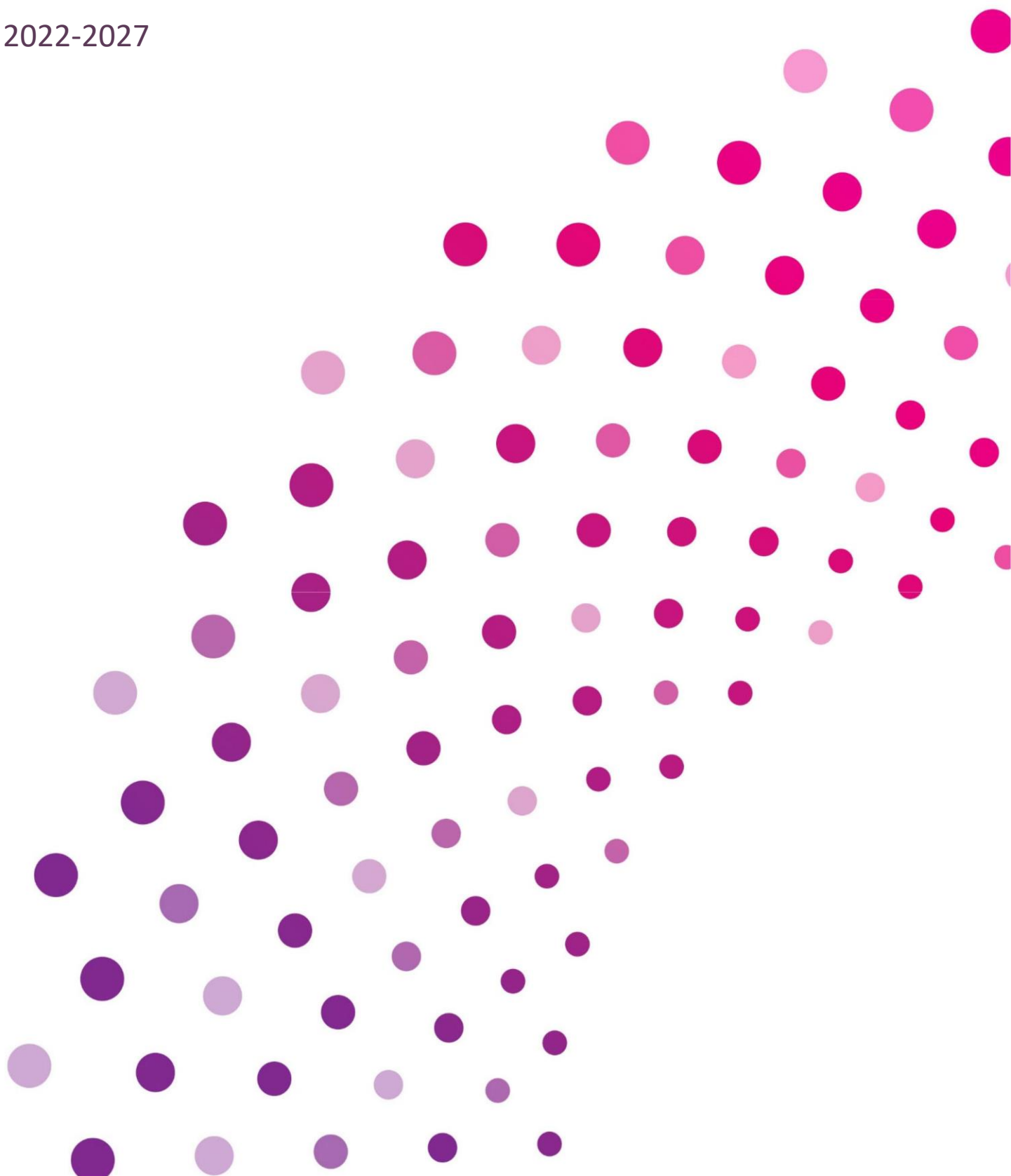




the women's  
the royal women's hospital

# Environmental Management Plan

2022-2027





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## Acknowledgement of Traditional Owners

The Royal Women's Hospital acknowledges and pays respect to the Wurundjeri and Boonwurrung people of the Kulin Nation, the Traditional Custodians of the Country on which our sites at Parkville and Sandringham stand and we pay our respects to their Elders past, present and emerging.

The Women's is committed to improving health equity for Aboriginal and Torres Strait Islander women, children and families and we recognise the fundamental significance of cultural traditions, beliefs, and connection to country for the health and wellbeing of Aboriginal and Torres Strait Islander peoples. We acknowledge the importance of kinship and family structures as a cohesive force that binds Aboriginal and Torres Strait Islander peoples and we recognise their cultures, community connection, and self-determination as critical protective factors for wellbeing

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# Foreword

On behalf of the Royal Women's Hospital, I am pleased to present the Women's Environmental Management Plan for 2022-2027.

The Women's has made a commitment to reduce our environmental impacts through:

- approving an Environmental Policy
- setting key objectives and targets
- developing a specific Environmental Management Plan for the Women's, and
- establishing a monitoring and reporting framework to report our achievements.

While the Victorian Government has committed to environmental sustainability by setting a target to achieve net zero greenhouse gas emissions by 2050, the Women's (through this plan) seeks to commit and achieve net zero greenhouse gas emissions by 2030.

This commitment will be achieved through the development of strong, robust and achievable environmental sustainability targets.

The Women's Environmental Management Plan outlines how we will continue to address climate change risk over the next five years, employing best practice environmental solutions that reduce the impact of our operations on the environment.

I encourage all staff at the Women's to take the time to learn more about the initiatives that need to be undertaken to achieve the goals outlined in this Plan, and how you can be part of the solution to achieve net zero emissions by 2030.

**Sue Matthews**

Chief Executive Officer

## Executive Summary

The World Health Organisation has described climate change as the defining issue for public health in the 21st century. It is an urgent challenge, and the Women's recognises the impacts of climate change, and how these impacts are directly affecting our health system and overarching services to the Victorian community.

As a result, the Women's is committed to improving environmental sustainability through the establishment of formal performance reporting and infrastructure reform. This commitment is documented in the Women's Environmental Management Plan (EMP) 2022-2027 and subsequent action plan.

Through our EMP 2022-2027 and action plan, the Women's commits to:

- integrating risks associated with environmental sustainability and climate change, into our performance reporting matrix
- provide leadership to the community, through the use of sustainable initiatives and programs
- operate in an environmentally sustainable manner through the ongoing review of waste reduction strategies, including recycling, energy rationalisation programs, water wise initiatives and sustainable procurement
- establish an annual program that encourages innovation and best practice, so as to improve the environmental performance of the Women's, and
- communicating the Women's progress in achieving environmental management targets through The Women's annual reports.

These commitments will be met and tracked through the adoption of strong, robust and achievable environmental sustainability targets:

1. Net zero carbon emissions by 2030
2. Having 100% of the Women's energy supply met through renewable energy source from 2025 onwards
3. The elimination of natural gas consumption from 2025 onwards
4. Diversion of 80 per cent food waste from landfill by 2030
5. Eliminating fleet emissions from 2025 through fleet conversion to hybrid fully electric vehicles, and
6. Ensuring that all of the Women's policy, strategy and procurement decisions consider sustainability, when they are reviewed.

This document will guide the Women's future direction for environmental sustainability over the next five years and ensure the Women's is well equipped to mitigate and adapt to the challenges, and manage our changing climate in a resilient, effective, and cohesive way.

# 1. Introduction

## 1.1 Background

Victorians are already feeling the impacts of climate change, with records for average monthly temperatures regularly being broken, the frequency and length of heatwaves increasing, our fire season starting earlier and lasting longer, and the increasing frequency and intensity of natural disasters. All these impacts are increasing the need for our health services to not only be resilient but also to be able to deliver services when they are most needed, against the backdrop of increasing funding pressures.

The Victorian government, through its departments and agencies (including public health services) has identified that it has a key role to play in environmental sustainability, by integrating environmental sustainability into all planning, operational and policy decisions.

In this regard, the Department of Health is embedding sustainability principles<sup>2</sup> in its activities and is committed to embedding sustainability within the broader Victorian public health system<sup>3</sup>, with an integral part of embedding sustainability within the public health system being the adoption of appropriate environmental management planning processes at the health service level, such as this Environmental Management Plan for the Women's.

## 1.2 The Women's Environmental Journey

This iteration of the EMP is not the Women's first foray into environmental sustainability. The first iteration of the EMP was approved and implemented in 2016, with the Women's having also previously undertaken a number of environmental initiatives:

- In 1999, the Women's established a comprehensive recycling program, which includes, paper and cardboard, glass, cartridges, mobile phones, e-waste, PVC, mixed metal, batteries, and fluorescent lamps and medical waste - operating suites and sterile wraps, plastic containers, trays and sterile water bottles.
- The establishment of a dedicated Environment Management Committee in 2005.
- Energy efficiency projects include introduction of CBUS systems, which manage the lighting and air-conditioning schedules, retrofitting utility room motion sensors ensuring that lights, left on by staff, automatically turn off when movement is not detected and Installing energy efficient LED globes throughout our facilities.
- Employee behavior changes such as switching off lights and computers when not in use, segregation of waste for recycling. Staff strive to reduce the use of electricity and greenhouse gas emissions in all areas of direct control and look for proactive solutions to reduce energy use.
- A number of water conservation measures have been implemented including water saving shower heads, dual flush toilets, all taps have adjusted for low flow rates, water recycling programs, in conjunction with our cleaning services provider. Participated in a water audit undertaken by Melbourne Health that identified that the build of the RWH Parkville site met and or exceeded existing water standards.
- All cars used for home-based care at the Women's are 4 cylinder low fuel consumption cars. At the time of lease renewal, the most efficient, including fuel consumption model is chosen to lease by the organisation.
- A "Greening the Women's" intranet homepage was developed to support staff in understanding the environmental impacts of our work. The homepage has links to a number of useful environmental websites including the Resource Smart website. The homepage has a suggestions box (email address) for staff to provide feedback to the Environmental Management Committee and send in ideas for improvements and opportunities for further initiatives.



- In response to the extraordinary events of early 2009, the Women's developed an Extreme Events Management Framework which is a whole of Hospital coordinated approach to "all – hazards" such as emergencies, extreme climate events and the results of these and events such as pandemics. The framework is underpinned by the following guidelines- extreme heat, bushfire preparedness, unplanned Leave, community visiting on days of extreme heat, pandemic influenza, patient management, and crisis communications plan.
- Formation of Green Champions initiative at the Women's, a program led by staff.
- Became a member of the Global Green and Healthy Hospitals network<sup>5</sup>.

### 1.3 The Women's Facilities

The Women's delivers clinical care from both its Parkville and Sandringham campuses and has a number of other property assets in both North Melbourne and Carlton that are used for non-clinical purposes.

**Table 1 – The Women's Facilities and Description**

Facility	Description
<b>Parkville</b>	The main hospital facility is located on the corner of Grattan Street and Flemington Road in Parkville. The building incorporates the delivery of administrative, clinical and research services.
<b>Chelsea House</b>	Chelsea House is a 1969-year-old strata titled building, from which multiple tenancies deliver administrative, research and clinical education services.
<b>Carlton site</b>	At the Carlton site a number of non-clinical departments, along with the Andrology Service have been consolidated into the Engineering Building. In addition the Women's retains the operations of the Cardigan and Faraday Street car parks, from which the Victorian Cytology Service operates. All remaining buildings at Carlton are used as residential tenancies.
<b>Sandringham</b>	In October 2013, the Women's became a multi-campus hospital, with the transfer and management of maternity and gynaecology services at Sandringham Hospital from Alfred Health. It is anticipated that the Women's at Sandringham will transfer to Monash Health in February 2023. As such from the time of transfer this site will be out of scope for the Women's EMP.

## 2. The Women's EMP 2022-2027

### 2.1 Scope of the EMP

This EMP considers all environmental sustainability issues embodied throughout the operation of the Women's across all sites, and establishes the framework that will be implemented by the Women's to reduce its environmental impacts.

This framework, which will be in place for the life of this EMP has been developed to:

- be simple to implement
- clearly articulate and delegate responsibility
- have clear and achievable timelines, and
- allow for the establishment of clear and precise targets that can be measured and reported.

## **2.2 EMP Framework**

- 2.2.1 EMP Policy
- 2.2.2 Leadership
- 2.2.3 Governance
- 2.2.4 Reporting
- 2.2.5 Key Areas of Focus
- 2.2.6 Baselines
- 2.2.7 Targets
- 2.2.8 Communications
- 2.2.9 Action Plan
- 2.2.10 Monitoring, Review & Continuous Improvement

### **2.2.1 Environment Policy**

The Women's has developed an Environmental Policy that outlines its commitment to improving environmental performance in addressing climate change.

The Environmental Policy is provided in Appendix 1 within this Environment Management Plan.

### **2.2.2 Leadership**

The Women's commenced environmental sustainability initiatives in 1999.

Over the past 23 years we have improved our waste segregation, increased our recycling rate and decreased clinical waste generation. Water and energy usage have remained stable and increasing the proportion of power generated through LPG-cogeneration over the years has reduced our emissions from electricity use in spite of significant increases in patient presentations. The sustainability program has largely been implemented by over 10 committed Green Champions who have nominated themselves to lead initiatives in their departments.

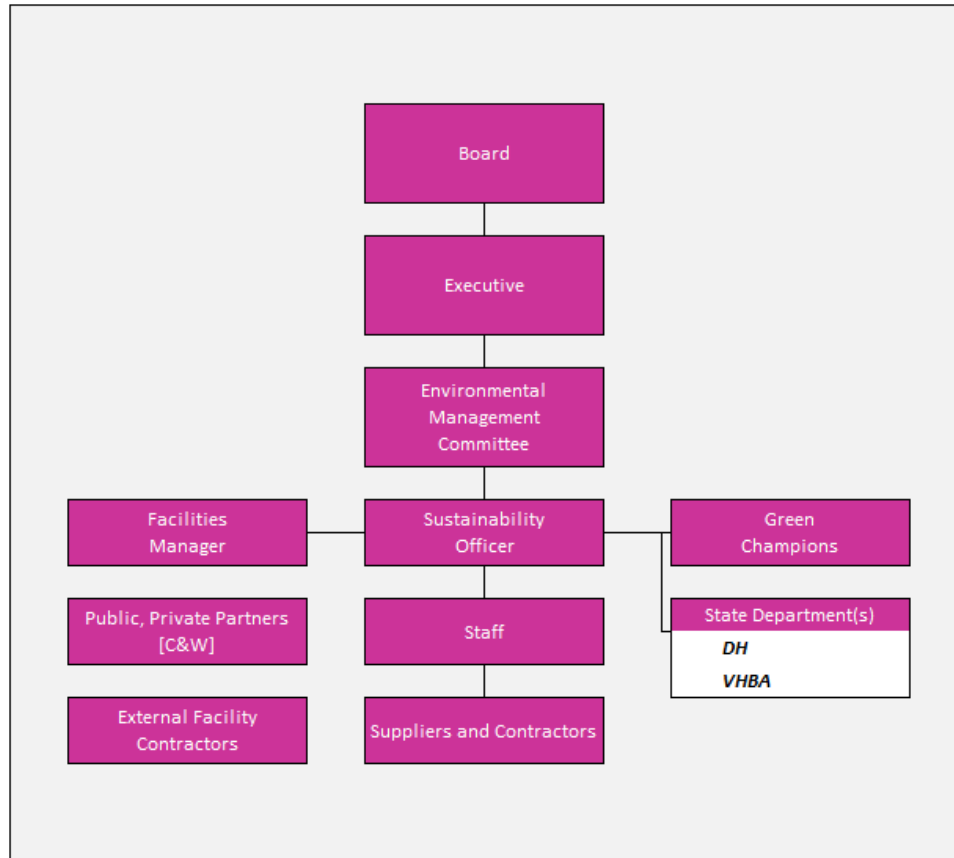
A number of legislative changes, bold emissions reductions targets, the current economic climate and a disrupted national recycling program will continue to provide a challenge for the organisation to achieve its environmental sustainability goals within the constraints of its existing infrastructure. In addition the Women's has grappled with budgetary constraints that has not provided the foundation for providing initial investments to support environmental sustainability.

To rise to meet these challenges, a systematic and whole-of-hospital approach to sustainability initiatives is required to achieve the Women's environmental sustainability goals and reduce our environmental footprint. This will need to be led by the Executive, in collaboration with and the support of the Board of Directors, with a strong and clear governance structure.

## 2.2.3 Governance

The Women's will need to embed a clear governance structure, tasked to monitor progress and achievement of its emissions reduction pledge of achieving net zero by 2030.

**Figure 1. The Environmental Management Plan Governance Structure @ the Women's.**



**Table 2. The Environmental Management Plan Governance Structure @ the Women's**

Role	Governance function, tied to the delivery of the EMP
<b>Board</b>	<ul style="list-style-type: none"> <li>Accountable for environmental performance; and</li> <li>Approval of Environmental Management Plan (EMP)</li> </ul>
<b>Executive</b>	<ul style="list-style-type: none"> <li>Review environmental performance</li> <li>Review EMP /Plan(s) and associated policy frameworks; and</li> <li>Review the progress of environmental outcomes and deliverables, as outlined on EMP action plan(s).</li> </ul>
<b>Environmental Management Committee</b>	<ul style="list-style-type: none"> <li>Oversee the implementation of the EMP at the Women's; and</li> <li>Oversee the progress of environmental outcomes and deliverables, as outlined on EMP action plan(s), through dedicated meetings.</li> </ul>
<b>Sustainability Officer</b>	<ul style="list-style-type: none"> <li>Implement Environmental Management Plan(s); and</li> <li>Submission of DH / VHBA report(s)</li> <li>Source external funding for further environmental sustainability projects</li> </ul>
<b>Green Champions</b>	<ul style="list-style-type: none"> <li>Improve environmental awareness throughout the Women's</li> </ul>

## 2.2.4 Reporting

Progress and achievement of our emissions reduction pledge, achieving net zero by 2030, will be reported through the following requirements at the Women's.

**Table 3. Environmental Management Plan, reporting requirement(s)**

Reporting Requirement	Target audience	Submission dates	Responsible officer(s)
KPI reporting; Action plan, progress reporting.	Board; and Executive	Bi-annually	CFO
KPI reporting; Action plan, progress reporting.	Environmental Management Committee; and Green Champions	Bi-annually	Sustainability Officer
Annual Report, Environmental performance metrics	State Departments [DH and VHBA]	Annually	CFO
Environmental KPI reporting	State Departments [DH and VHBA]	Monthly	Director, Finance and Corporate Services

## 2.2.5 Key Areas of Focus

The following are the priority areas that the Women's will focus on over the next five years to achieve its environmental sustainability goals and progress its commitment to achieve emissions reductions target of achieving net zero by 2030.

1. Energy Efficiency and Greenhouse Gas Emissions
2. Water Conservation
3. Waste Minimisation
4. Education, Training and Communication
5. Sustainable Purchasing, and
6. Sustainable Transport.

## 2.2.6 Baseline Environmental Performance

To illustrate the Women's pledge to achieve the net zero emission target by 2030, the Women's outlines its baseline environmental performance data in Table 4, dating back to 2015/16, from which future environmental performance will be measured.

**Table 4. Baseline Environmental Performance @ the Women's**  
**Greenhouse Gas Emissions – Baseline Data and Reduction Target**

Total greenhouse gas emissions	2015/16	2016/17	2019/20	2020/21
Fleet and Natural Gas (Scope 1)	81	87	130	106
Purchased electricity (Scope 2)	12,042	11,543	10,971	10,456
<b>Total - tonnes CO<sub>2</sub>e</b>	<b>12,123</b>	<b>11,630</b>	<b>11,101</b>	<b>10,563</b>

**Normalised greenhouse gas emissions**

Normalised GHG emissions	2015/16	2016/17	2019/20	2020/21
Emissions/floor space (Kg CO <sub>2</sub> e/m <sup>2</sup> )	114	110	105	91
Emissions/activity (kgCO <sub>2</sub> e/activity)	394	379	364	375
Emissions/bed day (kgCO <sub>2</sub> e/OBD)	146	144	136	137

**Energy Use (CO<sub>2</sub>e) – Baseline Data and Reduction Target**

Total Energy Use – MWh/Gj	2015/16	2016/17	2019/20	2020/21
Cogen Electricity (Gj)	18,864	18,302	16,968	15,345
Electricity (Gj)	25,712	24,869	25,232	23,041
Natural Gas (Gj)	1,576	1,680	1,893	1,905

**Water Consumption (KL) – Baseline Data and Reduction Target**

Water re-use and cycling - ML	2015/16	2016/17	2019/20	2020/21
Potable Water	46,861	81,005	79,690	76,829
<b>TOTAL - KL</b>	<b>46,861</b>	<b>81,005</b>	<b>79,690</b>	<b>75,977</b>

**Waste Generation – Baseline Data and Reduction Target**

Total Waste Generation – Kg	2015/16	2016/17	2019/20	2020/21
Total Waste Generated (GW+CW)	334,535	527,562	506,301	508,044
Total Waste Landfill	334,370	458,033	467,730	476,040
Total Waste to landfill/patient	3.30	3.32	3.43	3.63
Recycling Rate -%	10	13	10	8

## 2.2.7 Environmental Objectives and Targets









The Women's commits to the following robust and achievable environmental sustainability targets, and will through the life of this EMP work to achieve these:

1. Net zero carbon emissions by 2030.
2. Having 100% of the Women's energy supply met through renewable energy source from 2025 onwards.
3. The elimination of natural gas consumption from 2025 onwards.
4. Diversion of 80 per cent food waste from landfill by 2030.
5. Eliminating fleet emissions from 2025 through fleet conversion to hybrid / fully electric vehicles, and
6. Ensuring that all of the Women's policy, strategy and procurement decisions consider sustainability, when they are reviewed.

The following priority areas, outlined in table 5, illustrate how the Women's will deliver on our pledge, achieving net zero emissions by 2030.

**Table 5. Environmental Objective and Target for 2025 and 2030**

Priority Area	Objectives	Current 2020/21	Target 2024/25	Target 2029/30
<b>1. Leadership</b>	Commit to net-zero greenhouse gas emissions by 2030	Commit	Review	Review
	Purchase 100% accredited renewable energy	0 %	50%	100%
	Eliminate natural gas use including Cogen	NA	80%	100%
	Increase committee membership Environmental Committee (EC); and Green Champions (GC)	EC: NIL GC : 8	EC: 10 GC: 10	EC: 12 GC: 12
<b>2. Greenhouse Gas Emissions</b>	Improve energy efficiency and achieve net zero greenhouse gases emissions (GHG).			
	From electricity purchase(s)	Baseline 5,866 tonnes	↓ 4,576 tonnes ↓ 22%	↓ 0 tonnes ↓ 100%
	From Cogeneration system	Baseline 3,943	↓ 3,144 ton ↓ 90%	↓ 0 ton ↓ 100%
<b>3. Water</b>	Reduce GHG Emissions from water use	Baseline 125 tonnes	↓ 111 tonnes ↓ 11%	↓ 50 tonnes ↓ 54%
<b>4. Waste</b>	Reduce GHG Waste Emissions from waste, general and clinical waste	Baseline 600 tonnes	↓ 552 tonnes ↓ 8%	↓ 55 tonnes ↓ 90%
<b>5. Education, Training and Communication</b>	Influencing and supporting behaviour change, through training session(s)	Baseline 0 sessions	↑ 6 sessions	↑ 12 sessions

<b>6. Sustainable Purchasing</b>	Reduce GHG Emissions from Office paper use	Baseline 33 tonnes	 0 tonnes  100%	 0 tonnes  100%
<b>7. Sustainable Transport</b>	Reduce GHG Emissions from Fleet Fuel consumption	Baseline 14 tonnes	 9 tonnes  36%	 0 tonnes  100%
<b>8. Environment Management Planning and Reporting</b>	Report publicly environmental performance, targets and achievements	Annual Reporting	Annual Reporting	Annual Reporting

## 2.2.8 Communications Plan

### 2.2.8.1 Objectives

Our communications plan has been prepared to promote the Women's:

- environmental pledge
- priority areas, and
- commitments and goals.

Focus areas and messages contained within our communications plan include:

- launching the Women's Environmental Management Plan 2022-27
- raising the profile and awareness of Environmental Policies, Procedures and Practices at the Women's
- promoting the Women's environmental pledge, net zero by 2030, alongside the developed Environmental Action Plan
- nurture and grow the "Greening the Women's" brand
- socialise and celebrate environmental achievements
- promote the premise that "environmental sustainability is everyone's responsibility" at the Women's, and
- Inform staff, patients and visitors on where to find further information.

### 2.2.8.2 Target audience

The roll out of our Communications Plan will target staff, patients and visitors to the Women's.

### 2.2.8.3 Communication Components

#### Strategic approach

1. Build an identifiable brand, known as **Greening the Women's**. This brand will enable all communications and activities (whether they be awareness raising, call for behavioural change or mandatory activities) to be recognised as part of the same broad initiative as they are linked through name and visual representation.
2. Divide the priority areas of the Environmental Policy into four broad categories and focus communications and activities around one category per quarter.
3. Encourage staff participation with a call-to-arms for new ideas to drive interest and engagement.
4. Develop targeted communications as required to support departments when initiatives from the EMP that are relevant only to their area, are being rolled out.

#### Communication Tools

##### Internal Tools

- **Lifts**  
One of the few hard copy channels for communications, the lifts will be used to build the Greening the Women's brand and feature greening ideas, hints, tips and organisational achievements aligned with the EMP. These will be developed with an understanding that they will be seen by external as well as internal audiences.



- **Webpage**

Greening the Women's intranet web pages established as a one-stop-shop for information on the Women's Environmental Management Strategy and the Environmental Policy. These web pages will feature initiatives implemented by the Environmental Management Committee (EMC), the group charged with implementing the EMP. The web pages will also feature benchmarking information, external resources linked to priority areas, hints and tips for staff to adopt.

- **Inform Staff Newsletter**

Regular Greening the Women's articles aligned with the theme for the quarter. Articles will include policy information, updates from the EMC, events and special initiatives, hints, tips and staff ideas and feedback.

- **Intranet Homepage**

The News and Events section on the Intranet Homepage will be used to announce significant Greening the Women's events and initiatives.

## External Tools

- Annual Report; and
- The Women's website

## Communications Activities

The following table outlines the communication activities to be undertaken, including the key messages and the target audience.

**Table 6. Communication Activities**

Issue	Month	Message	Activities	Target audience
Launch of the Environmental Management Plan	July 2022	As per objective detailed 6.1	<i>Lift flier</i> Greening the Women's Webpage <i>Inform Staff Newsletter</i> Intranet Homepage	All staff
Energy efficiency	July - September	Energy achievements to date <i>Amount of energy used and cost</i> <i>Top tips for energy efficiency</i>	<i>Lift flier</i> Greening the Women's Webpage <i>Inform Staff Newsletter</i>	All staff
Water efficiency	October - December	Water achievements to date <i>Amount of water used per day</i> Cost of water per day <i>Top tips for water efficiency</i>	<i>Lift flier</i> Greening the Women's Webpage <i>Inform Staff Newsletter</i>	All staff
Waste management	January - March	Waste achievements to date <i>Amount of waste used per day</i> Cost of waste per day <i>Top tips for reducing waste to landfill and Importance of waste and waste audits</i>	<i>Lift flier</i> Greening the Women's Webpage <i>Inform Staff Newsletter</i>	All staff

## 2.2.9 Action Plan

The Environmental Action Plan provides a clear pathway to achieving net zero by carbon emissions by 2030.

The Women's Environmental Management Action Plan is included in Appendix 2.

## 2.2.10 Monitoring, Review and Continuous Improvement

The Environmental Management Plan will be reviewed annually to ensure the document remains up to date with changing priorities, policies and legislative requirements, thus enabling the Women's to continually work towards achieving the target and measures set out in the Plan.

### 2.2.10.1 Monitoring schedule

**Table 7: Monitoring schedule**

What	How	How often	Records	Who
Carbon	Energy bills	Six monthly	Energy data / carbon conversion factors	Sustainability Officer
Energy use	BMS / energy bills	Monthly and	Energy data	Sustainability Officer
Water use	BMS / water bills	Monthly	Water data	Sustainability Officer
General waste	Contractor data	Monthly	Spreadsheet	Environmental Services and Sustainability Officer
Clinical waste	Contractor data	Monthly	Invoice/ report from contractor	Environmental Services
Paper use	Purchase records	Six monthly	Reports from invoice system	Finance
Fuel use	Monthly bills and vehicle fleet log records	Six Monthly	Spreadsheet	Fleet Manager
Air travel	Flight invoices	Annually	Reports from travel provider	Finance

### 2.2.10.2 Review and progress reporting

The progress of the EMP will be reviewed by the Environmental Management Committee quarterly.

Progress in implementing the EMP will be reported to the Executive on a regular basis.

Performance progress and key achievements will be reported publicly through the Women's Annual Report and in greater detail on the hospital website.

The EMP will be comprehensively reviewed annually and updated accordingly.

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## Environmental Policy



### Policy statement

The Women's is committed to minimising the environmental impacts associated with operating a public hospital, by using the objectives of continual improvement in the management of our environment. In order to achieve our environmental goals, the Women's commits to:

- integrating sustainability and climate risk into existing hospital and health service performance reporting
- promoting the principles of sustainability and wise environmental management in everything that we do
- provide leadership to the community by demonstrating the use of sustainability initiatives
- working closely with our employees, contractors, suppliers, clients, and the community to develop and implement environmental initiatives
- creating an environmentally aware organisation
- operate in an environmentally sustainable manner
- consider environmental aspects when purchasing products and services
- ensure that our suppliers meet high standards of environmental performance
- encourage environmental sustainability innovation and best practice, to improve the environmental performance of the Women's
- continuously review the Women's Environmental Sustainability Plan; and
- report progress towards the achievement of environmental sustainability goals.

### Purpose

The policy aims to improve the environmental sustainability of the Women's operations and adapt the health system, so it is resilient in the face of climate change.

The policy also aims to play its part in Victoria achieving net zero emissions by 2030.

### Scope

This Policy applies to all employees, all women and their families that access the Women's for care students, visitors, volunteers and contractors in the Women's workplaces and activities, and instances when performing work offsite.

### Principles

Principles for Environmental Protection and Sustainable environmental management and integrate sustainability and climate change risk into existing health services.

### Definitions

**Climate change:** A change of climate which is attributed directly or indirectly to human activity that alters the composition of the global atmosphere and which is in addition to natural climate variability observed over comparable time periods.

**Net zero emissions:** it refers to achieving an overall balance between GHG emissions produced and GHG emissions taken out of the atmosphere.

**Carbon neutral:** it means reducing emissions where possible and compensating for the remainder by investing in carbon reduction projects (via offset units) to achieve net zero carbon emissions.

**Energy efficiency:** Energy efficiency projects reduce to amount of energy used by employing better processes or technologies to generate the same output.

**Greenhouse effect:** The increase in the earth’s temperature caused by its atmosphere acting like the glass of a greenhouse; that is, allowing the radiant heat from the sun to pass through it and then trapping that heat. This is a natural process which maintains a temperature on earth that is suitable to sustain life.

**Greenhouse gas emissions:** The release of one of a number of gases found in the atmosphere that contribute to the greenhouse effect, particularly carbon dioxide. The higher the concentration of greenhouse gases in the atmosphere, the more intense the greenhouse effect; leading to global warming, or climate change

**Mitigation:** Actions taken to lessen the severity of climate change by reducing greenhouse gas emissions and/or removing greenhouse gases from the atmosphere.

**Resilience:** The capacity to withstand negative impacts without compromising basic functions or fundamental identity.

**Carbon offset:** A carbon offset is a reduction of greenhouse gas emissions made to compensate for emissions elsewhere. Carbon offset products most typically involve projects that invest in renewable energy efficiency or Bio-sequestration.

**Fleet:** Are all the Women’s owned vehicles which consist of passenger vehicles, light commercial vehicles, trucks and buses, heavy plant and equipment, plus minor plant.

**Environmental sustainability:** Environmental sustainability is the responsibility to conserve natural resources and protect global ecosystems to support health and wellbeing, now and in the future.

<b>Date Approved</b>	<b>Approved by</b>
<b>Policy owner</b>	<b>Next revision date</b>

## Appendix 2

## Environment Management Plan - Action Plan 2022/27

#	Principles Area	Objectives	Key Actions	Time Frame	Responsibility	DH Strategy Alignment (Appendix 3)
1	Leadership	<i>Demonstrate leadership and commitment on sustainability challenges - Leading by example</i>	1. The Women's will commit to net-zero greenhouse gas emissions by 2030 and support the Victoria's Government's target of a net-zero emissions by 2050. 2. The Women's will move towards low carbon operations including purchase of accredited renewable energy and work towards eliminating natural gas use. 3. Apply for funding/rebates/grants under the Government climate change, sustainability, waste/recycling, energy efficiency and greenhouse gas reduction programs. 4. Report on the Women's sustainability achievements in the Women's Annual Report. 5. Include the sustainability module in the Women's Corporate Orientation Training Modules to increase awareness on climate change and environmental sustainability issues. 6. Establish the Women's environment management committee and support the team of green champions.	2022/30   2025/26  Ongoing  Annual basis  July 2022  Ongoing	Exec   Exec  SO  CC  PCW  SO	1
2	Energy Efficiency and Greenhouse Gas Emissions	<i>Improve energy efficiency and achieve net zero greenhouse gases emissions.</i>	7. Undertake energy audits and implement energy efficiency measures to reduce cost and greenhouse gas emissions. 8. Replace all inefficient and old technology lights from the Women's buildings including car park, under the Victorian Energy Upgrades <sup>8</sup> (VEU) program. 9. Review the Women's environmental data to ensure accurate capture of data for energy, water, waste, fuel and carbon emissions. Ensure that the energy consumption and Greenhouse Gas Emissions data is consistent with the NGER protocol.	2022/24  2022/24  Ongoing	SO  SO  SO	3, 2

#	Principles Area	Objectives	Key Actions	Time Frame	Responsibility	DH Strategy Alignment (Appendix 3)
			10. Consider the installation of solar PV systems for existing and new Women's buildings including car parks. 11. Establish and secure funding for sustainability initiatives including energy efficiency, renewable energy, and other sustainability projects that generate cost savings.	2022/25  2022/23	SO, FaM  SO	
3	Water	<i>Reduce potable water consumption</i>	12. Undertake water audits and implement water conservation measures to reduce water use in the Women's building and facilities. 13. Coordinate with Greater Western Water (GWW) to monitor and report main water consumption on an annual basis. Join GWW education program to address issues such as climate change and water conservation. 14. Promote GWW permanent water saving rules that encourage the efficient use of water.	2022/24  2023/24 2023/24  Ongoing	SO  SO, FaM  SO, FaM	2
4	Waste	<i>Reduce waste going to landfill and improve recycling</i>  <i>Reduce Clinical Waste in safe manner</i>	15. Review and update the Women's Waste Management Plan and Guidelines. The updated plan should be consistent with the Victorian Government's new Circular Economy (Waste Reduction and Recycling) Act 2021 <sup>9</sup> . 16. Undertake comprehensive waste audits including clinical and food organics for increasing the recycling rate. Set the reduction targets in accordance with Sustainability Victoria's Guidelines. <sup>10</sup> 17. Remove unnecessary plastic bags (soft plastics) from patient use e.g., patient change rooms in Pauline Gandel Imaging Centre, blood bank products collection. 18. Provide clear signage on and above all bins for all waste streams. 19. Provide e-waste information and education for staff, patients and visitors and divert e- waste going to landfill <sup>11</sup> . 20. Encourage the use of electronic communications (internal and external) in place of print. Review records management policies and processes to allow for electronic records. Where printing is required, preferential double-sided printing to be enabled by printer set-up and work flow review.	2022/23  2022/23  Ongoing Ongoing  Ongoing  Ongoing  Ongoing	SO, GC  SO, GC  FaM, GC  GC  GC, CC, SO  Exec, CC  GC, IT	2

#	Principles Area	Objectives	Key Actions	Time Frame	Responsibility	DH Strategy Alignment (Appendix 3)
			21. Ensure appropriate pharmaceutical waste collection bins are available in all key clinical areas outside of Pharmacy. 22. Work with waste contractors for the separation and recycling of Plastic R1 to R7, glass, soft plastics, electronic waste, aluminium and metal containers, paper and cardboard, light bulbs and tubes, organic waste so as to minimise waste to landfill. 23. Investigate development of end-of-life donation policy for computer/electrical equipment, furniture etc. that are still in good condition for staff, community organisations, charities, or sell at auction).	2022/23 Ongoing	GC  SO, FaM IT , FaM	
5	Education, Training and Communication	<b><i>Influencing and supporting behaviour change</i></b>  <b><i>Ensure communication with all stakeholders including patients and visitors</i></b>	24. Promoting staff education and awareness about climate change and its impact on our day-to-day operation. 25. Build sustainability capacity of key staff through engaging with external networks [e.g., Victorian Healthcare Association (VHA), Institute of Hospital Engineers Australia (IHEA), Australian Institute of Refrigeration, Air Conditioning and Heating (AIRAH), Facility Management Association (FMA)]. Global Green and Healthy Hospitals Network <sup>15</sup> , Sustainability in Healthcare Online forum, ANMF Facebook. 26. Run workshops/ information sessions for all staff to inform them of the Environmental Management action plan, objectives, and projects.	Ongoing  2023/24  Annual	SO, CC, PCW  SO, PPP, FaM  SO, CC	2
6.	Sustainable Purchasing	<b><i>Reduction in the purchase and use of unsustainable products and services</i></b>	27. Investigate the option of entering into an energy performance contract (EPC) for large buildings such as main hospital. 28. Develop and implement the Women's Procurement Policy which encourages the purchase of goods and services that are sustainable. 29. Incorporate sustainability criteria in new Tender and Contract. 30. Reduce paper consumption using IT systems and buy carbon neutral (certified) paper if feasible.	2024/25  2022/23 2019/22  2023/24	SO, PPP  SO, DFCS PPP  SO, PPP, IT	2



#	Principles Area	Objectives	Key Actions	Time Frame	Responsibility	DH Strategy Alignment (Appendix 3)
			<p>31. Complete the virtualisation of The Women's IT system, reducing the number of equipment utilised by the operations and therefore saving energy consumption and improving efficiency.</p> <p>32. Develop action items related to one or more of the following of Victoria's Social Procurement Framework (SPF) sustainable procurement objectives within your annual Social Procurement Strategy:</p> <ul style="list-style-type: none"> <li>• Adoption of sustainable business practices by suppliers</li> <li>• Use of recycled content in construction</li> <li>• Project-specific requirements to use sustainable resources and to manage waste and pollution</li> <li>• Project-specific requirements to minimise greenhouse gas emissions</li> <li>• Procurement of outputs that are resilient against the impacts of climate change.</li> </ul>			
7	Sustainable Transport		<p>33. Introduce The Women's Motor Vehicle Policy to reduce emissions.</p> <p>34. Implement programs that expand the use by the Women's of sustainable forms of transport such as walking, cycling, public transport, carpooling and using fuel efficient vehicles for work journeys.</p> <p>35. Look at ways to improve energy efficiency when the Women's purchased new fleet. The Women's may consider the purchase of affordable Hybrid or Electrical Vehicle (EV).</p> <p>36. Encourage staff to conduct online system for internal and external meeting/seminar and training sessions.</p> <p>37. Establish an EV charging station at the Women's major facilities.</p> <p>38. Purchase of carbon offset products as last resort to achieve net zero emissions from the Women's fuel and energy usage.</p> <p>39. Buy carbon offset products/credits for all air travel through voluntary carbon offsetting program.</p>	<p>2023/24</p> <p>Ongoing</p> <p>Ongoing 2023/24</p> <p>2025/26</p> <p>2026/27</p>	<p>FeM, SO</p> <p>FEM, FaM</p> <p>All Staff SO, FaM</p> <p>SO</p> <p>Exec and SO</p>	2

#	Principles Area	Objectives	Key Actions	Time Frame	Responsibility	DH Strategy Alignment (Appendix 3)
8	Environmental Management Planning and reporting	<i>Environmental performance reporting</i>	<p>40. Report publicly on your environmental performance, targets and achievements in the Women's annual report. Report data on energy, water, waste, and transport into the environmental data management system.</p> <p>41. Gather ideas from staff and green team on how the organisation can reduce its environmental impacts, for example through establishing champions groups, or other existing processes.</p> <p>42. The Women's environmental parameters (energy, water and waste KPI) performance parameters are benchmark against other members of GGHH.</p>	<p>Annual</p> <p>Annual</p> <p>Annual</p> <p>Annual</p> <p>Ongoing</p>	<p>SO</p> <p>SO, CC</p> <p>SO</p> <p>SO, GC, EMC</p> <p>SO, EMC</p>	1,2

#### Abbreviations used

<b>Exec</b>	Executive	<b>DFCS</b>	Director Finance & Corporate Services
<b>CFO</b>	Chief Financial Officer	<b>PPP</b>	Public-Private Partnerships Manager
<b>EMC</b>	Environmental Management	<b>FeT</b>	Fleet Manager
<b>GC</b>	Green Champions	<b>FaM</b>	Facility Managers
<b>SO</b>	Sustainability Officer	<b>PCW</b>	People Culture & Wellbeing
<b>CC</b>	Communication	<b>ISS</b>	ISS Facility Services
<b>All</b>	All Staff		

# Thank you

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The Royal Women's Hospital acknowledges and pays respect to the peoples of the Kulin Nations, the Traditional Custodians of the Country on which our sites at Parkville and Sandringham stand and we pay our respects to their Elders past, present and emerging.



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