



FY2024/25

# Annual Sustainability Report

Collaborating to advance nature-positive solutions





# Our region

We **live** in one of the most unique places in the world.

South East Queensland is one of Australia's most desirable & fastest growing regions.

South East Queensland attracts people from around the world because of its climate, liveability, economic opportunities, quality education, biodiversity, natural assets and affordable living.

It is home to around 3.5 million people and is expected to grow by almost 2 million people over the next 25 years.

This growth is exciting, but it brings with it some inherent challenges in managing the region to ensure all the demands on our resources are balanced, so future South East Queensland can continue to be a frontrunner as a region where people love to live, learn, work, invest and visit.

## Acknowledgement of Country

In the spirit of reconciliation, we acknowledge the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

The Healthy Land & Water Annual Report FY24 has been prepared with all due care and diligence using the best available information at the time of publication. Healthy Land & Water holds no responsibility for any errors or omissions within the document. Any decision made by other parties based on this report are the responsibility of those parties.

Cover photo: Getting boots dirty at a Kedron Brook capacity building workshop for the local urban community.

This photo: An aerial view overlooking the Glasshouse Mountains on the Sunshine Coast.

All unspecified images are courtesy of Healthy Land & Water.

This year's report is served in digital format, but we are printing limited copies for use with our corporate clients on an environmentally responsible paper (carbon neutral) and the fibre source is FSC (CoC) Recycled certified. The paper is manufactured from 100% post-consumer recycled paper in a chlorine-free environment process under the ISO 14001 environmental management system.

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## We work in one of the most biodiverse places in the world.

Healthy Land & Water is the go-to official environmental body for South East Queensland. We are one of the 54 regional Natural Resource Management bodies covering every inch of Australia.

We are focused on building the health, resilience and liveability of our beautiful and biodiverse region, and beyond.

We help communities, businesses and government to protect and build the health and resilience of our ecosystems, so that by the time the Olympics and Paralympics roll around in 2032, we can all proudly be part of showcasing our region globally as a sensational place to live, work, invest & play.

Driving more targeted environmental action in the lead up to the games will also help create an environmental legacy which will be a strong foundation to continue to build action for our ecosystems over the coming decades.

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### Launching our first annual sustainability report

This year we have transitioned our annual report to an annual sustainability report. This reflects our commitment to environmental stewardship and transparency as we work to protect and enhance our natural resources across South East Queensland (SEQ).

While some people would say we have been effectively delivering sustainability insights for the region since we came into being over 24 years ago, this year we are formalising our approach.

We are introducing a global standard in sustainability reporting: Environmental, Social, and Governance (ESG), which is used by investors and stakeholders to evaluate a company's impact on society and the environment, as well as its governance practices. We are collecting key metrics which we will now be consistently measuring and reporting on each year.

We have focused on integrating sustainability into every aspect of our operations, ensuring that our projects deliver long-term benefits for both the environment and the community.

Our efforts not only yield significant environmental benefits but also strengthens our community's resilience and connection to the land and water that sustain us.

Our leadership team, our Board, and our high performing committees have been instrumental in driving this vision forward, fostering a culture of innovation, collaboration, and excellence.

I would also like to extend my appreciation to my fellow Board Directors for their valued contributions and support throughout the year.

### Enhancing the prosperity, liveability, and sustainability of SEQ

While our region is one the smallest of the 54 Natural Resource Management regions which cover Australia, SEQ continues to punch above its weight. We support one of the largest and fastest growing populations, a thriving tourism sector and robust production activities, all while being one of the most biodiverse and climate exposed regions in the country. This makes our work all the more important.

We deliver on our mission 'to deliver an environment for future generations to thrive', through innovative projects and strategic partnerships.

What we achieve is only made possible by the tireless efforts of our many partners and stakeholders. There has been an incredible amount of positive impact for our region made by governments, businesses, water utilities, community groups and landholders alike.

Our next big challenge is now how to scale up this incredible work to build a healthier, more resilient region in the face of our growing population, development pressures and the changing climate.

Our focus will be on expanding our impact, fostering innovation, and engaging with our community to create a sustainable and resilient future. Thank you for your continued support and dedication to our collective mission.

**Stephen Robertson**  
Chair



### **Collaborating to advance nature-positive solutions**

This year our team worked with some 4,664 stakeholders on over 109 projects, delivering over \$20.4 million into building the health, resilience and liveability of our beautiful and biodiverse region.

Our focus on advancing nature-positive investment solutions that enhance productivity while prioritising environmental health and liveability is paying off. It is crucial that we shift from sporadic, small-scale investments in nature-based solutions to integrated, landscape-scale investments.

Healthy Land & Water is receiving some well-deserved accolades for its leadership in setting up a partnership structure to enable this investment to flow.

The new ENVestor program is structuring landscape-scale offerings providing investors with a genuine way of meeting their corporate sustainability and ESG commitments. We look forward to building out this initiative in the coming year.

### **Relationships and partnerships**

Effective Natural Resource Management relies on building strong, meaningful relationships with landholders and the communities where we operate. These relationships are essential for achieving landscape-scale change. We recognise that relying solely on crown land will not help us meet the 2030 Kunming-Montreal target of 30% protection, nor the ambitious goals set for nature repair in the Paris Agreement. Our unique collaboration among community, industry, and all levels of government ensures that funding is directed where it is most needed, allowing us to identify capability gaps and empower communities to enhance their resilience.

### **Evidence-informed action for our region**

With over 24 years of data and experience in the region, we have monitored environmental conditions and invested in scientific research to understand the pressures on our ecosystems. We work closely with universities, industry, and landholders to develop tailored solutions. Our Ecosystem Health Monitoring Program has provided critical data on the health of SEQ rivers and Moreton Bay. This data has informed significant investments, such as the \$1 billion upgrade of sewerage treatment plants, which has led to a marked reduction in nutrient pollution. But there is more to do. Healthy Land & Water will continue to provide the evidence to inform future decision making and to report on the success of collective action.

### **Integrated landscape management**

Our approach emphasises the interconnectedness of natural assets, communities, and land use. We must understand how these assets respond to various pressures - such as fire, land use changes and invasive species - and work collaboratively to address legacy impacts and climate-related risks. By fostering trust and long-term relationships within communities, we work to balance productivity with ecosystem health and address the broader implications of environmental degradation on water security and disaster management.

Our established relationships and evidence-based practices position our Natural Resource Management network to deliver scalable solutions to the challenges facing our region and beyond. This strategic planning allows investors to select pathways that align with their objectives while contributing to comprehensive landscape management. The next step is clear: we need the investment to make these solutions a reality.

**Julie McLellan**  
CEO



## Our investment in the region

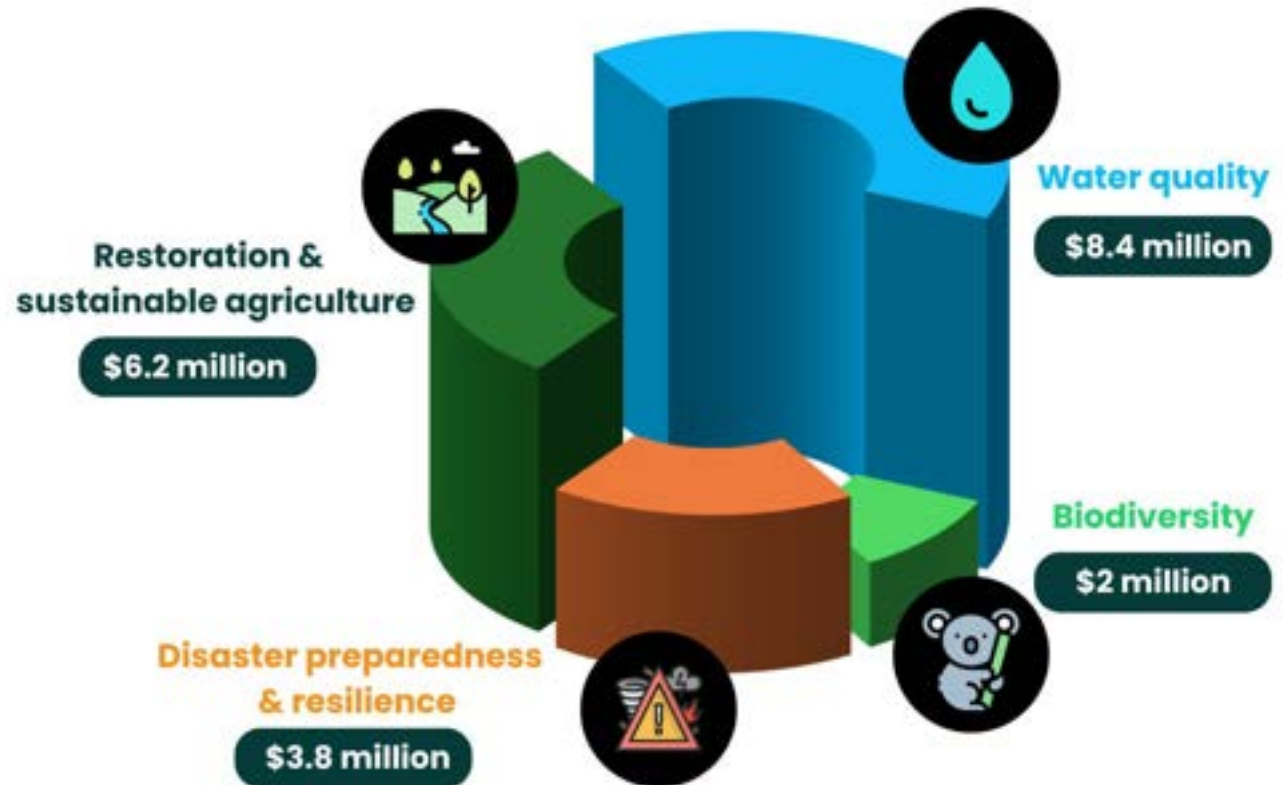
# \$20.4 million

# “

**Healthy Land & Water channels significant funding into building the health, resilience and liveability of our beautiful and biodiverse region.**

Each year we work closely with our large and expanding network of multi-sector partners to deploy hundreds of on-ground projects and provide advice for decision-makers to protect and improve our environs.

- 24+ years of **data and expertise**.
- **Delivering** on-ground projects.
- **Directing** action and investment to where it is most needed.
- **Connecting** synergistic partnerships to help more great work to happen faster.



## Delivering an **environment** for future generations to thrive



# ENVestor

**Harnessing the power of multi-stakeholder investment to drive new sources of finance into large-scale nature-based solutions that rejuvenate the environment, while offering tangible benefits to the economy and society.**

Healthy Land & Water has driven the development of a new initiative to catalyse sustainable business investment into priority landscapes in South East Queensland.

The formation of the **ENVestor South East Queensland** program stems from our recognition that SEQ is a biodiversity hotspot that needs renewed investment in nature to build its resilience to climate threats while supporting a growing population.

Tackling the decline of our environment, including growing threats to our biodiversity, increasing fire and flood risk and the potential loss of our food security, is going to take billions not millions.

We need to scale up our efforts into repairing, restoring and regenerating SEQ's land, forests and waterways. The only way to get there is to think much bigger and delivering landscape-scale action takes landscape-scale funding and partnerships.

We are pioneering a disruptive approach to environmental restoration right across the region, building a collaborative platform of government, industry, academic and community partners to take action on priority areas including degraded creeks and waterways, forest habitat and agricultural land.

Each landscape-scale offering provides investors with a genuine way of meeting their corporate sustainability and ESG commitments.

**Investment that's good for business and the planet**

## Catalysing sustainable business investment in priority landscapes

### Investment solutions for nature-based action

By harnessing the power of multi-stakeholder investment, we're driving new sources of finance into large-scale nature-based solutions that rejuvenate the environment while offering tangible benefits to the economy and society.

### Investment options into priority landscapes

This approach catalyses sustainable business investment in priority landscapes.

### Green credentials

Each landscape-scale offering provides investors with a genuine way of meeting their corporate sustainability and ESG commitments.

### Large-scale, nature-based

We use expertise and science to connect up the traditional smaller piecemeal project approach, and scale it up across a much larger area.

This amplifies the impact of the investment, with each investment offering carefully designed to ensure that it delivers a host of co-benefits including environmental, economic, social and cultural benefits.

### Together is better

We're building a coalition of the willing - uniting government, private sector, industry, and community partners - to establish a scalable model for environmental investment that's good for biodiversity, climate, and people.





# Sustainable impact for the region: ESG – our year in numbers

## Making an impact | on-ground



**109**

**Active projects**

\$20.4 million investment



**4,000 ha**

**Project delivery**

area



**22,398 ha**

**Agricultural sustainability**

increased as a result of our best practice capacity building



**40 ha**

**Revegetated riverbanks**

& riparian works



**10,000–13,000 t**

**sediment**

prevented from polluting waterways during disaster-scale flooding



**284,980**

**Biological control**

agents released



**561 ha**

**Weed control**

and maintenance



**8.4 km**

**Flood resilience works**

& rivers restored

## Doing it well | operational excellence



**\$278,969**

**Procurement**

from First Nations suppliers



**80%**

**First aid & CPR**

trained staff



**169**

**Site safety**

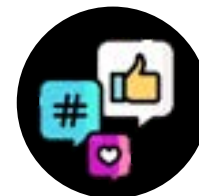
inspections



**75%**

**Defensive driving**

field staff trained



**3.1 million**

**Digital footprint**

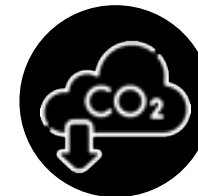
communicating our work



**66.63 t**

**Carbon: Scope 1**

direct emissions



**51.46 t**

**Carbon: Scope 2**

indirect emissions



**100%**

**Quality certified**

ISO9001 accredited



**76%**

**Project delivery**

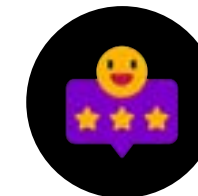
satisfaction index



**72%**

**Partnership**

satisfaction index



**72%**

**Staff**

happiness index



# Climate



**Our integrated project portfolio delivers conservation actions that tackle the interlinked climate and biodiversity crises, using nature-based solutions and innovative financing to help communities and ecosystems adapt to climate impacts.**

## \$12.2 billion

**Investing in proactive climate adaptation measures could save SEQ up to \$12.2 billion by 2050 by reducing the costs associated with extreme weather events and enhancing the resilience of communities and infrastructure, according to the World Bank.**

### USING NATURE-BASED SOLUTIONS AND INNOVATIONS IN FINANCING TO SCALE UP EFFECTIVE ADAPTATION TO THE IMPACTS OF CLIMATE CHANGE

In the past decade, regions across Australia have experienced prolonged drought, significant flooding, and the worst bushfires in living memory. Nowhere in Australia more so than South East Queensland has experienced the full force of these weather-inspired events.

The devastating impact of recent environmental disasters, such as the 2019/20 Black Summer bushfires and the 2011 and 2021/22 Southern Queensland floods, along with the long periods of drought across vast tracts of our region over the past two decades, remains vivid in our memories.

The frequency and severity of climate-driven disaster-scale events is projected to continue to increase.

Taking proactive action is particularly important for SEQ, which is recognised as one of the most climate-exposed regions in the country.

We specialise in disaster preparedness for ecosystem resilience and recovery across the region.



#### Helping communities and ecosystems adapt to the impacts of climate change

Our work is integrated across the landscape and informed by scientific assessment and local knowledge to avoid adverse outcomes for nature and people.



#### Playing a pivotal role in building disaster preparedness through both capacity building and on-ground resilience-building work

We help communities and ecosystems adapt to the impacts of climate change through various initiatives.

We are highly respected for our work to build our landholders, communities, landscapes and nature's resilience to better withstand disaster-scale drought, fire and flood.



#### Informing a faster recovery post disaster-scale events

We also act quickly post-disaster, using scientific assessments and experience to inform a faster recovery and help fortify landscapes and communities against future events.

Contributing to the **Global SDG** and **SEQ Natural Resource Management Plan** targets

The image displays a row of nine Sustainable Development Goals (SDG) icons, each with a number and a brief description: 2 (Zero Hunger), 3 (Good Health and Well-being), 8 (Decent Work and Economic Growth), 11 (Sustainable Cities and Communities), 12 (Responsible Consumption and Production), 13 (Climate Action), 14 (Life Below Water), 15 (Life on Land), and 17 (Partnerships for the Goals). Below this row is the NRM Plan logo and eight circular icons representing specific targets: Healthy land, Healthy water, Nature conservation, Coastal & marine, Regional landscapes, Air & atmosphere, Pest Nations, and Community.



# Agriculture



**80% of South East Queensland is managed by farmers.**

**Our landholders play a key role in maintaining well-functioning ecosystems, the production of food and fibre and the sustainability of communities.**

## 19.1%

**While SEQ is only about 1.3% of Queensland's total land mass, we contribute around 19.1% of the gross value of Queensland's agricultural production.**

### INCREASING AGRICULTURAL PRODUCTIVITY, PROFITABILITY AND SUSTAINABILITY THROUGH BEST MANAGEMENT AGRICULTURE PRACTICES, CAPACITY BUILDING AND DEPLOYING RESOURCE MANAGEMENT PROJECTS.

South East Queensland is known as a food bowl of Australia due to its abundant production of fresh fruits and vegetables. The region's favourable climate and rich pastures also make it ideal for cattle, livestock and forestry.

Our sustainable agriculture team actively works with landholders on sustainable farming practices that improve soil health, reduce erosion, and enhance water quality. These practices deliver productive crops and pastures.

Our work helps ensure long-term agricultural productivity, profitability and environmental health.



#### Increased regional food security

Protecting agricultural land so it can produce sufficient, safe, and nutritious food.



#### Farm business resilience

Improved agricultural business outcomes and consistency through drought resilient landscapes.



#### Increased biodiversity

Increasing overall species richness and diversity, plus protecting native and threatened species.



#### Flood, fire, drought climate resilient landscapes

Sustaining natural resources, ensuring long-term agricultural productivity and resilience against climate change.



#### Increased water quality

Restoring vegetation along the riverbanks to contain erosion and sediment flowing downstream which increases water quality in waters flowing out into our ocean.



#### Decreasing invasive weed pressure



#### Decreased erosion

Protecting high-value agricultural land from erosion threats.

Decreasing topsoil loss in upper catchments from fast-flowing water.



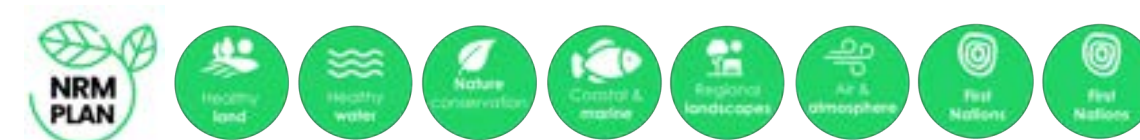
#### Cleaner drinking water

Restoring vegetation along the riverbanks to contain erosion and sediment flowing downstream which ultimately increases the quality of drinking water which then needs less processing before it gets to the tap.



#### Increased soil health

Contributing to the **Global SDG** and **SEQ Natural Resource Management Plan** targets





# Biodiversity



**We deploy targeted projects to protect and enhance biodiversity.**

**That includes managing habitats, protecting endangered species, and restoring ecosystems.**

**Our endemic species rely on the extent and connectivity of natural areas to thrive.**

## \$40 billion

**The conservative value of South East Queensland's natural capital is around \$40 billion per year, and this is growing fast!**

**OUR WORK IN SUPPORTING AND MAINTAINING HABITATS IS FUNDAMENTAL TO ENSURING THE CONTINUED PROVISION OF THE REGION'S ECOSYSTEM SERVICES, WHICH ARE INDISPENSABLE FOR BOTH THE ENVIRONMENT AND THE WELLBEING OF THE COMMUNITY.**

Healthy Land & Water plays a crucial role in preserving biodiversity in South East Queensland, which boasts one of the richest diversities of animal and plant species in Australia.

With over 4,000 plant species and 800 vertebrate species, protecting our unique vegetation communities is vital for the survival of hundreds of threatened and migratory species.

These ecosystems not only support wildlife but also contribute to the overall health of our environment, ensuring clean air, water, and resilient landscapes for future generations. By fostering collaboration and implementing sustainable practices, we are safeguarding our region's precious biodiversity for years to come.



**Helping communities and ecosystems adapt to the impacts of climate change**

Our work is integrated across the landscape and is informed by scientific assessment and local knowledge to better prepare landscapes, nature and people to withstand changing climate dynamics.



**Targeted vegetation works with multiple benefits**

We prioritise work on vegetation cover and wetlands which are essential in buffering against climate extremes such as heatwaves and storm surges. These works also play a significant role in protecting water quality, filtering pollutants from the air, and sequestering carbon.



**Protecting the region's liveability and cherished sites for cultural and recreational activities**

Our work across forests, farms, bushland areas and waterways not only helps to protect these critical ecosystem services but also preserves local cultural and recreational sites for cultural and recreational activities.



**Community engagement and education**

Engaging local communities through education and involvement in conservation activities fosters a sense of stewardship and raises awareness about the importance of protecting natural resources.

Contributing to the **Global SDG** and **SEQ Natural Resource Management Plan** targets





# Water



**Access to clean, fresh useable water underpins every aspect of life in SEQ, whether you are human, flora, fauna or a landscape.**

**Data-driven insights are used to enhance the region's water quality.**

## Lifeblood

**Water not only sustains SEQ's rich biodiversity and vibrant communities, but it also holds deep spiritual and cultural significance for local First Nations peoples of the region. The rivers and water bodies are sacred, reflecting a profound connection to the land and heritage that must be preserved for future generations.**

### **WE USE SUSTAINABLE NATURE-BASED SOLUTIONS TO RESTORE WATERWAYS, RESTORE NATURAL HABITAT, MANAGE CATCHMENTS AND REDUCE POLLUTION TO ENSURE CLEAN AND SAFE WATER FOR ECOSYSTEMS AND COMMUNITIES.**

There are more than 16,000 kilometres of rivers and streams across the region and 143,400 hectares of all wetland types.

Drinking water supplied to our cities and towns is captured from rivers, streams, and groundwater sources from across the region.

The quality of water in these streams, wetlands, and groundwater systems is variable and closely linked to land-based activities.

It is impacted by historical and current discharges from point sources such as wastewater treatment plants and stormwater drains, and non-point sources such as broadscale vegetation clearing, agriculture, and urban development.

Population growth, urbanisation, climate events (such as droughts and floods) and riparian weeds are threats to the ongoing health of the water, making our proactive work in this space of upmost importance for the region.



#### **Improving water quality**

We work to improve effective water management which is critical to controlling pollution and improving water quality.



#### **Targeting areas which provide natural filtration of impurities**

Wetlands in particular, filter impurities such as excess nutrients and sediments, so much so they are often referred to as the kidneys of our catchments.



#### **Our work is integrated and informed by scientific assessment and local knowledge**

Our integrated work across landscapes is informed by scientific assessment and local knowledge to avoid adverse outcomes for nature and people.



#### **Supporting communities, agriculture, industry, recreation and tourism**

Water-based ecosystems provide habitat for many important plants and animals and underpin the health of our region's ecosystems.

Contributing to the **Global SDG** and **SEQ Natural Resource Management Plan** targets





# Urban



**Covering one of the fastest growing regions in Australia, we are focused on helping the associated development needed to be carefully planned to ensure sustainable outcomes and keep SEQ's enviable reputation as an ideal place to live, work, visit and play.**

## 85%

**How do we shift the bar quickly on urban sediment reduction? The state government set erosion and sediment control rules a few years ago and it is estimated our region has already achieved about 15% compliance. Increasing compliance across the remaining 85% of development sites will achieve big wins for the environment.**

### SUPPORTING A WIDE RANGE OF STAKEHOLDERS THROUGH **CAPACITY BUILDING & ON-GROUND PROJECTS** TO DELIVER BEST PRACTICE SUSTAINABLE URBAN WATER MANAGEMENT.

Healthy Land & Water is home to one of the leading sustainable urban water management initiatives in Australia.

Our Water by Design program is renowned for proactively creating sustainable, resilient and liveable cities, contributing to the well-being of communities and the environment through the protection and improvement of urban waterways and green spaces.

It facilitates best practice uptake by delivering evidence-based capacity-building and policy support services and products including training, guidelines, and technical resources for practitioners in government and industry. The program also deploys targeted on-ground works and inspires community-driven action.



#### Water quality

Improving urban water quality and the resilience of ecosystems by implementing best practice in sustainable urban water management, erosion and sediment control, and reducing pollution in waterways.



#### Biodiversity

Enhancing biodiversity by protecting and restoring urban green spaces and natural habitats.



#### Efficient use of urban water resources

Reducing the risk of flooding, and supporting the health of urban ecosystems, ultimately contributing to the well-being of communities and the environment.



#### Community engagement

Engaging communities in the stewardship of urban waterways and green spaces, fostering a sense of ownership and responsibility.



#### Partnerships for success

Working across Queensland and beyond, we have built a strong network of government, industry and community partners in South East Queensland and the Great Barrier Reef region, with the aim of building regionally consistent approaches and encouraging innovative practices.

Contributing to the **Global SDG** and **SEQ Natural Resource Management Plan** targets





# People



**At the heart of our organisation lies a vibrant culture that champions diversity, collaboration, and continuous growth.**

**We enjoy celebrating the unique contributions of our team members, fostering an inclusive environment where every voice is heard and valued.**

## 72%

**Staff happiness remains strong as a result of our vibrant culture. Our staff are connected by a genuine desire to improve the environment and enjoy working together to achieve our shared purpose.**

### WE ARE COMMITTED TO NURTURING A CULTURE THAT INSPIRES CREATIVITY, DRIVES PERFORMANCE, AND STRENGTHENS OUR COLLECTIVE IMPACT.

We celebrate and collaborate amongst scientists, engineers, project officers, accountants, coordinators, strategists, innovators, researchers, and developers.

What truly makes Healthy Land & Water a great place to work is our people, culture, flexibility and open communication, complemented by attractive perks. United by our purpose of creating a thriving environment for future generations, we uphold shared values of integrity, collaboration, care, innovation and courage.



#### Staff inspired by active shoutouts

The team supports each other's successes, and the great work gets communicated across the organisation where it can be celebrated.



#### Improving the employee experience

Increased staff confidence in the company, leadership, and communication and achieved 94% onboarding experience score for new employees.



#### Professional development

Through a focus on continuous development, mentoring and training opportunities, and an allocated budget perk, we empower our employees to thrive both personally and professionally.



#### Investing in the right people & the right skills

Exceeded our participation target in the NRM Regions QLD mentor program with a quarter of staff benefiting from the pilot program with another round to facilitate following success

Achieved a super high internal mobility rate of 31.9%, showcasing internal development and progression



#### Empowering First Nations Peoples

Actively reviewed and updated our *Reconciliation Action Plan*. With a 2.78% First Nations employment rate and \$278,969 sourced through First Nations suppliers, the organisation looks forward to further embedding First Nations culture and practices into everything we do.

Contributing to the **Global SDG** and **SEQ Natural Resource Management Plan** targets





CASE  
STUDY

Region wide  
environmental health  
monitoring, reporting  
& stewardship

# Region-wide monitoring

**Long running program providing the region with enviable, regionally consistent, quality assured ecosystem health monitoring.**

Our long-term monitoring, scientific assessment and reporting on the health of our region's ecosystems is crucial for effective water management and environmental conservation.

With 24 years of data collected for the region to date, we equip decision makers with an enviable dataset and scientific insights which are crucial for making informed, science-based decisions to tackle environmental challenges and protect our unique local ecosystems.

Through independent panels of leading scientists and enduring partnerships with state and local governments and water utilities, we deliver comprehensive scientific assessments of river, creek, and catchment health. This includes tracking long-term trends and identifying emerging risks.

Our efforts drive investment into areas where it is most needed, influence policy changes, and provide key information for proactively managing the protection of our region's ecosystems.

This data and science provide high-level long-term insights **and transparency to make our region investment-ready**



This project is supported by Healthy Land & Water, the Queensland Government, Brisbane City Council, Redland City Council, Logan City Council, City of Moreton Bay, Sunshine Coast Council, Noosa Council, Somerset Regional Council, Scenic Rim Regional Council, Lockyer Valley Regional Council, Ipswich City Council, Seqwater, Unitywater, Urban Utilities.



CASE STUDY

# Drought preparedness

Actively supporting local producers to grow their productivity, profitability and resilience.

The adoption of practices that lead to increased resilience is critically important in the face of increasing economic, social, and biophysical pressures such as climate, biosecurity and uncertainty in global market trends.

Through our drought preparedness program, our sustainable agriculture team:

- Share the latest technologies, tools, best practice and innovations for landowners to prepare for and manage drought and natural disasters, best practice for sustainable production and resources to help improve community resilience and wellbeing.
- Help to apply proven drought-resilience research on the ground to improve innovation and adoption.
- Work with stakeholders to co-design drought preparedness activities.
- Run popular workshops on an array of drought-related topics, including practical considerations for managing extended dry and drought conditions, livestock nutritional requirements, supplement and drought feeding options, pasture and soil health management, and supporting the development of Farm Business Resilience Plans.

We are committed to helping landholders manage climate variability through innovation, collaboration and capacity building.

Equipping landholders with vital strategies for **drought resilience and profitability**



Building resilience into landscapes to achieve a more sustainable and profitable future

Drought preparedness projects throughout this financial year were funded in turns by the Australian Government's Future Drought Fund, the Queensland Government's Natural Resources Recovery Program and the Australian Government's Future Drought Fund SQNSW Innovation Hub and the Farm Business Resilience Program, which is jointly funded by the Australian Government's Future Drought Fund and Queensland Government's Drought Climate Adaptation Program. The SQNSW Innovation Hub project is supported by Healthy Land & Water and the University of Southern Queensland, through funding received from the Australian Government's Future Drought Fund.





## Koala protection

**Our koala protection efforts take direct action to protect this iconic species at risk of extinction. Our work for koalas also has benefits for a huge number of other native and threatened species and ecosystems on which our landholders and communities depend.**

Koala populations in South East Queensland are at elevated risk for a variety of reasons. They are under increasing pressure, not only from disease and natural disaster, but from human interference through domestic dog attack, road kill, and housing developments.

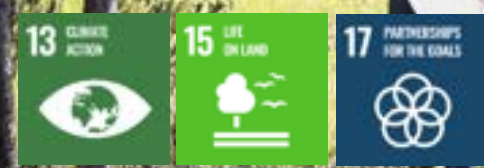
We target the areas with the strongest koala genetic diversity and stable populations in an area unlikely to be developed.

Officially identified koala ARKS (Areas of Regional Koala Significance) are prioritised because of their existing available habitat, protection status, geographic location and potential linkage to existing biodiversity corridors.

This is one of our signature programs, going beyond band-aid solutions, focusing on an integrated approach across the landscape rather than just fixing one problematic area in isolation.

**Targeting efforts to where they will be most effective, by blending science and local knowledge to select highest priority areas**

**Restoring koala habitats & connectivity, which has positive benefits for an array of other native species across the rehabilitated area**



Each project has been funded by the Australian Government.

The most recent project is funded by the Australian Government's Saving Koalas Fund. Other key project collaborators on our koala projects include the Queensland Government Department of Environment and Science, Queensland Trust for Nature, local governments, Traditional Owners, and Landcare and community groups.



CASE STUDY

# River restoration

**Improving water quality, actively reducing sediment impacts on Moreton Bay and helping to retain valuable soils where they are needed for regional ecosystem resilience and food and fibre production.**

The Healthy Catchments Program is a successful long-running program proactively delivering on-ground works targeting erosion hotspots. At its core it is a river restoration initiative, with direct, tangible impact on the ground, delivering works with high visibility and value to the community.

Armed with science that shows that about 80% of the sediment entering Moreton Bay comes from 20% of the catchment, we target our efforts to the most significant contributing areas first to achieve the biggest result. Long-range data allows us to adapt to emerging risks and pressures.

The work also helps mitigate against the effects of disaster-scale flooding, which impacts water security and blocks up the intakes of the city's major water supply, and transfers major sediment to the mouth of the bay, affecting shipping channels and port activities. Deposition of sediment also smothers seagrass impacting fish habits and our fishing economy. By working in the upper catchments, we help slow water down and spread it out. This helps reduce the velocity and potential height of flooding downstream protecting homes and infrastructure.

Long-range evidence allows us to **target erosion hotspot areas known to be disproportionate contributors of damaging sediment to the bay**



**Building resilience to topsoil loss, erosion & mitigating the impact of flood**



This program in all its phases has been funded by the Queensland Government's Department of Environment, Tourism, Science and Innovation and runs in collaboration with all the landholders in the targeted areas.



**Equipping landholders and communities with vital strategies for fire preparedness**

## Fire preparedness

**Healthy Land & Water is recognised as the premier organisation for fire training, advisory services, planning and related support. We deliver a suite of popular fire preparedness offerings including capacity building training, advice, planning and services.**

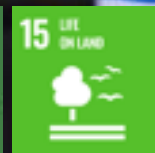
We tailor our delivery to the local area to help landholders, community and stakeholders to upskill in the latest best practice to get properties, townships and communities better prepared.

By providing tools and support, we enable landholders and land managers to balance fire safety, property productivity and land management priorities with biodiversity conservation.

The program was developed right here in South East Queensland over two decades ago, and its success is attributed to the collaborative approach driven by an active network known as the Queensland Fire & Biodiversity Consortium (QFBC). This ever-growing network of land managers and stakeholders is committed to improving fire and biodiversity management, supporting applied fire research, facilitating partnerships and building land manager and landholder capacity.



**Reducing future disaster risk and increasing the resilience of landscapes, townships and communities to bushfire**



The Queensland Fire and Biodiversity Consortium (QFBC) is a collaborative network of land managers and stakeholders who are committed to improving fire and biodiversity management, supporting applied fire research, facilitating partnerships and building land manager and landholder capacity.



CASE STUDY

# Urban water

**Urban focused program reducing sediment and nutrient pollutants entering waterways and marine environments.**

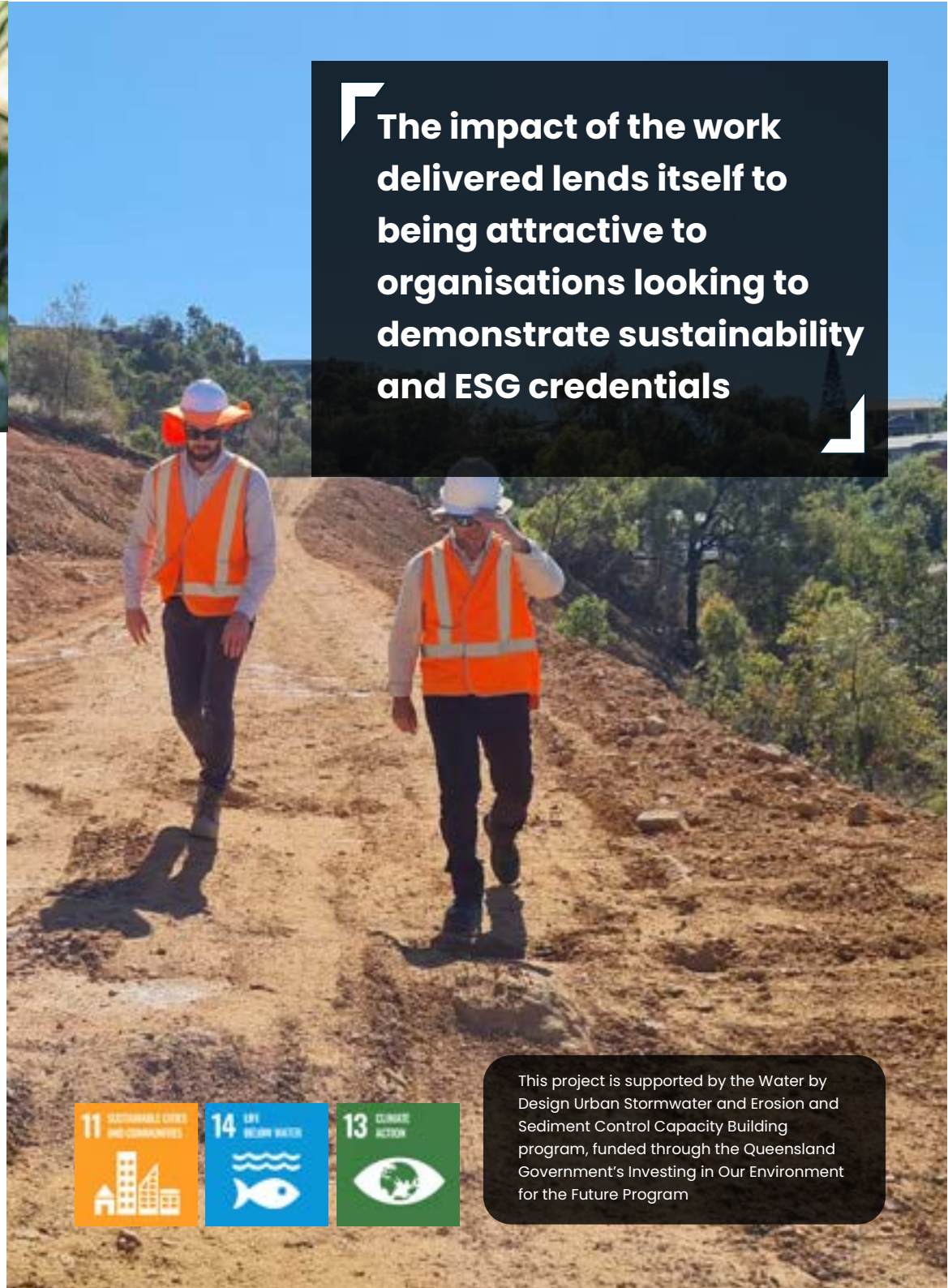
Healthy Land & Water's Water by Design program has been delivering a highly regarded urban stormwater (USW) and erosion and sediment control (ESC) program in South East Queensland since 2005.

The program has two main parts, both of which have been instrumental in influencing behaviour change:

- In-person capacity building.
- Guidance and material development.

Through the program, we develop and share knowledge, educating government, industry and the public on the importance of and how to protect local waterways whilst enabling the sustainable use of our waterways and water resources.

**Impressive reach of capacity building activities and providing information leading to improved practice and inspiring community action**



**The impact of the work delivered lends itself to being attractive to organisations looking to demonstrate sustainability and ESG credentials**



This project is supported by the Water by Design Urban Stormwater and Erosion and Sediment Control Capacity Building program, funded through the Queensland Government's Investing in Our Environment for the Future Program



Strengthening the focus of our work to care for Country

# Reconciliation Action Plan

Our commitment to reconciliation is embedded into our *Reconciliation Action Plan*, which outlines a suite of practical actions across every part of our organisation, to bring about genuine change.

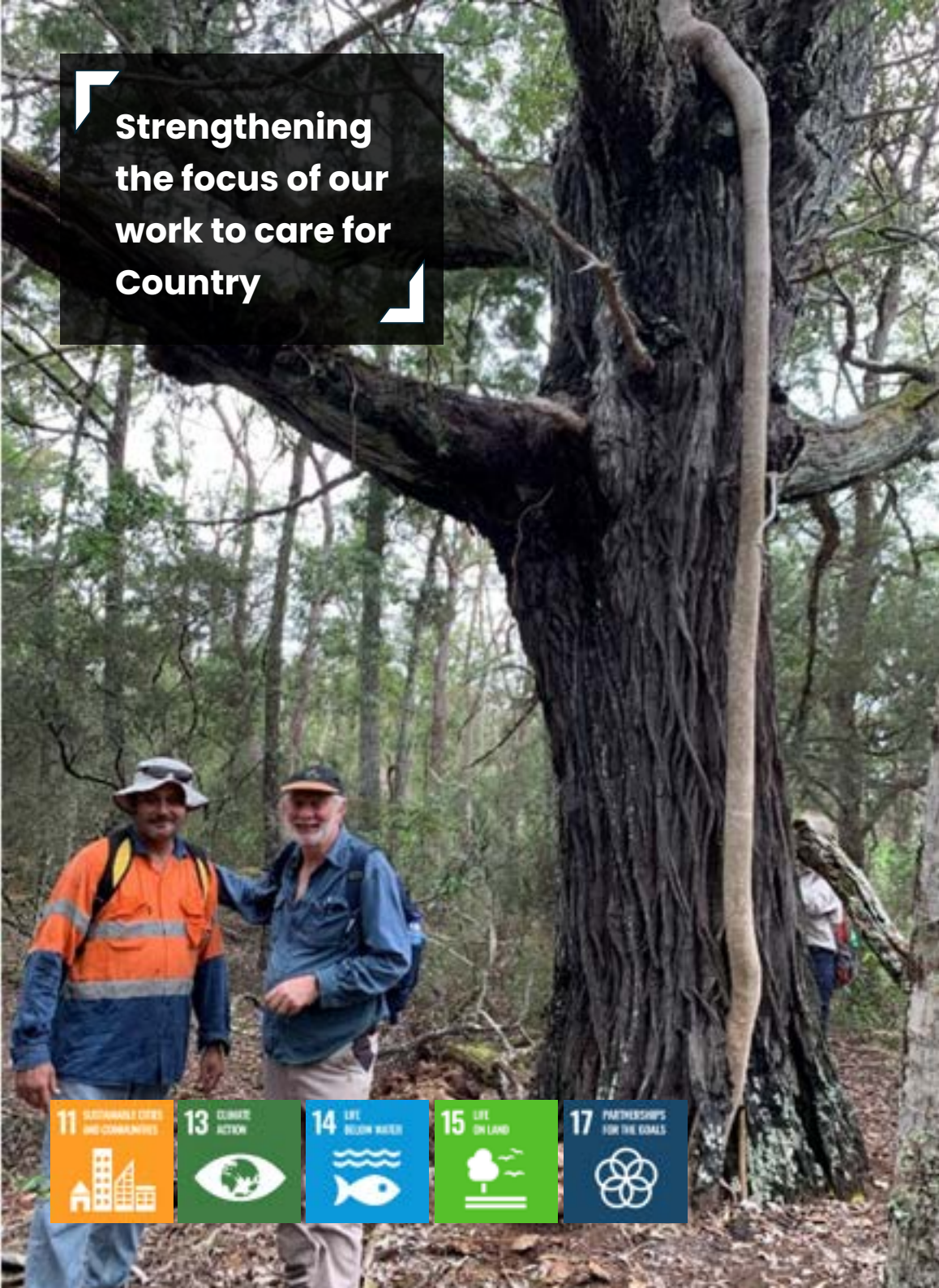
Having completed our first three-year *Reconciliation Action Plan (2021-2023)*, we reviewed our progress towards all the actions. We have taken on board the learnings, which have been instrumental in developing a new First Nation's-led action plan which takes us to 2026.

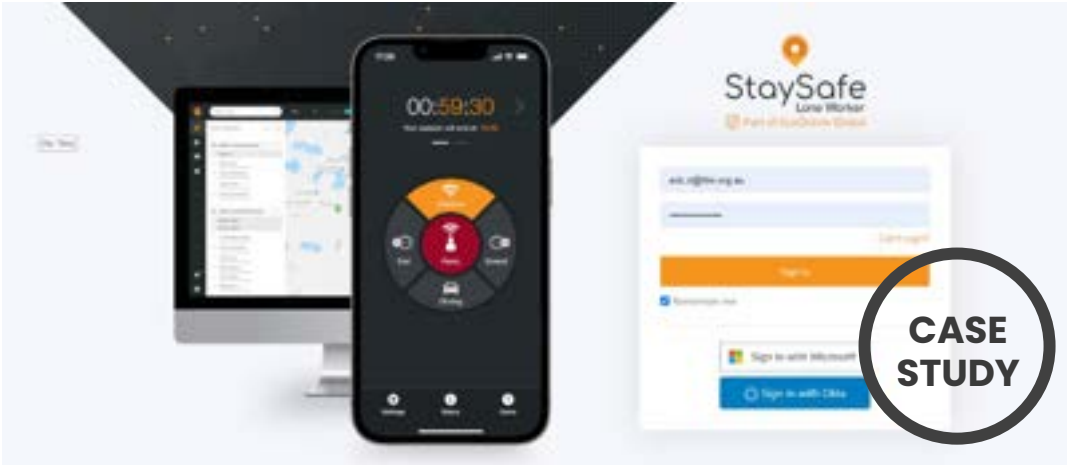
Our new *Reconciliation Action Plan* has been strengthened by active input from a working group with representation from across the organisation.

The vision of the new plan emphasises our role in respectfully combining traditional knowledge with contemporary practices to care for Country and deliver environmental benefits for current and future generations. Key focus areas include:

- Expanding relationships with Traditional Owners and First Nations organisations.
- Implementing meaningful engagement strategies in Natural Resource Management.
- Enhancing staff cultural learning.
- Growing First Nations procurement and workforce representation.

Advocating for traditional knowledge and cultural heritage values to improve how we interact with Country





# Safety & quality leadership

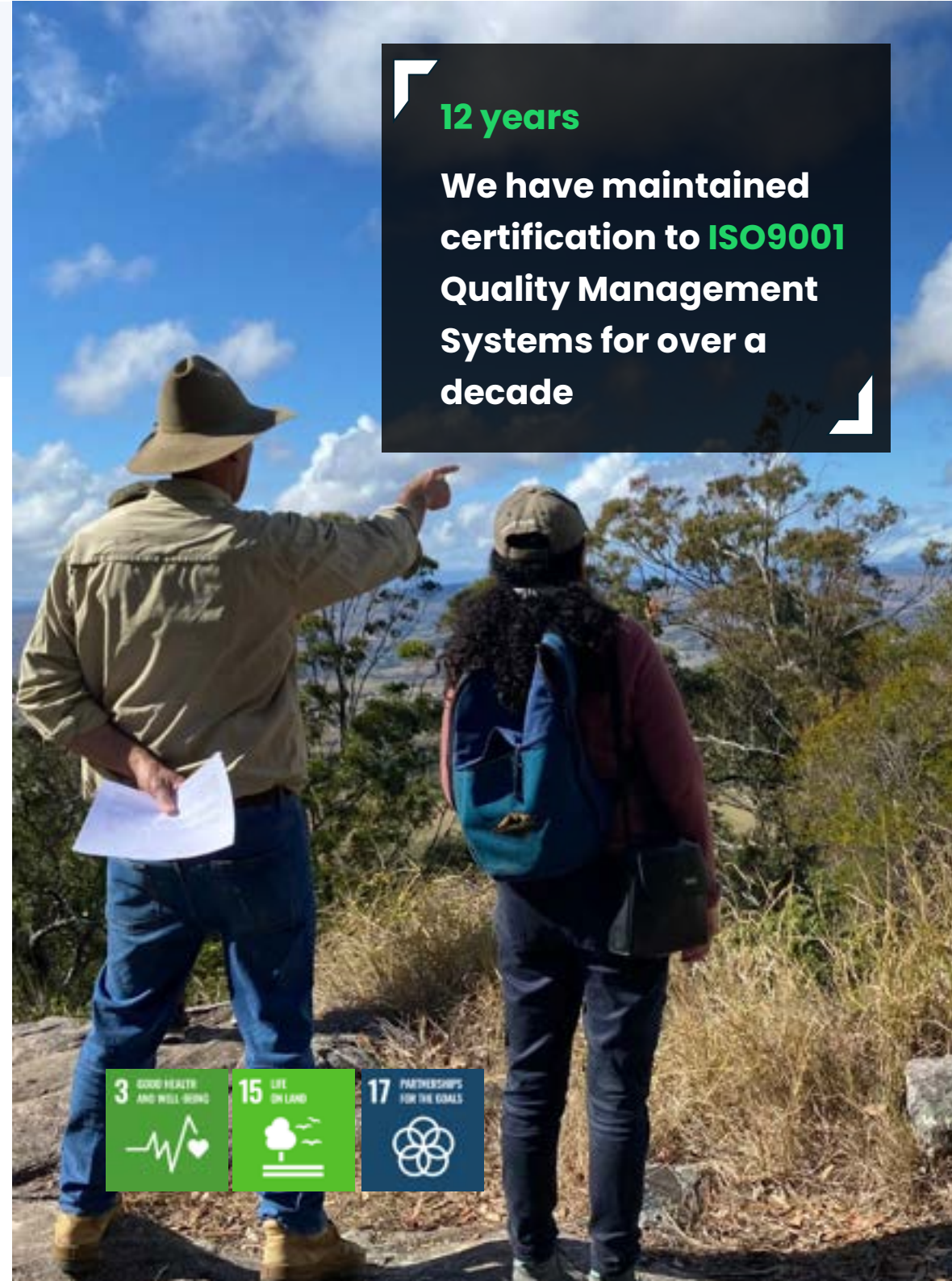
Healthy Land & Water has a strong commitment to safety leadership. This financial year our focus was on three key targets: monitoring and maintaining leading and lagging indicators, developing innovative solutions to a variety of risks, and progressing the work health and safety management system.

Some of this year's key achievements included:

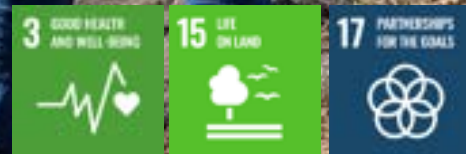
- 169 site inspection submissions, documenting field hazards and interactions and a 35% increase in vehicle inspections.
- Senior Leadership Interactions introduced to track meaningful engagement with staff and contractors.
- The Executive Leadership Team enhanced field staff safety by providing de-escalation and occupational violence training.
- Technology implementation has enhanced safety for remote workers through StaySafe and Garmin Mini Inreach GPS units. This enables real-time tracking, emergency alerts and check-in capabilities, allowing management to monitor staff wellbeing and respond to emergencies even in areas with poor reception.

The development of our system has had a strong focus on communication and input from staff. It is tailored specifically to the needs of our staff and aims to ensure that administrative burden is low whilst providing a wealth of information. The system is on track for completion by 2027, as we work towards achieving Workplace Health and Safety ISO AS/NZS 45001 accreditation.

Our approach is **transparent and underpinned by strong systems**



**12 years**  
**We have maintained certification to ISO9001 Quality Management Systems for over a decade**





# Financial snapshot

## Statement of profit and loss

For the year ended 30 June 2024



**This year we entered the second horizon of our strategic plan – Bold Innovation.**

Investing in the strategic pillar “strength defined” resulted in a deficit result of -\$782,986 after reserve allocations.

Consolidated group including project and community reserve

|  | 2024<br>\$          | 2023<br>\$         |
|--|---------------------|--------------------|
| <b>Revenue and other income</b>  | <b>21,478,453</b>   | 19,331,977         |
| Cost of Sales  | <b>(13,694,322)</b> | (12,262,067)       |
| <b>Gross Profit</b>  | <b>7,784,131</b>    | 7,069,910          |
| Operating and administration expenses  | <b>(2,353,448)</b>  | (2,028,993)        |
| Employee expenses  | <b>(3,903,145)</b>  | (3,492,776)        |
| Depreciation and amortisation expenses   | <b>(813,054)</b>    | (358,511)          |
| <b>Results from operating activities</b>   | <b>714,484</b>      | 1,189,630          |
| Finance income   | <b>384,681</b>      | 162,895            |
| Finance costs  | <b>(204,350)</b>    | (7,450)            |
| Surplus before income tax  | <b>894,815</b>      | 1,345,075          |
| Income tax benefit (expense)   | -                   | -                  |
| <b>Total comprehensive income for the year</b>   | <b>894,815</b>      | 1,345,075          |
| Total comprehensive income of the company is carried forward to future years to be applied as follows: |                     |                    |
| Transfer from Community Natural Asset Investment Reserve   | <b>125,000</b>      | 75,922             |
| Transfer to Project Reserve  | <b>(1,802,801)</b>  | (1,652,322)        |
| <b>Deficit reducing general working capital</b>  | <b>(782,986)</b>    | <b>(231,325)</b>   |
|  | <b>2024<br/>\$</b>  | <b>2023<br/>\$</b> |



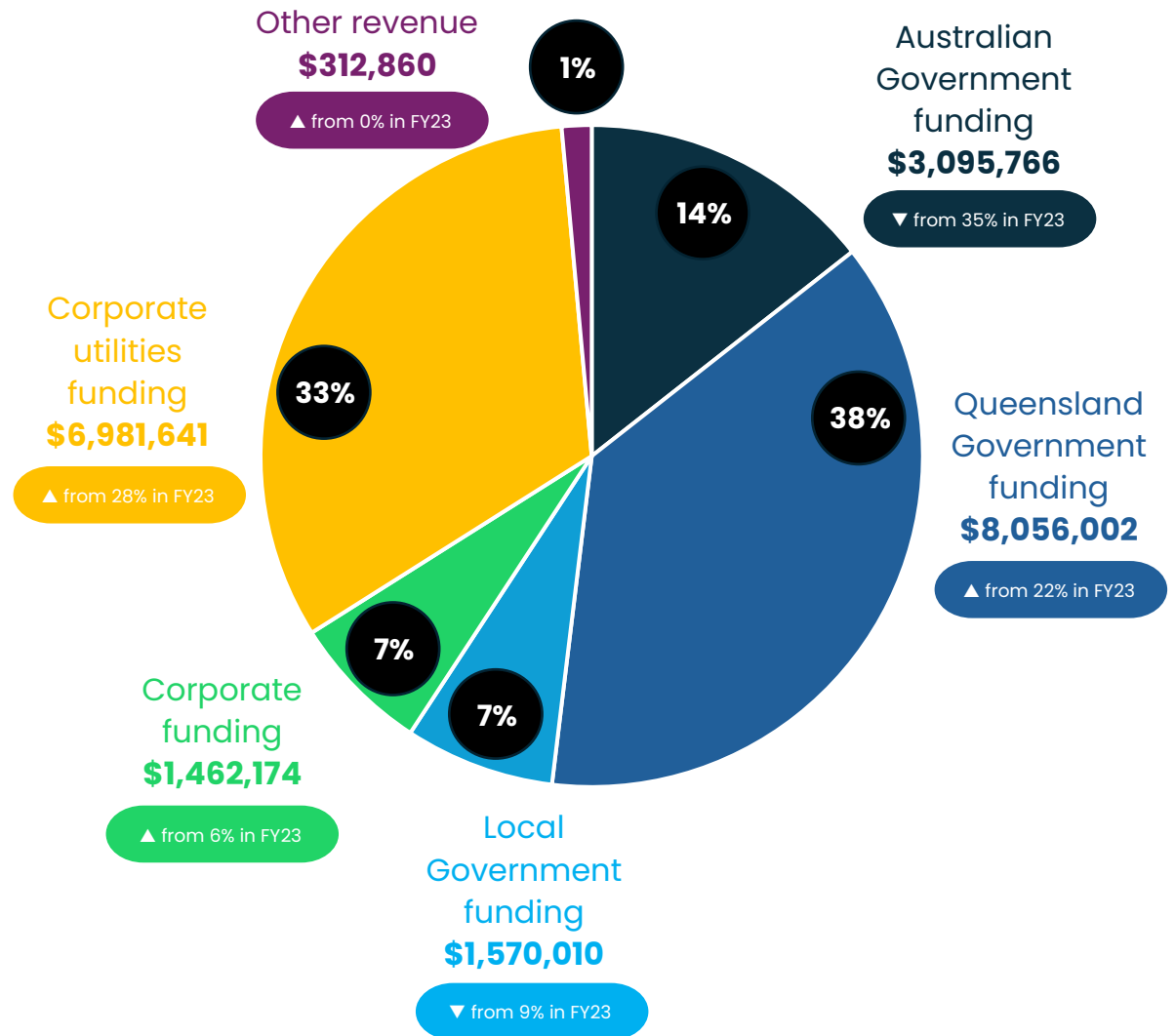
# Income underpinning our activities



**There was a shift in the sources of income which underpinned delivery of our activities for the environment during the FY 23/24 financial year.**

Recovery from disaster-scale flooding and biodiversity rehabilitation projects saw an upswing in Queensland Government funding this financial year.

We also saw strong increases in income from corporate sources, after a strategic initiative to stand up a commercial team for the business. We are aiming to increasingly diversify income sources by creating a genuine way for corporate investors to meet their sustainability and ESG commitments.





# Partnerships underpinning our activities



**At our foundation, and underpinning the success of Healthy Land & Water, is our large and growing network of partners and collaborators.**

We can only continue to achieve what we do thanks to the continued support of our partners as we work towards our collection vision of building the prosperity, liveability, and sustainability of our region.

Together we co-create and leverage outcomes using our collective insights and experience.

We form multi-sector networks with Traditional Owners, government, private industry, utilities, universities and the community to achieve the best outcome for the region.



Australian Government



Queensland Government



Dedicated to a better Brisbane





### **First Nations**

Thank you to the First Nations peoples of South East Queensland and beyond who we are so privileged to work with to expand the recognition of their rights and interests to lead the management of Country.

### **Committees, advisory committees & experts**

Our appreciation is also extended to the individuals who contribute so generously of their time, input and thought leadership across our various committees, panels, and steering groups.

### **Project partners**

A special mention to our many project partners, community and environmental groups, Landcare and Coastcare groups, schools and volunteers, who partner with us to deliver meaningful projects across South East Queensland.

### **Australian and Queensland Government**

Healthy Land & Water partners with the Australian Government and Queensland Government, as a trusted non-government partner to deliver natural resource management activities across South East Queensland. Funding from the state and federal government builds local capacity and strengthens communities.

### **Owner members**

Thank you to our owner members, the South East Queensland Council of Mayors, utilities (including Unitywater, Seqwater, and Urban Utilities) and the community through the South East Queensland Catchments Members Association (SEQCMA).

### **South East Queensland Catchments Members Association**

The South East Queensland Catchments Members Association (SEQCMA) is an alliance between community, government and industry.

SEQCMA works closely with Healthy Land & Water to identify and develop strategies that build resilience into the region's landscapes and waterways.

The SEQCMA Community Consultative Committee provides advice, guidance, and advocacy support regarding strategic natural resource management issues.

### **Council of Mayors (SEQ)**

The Council of Mayors (SEQ) works closely with Healthy Land & Water on a number of projects, delivering a coordinated approach to catchment management.

### **Water utilities**

Seqwater, Urban Utilities and Unitywater work in tandem with Healthy Land & Water to improve and protect the region's catchments and waterways. The region's water utilities are crucial partners as we aim to make South East Queensland a healthier place to live.



Healthy  
Land & Water  
**WORKSHOP  
THIS  
WAY**  
Delivering an environment for  
future generations in Wales



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