeing, support people with disability, provide pathways to employment and financial stability, strengthen communities, offer alcohol and other drug support, and more.

Backed by our supporters, partners, funders and collaborators, we welcome and work alongside people and communities of all backgrounds, ages and beliefs who seek our support, providing excellent services and safe, secure homes that offer hope and lasting impact.

With our evidence and courageous voice, we advocate for a fairer nation and better outcomes for the people and communities we serve.

Guided by our bold **Strategy 2030**, we're focused on delivering more safe, secure homes, expanding our impact and strengthening our organisation to meet the growing needs of people across Australia.

# Together, we're building hope and possibility for all.

# Our commitment

**We are committed to meaningful action on climate change to fulfil our vision of building hope and possibility for all.**

**We recognise that climate change can exacerbate existing inequalities, entrenching a cycle where the greatest risks are borne by those with the fewest resources.**

**As a Christian organisation, we also recognise our responsibility to care for and nurture our planet, as well as supporting people to flourish.**

**By reducing our ecological footprint, building climate resilience together with the people and communities we serve, and advocating for inclusive decision-making and fair policies, we are working towards a just, equitable and sustainable future for all.**

## Our approach

Our **Environmental Sustainability Action Plan 2026–2030** builds on the solid platform established through our **Climate and Environmental Sustainability Strategy and Action Plan 2023–2025**. Extensive consultation with subject matter experts across Mission Australia has shaped the priorities, targets and actions that guide this next phase.

Our Action Plan is focused on supporting the people and communities most affected by climate impacts. Climate change compounds existing social and economic pressures, making it harder for some groups and communities to prepare for, withstand and recover from climate-related events. Recognising this, we approach climate change not only as an environmental challenge but as a matter of equity and wellbeing.

Our Action Plan is organised around two mutually reinforcing streams:

### **Climate mitigation:**

We will actively reduce our greenhouse gas emissions as we work toward our net zero 2050 target. Our efforts include expanding the use of renewable energy, improving energy efficiency across our operations, and minimising waste. Through these actions, we contribute to slowing global warming and reducing future climate risks.

### **Climate adaptation:**

We will strengthen the resilience of the people and communities we serve by supporting their capacity to navigate current and emerging climate impacts. This includes establishing a coordinated national approach to climate adaptation and advocating for policies that enable a fair and inclusive transition. Our aim is to ensure communities are equipped to thrive in a changing climate and to harness opportunities that arise along the way.

# Environmental Sustainability Action Plan 2026–2030

## Our strategic aspiration

To be a **resilient and sustainable** organisation that responds to the impacts of climate change and helps build a sustainable future for all.

## Our strategic intent

To build on the foundational work undertaken through our previous environmental actions, **advance us toward our goal of net zero by 2050** and build **climate resilience** with the people and communities we serve.

## Domains



### Our organisation

**Environmental sustainability** is fundamental to realising our vision of building hope and possibility for all. We will hold ourselves accountable on environmental progress, enable our people and prepare and respond to climate risks and opportunities.

#### Objectives:

- Be accountable
- Enable our people
- Prepare and respond



### Our footprint

Taking **environmental action** aligns strongly with our Founding Purpose, values and Strategy 2030. We will reduce our greenhouse gas emissions and support the transition to **net zero by 2050**, reduce consumption and waste, and enhance the **sustainability** of assets and buildings.

#### Objectives:

- Reduce energy and emissions
  - Introduce circular economy principles
  - Enhance sustainability of assets and buildings




### Our community

Climate change compounds existing social and economic pressures. We will support **climate resilience and adaptation** for the people and communities we serve, and be a strong advocate for equity and wellbeing.


#### Objectives:

- Support climate resilience and adaptation
- Advocate for change


# Environmental Sustainability Action Plan 2026–2030

	FOCUS AREA	ACTION	TIMEFRAME
 <p><b>Our organisation</b></p>	<p><b>Be accountable</b></p> <p>Report transparently on progress</p>	<p><b>1.</b> Undertake annual reporting on environmental sustainability activity and progress.</p>	Annually, FY26-30
		<p><b>2.</b> Develop data and processes required to a) report on and b) improve performance against environmental indicators in ESG reporting.</p>	Continual as needed, FY26-30
		<p><b>3.</b> Meet any emerging mandatory environmental disclosures including under accounting standards or other government requirements.</p>	FY26-30
		<p><b>4.</b> Engage with external stakeholders on our sustainability work, including maximising engagement with Sustainability Advantage.</p>	Continual, FY26-30
	<p><b>Enable our people</b></p> <p>Embed sustainability awareness, culture and capacity building across the organisation</p>	<p><b>5.</b> Embed a culture of sustainable practices and understanding through knowledge sharing and staff engagement.</p>	Continual, FY26-30
		<p><b>6.</b> Encourage staff to become Green Champions and provide appropriate training and support.</p>	Continual, FY26-30
		<p><b>7.</b> Integrate sustainability into staff position descriptions via KRAs for relevant specialist roles and a generic sustainability statement of expectations in all PDs, allowing for flow-through to professional development plans.</p>	Mar-26
		<p><b>8.</b> Educate Directors on sustainability issues as part of director education.</p>	As needed, FY26-30
		<p><b>9.</b> Conduct a high-level climate risk assessment to begin identifying potential climate-related risks and opportunities, and continue to monitor and review climate risks and build adaptation opportunities as part of Mission Australia's regular risk management processes.</p>	Ongoing, FY26-30
		<p><b>10.</b> Continue to implement policies and practices for disaster preparedness and recovery at Mission Australia.</p>	Ongoing, FY26-30
		<p><b>11.</b> Integrate climate considerations more systematically into broader financial planning and long-term budgeting, particularly via CapEx opportunities.</p>	Ongoing, FY26-30
	<p><b>Prepare and respond</b></p> <p>Integrate environmental sustainability into all relevant business processes to support climate change-ready action</p>	<p><b>12.</b> Centralise and share information about environmental funding opportunities and government-funded programs that can be used to support sustainability/waste projects or activities for Mission Australia and the people we serve.</p>	Ongoing, FY26-30
		<p><b>13.</b> Update legal processes to incorporate sustainability considerations at tender and contract stages, focusing on large projects, building a precedent library of relevant contract clauses</p>	FY26-27
		<p><b>14.</b> Design a sustainability assessment tool for use in EPMO processes.</p>	FY26-27
		<p><b>15.</b> Include sustainability considerations in the Opportunity Assessment process, including climate risk.</p>	FY26-27


# Environmental Sustainability Action Plan 2026–2030

	FOCUS AREA	ACTION	TIMEFRAME
 <p><b>Our footprint</b></p>	<p><b>Reduce energy and emissions</b></p> <p>Reduce Mission Australia's greenhouse gas emissions by 42% by 2030</p>	<p><b>16.</b> Regularly track and review Scope 1 and Scope 2 emissions to track progress to emissions reduction target, and prepare to collect and measure Scope 3 emissions.</p>	Ongoing, FY26-30
		<p><b>17.</b> Complete LED upgrades and energy-saving measures across selected sites. Lighting: Annie Green Court, Kingswood MAC, Brookvale</p>	FY26-27
		<p><b>18.</b> Implement the phased installation of solar systems across Mission Australia identified freehold properties: NSW (FY26-27) WA and Vic (FY27-28) QLD (by FY30)</p>	FY26-30
		<p><b>19.</b> Consider renewable electricity options as part of next energy procurement round (PPAs, GreenPower, or LGCs)</p>	From July 2027
		<p><b>20.</b> Strengthen electricity usage data collection and reporting processes.</p>	FY26-27
		<p><b>21.</b> In the short-term, expand hybrid vehicle uptake to 80% of vehicles where possible.</p>	FY27-28
		<p><b>22.</b> Conduct electric vehicle pilot to identify suitable vehicles for electrification</p>	FY26-FY27
		<p><b>23.</b> Implement progressive fleet electrification, where geographically suitable</p>	FY27-FY50
		<p><b>24.</b> Develop charging infrastructure strategy (home, public, site-based)</p>	FY27-FY28
		<p><b>25.</b> Electrify gas systems at end of equipment life.</p>	FY27-FY40
		<p><b>26.</b> Avoid new gas connections in all new buildings.</p>	FY26 onward
		<p><b>27.</b> Implement office recycling and FOGO programs at key sites</p>	FY26-FY27
		<p><b>28.</b> Establish state-wide waste contract for freehold sites with regular reporting</p>	FY27-FY28
		<p><b>29.</b> Review travel policies and practices to reduce business flights</p>	FY26-FY27
		<p><b>30.</b> Monitor and report flight emissions.</p>	FY26 onward

# Environmental Sustainability Action Plan 2026–2030

	FOCUS AREA	ACTION	TIMEFRAME
 <p><b>Our footprint</b></p>	<p><b>Introduce circular economy principles</b></p> <p>Reduce consumption, procure sustainably, use resources for as long as possible and reduce waste to landfill</p>	<p><b>31.</b> Reduce consumption through sharing of resources, reduce water consumption, reduce waste to landfill and reduce paper dependence.</p>	Ongoing, FY26-30
		<p><b>32.</b> Improve waste contracting and reporting arrangements where possible, for;</p> <ul style="list-style-type: none"> <li>a) Mission Australia freehold properties,</li> <li>b) Mission Australia leasehold properties,</li> <li>c) Mission Australia Housing properties.</li> </ul>	FY26-28
		<p><b>33.</b> Implement foundational and targeted activities to support the development of sustainable procurement governance, raise awareness and increase uptake of sustainable procurement practices across the organisation.</p>	FY26-30
	<p><b>Enhance sustainability of assets and buildings</b></p> <p>Climate-proof our physical infrastructure and reduce emissions</p>	<p><b>34.</b> Include sustainability considerations in design guidelines for;</p> <ul style="list-style-type: none"> <li>1) Mission Australia freehold properties and;</li> <li>2) Mission Australia Housing housing growth.</li> </ul>	FY26-28
		<p><b>35.</b> Assess existing Mission Australia Housing and Mission Australia freehold stock to identify opportunities for LED upgrades, energy-saving measures and other sustainability upgrades, develop business cases for priority retrofitting and improvements and seek appropriate funding sources.</p>	Ongoing, FY26-30
		<p><b>36.</b> Embed environmental sustainability as a relevant consideration in the new Mission Australia Housing Strategic Asset Management Plan and collect relevant data in Assetic.</p>	FY26-28
		<p><b>37.</b> When new leases are being negotiated, include sustainability considerations in the fitout planning and design process and during lease negotiations process where appropriate based on a leasehold property type/location matrix.</p>	Ongoing, FY26-30

# Environmental Sustainability Action Plan 2026–2030

	FOCUS AREA	ACTION	TIMEFRAME
 <b>Our community</b>	<p>Support climate resilience and adaptation</p> <p>Support the people and communities we work with to adapt to climate change</p>	<p><b>38.</b> Develop a climate adaptation approach for people and communities supported by Mission Australia.</p>	FY26-27
		<p><b>39.</b> Update the Strengthening Communities Framework to include a sustainability lens and develop an approach for building community to respond to the impacts of climate change.</p>	By FY30
		<p><b>40.</b> Source clean energy and sustainability upgrades for Mission Australia Housing properties to enhance tenant comfort and reduce financial burden.</p>	Ongoing, FY26-30
		<p><b>41.</b> Work with tenants and people in our programs to enhance energy literacy and climate resilience.</p>	Ongoing, FY26-30
	<p>Advocate for change</p> <p>Join with others to seek policy and systems change</p>	<p><b>42.</b> Work in partnership with Local Aboriginal Land Councils and other stakeholders to incorporate Aboriginal and Torres Strait Islander perspectives on responding to climate change.</p>	Ongoing, FY26-30
		<p><b>43.</b> Partner with like-minded organisations to advocate for effective climate action.</p>	Ongoing, FY26-30
		<p><b>44.</b> Raise public awareness of the short and long-term impacts of climate change and natural disasters on vulnerable and disadvantaged communities.</p>	Ongoing, FY26-30



# Together, building hope and possibility for all

## Contact us

For further information,  
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# MISSION AUSTRALIA