



**Annual
Sustainability
Report
2024-25**

Grounded in science, moving from targets to action

For over 25 years, Healthy Land & Water has been at the forefront of transforming South East Queensland's environmental future through evidence-based action and innovative partnerships. As the region's official Natural Resource Management (NRM) body, we bridge the gap between scientific understanding and real-world impact, delivering research and on-ground solutions that benefit people, planet, and prosperity.

Our approach goes beyond traditional environmental management. **We create integrated, nature-positive investment solutions that address the complex challenges** facing one of Australia's fastest-growing regions, which has experienced devastating natural disasters in recent years. From the headwaters of our catchments to the shores of Quandamooka (Moreton Bay), we partner with community groups, landowners, Traditional Owners, all levels of government and corporates to protect and boost biodiversity, improve water quality, build climate resilience, and strengthen community liveability.

In a world increasingly hungry for genuine sustainability outcomes, we provide corporations, governments, and communities with proven pathways to measurable environmental impact. Through our comprehensive monitoring programs, collaborative partnerships, and innovative funding models, such as ENVestor, we're not just protecting South East Queensland's natural capital – we're revolutionising how environmental restoration creates lasting value for all.

As the host of the 2032 Olympic and Paralympic Games, our region will be in the global spotlight. **This report shows how evidence-informed action is building the foundation for a thriving, resilient region**, and showcases our efforts to safeguard its extraordinary natural heritage for generations to come.

Building tomorrow's resilient landscapes today

Our work delivers outcomes that contribute to regional and global goals



Riverine restoration & flood resilience



Waterway & coastal restoration



Biodiversity conservation



Sustainable agriculture & land management



Fire preparedness & ecology



Science & intelligence



Partnerships, community engagement & capacity building



Urban environments & capacity building



First Nations engagement & reconciliation



Governance, WHS & operations

We acknowledge that the place we now live in has been nurtured by Australia's First Nations peoples for tens of thousands of years. We believe the spiritual, cultural and physical consciousness gained through this custodianship is vital to maintaining the future of our region.

We are grateful that we are able to share this land. We express our sorrow for the price of that sharing and our hope that we can move towards a place of equity, equality and partnership together.

Our region encompasses a number of Traditional Owner groups and

First Nations peoples who share a pivotal role in Caring for Country, including: Kabi Kabi, Jinibara, Wakka Wakka, Yuggera Ugarapul, Turrbal, Jagera, Githabul, Quandamooka, Kombumerri, Ngarangwhal, Mununjali, Wangerriburra, Danggan Balun.

Further, Healthy Land & Water has working relationships with Traditional Owner groups and organisations outside of the SEQ region, including: Bigambul, Darumbal, Bidjara People, Iman People, Port Curtis Coral Coast Trust representing the Bailai, Gurang, Gooreng Gooreng, and Taribelang Bunda People.

Acknowledgement of Country



01. Leadership	05	05. Partnerships	44
Leadership messages.....	06	Reconciliation Action Plan: caring for Country together.....	45
Our strategic journey.....	07	Our commitment to reconciliation.....	46
Evidence in action: FY 2024-25 at a glance.....	08	Progress in action.....	46
02. Region	09	Integrating cultural values.....	46
South East Queensland: growing and climate-exposed.....	10	Financial performance and partnerships.....	47
A unique region under pressure.....	11	Income underpinning our activities.....	48
Population growth scenarios.....	11	Expenses in delivering our activities.....	48
Climate scenarios.....	11	Strategic partnership architecture.....	49
Compounding risks.....	12	Case study - Partnerships.....	50
Regional natural assets.....	12	From linear to circular economy thinking.....	52
Our strategic response.....	12	Shifting our approach to environmental management.....	53
03. Science	13	Case study - Circular resourcing.....	54
Grounded in science, data and the NRM Plan... 14		Circular innovation projects.....	55
25+ years of evidence-based environmental management.....	15	ENvestor South East Queensland.....	56
SEQ NRM Plan integration.....	15	Building sustainable operating models.....	57
Making science actionable.....	16	06. Future	58
04. Impact	18	Looking forward.....	59
Our investment in the region.....	19	Future partnership opportunities.....	60
Understanding our framework.....	20	Building our strategic future.....	60
Beyond the status quo: building proactive resilience.....	21	Celebrating success and building our shared future..	61
Our guiding principles.....	22	You can be part of the solution.....	61
Organisational ethos.....	22	Links & resources.....	63
SEQ Natural Resource Management Plan.....	23	Photo credits.....	63
United Nations Sustainable Development Goals.....	24		
Leadership in ESG maturity.....	25		
National and international benchmarking position.....	26		
Competitive advantage.....	26		
Global standards alignment and quality systems.....	26		
Sector leadership opportunities.....	26		
Delivering on climate resilience, ESG strategy and decarbonisation.....	27		
Our ESG strategy framework.....	28		
Seven strategic goals: progress and alignment.....	28		
Our decarbonisation journey.....	29		
Innovation in carbon management.....	29		
Climate resilience through systems thinking.....	30		
ESG maturity in practice.....	30		
Moving from targets to action.....	32		
Mapping our environmental outcomes.....	33		
Case study - Environmental outcomes.....	37		
Community impact and operations.....	39		
Aligning our community outcomes.....	40		
Case study - Community outcomes.....	43		



01. Leadership

In this section:

Leadership messages

Our strategic journey

Evidence in action: FY 2024–25 at a glance





Leadership messages



Stephen Robertson
Chair

“Building on strong foundations”

As we present our annual sustainability report, Healthy Land & Water continues to demonstrate the power of evidence-based environmental management at regional scale. This year has been marked by significant growth in our impact and our ability to leverage diverse funding sources for positive environmental outcomes.

South East Queensland faces the dual pressures of rapid population growth and intensifying climate impacts. With our region projected to grow to **6 million people by 2046¹**, the need for strategic environmental action has never been greater.

The floods of 2022 and ongoing biodiversity pressures remind us that traditional approaches must evolve to meet these challenges.

This year, we've strengthened our approach to **integrated landscape management**. Rather than addressing environmental challenges in isolation, we're implementing solutions that deliver multiple benefits across water quality, biodiversity conservation, climate resilience, and community engagement.

We continue to evolve from traditional grant-dependent delivery towards more **diversified funding models**.

Our ability to demonstrate measurable environmental outcomes positions us as an attractive partner for corporations seeking genuine environmental impact to support their ESG commitments.

The future of environmental management lies in this integration of sound science, innovative approaches, and collaborative partnerships. I'm proud to lead a Board that governs an organisation that's not just achieving its strategic milestones and building this foundation for long-term regional sustainability, but positioning us for international recognition.



Julie McLellan
CEO

“Evidence-informed action at scale”

Over twenty-five years of comprehensive environmental monitoring tell us that fragmented, small-scale interventions cannot match the pace and scale of environmental challenges facing South East Queensland. This year, we've focused on scaling our impact while maintaining the scientific rigour that underpins all our work.

Our extensive environmental monitoring program allows us to identify where investment will deliver the **greatest return for nature and community**. This evidence base makes us uniquely positioned to guide environmental investment towards proven, high-impact outcomes.

We've strengthened our approach to **landscape-scale solutions** that address multiple environmental challenges simultaneously. When we restore a riparian corridor, we're not just improving water quality – we're building climate resilience, creating wildlife habitat, supporting agricultural productivity, and reducing disaster risk.

Our success depends on strong partnerships across government, industry, and community. This year, we've worked on **75 programs**, demonstrating the power of collaborative environmental management.

While maintaining our core focus on proven environmental management techniques, we continue to explore innovative approaches, including environmental markets through our **ENVestor program**, circular economy principles, and improved monitoring technologies.

This positions South East Queensland as a leader in evidence-based environmental management, creating approaches that can be adapted and applied in other regions facing similar challenges.



Our strategic journey



delivering innovation through action

VISION

RECOGNISED REGIONALLY AND GLOBALLY FOR OUR INNOVATIVE ENVIRONMENTAL PATHWAYS

PURPOSE

LEAD THE CHANGE FOR FUTURE GENERATIONS TO THRIVE

1

DIRECT THE INVESTMENT IN SEQ'S ENVIRONMENTAL FUTURE

2

DELIVER TRANSFORMATIVE ENVIRONMENTAL + COMMUNITY CHANGE

3

CREATE CONNECTIONS BETWEEN PEOPLE, PLACE + CULTURE



STRENGTH DEFINED FY23

Completed

- Defined our carbon footprint
- Increased our revenue
- Established a Commercial focus
- Strengthened our Employee Value Proposition
- Developed our IT strategy
- Established our ESG strategy

BOLD INNOVATION FY24 & FY25

Completed

- Introduced Project Management Software
- Launched our second Innovate RAP
- Refreshed our brand
- Increased employee benefits
- Launched our IT Roadmap
- Launched ENVestor program
- Improved financial systems

FUTURE LEADING FY26 & FY27

In progress

- Increase financial sustainability
- Realise internal efficiencies
- Increase brand engagement
- Secure new customers
- Report ESG metrics
- Achieve carbon neutrality
- Obtain ISO 45001

Advancing our strategic plan

The year's sustainability outcomes demonstrate significant progress toward our strategic priorities.

Investment directed to SEQ environment

Over \$11 million channelled into regional environmental outcomes through **75 programs**.
ENVestor program pilot landscape launched with Upper Brisbane Valley project portfolio.
Data collection platform development.

Transformative change

1,993 hectares natural assets managed and protected (riparian, wetland, forests, coastal).
5,663 landholders engaged with enhanced environmental stewardship capacity.
Circular economy approaches implementation.

Connection building results

\$382,525 procurement from First Nations suppliers.
14 strategic partnerships maintained and **6 newly** established.
89% partnership and customer satisfaction.



Evidence in action



FY 2024-25 at a glance

Our investment delivers measurable outputs

Over \$11 million invested across South East Queensland
2,018 hectares transformed through our programs

Environmental outcomes & outputs

Waterway restoration & flood resilience

- 36.5** hectares of riverbank revegetated
- 53** kilometres of waterways restored
- 191.7** hectares of wetlands and coastal areas maintained
- 45** kilometres of waterways maintained

Biodiversity conservation

- 202** hectares of improved habitat for koalas
- 87** hectares of revegetation and assisted regeneration completed

Land management

- 1,017** hectares of weed control and maintenance
- 920** hectares of grazing management and improved land practices
- >72,000** biological control agents released across 25 sites

Partnerships & engagement outputs

- 5,663** landholders engaged
- 89%** partnership satisfaction

Operational outputs

- 258 WHS** site visits and monitoring activities
- 20** governance meetings

Science & intelligence outputs

- 440** sites monitored for ecosystem health
- 58** environmental indicators collected across the Ecosystem Health Monitoring Program
- 25+ years** of continuous environmental monitoring
- 21** online maps and dashboards publicly available





02. Region

In this section:

South East Queensland: growing and climate-exposed

- A unique region under pressure
- Population growth scenarios
- Climate scenarios
- Compounding risks
- Regional natural assets
- Our strategic response





Leadership

Region

Science

Impact

Partnerships

Future



South East Queensland: **growing and climate- exposed**





A unique region under pressure

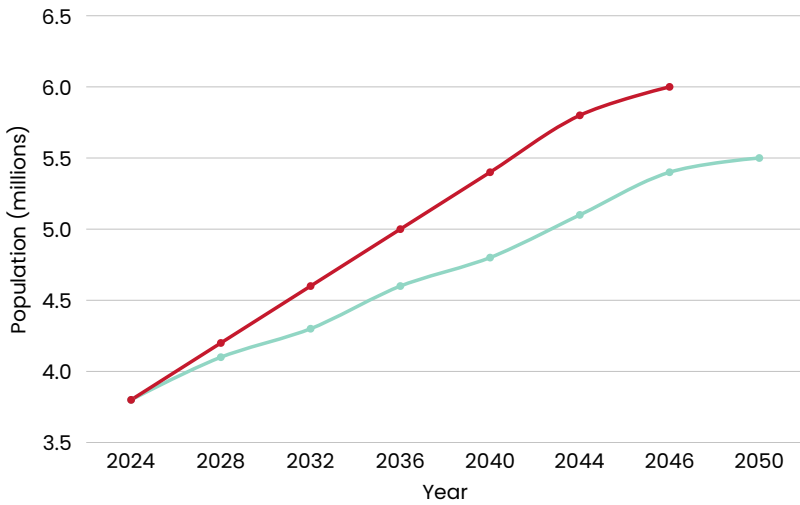
South East Queensland is one of Australia's **most biodiverse and fastest-growing regions**.

The bio-region supports ecosystems of global significance, yet this natural wealth faces unprecedented pressure from converging forces.

South East Queensland is heavily nature-dependent, undergoing rapid transformation, and is projected to grow to **over 6 million people by 2046**², while climate change is intensifying the frequency and severity of floods, droughts, and heatwaves. These dual pressures are compounding across multiple systems and have a significant impact on environmental and social systems, along with economic prosperity. In January 2025, Ex-Tropical Cyclone Alfred had a smaller impact than was predicted. **If we consider the most recent major flood in 2022, it had an insurance cost of A\$4.8 bn and a total cost (excluding environmental damage) of A\$7.7 bn**³.

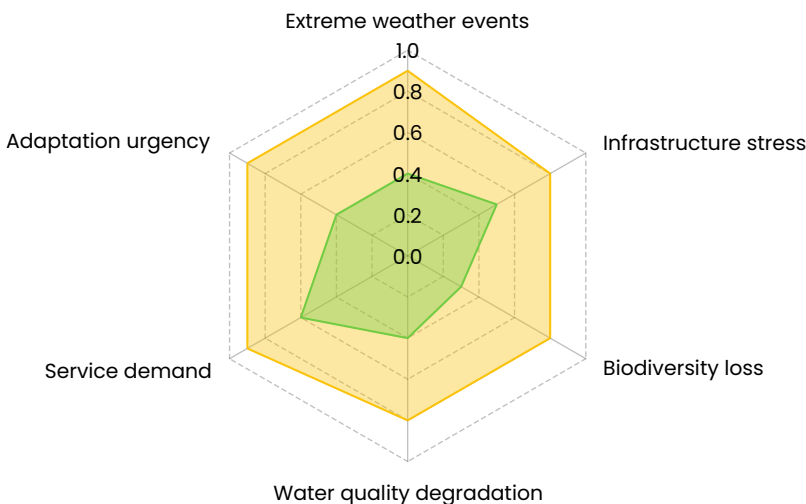
Over **5,500** plant species
Over **1,160** vertebrate species

Population growth scenarios



- Moderate growth⁴ - 5.5M by 2050
- High growth⁵ - 6M by 2046

Climate scenarios



- Moderate transition⁶ ~2°C warming
- High impact⁷ ~4°C warming

The World Meteorological Organization (WMO)⁸ and Copernicus climate service⁹ have reported that 2024 was the first year to surpass 1.5°C on a calendar year basis, but the long-term average, which is the benchmark for the Paris Agreement¹⁰, is still below that threshold.



Compounding risks

We are addressing the following:

- **Natural systems** facing fragmentation, sedimentation, biodiversity loss, and fire, flood and drought risks. We are gathering data and are engaging stakeholders with smart tools to help target action where it is needed most.
- **Local food production** becoming more marginal economically. Our Sustainable Agriculture team works closely with producers to adapt to climate change.
- **Cultural values** at risk from land-use change and climate extremes. Partnerships with Traditional Owners are identifying and protecting at-risk cultural assets.
- **Social wellbeing** challenged by heat stress, water insecurity, and disaster exposure. We work with local councils and water utilities to develop innovative nature-based solutions that improve water security, lower urban temperatures, and keep costs down for our communities.
- **Our operations** face delivery strain, infrastructure risk, and funding volatility. We are creating new partnership approaches to work with corporate investors, diversify our funding sources, and share both value and risk.



Regional natural assets

Despite representing only 1.3% of Queensland's land area, **South East Queensland delivers exceptional contributions to our state's economy, natural resources and infrastructure:**

- **19.1%** of Queensland's agricultural production value.
- Major **tourism revenue** from natural asset experiences.
- Critical **water security** infrastructure.
- Significant **biodiversity conservation value**.

Natural asset portfolio of:

16,000+ kilometres of rivers and streams

143,400 hectares of wetland systems

59,000 hectares of the Gondwana Rainforests of Australia World Heritage Area

The RAMSAR-listed Moreton Bay Marine Park (whole catchment valued at >\$7.5 bn annually¹¹) supports fisheries, recreation and tourism, home to coral reefs, seagrass meadows that support dugong, turtle and migratory species such as whales and shorebirds

Critical habitat corridors for threatened species

Our strategic response

Healthy Land & Water has developed **scenario-based planning that guides investment** across different potential futures. Whether we face moderate climate change with steady growth, rapid urbanisation with climate stability, intensifying climate impacts with slower growth, or compound pressures from both fronts, **our approach ensures effective response while building adaptive capacity throughout the region.**

This framework can support regional development planning by **integrating environmental considerations** into growth management, prioritising nature-based infrastructure solutions with multiple benefits, building community capacity for environmental stewardship and adaptation, and driving the growth of a thriving local green economy.





03. Science

In this section:

Grounded in science, data, and the NRM Plan

- 25+ years of evidence-based environmental management
- SEQ Natural Resource Management Plan integration
- Making science actionable





Leadership

Region

Science

Impact

Partnerships

Future



Grounded in science, data, and the NRM Plan





25+ years of evidence-based environmental management

Healthy Land & Water’s approach is grounded in comprehensive environmental monitoring and scientific analysis. The Ecosystem Health Monitoring (EHMP) and Report Card programs represent one of Australia’s longest-running regional environmental monitoring initiatives.

Since 1999, our monitoring program has delivered

- Comprehensive water quality monitoring across major estuaries and Moreton Bay.
- The evidence base for decision makers to invest >\$1 b into water quality improvements.
- Freshwater stream health assessments tracking biodiversity and habitat condition.
- Long-term trend analysis identifying environmental changes and pressures.
- Early warning systems for emerging environmental issues.
- Modelling and decision support tools to inform waterway and catchment management.

Science and intelligence underpin every project we deliver and every partnership we build

Strategic applications










- Investment targeting: Target investment where evidence shows the greatest potential impact.
- Outcome measurement: Tracking catchment and water condition relative to management investment.
- Demonstrated value: helps to create the investment case for funding partners and stakeholders.
- Risk assessment: Predicting impacts from climate change and development pressures.
- Policy support: Providing credible, independent data to inform policy.

Unique value

This 25-year+ dataset enables us to distinguish natural variation from human impacts, predict ecosystem responses to different management approaches, and guide environmental investment toward proven, high-impact outcomes. **The data also exposes the desperate need to scale up investment, a critical insight only possible through long-term monitoring.** Through independent scientific oversight and enduring partnerships with research institutions, we maintain the highest standards of data quality and analytical rigour.

SEQ Natural Resource Management Plan integration

Our science directly informs the South East Queensland Natural Resource Management Plan, establishing regional environmental priorities across healthy land, healthy water, nature conservation, coastal and marine ecosystems, regional landscapes, air and atmosphere, First Nations knowledge integration, and community environmental stewardship capacity.

 <p>Air & Atmosphere</p> <p>Atmosphere, air and climate are natural resources that play a key role in the health of the natural system and future air quality.</p>	 <p>Coastal & Marine</p> <p>The natural resources of coastal areas and marine waters are vital to our way of life and are the basis for a valuable international and domestic tourism industry, along with commercial and recreational fishing.</p>	 <p>Community</p> <p>Private landholders manage the majority of the region. A priority is to enhance community capacity to engage in planning and implementation.</p>	 <p>Healthy Land</p> <p>The condition, area and extent of arable and grazing lands are important for the supply of food, fibre and other materials to support the society and economy of the region.</p>	 <p>Nature Conservation</p> <p>The region has one of the richest diversities of animal and plant species in Australia, distributed across a wide range of vegetation types and environments. The provision of all ecosystem services relies on supporting these habitats.</p>
 <p>Local Landscapes</p> <p>The quality of life enjoyed by people in the region is supported by access to, and connection with, the unique landscapes of the region.</p>	 <p>Sustainable Urban Design</p> <p>Creating relationships between the natural environment, urban form and structure, economic and institutional processes, and social livelihood.</p>	 <p>First Nations</p> <p>Recognition of Traditional Owners as natural resource managers. Traditional Owner knowledge and values maintained the region for millennia.</p>	 <p>Healthy Water</p> <p>Water resources and riparian areas provide ecosystem services and clean water for human consumption, environmental flows, recreation, agricultural and industrial use.</p>	



Making science actionable

Our scientific approach includes independent Science Committee oversight, university research partnerships, and peer review processes for key findings.

We provide annual ecosystem health reporting with clear metrics, public data availability through online platforms, regular stakeholder briefings on environmental trends, and policy-relevant communication for government partners.

Our comprehensive datasets enable priority area identification based on environmental need and opportunity, outcome prediction for different intervention types, cost-effectiveness analysis of management options,

and risk assessment for climate and development impacts. This evidence base ensures all Healthy Land & Water investments are targeted, measurable, and adaptive to changing environmental conditions.

In 2025, Healthy Land & Water’s **science credibility is anchored in our team of 10 PhD-qualified scientists, supported by the independent Science Committee.** The Science Committee provides academically rigorous, topical, independent and influential advice that enshrines science at the top level.

This ensures that our science is credible, transparent and impactful.

Our research drives **real community action**—balancing **economic, cultural, and environmental needs** to hit our 2030 targets





Leadership

Region

Science

Impact

Partnerships

Future





04. Impact

In this section:

Our investment in the region

Understanding our framework

- Beyond the status quo: building proactive resilience
- Our guiding principles
- Organisational ethos
- SEQ Natural Resource Management Plan
- United Nations Sustainable Development Goals framework

Leadership in ESG maturity

- National and international benchmarking position
- Competitive advantage
- Global standards alignment and quality systems
- Sector leadership opportunities

Delivering on climate resilience, ESG strategy and decarbonisation

- Our ESG strategy framework
- Seven strategic goals: progress and alignment
- Our decarbonisation journey
- Innovation in carbon management
- Climate resilience through systems thinking
- ESG maturity in practice

Moving from targets to action

- Mapping our environmental outcomes to natural resource management priorities and global sustainability goals
- Case study - Environmental outcomes

Community impact and operations

- Aligning our community outcomes to regional and global goals
- Case study - Community outcomes





Our investment in the region

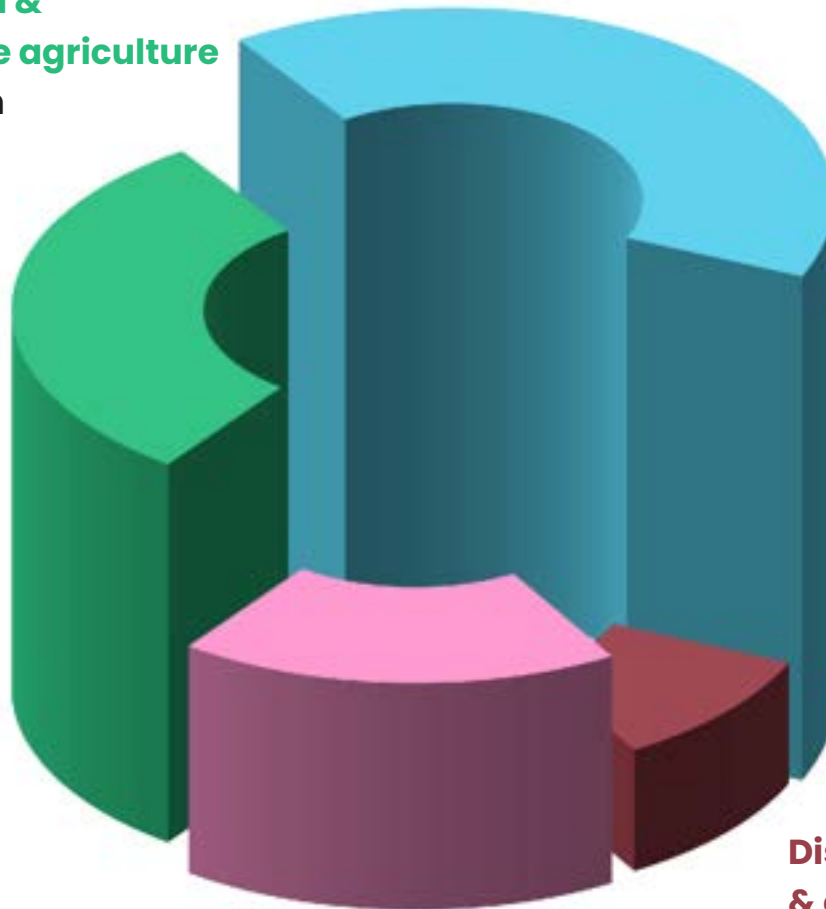
FY2024–25 programs represent investment delivered across the region, broken down by key areas including:

- Water quality & security (catchment and urban).
- Biodiversity conservation.
- Disaster preparedness & climate resilience.
- Restoration & sustainable agriculture.

Our actions are about contributing to a **more resilient, healthy, and liveable SEQ**

Healthy Land & Water channeled **over \$11 million** into building the health, resilience and liveability of South East Queensland through evidence-based environmental projects and strategic partnerships.

Restoration & sustainable agriculture
\$2.5 million



Water quality & security (catchment and urban)
\$5.3 million

Biodiversity
\$1.8 million

Disaster preparedness & climate resilience
\$1.5 million



Leadership

Region

Science

Impact

Partnerships

Future



Under- standing **our** **framework**





Beyond the status quo: building proactive resilience



Dr Andrew O'Neill

Chief Science & Sustainability Officer

Our 25-year ecosystem monitoring program has created an unprecedented evidence base that positions South East Queensland as a global leader in environmental management. As we have documented the environmental pressures across our rivers and catchments, this data has equipped us with insights necessary to drive transformational change.

South East Queensland stands at a critical juncture where climate extremes intersect with rapid population growth in fragile ecosystems. Traditional reactive approaches are insufficient for the scale of challenges we face. Our comprehensive datasets and strong partnerships create a unique opportunity to shift from reactive

management to proactive, evidence-based environmental stewardship at landscape scale.

Whether we are addressing water quality, biodiversity conservation, flood resilience, sustainable development or circular economy initiatives, our work demonstrates how scientific rigor and collaborative governance deliver integrated benefits with, and for the community.

Our ambition is high because we are standing on the shoulders of those who came before us, our community demands it, and the generations that come after are depending on us.

From **data**
to
framework
to **action**





Our guiding principles

As a regional leader with global responsibility, we are grounded in the landscapes, communities, and science of South East Queensland, and guided by governance that ensures our decisions are transparent, our risks are managed, and our outcomes are trusted. The SEQ Natural Resource Management Plan provides the foundation for our place-based response to ecological and cultural complexity, and as we work toward integrating global frameworks like the UN Sustainable Development Goals (SDGs), Science-Based Targets for nature and climate, and the Planetary Boundaries, we are able to position our region’s challenges and ambitions within the context of global systems.

Our work in SEQ contributes to addressing planetary boundary pressures through projects ranging from riparian restoration and nutrient offsets to carbon neutrality planning and circular economy pilots, aligning with SDGs and Science-Based Targets while embedding governance across all science, operations, and partnerships.

Organisational ethos

At the heart of accountability, sustainability ambitions, and innovation lies good governance that is intertwined with everything we do. Our governance is grounded in South East Queensland – a complex, climate-exposed, and rapidly growing region. To keep us focused on the region, we are guided by the SEQ Natural Resource Management Plan, which provides a regionally tailored, science-based framework for sustainability. Through long-term monitoring, co-designed projects, and adaptive management, we respond to the unique ecological and cultural dynamics of our catchments, communities, and coastlines.

Our governance approach is comprehensive, inclusive and transparent, ensuring that our decisions are fit-for-purpose, risks are managed, and our work is trusted. In 2025, Healthy Land & Water maintains the following governance arrangements.

Accountability & transparency

Comprehensive, inclusive, fit-for-purpose, risk-manage

Board of Directors
Includes 3 members of the community and water utilities, 4 independent directors, including a First Nations identified director

Stakeholder Advisory Committees			
<p>Water by Design Steering Committee</p> <p>Made up of members from local government, NRM, and utilities from across coastal South East Queensland</p>	<p>Indigenous Engagement Strategy Committee</p> <p>Provides advice to the board on First Nations interests in the region</p>	<p>Queensland Fire & Biodiversity Consortium</p> <p>Comprises local and state government, utilities and First Nations groups</p>	<p>Risk & Audit Committee</p> <p>Oversees risk registers, risk appetite and financial matters</p>
<p>Monitoring & Evaluation Steering Committee</p> <p>Comprises local government, utilities and Queensland Government representatives and provides oversight to EHMP and Report Card</p>	<p>Science Committee</p> <p>Independent science advice to programs & projects (expert panels: EHMP, Modelling, Social and Economic, Fire Science Reference Group, Water Trading-temporary)</p>	<p>SEQCMA</p> <p>The South East Queensland Catchments Members Association (SEQCMA) community, government and industry alliance for environmental solutions</p>	<p>ENVestor Steering Committee</p> <p>Preparing South East Queensland for landscape-scale environmental actions</p>



SEQ Natural Resource Management Plan

Our work is guided by the South East Queensland Natural Resource Management Plan 2009–2031, which establishes 42 measurable targets across nine themes.



Air & Atmosphere

- A1** Greenhouse gas emissions reduction targets.
- A2** Air quality at or below Environmental Protection Policy 2008 objectives.
- A3** Thermal pollution at or below 2003 levels.
- A4** Noise pollution at or below 1998 levels.
- A5** Light pollution at or below 1998 levels.



Coastal & Marine

- CM1** Seagrass and mangrove Extent and condition greater than or equal to 1988 and 2001 baselines, respectively.
- CM2** Coral condition and spatial distribution at 2005 levels.
- CM3** Beach condition at or better than 2006 baseline.
- CM4** Fish stocks sustain fisheries.
- CM5** Key species habitat equal to or greater than 2001 levels.
- CM6** Coastal algal blooms extent and frequency reduced from 2002–05 benchmark.
- CM7** Coastal wetland conditions equal to or greater than 2007 baseline.



Community

- C1** Natural resource managers, government and non-government organisations resourced and working together to implement the SEQ NRM Plan.



Healthy Land

- L1** Area of secondary salinisation 10% less than 2008 baseline.
- L2** >90% of SEQ agricultural land available for sustainable agriculture.
- L3** Agricultural soil acidity reduced by 50% from 2008 baseline.
- L4** Soil organic matter increased from 2008 baseline.
- L5** Acid sulfate soil disturbance lower than 2008 baseline.
- L6** Erosion hill slopes and gullies reduced by 50% from 2008 baseline.
- L7** 75% grazing land in good condition.
- L8** Land contamination sites reduced and no new sites created.
- L9** Extractive resources sustainably managed.



Nature Conservation

- NC1** Remnant and woody vegetation 2001 extent maintained or increased.
- NC2** Vegetation connectivity. No net fragmentation of larger tracts (>5000 ha) and 20% of smaller tracts (<5000 ha) better connected.
- NC3** 2008 wetlands extent and condition maintained or increased.
- NC4** Vulnerable ecosystems. At least 4% of original pre-clearing extents represented in protective measures.
- NC5** 2008 native species status maintained or improved.
- NC6** Priority species 2001 habitat maintained or increased.



Local Landscapes

- RLA1** At least 90% of 2001 landscape heritage area retained.
- RLA2** 2001 outdoor recreation setting area maintained or increased.
- RLA3** 90% of outdoor recreation demand met through public land, waterways and private provisions.
- RLA4** Regionally high-scenic amenity area maintained or improved from 2004 baseline.
- RLA5** At least 80% of locally important scenic amenity area retained withing each local government.



Sustainable Urban Design

Urban development that integrates water-sensitive design principles and natural resource management considerations.



First Nations

- TO1** Traditional Owners and Aboriginal people resourced and working together with natural resource managers to implement the SEQ NRM Plan and Traditional Owner Cultural Resource Management Plan.



Healthy Water

- W1** Environmental flows meet aquatic ecosystem health and ecological process requirements.
- W2** 75% of SEQ Groundwater Resource Units have levels within acceptable annual ranges.
- W3** Groundwater quality in all units within acceptable annual ranges.
- W4** Groundwater dependent ecosystems condition within acceptable annual ranges.
- W5** High Ecological Value waterways maintain 2008 classification.
- W6** Scheduled water-quality objectives achieved or exceeded.
- W7** Waterway restoration. Ecosystem health and ecological processes restored in disturbed waterways.



United Nations Sustainable Development Goals

SDG targets aligned with Healthy Land & Water work

The 17 United Nations Sustainable Development Goals include 169 specific targets addressing global sustainability challenges. From this comprehensive framework, we have identified the targets that directly align with Healthy Land & Water's core activities and measurable outcomes.



SDG 1 - No Poverty

- 1.5** Build resilience to climate and economic shocks.



SDG 2 - Zero Hunger

- 2.3** Double agricultural productivity of small-scale producers.
- 2.4** Ensure sustainable food production systems and resilient agricultural practices.



SDG 3 - Good Health & Well-being

- 3.6** Halve the number of global deaths and injuries from road traffic accidents.
- 3.D** Strengthen capacity for early warning, risk reduction and management of health risks.



SDG 4 - Quality Education

- 4.7** Ensure learners acquire knowledge and skills for sustainable development.



SDG 6 - Clean Water & Sanitation

- 6.1** Universal access to safe drinking water.
- 6.3** Improve water quality by reducing pollution and hazardous chemicals.
- 6.4** Increase water-use efficiency and sustainable freshwater withdrawals.
- 6.5** Implement integrated water resources management.
- 6.6** Protect and restore water-related ecosystems.



SDG 8 - Decent Work & Economic Growth

- 8.4** Improve resource efficiency and decouple growth from environmental degradation.



SDG 9 - Industry, Innovation & Infrastructure

- 9.1** Develop resilient infrastructure.
- 9.4** Upgrade infrastructure for sustainability.
- 9.5** Enhance scientific research and innovation.
- 9.8** Universal access to ICT.



SDG 10 - Reduced Inequalities

- 10.1** Reduce income inequalities.
- 10.2** Promote universal social, economic, and political inclusion.
- 10.3** Ensure equal opportunities and end discrimination.



SDG 11 - Sustainable Cities & Communities

- 11.4** Protect the world's cultural and natural heritage.
- 11.5** Reduce the adverse effects of natural disasters.
- 11.6** Reduce adverse environmental impact of cities.



SDG 12 - Responsible Consumption & Production

- 12.2** Achieve sustainable management of natural resources.
- 12.7** Promote sustainable public procurement practices.
- 12.8** Promote universal understanding of sustainable lifestyles.



SDG 13 - Climate Action

- 13.1** Strengthen resilience to climate-related hazards.
- 13.2** Integrate climate measures into policies and planning.
- 13.3** Improve education on climate change.
- 13.5** Promote mechanisms to raise capacity for effective climate-change planning and management.



SDG 14 - Life Below Water

- 14.1** Prevent and reduce marine pollution, including nutrient pollution.
- 14.2** Sustainably manage and protect marine and coastal ecosystems.
- 14.5** Conserve 10% of coastal areas.



SDG 15 - Life on Land

- 15.1** Conserve, restore, and sustainably use terrestrial ecosystems.
- 15.2** Promote sustainable forest management, halt deforestation.
- 15.3** Combat desertification, restore degraded land and soil.
- 15.5** Reduce habitat degradation, halt biodiversity loss, and protect threatened species.
- 15.8** Reduce impact of invasive alien species on land and in water ecosystems.
- 15.9** Integrate ecosystem values into planning.



SDG 16 - Peace, Justice & Strong Institutions

- 16.6** Develop effective, accountable and transparent institutions.
- 16.10** Ensure public access to information.



SDG 17 - Partnership for the Goals

- 17.6** Enhance cooperation on science, technology and innovation.
- 17.9** Enhance capacity-building support.
- 17.H** Encourage and promote effective partnerships.
- 17.I** Enhance availability of reliable data.
- 17.J** Develop measurements of progress on sustainable development.



Leadership

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Partnerships

Future



Leadership in ESG maturity





National and international benchmarking position

As part of developing our ESG strategy, **Healthy Land & Water conducted benchmarking analysis across five peer organisations**—including Burnett Mary Regional Group, Southwest Catchments Council, Terrain Natural Resource Management, Pollination, and The Nature Conservancy USA—**revealing our leadership position in ESG maturity within the natural resource management sector.**

Competitive advantage



Operational ESG leadership

The only organisation with a Scope 1-3 emissions baseline.
Sole peer working towards quantitative, time-bound decarbonisation targets.
Advanced Indigenous engagement through disclosed Innovate RAP and \$382,525 First Nations procurement in 2025.



Evidence-based excellence

25+ years of continuous environmental monitoring provide unmatched evidence base.
Rigorous operational ESG performance standards beyond program-focused peers.
Integrated framework addressing NRM Plan priorities and UN SDG targets.



Innovation in practice

ENvestor South East Queensland program demonstrates cutting-edge environmental finance thinking.
Circular economy approaches applied to environmental restoration.
89% partnership satisfaction across collaborative network.



Landholder relationships

Trusted engagement with private landholders managing majority of regional land.
Co-designed on-ground delivery programs ensuring landholder buy-in and long-term stewardship.
Proven voluntary participation in restoration and sustainable management practices.

Global standards alignment and quality systems

Our approach aligns with leading international frameworks, including ISO, Global Reporting Initiative (GRI), Task Force on Nature-related Financial Disclosures (TNFD), and Science Based Targets Initiative (SBTI), ensuring practices meet international ESG expectations while addressing local priorities. In addition, we maintain certification for ISO9001 Quality Management Systems and are working toward ISO45001 for Occupational Health and Safety, and ISO27001 Information Security Management Systems in our roadmap (by 2027).



+ Climate Active

+ Innovate Reconciliation Action Plan

Sector leadership opportunities

Our analysis reveals significant gaps across the sector: limited operational ESG reporting, absence of measurable carbon commitments, and variable target maturity. **This positions Healthy Land & Water to lead sector transformation through knowledge sharing, collaborative approaches, and demonstration of scalable environmental markets.**

Our integrated approach creates opportunities for international recognition as a demonstration site for evidence-based environmental management, innovative financing models, and collaborative governance that integrates Traditional Owner knowledge with contemporary science.



Delivering on **climate resilience, ESG strategy and decarbonisation**





Our ESG strategy framework

Healthy Land & Water's ESG strategy is built on three foundational pillars that guide our path toward becoming the ESG leader in the natural resource management sector:

- Environment: Biodiversity and ecological Impact, waterway health.
- Social: Health & Safety, Indigenous engagement, stakeholder collaboration and community engagement.
- Governance: Organisational ethos, adoption of new technology.

Our vision as **"a trusted regional and global leader of innovative nature-based solutions that deliver meaningful, measurable and transparent positive environmental outcomes and social benefits"** drives seven strategic goals that integrate seamlessly with both regional priorities and global sustainability frameworks.

Seven strategic goals: progress and alignment



Goal 1: Improve nature-based outcomes across 1200 ha by 2031

Achieved in FY24-25: 289 hectares of habitat improvement completed.

NRM alignment: Nature Conservation (NC1, NC5, NC6), Healthy Land (L1-L9).

SDG alignment: SDG 15.1, 15.2, 15.5 (Life on Land - conserve ecosystems, sustainable forest management, reduce habitat degradation).



Goal 2: Increase waterway restoration and rehabilitation (1200 km) by 2031

Achieved in FY24-25: 98 km waterways restored and maintained.

NRM alignment: Healthy Water (W1, W5, W6, W7), Coastal & Marine (CM1, CM7).

SDG alignment: SDG 6.3, 6.5, 6.6 (Clean Water - improve water quality, protect water-related ecosystems).



Goal 3: Have a culture of safety and system aligned to ISO 45001 by 2027

Achieved in FY24-25: 75% staff first aid trained, 70% defensive driving trained.

NRM alignment: Community (C1).

SDG alignment: SDG 3 (Good Health & Well-being), SDG 8 (Decent Work).



Goal 4: Deliver all actions on Innovate RAP by 2027

Achieved in FY24-25: \$382,525 procurement from First Nations suppliers achieved.

NRM alignment: First Nations (TO1), Community (C1).

SDG alignment: SDG 10.2, 10.3 (Reduced Inequalities - promote inclusion, ensure equal opportunities).



Goal 5: Maintain or increase Indigenous participation

Achieved in FY24-25: Advanced Indigenous engagement through disclosed RAP implementation.

NRM alignment: First Nations (TO1).

SDG alignment: SDG 8.4 (Economic Growth - improve resource efficiency), SDG 10.2 (promote inclusion).



Goal 6: Be recognised as partner of choice in project development & collaboration by 2027

Achieved in FY24-25: 89% partnership satisfaction achieved.

NRM alignment: Community (C1).

SDG alignment: SDG 17.6, 17.9, 17.H (Partnerships - enhance cooperation, capacity-building support, effective partnerships).



Goal 7: Achieve carbon neutrality by FY2027

Achieved in FY24-25: Working towards understanding our Scope 1-3 emissions and options for decarbonisation.

NRM alignment: Air & Atmosphere (A1), Nature Conservation (NC1).

SDG alignment: SDG 13.1, 13.2 (Climate Action - strengthen resilience, integrate climate measures into policies).





Our decarbonisation journey

Healthy Land & Water is establishing a comprehensive understanding of our carbon footprint as the foundation for targeted decarbonisation efforts to move beyond measurement to implementation.

Our decarbonisation pathway will consider:

Operational efficiency: Reduction in fleet emissions through travel route optimisation.

Supply chain engagement: Working with contractors to reduce embedded emissions in project delivery.

Nature-based solutions: Restoration projects that include investigation into potential carbon sequestration co-benefits, with verified methodologies under development.

Our decarbonisation pathway will focus on **efficiency, engagement and solutions**

Innovation in carbon management

We're working towards carbon accounting integration across all project portfolios, enabling tracking of emissions reductions alongside environmental outcomes. This approach positions us for early participation in emerging carbon credit markets while maintaining focus on genuine environmental improvement.





Climate resilience through systems thinking

Our climate resilience approach integrates multiple stressors and benefits:

- **Compound risk management:** Projects address heat, drought, and flood risks simultaneously rather than in isolation.
- **Social-ecological resilience:** Community capacity building ensures ongoing stewardship beyond project completion.
- **Economic resilience:** Nature-based infrastructure delivers cost savings compared to traditional engineering solutions.

Regional vulnerability assessment. We are working to map the region's climate vulnerability, identifying priority areas where investment delivers maximum adaptation benefits. This evidence base guides ENVestor South East Queensland pilot landscape selection and corporate partnership opportunities.

ESG maturity in practice

Operational excellence

Our governance framework now integrates climate risk assessment into all project planning, with board-level oversight of decarbonisation progress through quarterly reporting.

Stakeholder value creation

- For partners: Quantified ESG outcomes enabling credible sustainability reporting.
- For investors: Measurable returns on environmental investment through our monitoring programs.
- For community: Enhanced resilience and liveability through integrated project delivery.

Operational
excellence
and
stakeholder
value creation





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Science

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Partnerships

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Moving from targets to action





Mapping our environmental outcomes

to natural resource management priorities and global sustainability goals

Riverine restoration & flood resilience

Our restoration work spans riverbank revegetation, river and flood resilience projects, and wetland and coastal restoration to rebuild natural systems and community resilience.

Hectares revegetated riverbanks **36.5 ha**

Kilometres rivers restored & flood resilience works **53 km**

Hectares rivers restored & flood resilience works **9 ha** works
12.5 ha maintenance

NRM

Healthy Water Sustainable urban design
Nature Conservation Healthy Land

SDG

6 Clean Water 8 Economic growth
11 Sustainable Cities 13 Climate Action
14 Life Below Water 15 Life on Land

Waterway & coastal restoration

We preserve ecosystem function of waterways and coastal areas and water quality by actively managing and maintaining weeds and erosion.

Hectares wetlands & coastal area maintained **191.7 ha**

Kilometres waterways maintained **45 km**

Hectares waterways maintained **847 ha**

NRM

Healthy Water Nature Conservation
Coastal & Marine Community

SDG

6 Clean Water 8 Economic growth
11 Sustainable Cities 13 Climate Action
14 Life Below Water 15 Life on Land

Biodiversity conservation

We conserve biodiversity by targeting species conservation areas and delivering revegetation projects that rebuild native vegetation cover and protect wildlife.

Hectares habitat improved for koalas **202 ha**

Hectares revegetation/assisted regeneration completed **87 ha**

NRM

Healthy Land Nature Conservation
Community First Nations

SDG

13 Climate Action 14 Life Below Water
15 Life on Land



Mapping our environmental outcomes

to natural resource management priorities and global sustainability goals

Land management

We deliver land stewardship through vegetation management, pest control programs, weed control and maintenance, and biological control agent releases across agricultural and natural landscapes.

Hectares land restoration (gully) **0.5 ha** works
8 ha maintenance

Hectares weed control and maintenance **1,017 ha**

Number biological control agent released **>72,000** across 25 sites

NRM

- Healthy Land
- Nature Conservation
- Healthy Water
- Community
- Local Landscapes

SDG

- 2 Zero Hunger
- 15 Life on Land

Sustainable agriculture

We work with agricultural producers on improving grazing management, property management planning, and knowledge sharing to increase long-term sustainability of farming operations.

Hectares grazing management & improved land practice **920 ha**

Hectares property management planning **27,324 ha**
5 workshops

Hectares best practice knowledge increasing long term sustainability **>90,600 ha**

NRM

- Healthy Land
- Nature Conservation
- Healthy Water
- Local Landscapes

SDG

- 2 Zero Hunger
- 8 Economic growth
- 15 Life on Land





Mapping our environmental outcomes

to natural resource management priorities and global sustainability goals

Fire preparedness & ecology

We support local government areas (LGAs), utilities and government-owned organisations, and individual landholder properties to reduce bushfire risk, build resilience and protect life and property by sharing knowledge.

Hectares local government area fire management planning
Moreton Bay, Redland, Brisbane

16,487 ha

Hectares utilities/government-owned organisations' fire management planning

3,614 ha Powerlink

Hectares landholders' property fire management planning

1,478 ha

NRM

Healthy Land

Nature Conservation

Healthy Water

Community

Local Landscapes

First Nations

Air & Atmosphere

SDG

11 Sustainable Cities

13 Climate Action

15 Life on Land





Mapping our environmental outcomes

to natural resource management priorities and global sustainability goals

Science & intelligence

Our monitoring network and programs track ecosystem health across multiple sites, collecting environmental parameters used to deliver public online maps, predictive models, and data that guide environmental investment decisions.

Sites monitored for ecosystem health report cards **440**

Environmental indicators collected across Ecosystem Health Monitoring Program **58**

Data sharing to support regional access **66**
(includes local and state government, NGOs, consultants, water utilities, academic institutions and others)

Online maps & dashboards publicly available **21**

Bayesian network models for scenario analysis **2**

Research partnerships **7**

Predictive analytics for risk assessment

Investment optimisation guidance through our dataset and tools



NOTE OF ACCURACY: Works areas (ha) are digitised on aerial photography at a scale between 1:1,000 and 1:10,000, based on best available information. Km streambank calculations derived from Watercourse lines – Queensland © State of Queensland (Department of Natural Resources and Mines, Manufacturing, and Regional and Rural Development) 2021, intersecting or adjacent to works areas.



Case study – Environmental outcomes

Scaling up for South East Queensland's endangered koalas

Demonstrating our ability to deliver landscape-scale conservation outcomes

This year marked a milestone achievement for our **Protecting Koalas project, funded by the Australian Government's Department of Climate Change, Energy, the Environment and Water Saving Koalas Fund**, with the successful delivery of 70 hectares of revegetation across South East Queensland's Areas of Regional Koala Significance (ARKS).

This substantial outcome demonstrates Healthy Land & Water's proven ability to scale conservation activities while maintaining high-quality outcomes.

The project focuses on **conserving koalas within the 20 priority habitat areas across South East Queensland**.

Working within ARKS around the Scenic Rim, our comprehensive approach combines habitat restoration, community engagement, and cutting-edge monitoring **to address the multiple threats** facing these endangered marsupials.

**70 hectares
of new
koala
habitat
established**

Key outcomes:

- Landscape-scale impact – **70 hectares of new koala habitat established**, significantly expanding available territory for these endangered animals.
- **Multiple environmental benefits** – Revegetation efforts simultaneously support threatened species conservation, improve vegetation condition, enhance catchment health, and contribute to carbon sequestration.
- **Multi-property success** – Major revegetation sites of 18 ha and 14 ha delivered across two separate properties, demonstrating our capacity to work effectively with diverse landholders.

Each project has been funded by the Australian Government. The most recent project is funded by the Department of Climate Change, Energy, the Environment and Water Saving Koalas Fund. Other key project collaborators on our koala projects include the Queensland Government Department of Environment, Tourism, Science and Innovation, Queensland Trust for Nature, local governments, Traditional Owners and Landcare and community groups.





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Community impact and operations





Aligning our community outcomes

to regional and global goals

Partnerships, community engagement & capacity building

We engage directly with landholders through property assessments and partnerships while connecting thousands of community participants through digital platforms, engagement events, and workshops to build environmental stewardship capacity across the region.

Number of landholders engaged	5,663
Hectares landholder properties assessed	14,185 ha
Million digital footprint	1.4 million
Number engagement/events	102
Number attendees	2,662
% partnership and customer satisfaction	89%
% project delivery satisfaction	75%

NRM

- Healthy Water Local Landscapes
- Nature Conservation Healthy Land
- Coastal & marine First Nations
- Sustainable urban design Community
- Air & Atmosphere

SDG

- 16 Peace, Justice, Strong Institutions
- 17 Partnerships





Aligning our community outcomes

to regional and global goals

Urban environments & capacity building

We deliver specialised training to professionals in erosion and sediment control and stormwater management, building technical expertise across the development and construction sectors.

Number of professionals trained to improve erosion & sediment control	526 Great Barrier Reef
	192 South East Queensland
Number of professionals trained to improve stormwater management	332 Great Barrier Reef
	775 South East Queensland

NRM

- Healthy Water
- Coastal & marine
- Nature Conservation
- Healthy Land
- Sustainable urban design
- Community

SDG

- 6 Clean Water
- 11 Sustainable Cities
- 14 Life Below Water

First Nations engagement & reconciliation

We support First Nations' economic participation through procurement opportunities, Traditional Owner partnerships in project delivery, and cultural heritage protection across our projects.

\$ procurement from First Nations suppliers **\$382,525**

Traditional Owner **partnership** in project design and delivery

Cultural heritage protection integrated in all field projects

First Nations **representation** maintained at governance and staff levels

NRM

- Healthy Water
- Local Landscapes
- Nature Conservation
- Healthy Land
- Coastal & marine
- First Nations
- Air & Atmosphere
- Community

SDG

- 8 Economic growth
- 10 Reduced Inequalities
- 16 Peace, Justice, Strong Institutions





Aligning our community outcomes

to regional and global goals

Governance, WHS & operations

Our governance meetings and technical review processes ensure organisational oversight. We hold a quality assurance ISO9001 certification, while our field operations maintain high safety standards.

Governance meetings	20
Site visits and monitoring activities	258
% field staff trained in defensive driving	70%
% staff trained in first aid and CPR	75%

100% certified ISO9001 QMS

Technical review process



NRM

- Nature Conservation
- Community

SDG

- 3 Good Health & Well-being
- 8 Economic growth
- 16 Peace, Justice, Strong Institutions
- 17 Partnerships

Environmental responsibility & carbon intensity

We aim to track and report our organisational carbon footprint across direct emissions (Scope 1), electricity use (Scope 2), and subcontractors' activities (Scope 3). In FY2022 a baseline assessment was made and since then, the company has grown and we are in the process of finalising the estimation of our new baseline.

FY 2025		
Scope 1	93.37*	t CO2-e
Emissions from sources that an organisation owns or controls directly.		
Scope 2	95.81*	t CO2-e
Emissions a company causes indirectly that come from where the energy it purchases and uses is produced.		
Scope 3	Estimation in progress*	
All emissions not covered in scope 1 or 2, created by a company's value chain.		

*Our FY2025 carbon emissions are calculated using the Greenhouse Gas (GHG) Protocol. Scope 3 emissions are currently being estimated - noting that in FY2022 emission calculation was 1,874.77 tCo2-e.



NRM

- Air & Atmosphere

SDG

- 12 Responsible Consumption & Production
- 13 Climate Action



Case study – Community outcomes

Building partnerships for landscape-scale natural resource recovery

Landholder collaboration key to on-ground project success

This year, project officers visited over 90 proposed project sites across South East Queensland as part of the Queensland Government's Natural Resource Recovery Project (NRRP). These visits followed a strong response to the project's Expression of Interest process, which received 120 applications from landholders interested in improving the condition of their land.

Each site visit provided project officers the opportunity to **assess potential opportunities for practical on-ground works** aimed at addressing common challenges:

- **66** landholders were interested in **weed control**.
- **21** landholders were interested in **revegetation**.
- **91** landholders were interested in **grazing management**.
- **16** landholders were interested in **landscape rehydration**.
- **21** landholders were interested in **erosion control**.
- **28** landholders were interested in **fire management**.
- **2** landholders were interested in **pest management**.
- **38** landholders were interested in **pasture renovation**.

What began as site assessments for potential funding and support quickly evolved into genuine conversations that deepened understanding of both the land and the people managing it.

Key outcomes:

- **120 Expressions of Interest**, demonstrating widespread commitment to natural resource improvement across the region.
- **Over 90 property visits** completed.
- **500 ha of improved land condition** already underway, progressing toward targets of 4,000 ha of improved grazing land and 420 ha of improved native vegetation.

These site visits and extension opportunities have been supported by the Queensland Government's Natural Resources Recovery Program.

Genuine
conversations
that deepened
understanding
of both the
land and the
people
managing it





05. Partnerships

In this section:

Reconciliation Action Plan: caring for Country together

- Our commitment to reconciliation
- Progress in action
- Integrating cultural values

Financial performance and partnerships

- Income underpinning our activities
- Expenses in delivering our activities
- Strategic partnership architecture
- Case study - Partnerships

From linear to circular economy thinking

- Shifting our approach to environmental management
- Case study - Circular resourcing
- Circular innovation projects
- ENVestor South East Queensland
- Building sustainable operating models





Reconciliation Action Plan: **caring for Country together**





Our commitment to reconciliation

Healthy Land & Water recognises that effective environmental stewardship requires respectful collaboration with Traditional Owners and the integration of traditional knowledge with contemporary environmental management practices.

Building on our inaugural Innovate Reconciliation Action Plan (RAP), we launched our second Innovate RAP in 2024, positioning reconciliation as central to our approach to caring for Country.

Progress in action

Our commitment extends beyond policy into meaningful engagement. Staff participated in cultural learning on Bundjalung Country through yarning with Aunty Marion and Uncle Frank, and a traditional smoking ceremony. During National Reconciliation Week, we screened "Genocide in the Wildflower State," for all Healthy Land & Water's employees, demonstrating our commitment to truth-telling.

Reconciliation Australia's 2024 survey confirms that RAPs are fostering stronger relationships, increasing respect, and creating opportunities for Aboriginal and Torres Strait Islander peoples within our organisation.

Integrating cultural values

Our projects increasingly integrate cultural values protection with environmental outcomes, recognising that caring for Country encompasses both cultural heritage preservation and ecosystem restoration. Through partnerships with Traditional Owner groups across South East Queensland and beyond, we expand understanding of how traditional stewardship practices strengthen contemporary environmental management.

Gamilaroi artist Daniel Evans created an artwork depicting the intricate relationship between water and land as deeply rooted in culture, history, and ecosystems, reinforcing that environmental management is inseparable from cultural connection. We proudly display this work in our office in Meanjin.

\$382,525
procurement
from First Nations suppliers





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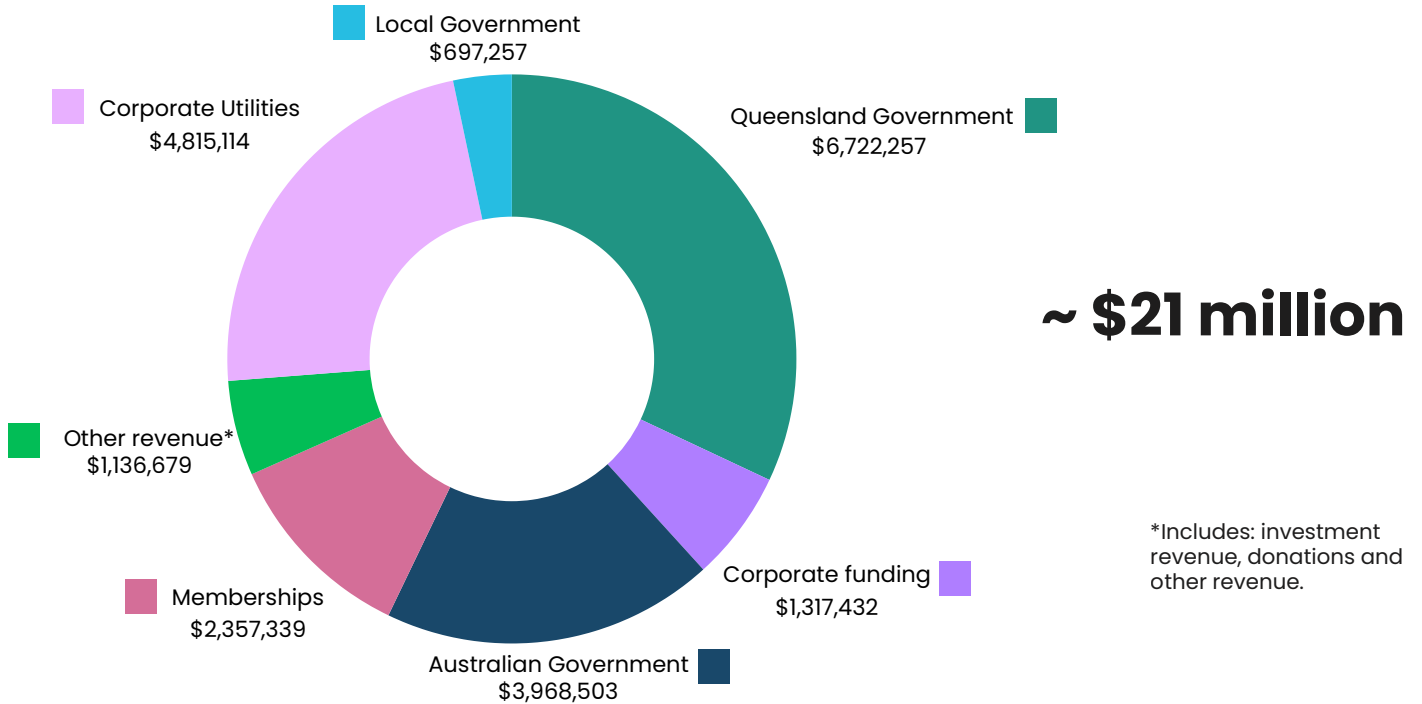
Financial performance and partnerships



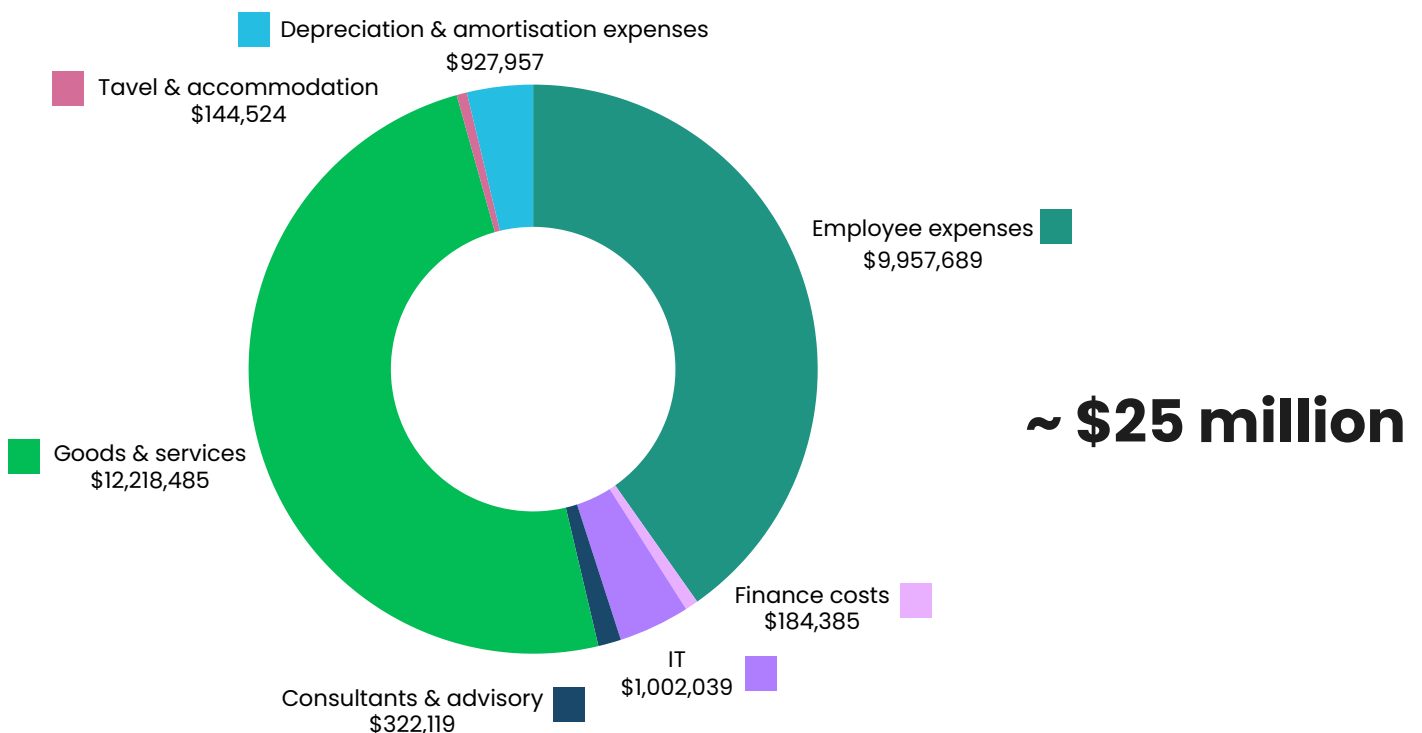


Income underpinning our activities

Healthy Land & Water's financial model continues to evolve towards greater diversification, reducing traditional grant dependency while maintaining strong environmental outcomes and building sustainable revenue streams.



Expenses in delivering our activities



For the full Healthy Land & Water 2025 Annual Financial Statements, click [here](#).



Strategic partnership architecture

Our network of established partners forms the foundation enabling all our environmental work. These relationships represent years of collaboration, shared investment, and proven outcomes.



At our foundation is our large and growing network of partners and collaborators

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 governments

Healthy Land & Water partners with the Australian and Queensland Governments 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.

Members

Thank you to our "owner" members, the South Eastern 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.

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.



Case study – Partnerships

Building fire-resilient communities through partnership

Collaborative fire planning protects communities and landscapes

Over the past year, Healthy Land & Water has worked alongside five Local Government Areas and utility providers to strengthen regional fire preparedness. Our fire ecology team partners directly with local fire management officers, utility asset managers, and community stakeholders to develop practical, science-backed solutions.

Rather than imposing standardised approaches, we listen to local knowledge and combine it with our regional expertise.

This collaborative approach has delivered fireline assessments, comprehensive bushfire management plans, and risk management strategies that balance community safety with ecological health.

Key outcomes:

- **Enhanced local capacity** – LGA staff gain specialised fire ecology expertise while sharing essential local knowledge.
- **Coordinated response** – Multiple agencies now work from aligned strategies and shared data.
- **Community confidence** – Residents see their councils supported by proven expertise and regional coordination.

**Listening to
local
knowledge
and
combining it
with our
regional
expertise**

These partnerships demonstrate how appropriate fire regimes can reduce fuel loads, enhance biodiversity, and control invasive species simultaneously. Local managers are now equipped with tools and knowledge for ongoing landscape stewardship, creating safer communities and healthier landscapes across South East Queensland.





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From linear to **circular** **economy** **thinking**





Shifting our approach to environmental management

While Natural Resource Management has traditionally followed a linear project model, the compounding pressures from climate change and rapid population growth, combined with increased pressures on limited grant funding for environmental projects, necessitate a new approach.

In the past, environmental management followed a linear approach: identify the problem, secure the grant, implement the project, measure the outcome.

While this approach has delivered important environmental improvements, the scale and complexity of current challenges require more innovative thinking.

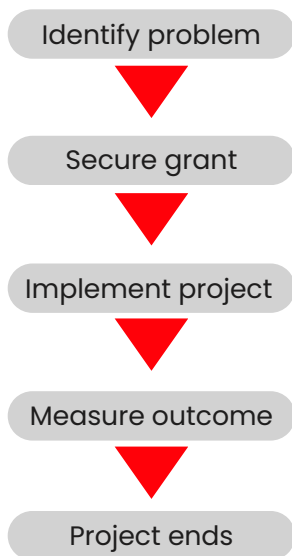
To build long-term resilience, NRM must shift towards circular,

systems-based thinking - where projects are designed not just to fix problems, but to regenerate ecosystems, retain value in natural capital, and create feedback loops between science, policy, and community.

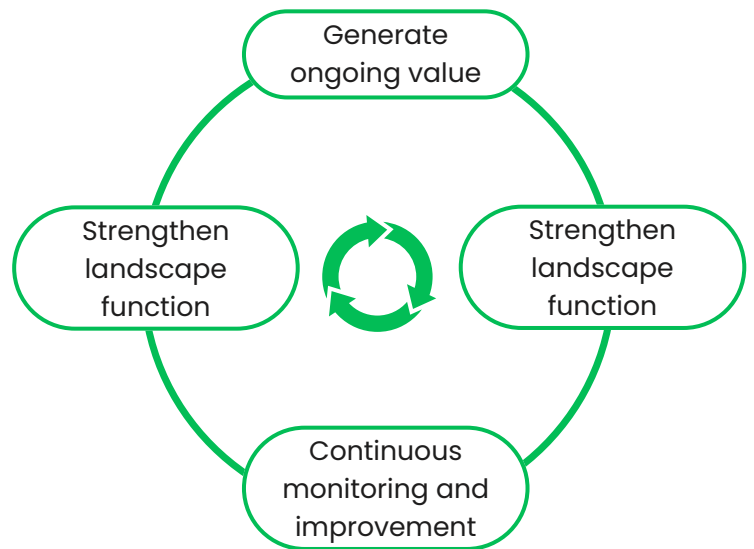
This means embedding environmental markets, adaptive governance, and co-investment models into how we plan, deliver, and evaluate our work.

Projects are designed to **generate ecosystems and retain value in natural capital**

The linear challenge



Our circular approach



Key challenges

- **Reactive problem-solving** after degradation occurs.
- **Project isolation** with limited connections.
- **Episodic funding dependency** on grants.
- **Individual projects** struggling with landscape-scale challenges.

System benefits

- **Projects generate ongoing value** supporting continued investment.
- **Interventions strengthen** overall landscape function.
- **Monitoring enables** continuous improvement.
- **Collaborative models** multiply individual investments.



Case study – Circular resourcing

Pine Mountain – From linear waste to circular resource

From flood recovery to circular solutions

During flood recovery work at Pine Mountain on the Brisbane River, an opportunity emerged that perfectly demonstrates circular economy thinking in action. A public infrastructural development company approached us with large, native timber logs that were headed for the chipper. At the same time, we knew that teams involved in fish stocking and population recovery were looking for materials to create underwater shelters for the translocated endangered Mary River Cod. Instead of letting good timber go to waste, we connected the dots.

Making the connection

Healthy Land & Water facilitated the development of this timber into habitat features for the Somerset Wivenhoe Fish Stocking Association, who were installing fish habitat structures in the Brisbane River alongside fingerling releases and habitat enhancement works. The logs were perfect for creating "cod hotels" – underwater shelters where Mary River Cod can safely breed and shelter.

We helped coordinate the logistics of getting two trucks of salvaged timber cleared for roadways turned into 25 heavy logs (up to 100 kg each) with a local arborist and the installation site as part of our broader flood recovery project. The fish stocking association handled the specialist work of installing the underwater habitats and will provide monitoring of the logs

Circular impact

What would have been chipped timber became valuable fish habitat. The logs now provide potential breeding sites for Mary River Cod and shelter for native fish, eels, turtles, and water dragons in areas that have seen in-stream habitat removed by the 2022 floods.

This simple connection – waste timber to wildlife habitat – shows how circular thinking can work within environmental projects. Instead of separate linear processes (chipper disposal here, purchasing habitat materials there), one connection created value for both waste reduction and ecosystem restoration. It also highlighted the potential to continue to salvage timber cleared for public infrastructure for use in streambank stabilisation projects – from timber vanes to pile fields.

Key outcomes:

Flood recovery work that not only restored damaged riverbank but also supported fish habitat creation by keeping good materials in use rather than sending them to waste.

This project is supported by Healthy Land & Water, with assistance provided through the jointly funded Commonwealth–state Disaster Recovery Funding Arrangements.

Partners include the Resilient Rivers Initiative, Ipswich City Council, Port of Brisbane and Lockyer Valley Regional Council. Thank you to the landholder for allowing us access via their property to complete these works, and to Fitzy and team at Somerset Wivenhoe Fish Stocking Association.

Circular thinking can work within environmental projects





Circular innovation projects

Our circular approach includes innovative projects such as shellfish reef restoration and circular products like BESE-Elements® (Bio Engineered Stream Enhancement¹²) that demonstrate how environmental solutions can create ongoing value and system resilience.

Revegetation with BESE-Elements®

Healthy Land & Water has utilised an innovative, worldwide acclaimed technology that was invented in the Netherlands.

We used BESE-Elements® for multiple restoration projects over the years restoration projects including Lungfish habitat rehabilitation and the Pumicestone Passage shellfish habitat restoration, each project delivering highly successful outcomes.

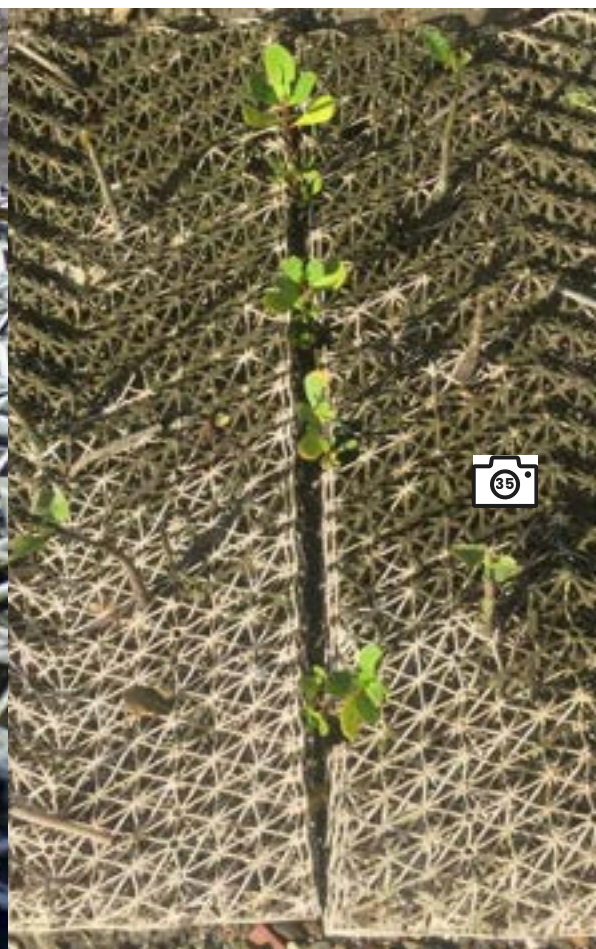
They are effective, cutting-edge, and nature-based! They act like a temporary structure

to start ecosystem restoration.

They are perfect for retaining plant seeds (propagules), supporting the colonisation and growth of saltmarsh plants and mangroves, restoring marine ecosystems like shellfish reefs, and trapping sediment that can flow in the waterways, purifying the water.

Once established, the mangroves provide a structure on their own, and the grids break down, leaving behind the re-established ecosystem.

Environmental solutions can create ongoing value and system resilience





ENVestor

South East Queensland

Catalysing landscape-scale investment

Healthy Land & Water has led the development of the ENVestor program to drive new sources of finance into large-scale nature-based solutions. This innovative initiative connects projects at landscape-scale for amplified impact, provides investment options into priority landscapes for corporate ESG commitments, delivers multiple co-benefits including environmental, economic, social and cultural outcomes, and builds coalitions uniting government, private sector, industry, and community partners.

From concept to reality: Upper Brisbane Valley pilot

Our first landscape-scale portfolio focuses on the Upper Brisbane Valley catchment, encompassing the Wivenhoe Dam water supply area and key koala habitat corridors. This pilot demonstrates how coordinated investment across four interconnected themes creates comprehensive environmental transformation:

- **Koala habitat restoration** – revegetation activities, corridor enhancement, and fire management to protect endangered species.
- **Riverine restoration** – streambank erosion control, riparian revegetation, and water quality improvement.
- **Bushfire resilience** – climate adaptation strategies reducing landscape fire risk while protecting communities.
- **Sustainable agriculture** – climate-smart grazing practices that boost soil carbon and water retention.

Targeting investment with comprehensive data

ENVestor investments are guided by our comprehensive environmental monitoring dataset, which identifies exactly where landscape-scale investment will deliver the greatest return for nature.

We pinpoint priority waterways for restoration, map habitat corridors needing reconnection, and identify agricultural areas where practice change improves downstream water quality.

This evidence base gives corporate partners confidence in measurable environmental outcomes and enables real-time project adaptation. Each landscape-scale offering provides investors with a genuine way of meeting their corporate sustainability and ESG commitments.

Innovation in
landscape-scale
collaboration
that connects
projects for
amplified
impact,
provides
investment
options into
priority
landscapes for
corporate ESG
commitments,
and **delivers**
multiple co-
benefits

Environmental markets we are exploring

- Carbon sequestration through vegetation restoration projects.
- Biodiversity markets for future credit systems.
- Water quality trading through nutrient mechanisms.
- Corporate ESG outcome delivery.



Building sustainable operating models

We are building operating models that demonstrate environmental management systems that can self-improve over time through adaptive management, generate ongoing benefits beyond project completion, build community knowledge for resilience and capacity for continued stewardship, as well as leverage new opportunities as they emerge.

Current progress toward financial diversification

- Corporate partnerships providing ESG outcome investment.
- Fee-for-service delivery of specialised environmental services.
- Innovation partnerships developing new environmental technologies.
- Participation readiness in emerging environmental credit systems.

System-level coordination examples

- Landscape-scale coordination across multiple projects and partners.
- Integrated outcome delivery addressing water quality, biodiversity, and climate resilience simultaneously.
- Partnership innovation leveraging diverse expertise and resources.
- Community capacity building creating ongoing stewardship beyond project completion.

Creating **adaptive environmental models** that generate **ongoing impact** through innovation and partnership

This evolution towards circular economy thinking positions Healthy Land & Water to deliver greater environmental impact while building sustainable operating models that reduce dependency on traditional funding sources.



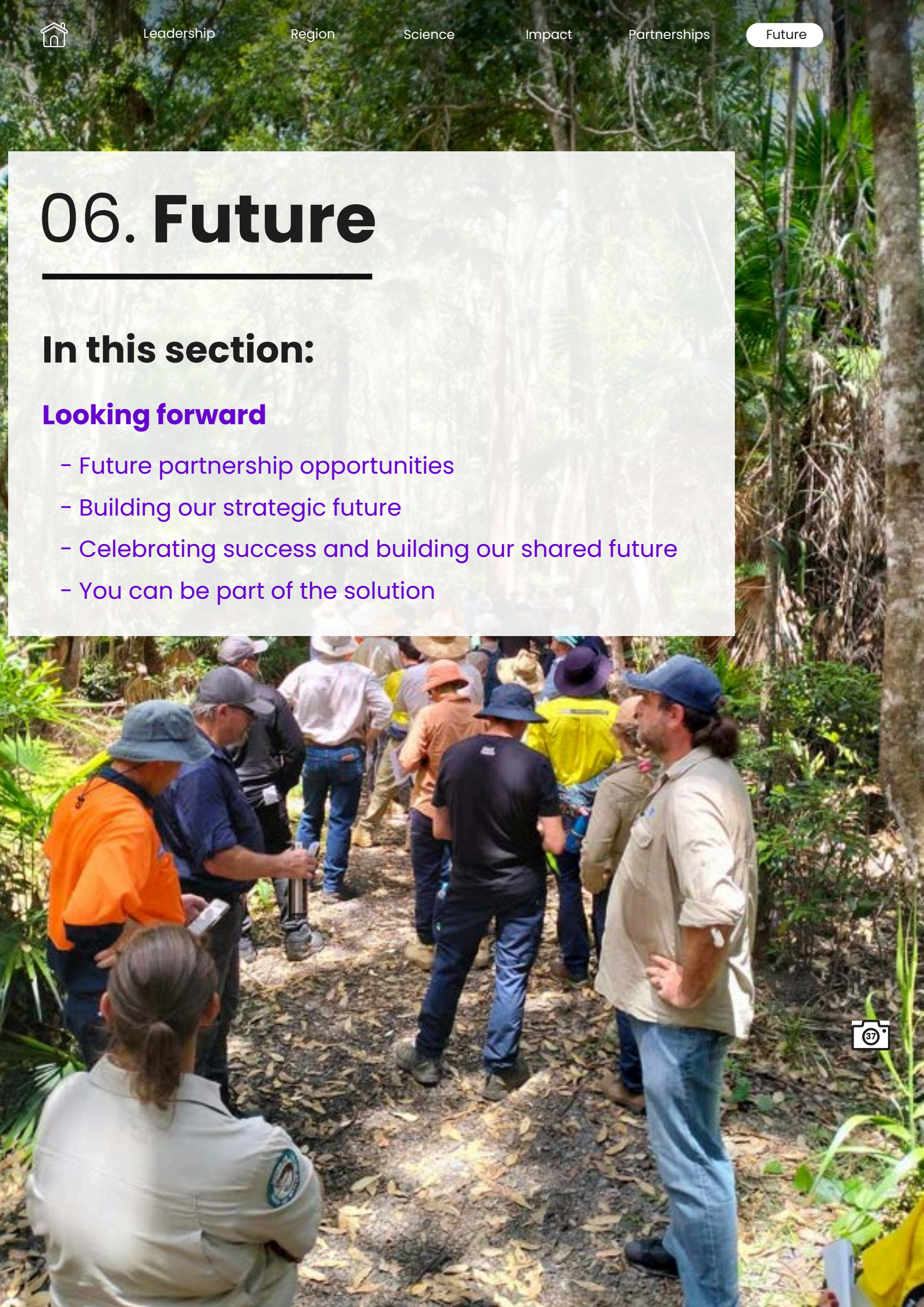


06. Future

In this section:

Looking forward

- Future partnership opportunities
- Building our strategic future
- Celebrating success and building our shared future
- You can be part of the solution





Leadership

Region

Science

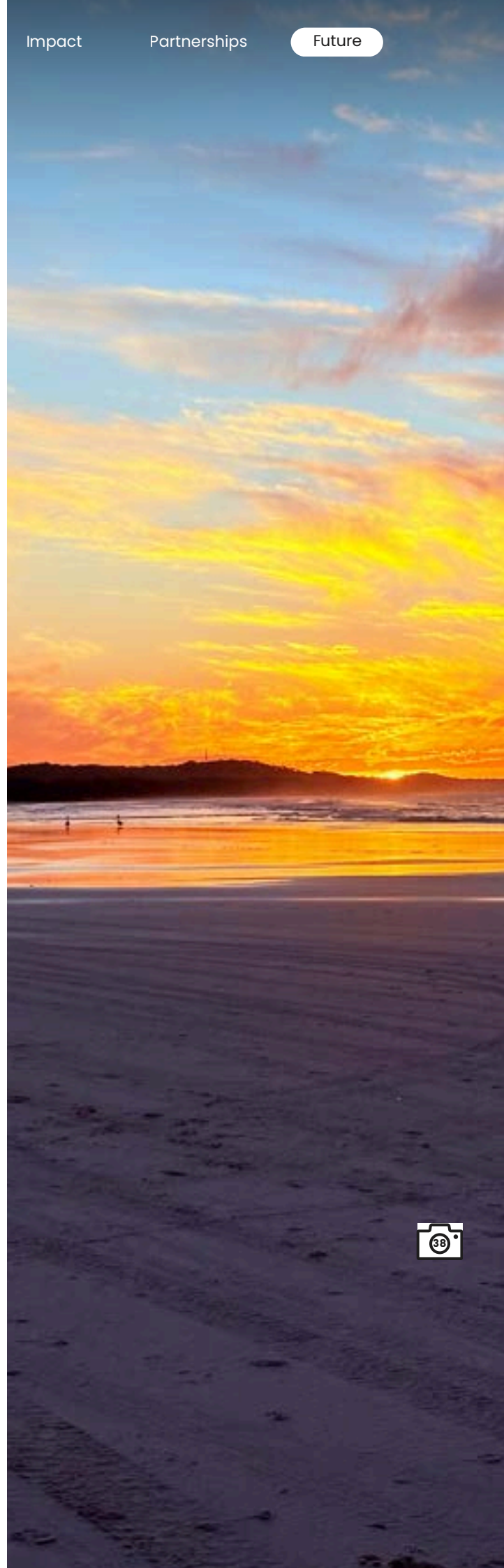
Impact

Partnerships

Future



Looking forward





Future partnership opportunities

As environmental challenges intensify and solutions evolve, we're seeking new partnerships that amplify our proven approach while exploring innovative pathways to environmental impact.

Corporate ESG partners

We're connecting with corporations ready to move beyond traditional corporate social responsibility toward genuine environmental impact. Our ENVestor program and comprehensive monitoring data provide the measurable outcomes needed for credible ESG commitments, from carbon sequestration projects to biodiversity conservation initiatives.

Innovation & technology partners

Our comprehensive datasets and real-world testing environments make us an ideal partner for technology companies developing environmental solutions. We're particularly interested in collaborating on enhanced monitoring systems, predictive analytics, and automation tools that can improve environmental management efficiency.

Innovation & technology partners

Our proven methodologies and comprehensive case studies position us to support other regions facing similar environmental pressures. We're exploring knowledge sharing platforms and collaborative research programs that can adapt our integrated landscape management approach to different contexts.

Building our strategic future

Our strategic direction positions us to explore new opportunities that will increase our impact and influence:

Environmental intelligence leadership

Advancing data-driven investment platforms that guide environmental decision-making across multiple scales, from local project targeting to regional planning coordination.

Market innovation and influence

Expanding landscape-scale investment models while establishing credible pathways for emerging environmental markets, positioning SEQ as a demonstration region for effective nature finance.

Partnership network expansion

Building deeper collaborative relationships across sectors, including strengthened partnerships with Traditional Owner groups and expanded networks that amplify environmental advocacy and co-investment opportunities.

Regional demonstration and knowledge transfer

Showcasing integrated environmental management approaches that other regions can adapt, building toward recognition as a global leader in evidence-based environmental stewardship.

Leading South
East
Queensland's
environmental
future while
building
approaches
that create
lasting value
for the region
and beyond



Celebrating success and building our shared future

As South East Queensland continues to grow and face intensifying climate pressures, our proven approach to evidence-based environmental management positions us to explore new opportunities and partnerships that will amplify our impact across the region and beyond.

Our collective achievements

The outcomes in this report demonstrate what's possible when community, government, industry, and Traditional Owners unite around shared environmental goals. Over 25 years, we've transformed South East Queensland's approach to environmental management, moving from reactive responses to proactive, landscape-scale solutions that have restored thousands of hectares of habitat, improved water quality across major waterways, and built community resilience against climate extremes.

You can be part of the solution

The future of our region's environment depends on continued collaboration. Whether you're a landholder, business owner, or community member, there are meaningful ways to contribute through restoration projects, sustainable practices, environmental partnerships, or community stewardship programs.

Together, we're not just protecting South East Queensland's extraordinary natural heritage—we're demonstrating how regions worldwide can build environmental resilience while supporting thriving communities and sustainable prosperity.

South East Queensland's environmental leadership

Our region now stands as a global demonstration site for evidence-based environmental management.

As we prepare to host the 2032 Olympic and Paralympic Games, our environmental stewardship will be showcased on the world stage, positioning South East Queensland as a leader in addressing climate change and rapid population growth through innovative partnerships and proven solutions.

Ready to contribute?
Connect with us to explore how you can **be part of South East Queensland's environmental future**





Leadership

Region

Science

Impact

Partnerships

Future





Links & resources

1. – Media release, *South East Queensland is growing*, Deputy Premier, Minister for State Development, Infrastructure, Local Government and Planning and Minister Assisting the Premier on Olympic and Paralympic Games Infrastructure – The Honourable Dr Steven Miles, Published Monday, 31 July, 2023.
– *Queensland Government Statistician's Office, Queensland Government population projections, 2023 edition*, ABS National, state and territory population, various editions.
2. Please refer to n. 1.
3. [Media release, 2022 flood cost continues to rise](#), Insurance Council of Australia, 1 June, 2022.
[Queensland Reconstruction Authority, Deloitte Report, The social, financial and economic costs of the 2022 South East Queensland Rainfall and Flooding Event, June 2022.](#)
4. Please refer to n. 1.
5. Please refer to n. 1.
6. Lee, J.-Y., J. Marotzke, G. Bala, L. Cao, S. Corti, J.P. Dunne, F. Engelbrecht, E. Fischer, J.C. Fyfe, C. Jones, A. Maycock, J. Mutemi, O. Ndiaye, S. Panickal, and T. Zhou, 2021: *Future Global Climate: Scenario-Based Projections and NearTerm Information. In Climate Change 2021: The Physical Science Basis. Contribution of Working Group I to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change* [Masson-Delmotte, V., P. Zhai, A. Pirani, S.L. Connors, C. Péan, S. Berger, N. Caud, Y. Chen, L. Goldfarb, M.I. Gomis, M. Huang, K. Leitzell, E. Lonnoy, J.B.R. Matthews, T.K. Maycock, T. Waterfield, O. Yelekçi, R. Yu, and B. Zhou (eds.)]. Cambridge University Press, Cambridge, United Kingdom and New York, NY, USA, pp. 553–672, doi:10.1017/9781009157896.006.
7. Please refer to n. 6.
8. Press Release, *WMO confirms 2024 as warmest year on record at about 1.55°C above pre-industrial level*, 10 January 2025.
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10. <https://unfccc.int/process-and-meetings/the-paris-agreement>.
11. *Managing what matters: the cost of environmental decline in SEQ*, Marsden Jacob Associates, 2010. [Microsoft Word – Managing what matters – 27 April 2010 ad edits.doc](#).
12. [Biodegradable EcoSystem restoration Elements | BESE-elements®](#).

Photo credits

- 1 Brisbane River, South East Queensland – Cr. Healthy Land & Water.
- 2 Traditional Owners flag on tree, Minjerribah (North Stradbroke Island), South East Queensland – Cr. Joel Bolzenius.
- 3 Pumicestone Passage, South East Queensland – Cr. Healthy Land & Water.
- 4 How to Plan a Burn Workshop, Queensland Fire & Biodiversity Consortium, Cooran, South East Queensland – Cr. Cameron Etchells.
- 5 Sunrise over Glass House Mountains in Queensland, South East Queensland – Cr. AdobeStock.
- 6 Environmental Project Manager, Leonard Ainsworth releasing jewel beetles in Moogerah, Scenic Rim, South East Queensland – Cr. Healthy Land & Water.
- 7 Environmental Project Officer, Indigo Kuss-Patterson, checking one of our Healthy Catchments Program sites and assessing damage post heavy rain, Silverdale, Warrill, South East Queensland – Healthy Land & Water.
- 8 Principal Project Manager, Dr Diana Virkki assessing fuel loads, Minjerribah (North Stradbroke Island), South East Queensland – Cr. Healthy Land & Water.
- 9 Principal Scientist, Bruce Lord, Sustainable Agriculture community workshop, Mt Beppo, South East Queensland – Cr. Healthy Land & Water.
- 10 Flood recovery project fishway (Project assistance provided through jointly funded Commonwealth-State Disaster Recovery Funding Arrangements), Woogaroo, South East Queensland – Cr. Healthy Land & Water.
- 11 City of Gold Coast beach photo, South East Queensland – Cr. Healthy Waterways, Healthy Land & Water.
- 12 Gorge at Point Lookout, Minjerribah (North Stradbroke Island), South East Queensland – Cr. Healthy Land & Water.
- 13 Environmental Project Manager, Vanessa Durand, checking revegetation progress, Laidley Creek, Mulgowie, South East Queensland – Cr. Healthy Land & Water.
- 14 Shorebirds at Main Beach, Minjerribah (North Stradbroke Island), South East Queensland – Cr. Healthy Land & Water.
- 15 Landholder property works for Multi Catchments Source Water Protection Project, South East Queensland – Cr. Agricultural Project Manager, Marc Leman, Healthy Land & Water.
- 16 How to Plan a Burn Workshop, Queensland Fire & Biodiversity Consortium, Cooran, South East Queensland – Cr. Cameron Etchells.
- 17 *Keep Calm Grow Trees* community event, Healthy Land & Water in collaboration with Boonah Landcare, Boonah, South East Queensland – Cr. Healthy Land & Water
- 18 Healthy Land & Water's Water by Design Living Waterways Project at Cicada Park, Chapel Hill, Brisbane, South East Queensland – Cr. Healthy Land & Water
- 19 Healthy Land & Water's riverine works for nutrients offset project funded by Unitywater, Lower Caboolture, South East Queensland – Cr. Healthy Land & Water.
- 20 Landholder property revegetation works for Multi Catchments Source Water Protection Project, South East Queensland – Cr. Agricultural Project Manager, Marc Leman, Healthy Land & Water.
- 21 How to Plan a Burn Workshop, Queensland Fire & Biodiversity Consortium, Cooran, South East Queensland – Cr. Cameron Etchells.
- 22 DCCEW-funded Protecting Koalas Project, Healthy Land & Water delivering property revegetation, Ipswich, South East Queensland – Cr. Davida Shera.
- 23 Koala sighting from one of our staff, Granchester, South East Queensland – Cr. Indigo Kuss-Patterson, Healthy Land & Water.
- 24 Landowner at Healthy Land & Water's Kedron Brook Backyard Regeneration community workshop – Cr. Healthy Land & Water.
- 25 How to Plan a Burn Workshop, Queensland Fire & Biodiversity Consortium, Carneys Creek, Scenic Rim, South East Queensland – Cr. Healthy Land & Water.
- 26 Queensland Fire & Biodiversity Consortium attending cool burnings on Githabul Country, funded by Condamine Headwaters Landcare and delivered by Firelore.- Cr. Queensland Fire & Biodiversity Consortium, Healthy Land & Water.
- 27 Property visits for the Queensland Government's Natural Resources Recovery Program, Lockyer Valley, South East Queensland – Cr. Healthy Land & Water.
- 28 Healthy Land & Water's team assessing fuel loads, Minjerribah (North Stradbroke Island), South East Queensland – Cr. Healthy Land & Water.
- 29 Innovate Reconciliation Action Plan artwork "Walkabout warrior", by Gamilaroi man and artist Daniel Evans – Cr. Healthy Land & Water.
- 30 Sustainable Agriculture community workshop, Mt Beppo, South East Queensland – Cr. Healthy Land & Water.
- 31 Healthy Land & Water's Environmental Project Manager, Hannah Etchells, undertaking a fuel hazard assessment – Cr. Healthy Land & Water.
- 32 Healthy Land & Water team on a site visit, Gold Coast area, South East Queensland – Cr. Healthy Land & Water.
- 33 Flower close-up at Sustainable Agriculture community workshop, Mt Beppo, South East Queensland – Cr. Healthy Land & Water.
- 34 Recycled logs and Somerset Wivenhoe Fish Stocking Association team installing logs at one of our Pine Mountain Healthy Land & Water's project sites (Project assistance provided through jointly funded Commonwealth-state Disaster Recovery Funding Arrangements) – Cr. Healthy Land & Water.
- 35 BESE structures example and installation at one of our project sites – Cr. Healthy Land & Water.
- 36 Sea view, Minjerribah (North Stradbroke Island), South East Queensland – Cr. Healthy Land & Water.
- 37 Healthy Land & Water's Queensland Fire & Biodiversity Consortium Member Forum, Noosa, South East Queensland – Cr. Healthy Land & Water.
- 38 Sunset at Main Beach, Minjerribah (North Stradbroke Island), South East Queensland – Cr. Healthy Land & Water.
- 39 Riverine restoration works (Project assistance provided through jointly funded Commonwealth-state Disaster Recovery Funding Arrangements), Woogaroo, South East Queensland – Cr. Healthy Land & Water.
- 40 Riverine restoration works (Project assistance provided through jointly funded Commonwealth-state Disaster Recovery Funding Arrangements), Pine Mountain, South East Queensland – Cr. Healthy Land & Water.



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