



# Workplace Gender Equality Agency Emissions Reduction Plan

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# Acknowledgement of Country

The Workplace Gender Equality Agency acknowledges the Traditional Owners and custodians of the of the lands on which we work, and we pay our respects to their Elders past and present.

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# Accountable Authority Sign Off

The Australian Government released the Net Zero in Government Operations Strategy in November 2023, setting out the overall approach and action required by Commonwealth entities to achieve the APS Net Zero 2030 target.

The Net Zero in Government Operations Strategy represents a strong commitment by the Australian Government to lead by example on emissions reduction and contribute to the decarbonisation of Australia's economy.

The Workplace Gender Equality Agency (WGEA/Agency) is committed to the achievement of the Government's APS Net Zero 2030 target. The WGEA is following the APS Net Zero 2030 target in full, as per the Net Zero in Government Operations Strategy.

This Emissions Reduction Plan describes the priorities and actions WGEA is taking to reduce our operational emissions and contribute to the APS Net Zero 2030 target.

SIGNED BY ACCOUNTABLE AUTHORITY



Janette Dines

A/g Chief Executive Officer

20 September 2024

# Emissions Reduction Plan

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## Purpose

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WGEA is responsible for managing and implementing emissions reduction initiatives set by the Australian Government's [Net Zero in Government Operations Strategy](#) (the Strategy) developed by Department of Finance. The Strategy sets out the Australian Government's approach to achieving net zero greenhouse gas emissions from its operations by 2030 and the reinstatement of public emissions reporting.

The goal of this Emissions Reduction Plan is to provide a pathway for the WGEA to contribute to the achievement of the APS Net Zero 2030 target through emissions reduction activities. This plan encompasses existing and new priorities and actions within WGEA to reduce emissions.

This Emissions Reduction Plan has been completed in accordance with the Strategy, associated guidance and reporting standards for annual emissions reporting.

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## Net zero greenhouse gas emissions

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APS Net Zero 2030 is the target set by the Australian Government to achieve net zero greenhouse gas emissions from government operations by the year 2030. It includes scope 1 and scope 2 emissions from activities in Australia and its territories, as described in the Strategy. The APS Net Zero 2030 target applies at the aggregate level to non-corporate Commonwealth entities and generally covers the entirety of the entity's organisation. From an organisational perspective, this means minimising the greenhouse gas emissions that are within our control.

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## Governance and reporting

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Progress against actions identified within this Emissions Reduction Plan, and any additional measures adopted, will be included in our annual reports. This, combined with annual emissions reporting, will be used as a measure of WGEA's progress towards reducing its emissions.

As part of the Net Zero in Government Operations Annual Progress Report, the Department of Finance will aggregate these measures to provide whole-of-Australian Government emissions reporting.

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## Workplace Gender Equality Agency Operational context

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WGEA operates with one office in Sydney NSW with up to approximately 58 staff. With hybrid working arrangements, including fully remote working, our staff are located across a number of states. The Agency is a tenant in a non-Commonwealth-owned building in Sydney CBD.

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## Baseline emissions

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Baseline emissions are a record of greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. The baseline emissions from financial year 2022-23 are the reference point against which emissions reduction actions can be measured.

The baseline emissions for this plan focus on scope 1 and scope 2 emissions, consistent with the APS Net Zero 2030 target. Electricity-related emissions were calculated using the location-based method. The complete 2022-23 greenhouse gas emissions inventory tables for WGEA are presented in our 2022-23 annual report.

Baseline year	Financial year 2022-23
Scope 1 emissions	N/A
Scope 2 emissions	24,312 tCO <sub>2</sub> e
Total emissions	24,312 tCO <sub>2</sub> e

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## Engagement

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In the development of this plan WGEA has been working with

- Department of Finance
  - Climate Action in Government Operations –to ensure that this plan aligns with the Net Zero in Government Operations Strategy and the Commonwealth Climate Disclosure requirements.

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## Emissions reduction targets

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WGEA is following the APS Net Zero 2030 target in full, as per the Net Zero in Government Operations Strategy. The target covers the entirety of our entity’s operations within Australia and its territories for scope 1 and scope 2 emissions, as described in the Strategy.

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## Priorities and actions

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For WGEA to contribute to the achievement of the APS Net Zero 2030 target, targeted action on existing emissions reduction measures and the introduction of further or new measures is required. This action is provided below:

- Procuring renewable electricity
- Improving building energy efficiency
- Travel arrangements
- Sustainable procurement

Other actions

- Staff engagement

## Electricity

### Renewable electricity

As a tenant of 751sqm in Sydney CBD, sign up to participate WoAG procurement when available in our jurisdiction and as soon as possible replace electricity contract with renewable electricity. Once in place this should reduce up 90% of emissions.

*ACTION:* Consult with the Department of Finance to ensure participation in WoAG electricity procurement as per the Strategy, and look to replace electricity contract with renewable electricity.

## **Buildings**

Engage with Landlord on energy efficiency

As a tenant of 751sqm in Sydney CBD, our tenancy currently meets the Net Zero Government Operations Strategy building requirements of 5.5 NABERS Energy rating.

*ACTION:* Seek annual assurance that heating and ventilation and air conditioning are operating as efficiently as they can as per original manufacturer equipment specifications, and all regular maintenance is occurring. Confirm that building management system is running strictly to operational requirements and if not seek for it to be tuned. Inquire with landlord that where plant and equipment are bring upgraded that they are all electric.

## **Travel**

Travel Policy

Review of travel and flexible working policy reconfirming that all meetings will use teleconferencing wherever possible over travel.

*ACTION:* Review and update travel policy to enable low-emission sources of transport, such as trains or other land-based transport as opposed to planes. Policy to include reference to use direct flights where possible and selection of accommodation that has NABERS rating where suitable.

## **Procurement**

Procurement Policy

*ACTION:* Review procurement policy in line with the Environmentally Sustainable Procurement Policy where appropriate.

## **Staff engagement**

*ACTION:* Encourage staff to support the Emissions Reductions Plan, and appoint a Chief Sustainability Officer to support and drive education offerings.

# Document Information

## Publication details

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