

2023–2025

Sustainability & Climate Action Plan



The *Future Now* touring exhibition about the benefits of living sustainably and regenerating nature.
Photo by Stockland

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Published 2023
The Australian Museum acknowledges the Gadigal people who are the traditional owners of the land on which the Australian Museum stands and pays respects to elders past and present and thanks them for their continued custodianship of the land, waterways and skies.

Cover: *Future Now* touring exhibition, 2023.

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Director and CEO's Message

As the impacts of climate change continue to accelerate, the protection and management of our natural and cultural heritage has never been more important. As a leading, trusted natural history, science and cultural institution, the Australian Museum (AM) has a responsibility to educate, inspire and act on environmental sustainability.

Tackling climate change and supporting biodiversity requires coordinated international action. Staff across the AM are expanding local and international collaboration, supporting research and public engagement initiatives. The Australian Museum Research Institute (AMRI) uses field research and the AM's collections to better understand the impacts of climate change on biodiversity and provide critical data to inform conservation strategies for impacted ecosystems and species. The AM's collections of 22 million objects and specimens help us to track changes to Australia's biodiversity over time and vividly convey First Nations stories about caring for Country.

The Paris and Glasgow Agreements have established a framework for a zero-emissions future. The Australian Museum will play an active role in our nation's transition. This will occur, firstly, through sound sustainability practice and, secondly, through our scientific research, collections management, education, programming and exhibitions to improve public awareness of climate change and the solutions we can all help to advance.

I am pleased to present the Australian Museum's Sustainability Action Plan 2023–2025, a plan that will make a positive impact into the future.

Kim McKay AO, Director & CEO
Australian Museum



Left:
Talbot Oration, an annual event exploring climate solutions and environmental conservation.

Dr Rebecca Huntley, Talbot Oration 2022.
Professor Tim Flannery, Talbot Oration 2021.

Our Commitment

The AM Vision is to be a leading voice for the richness of life, the Earth, and culture in Australia and the Pacific. We are committed to transforming the conversation around climate change, the environment and wildlife conservation, being a strong advocate for First Nations’ culture, and developing world-leading science, collections, exhibitions and education programs.

- The AM’s Corporate Strategic Plan outlines the work we will do:
- Developing action around climate change and sustainability is a core strategic priority of the AM. The Corporate Strategic Plan 2020-2023 sets out key actions relative to sustainability and climate action:
 - establishing a dedicated Climate Solutions Centre to increase understanding and engage the disengaged;
 - conducting research into dynamics between people, climate and nature
 - translating this research into high quality outreach (including exhibitions, public education programs and education resources)
 - leading by example on sustainability.

The Sustainability & Climate Action Plan 2023-2025 complements this work and provides a roadmap to deliver the following outcomes:

1. **Reduce operational impacts** including: Energy and emissions; Transport; Waste and resources; Water and procurement
2. **Future-proof the Museum** (Buildings & Masterplan)
3. **Empower our people** through roles and processes (Awareness and action / Roles and processes)
4. **Engage stakeholders** by telling the AM’s story; Partnering for change and public outreach
5. **Lead for climate action** through sharing solutions and empowering action

Right:
Spark: Australian Innovations Tackling Climate Change, temporary exhibition, Hintze Hall, 2021.



Past Achievements



First museum in Australia to become carbon neutral

In 2020 the AM was first certified Climate Active by the Federal Government.



AM's new entrance Crystal Hall carbon neutral design

Crystal Hall, the AM's entrance, received acclaim for its environmental design. The innovative, elegant building with double glazed façade allows sunlight in but reflects infrared heat. It has a temperature controlled floor and a 12.5KW solar system on the roof. In 2016 Crystal Hall received the NSW Architecture Award for Best Public Architecture and was recognised in the Association of Consulting Structural Engineers (ACSE) annual awards.



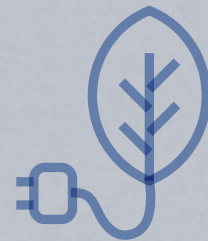
At the AM, waste is considered a valuable resource to reduce and reuse.

Project Discover – the AM's Stage 1, \$57.5M building upgrade completed in 2020 – achieved over a 90% diversion rate of construction waste to landfill. Hardwood flooring removed from the Pacific Collection stores was reused in the touring exhibition hall and stair balustrading was reused in signage.



The AM recycles

fluorescent lights, print cartridges, e-waste batteries, mobiles, soft plastic, organics, cardboard and paper, plastic/glass and aluminium as well as general waste.



The AM has achieved a 23% reduction in electricity consumption

following the implementation of a chiller upgrade.



All gallery lights are LED,

and over 2,000 back of house lights were upgraded to LED in 2019–2020.



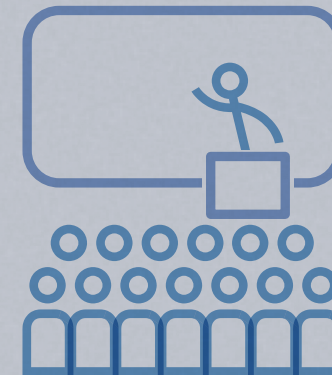
Award-winning Climate Communications

In 2022 the Australian Museum won the international Climate smART Award (Leading Culture Destinations and SUNx) for exemplary climate change communication and advocacy.



Over 101k visits to the AM's Climate Change webpages in 2022

37% more visits than 2021.



Innovative public programs for communicating climate solutions,

including the popular Talbot Oration marking Earth Day each year, film screenings, workshops and 'Coffee & Climate' conversations.

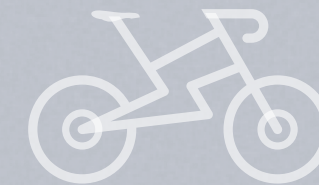
Future Now regional tour

kicked off in 2022. This diorama-based exhibition, highlighting the benefits of sustainability and regenerating nature, has captivated large audiences in shopping centres across NSW.



Permanent *Changing Climate* exhibition opened,

including an interactive map of Australia and ideas for taking action.



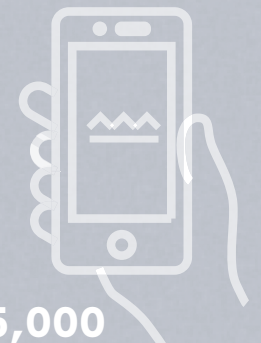
Spark exhibition in Hintze Hall,

featuring Australia's first electric motorbike and other innovations for tackling climate change. Over 30.2k visitors to *Spark* exhibition and virtual tour.



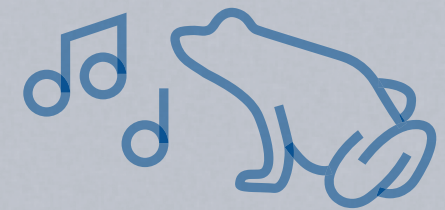
Capturing *Climate Change*,

online climate change photography exhibition, launched in 2020, with commissioned and public uploads capturing precious places, bushfires, storms, and sustainable living.



1,075,000 reach on Climate Change on social channels in 2021

(Facebook, Twitter, Instagram, LinkedIn)



The AM's FrogID is a national citizen science initiative

Nearly 800,000 frog calls have been recorded by citizen scientists using smartphone technology. This data is helping the Australian Museum to learn more about Australia's frogs, which are amongst the most endangered animals on the planet.

Legislative and Policy Framework

As a NSW Government agency, the Australian Museum is committed to the NSW Government’s Net Zero 2020-2030 Plan that sets out the NSW Government’s plan to protect our future by growing the economy, creating jobs and reducing emissions over the next decade.

The AM is responsible for implementing and reporting on the Government Resource Efficiency Policy (GREP). The GREP aims to reduce the operating costs of NSW Government agencies and ensure that they provide leadership in resource productivity. The AM is a founding member of the City of Sydney’s Sustainable Destinations Partnership which aims to:

- reduce food waste to landfill
- improve water efficiency measures
- eliminate single-use plastics, and
- investigate renewable energy sources.

The NSW Government endorses the United Nations’ Paris Agreement on climate change ratified by the Federal Government and has committed to take action. The AM recognises the UN Sustainable Development Goals (SDG), the blueprint to achieve a better and more sustainable future for all. The AM’s Sustainability and Climate Action Plan contributes to six of the SDG targets.

The AM is helping to advance Action for Climate Empowerment (ACE), in line with Australia’s commitment to the Paris Agreement (Article 12, and Articles 4 & 6 of the Convention).



Case Study: Award-winning communication on climate

Permanent Exhibition: *Changing Climate*

Opened in 2020, *Changing Climate* introduces the impacts of climate change on Australia and the steps we can take to address the challenge. The exhibition boasts captivating objects and images, video stories and interactives allowing visitors to explore a dynamic map of Australia and ways they might choose to take action.

Temporary Exhibition: *Spark: Australian Innovations Tackling Climate Change*

Solutions to the climate crisis are in our hands. *Spark* was created to showcase the exciting advances in technology and time-tested approaches in Australia that we can all help to advance. Focused on ways to reduce pollution, create affordable and clean energy, and support the richness of plant and animal life we need, the exhibition highlights the ways that, working together, we can help ensure a liveable future for all.

From Australia’s first electric motorcycle to seaweed farms, home-grown innovations were explained with objects, videos, images and text. ‘Action!’ stickers provided visitors with practical, accessible ideas for action.

Spark opened in June 2021 online as a virtual tour. The *Spark* exhibition was project managed and curated by the AM’s Climate Solutions Centre.

Climate online: the AM’s climate change pages, with information and learning resources for teachers and students, attract over 70,000 page views a year. An online photography exhibition, *Capturing Climate Change*, showcases images uploaded by people in Australia and the region, conveying the climate impacts they are experiencing and the solutions they are advancing.



Case Study:

Carbon Neutral

The Australian Museum is the first natural history museum in Australia to receive the Federal Government's Climate Active certification, and continues to be a Carbon Neutral organisation. As part of the AM's commitment to improving community understanding of climate change, the AM overcame the challenges of its historic buildings and worked internally to reduce its carbon footprint. We have been undertaking an annual carbon audit since 2016, which helps inform which projects we undertake to reduce our emissions, and which projects we will do next. We have offset our remaining emissions by aligning with organisations that are either working on local regenerative projects that are helping to draw down CO2 from the atmosphere, or overseas renewable energy projects.

Above: Solar panels, Australian Museum. Right: Timber from old storeroom reused in new exhibition hall.

Case Study:

Project Discover

At the AM, waste is considered a valuable resource to reduce, reuse and recycle. Project Discover, the AM's \$57.5M building upgrade completed in 2020 achieved over a 90% diversion rate of construction waste to landfill. Hardwood flooring removed from the Pacific Collection stores was reused in the touring exhibition hall, and stair balustrading was reused in signage.

The AM's waste system aims to reduce waste to landfill in both public and back-of-house spaces. The AM's waste streams include: fluorescent lights, print cartridges, batteries, e-waste, mobile phones, soft plastics, organics, cardboard and paper, plastic/glass and aluminium, organics, and general waste.

Dr Sandy Ingleby at the extinction cabinets (AMRI) with the first mammal declared extinct due to climate change, the Bramble Cay Melomys.

The Bramble Cay Melomys is a native Australian rodent from the Muridae family. Rising sea levels have led to high tides over-washing Bramble Cay, a low-lying coral island in the Torres Strait, causing the loss of 90% of vegetation. Rangers and researchers noted the melomys' disappearance between 2009-2011 and the species was officially declared extinct in 2019.



1. Outcome: Reduce operational impacts

Our most significant operational priority is to achieve net zero emissions and become carbon positive. The AM will do this by:

- reducing energy and emissions
- reducing waste and resource use
- embedding sustainable procurement practices
- managing and reporting on performance outcomes

Energy and emissions				
	Action	Target	Responsibility	Timeframe
1.1	Conduct AM Scope 1, 2 and 3 carbon footprint.	Scope 1, 2 and 3 carbon footprint mapped and quantified.	Sustainability and Access Projects Coordinator	Dec 2023 – ongoing
1.2	Develop 2030 interim emissions reduction plan and targets.	By 2030, achieve >35% reduction in greenhouse gas (GHG) emissions compared with 2005 levels.	Head, Building Infrastructure	Dec 2024
1.3	Develop a collections energy management plan	Plan sets out the most cost-effective emissions reduction methods and clear targets.	Manager, Materials Conservation; Head, Building Infrastructure	Jun 2024
1.4	AM to scope increase renewable energy consumption where possible on the NSW energy contract.	Renewable energy consumption is increased.	COO, Head, Building Infrastructure; Manager, Finance	Dec 2025
1.5	Implement a utilities sub-metering project to better capture consumption and provide real time data through Building Management System (BMS)	Most viable energy monitoring options identified and costed.	Head, Building Infrastructure	Dec 2023
1.6	Develop a 10-year lifecycle replacement plan for HVAC, lighting, and identify additional feasible energy efficiency projects.	10-year energy efficiency investment plan and financial proposal for consideration for future investment.	Head, Building Infrastructure	Dec 2023
1.7	Work with suppliers to identify and implement reductions in data centre emissions.	Data centre emissions reduced to achieve carbon neutral by 2030.	Associate Director, ICT	Dec 2023
1.8	Identify opportunities to fund and install innovative low-emissions technologies at the AM (e.g. embedded renewable energy networks, battery storage, etc.)	Will seek viable low emissions technology options that are suitable for the AM site.	Head, Building Infrastructure	Dec 2024

1. Outcome: Reduce operational impacts

Energy and emissions				
	Action	Target	Responsibility	Timeframe
1.9	Maintain Climate Active certification and ensure best practice carbon offsetting for unavoidable emissions.	Climate Active certification is maintained and 100% of unavoidable carbon emissions are offset.	Sustainability and Access Projects Coordinator	Ongoing
1.10	Establish a pathway for the AM to achieve Carbon Positive status.	Carbon positive status achieved.	Sustainability and Access Projects Coordinator	Dec 2025
1.11	Scope the business case to install lightweight solar panels, and flexible solar film on appropriate roof and walls on William St site.	Deliver business case to increase onsite renewable energy to existing buildings.	Head, Building infrastructure	Dec 2024
1.12	Audit all lights in both front and back of house areas.	Phase out all standard lighting fixtures and identify opportunities for energy reductions and greater efficiencies with lighting .	Manager, Facilities Contracts; Sustainability and Access Projects Coordinator	Jun 2024
1.13	Upgrade Building Management System (BMS).	Better management and energy performance of environmental conditions within the AM facilities (galleries, offices and public areas).	Head, Building infrastructure, Manager, Facilities Contracts	Dec 2025
1.14	Implement Cognitive Building Technology so that the Building Management System (BMS) can adjust environmental parameters according to external conditions in exhibitions and public spaces.	Reduce the museum’s GHG emissions through fine control of environmental conditions	Head, Building infrastructure	Jun 2025
1.15	HVAC (Heating, Ventilation and Air Conditioning) holistic energy reduction approach (including seasonal adjustments).	Reduce energy (electricity and gas) profile for base-building aircon services.	Manager, Facilities Contracts	Jun 2024
1.16	Audit HVAC and phase out R22 refrigerant-run equipment, and upgrade boilers to a more energy efficient model.	Reduce GHG contamination related to fugitive emissions (HCFC-22) and reduce electricity and gas profile for base building air-conditioning service.	Senior Manager, Building Services	Dec 2024
1.17	Upgrade boilers to a more energy efficient model.	Reduce electricity and gas profile for base building air-conditioning service.	Senior Manager, Building Services	July 2024

1. Outcome:
Reduce operational impacts

Transport				
	Action	Target	Responsibility	Timeframe
1.18	Identify cost-effective options for reducing carbon emissions from AM's related to AM touring exhibitions for freight and transportation	Most cost-effective, low-carbon freight and transport options identified.	Manager, Exhibitions; Sustainability and Access Project Coordinator	Dec 2024
1.19	Promote and support use of active and public transport to AM sites as per the Green Travel Plan.	Increase the number of AM staff and visitors using active and public transport options by 10%.	Sustainability and Access Projects Coordinator ; Head, Building Infrastructure	Jul 2023
1.20	Develop a 10-year Hybrid/EV replacement plan for AM vehicle fleet.	Achieve 50% Hybrid, EV procurement by 2026 and 100% by 2030.	COO; CFO; Head, Building Infrastructure	Dec 2024
1.21	Audit the use of AM's fleet and analysis of kilometres driven by staff as part of BAU operations	Reduce unnecessary travel between sites and encourage car-pooling where possible.	Head, Security; Head, Building Infrastructure	Dec 2023
Waste and resources				
1.22	Undertake baseline operational and refurbishment waste audit.	Top 5 waste streams identified for each AM organisational unit and reduction and waste diversion targets set.	Sustainability and Access Projects Coordinator; Manager, Building	Dec 2023
1.23	Align AM commitments with the NSW Government Waste and Sustainable Materials Strategy 2041.	By 2030 achieve >80% recovery rate from all waste streams.	Manager, Building & Sustainability and Access Projects Coordinator	Jun 2024
1.24	Update and implement Operational Waste Management Plan and Waste from Redevelopment Waste Management Plan.	Achieve 75% waste diversion by 2025 and 90% by 2030 towards a goal of zero waste to landfill by 2030	Manager, Building; Manager, Project; Sustainability and Access Projects Coordinator	Dec 2024
1.25	Work with contract caterers, staff and visitors to prevent on-site food and organic waste and divert from landfill.	Work collaboratively with on-site cafe and caterers to reduce food waste. Ensure that by 2030 all food and organic waste are diverted from landfill.	Sustainability and Access Projects Coordinator; Manager, Commercial	Dec 2024
1.26	Reduce the number of general waste bins, increase the range of recycling streams and improve signage across William St site.	Increase the AM's diversion from landfill.	Manager, Building Services; Manager, Communications; Sustainability and Access Projects Coordinator	June 2024

1. Outcome:
Reduce operational impacts

Waste and resources				
	Action	Target	Responsibility	Timeframe
1.27	Review and implement green office practices to reduce resource consumption; and implement a policy for recycled office products.	Green office policy is implemented. Printing is reduced by 50% from a 2019 baseline by 2025.	Sustainability and Access Projects Coordinator; Associate Director, ICT	Dec 2023
1.28	Consolidate resources in staff areas and set up recycling collection station for printer cartridges, e-waste, batteries.	Resources consolidated and accessible recycling collection stations operational in various AM location.	Head, Building Infrastructure; Sustainability and Access Projects Coordinator	Dec 2024
1.29	Develop and pilot exhibition design guidelines for sustainable materials use and create database of reusable assets.	Sustainable exhibition design guidelines developed, and database piloted and shared with other cultural institutions by 2024.	Manager, Exhibitions; Sustainability and Access Projects Coordinator	Dec 2024
1.30	Develop decommissioning policy for end-of-life AM exhibition cases, furniture and office equipment	Decommissioning policy approved by CFO and implemented.	Head, Building Infrastructure; Manager, Exhibitions	Dec 2024
1.31	Develop suite of sustainable, zero-waste educational activities for children and the public.	Suite of sustainable, educational, zero-waste activities developed and rolled out.	Manager, Education & Sustainability and Access Projects Coordinator	Dec 2023
1.32	Donate redundant exhibition furniture, models, cases, props, and lighting to small to regional museums	Offering up spare exhibition furniture through Museums and Galleries of NSW network, supporting the circular-economy and freeing up AM storage space.	Senior Manager, Building Services	Dec 2025
1.33	Eco-friendly cleaning products - transition from industrial products to E-Water (alkaline or acid water-based products)	Installation of an on-site E-Water station to phase out harsh cleaning chemicals.	Manager, Building	Dec 2023

1. Outcome:
Reduce operational impacts

Water			
Action	Target	Responsibility	Timeframe
1.34 To implement water submetering and monitoring.	To segregate the AM's water consumption between FOH and BOH from third parties.	Head, Building Infrastructure	Jun 2023
1.35 Identify and implement water-efficient fixtures upgrades for back of house areas.	Reduce water consumption associated in back of house areas by 30%.	Senior Manager, Building Services	Dec 2023 2024
1.36 Scope and install rain water tank on-site.	Install a water tank to harvest rain water. Harvested rainwater is used to water the garden and water pressure hard surfaces.	Senior Manager, Building Services	Dec 2025
Procurement			
1.37 AM to work with NSW Procurement to enhance effectiveness of procurement as a tool for positive impact.	Key departments consulted and new measures piloted.	Chief Procurement Officer; General Council; Chief Audit Executive	Dec 2023 – ongoing
1.38 Review and update the AM Sustainable Procurement Framework.	Framework and new sustainability weightings approved by CFO and operationalised from December 2023.	Chief Procurement officer; General council	Dec 2023
1.39 Identify ways that AM procurement can support increased use of recycled content and stimulate circular economy innovation.	Products containing recycled content are identified and preferenced in AM procurement.	CFO; Chief Procurement Officer	Dec 2024
1.40 Actively engage with First Nations-owned businesses, SMEs and social enterprises to build a diverse and inclusive supply chain.	Grow the number of diverse AM suppliers and increase their share of procurement spend by 5%.	CFO; Manager, Finance	June 2024
1.41 Measure and report WRMP (Waste from Refurbishment Management Plan) in Exhibitions and include in tenders over \$50k.	Track and report on Waste from Refurbishment with the objective to increase diversion from landfill .	Head, Building Infrastructure; Manager, Exhibitions	June 2024
Procurement			
Action	Target	Responsibility	Timeframe
1.42 An Environmental Policy (EP) to be developed and included in all lease contracts, particularly for Food and Beverage Operations.	Environmental Policy is included in tenders for Food and Beverage Operations as well as lease contracts that align to the AM's sustainability commitments.	Commercial Operations; Sustainability and Access Projects Coordinator	Dec 2024

1. Outcome:
Reduce operational impacts

Management systems and reporting			
1.43 Review this plan annually to incorporate new opportunities and track progress.	Plan reviewed and updated annually and performance documented in delivery matrix.	Sustainability and Access Projects Coordinator; Curator, Climate Change Projects; Head, Building Infrastructure	Dec 2023 – ongoing
1.44 Incorporate the UN SDGs into planning, strategy and reporting.	Map AM Corporate Strategic Plan and associated strategies to the SDGs and identify relevant indicators to measure and report on progress.	Sustainability and Access Projects Coordinator; Curator, Climate Change Projects; Head, Building Infrastructure	Dec 2023 – ongoing
1.45 Report regularly to AM Trust and Executive on sustainability performance and climate engagement reach.	Bi-monthly reporting of key metrics.	Sustainability and Access Projects Coordinator; Curator, Climate Change Projects	Dec 2023
1.46 Set up an external Advisory Group on sustainability.	External Advisory Group is selected, appointed and meeting at least twice per year.	Sustainability and Access Projects Coordinator	Dec 2023
1.47 Scope relevant benchmarking for Museums and sustainability achievement such as Green Star.	Relevant benchmarking for museum and sustainability are explored and feasibility is presented to ELT.	Sustainability and Access Projects Coordinator; Head, Building Infrastructure	June 2024 – 2025
1.48 Adopt sustainability criteria for AM exhibitions that prioritises low carbon materials and ensures that all stages of an exhibition have a criteria supporting best practice.	AM sustainability criteria for exhibitions adopted and implemented.	Manager, Exhibitions; Sustainability and Access Projects Coordinator	June 2023
1.49 Develop sustainability data dashboards.	Real-time performance data is available in a usable and engaging format for staff.	Head, Building Infrastructure; Sustainability and Access Projects Coordinator	Dec 2024
1.50 This plan will be reviewed and updated in 2025 for a further three years.	New SCAP developed for 2026-2028 reporting period.	Sustainability and Access Projects Coordinator	June 2025

2. Outcome: Future-proof the AM

The AM is committed to being an inclusive, sustainable and resilient organisation. We will do this by:

- embedding sustainability best practices at all sites
- achieving 5 to 6 star Green Star certification for new developments
- preparing for and adapting to climate change.

Buildings and Masterplan				
Action		Target	Responsibility	Timeframe
2.1	All current and future building works will incorporate sustainability and circular design principles to minimise building, maintenance, environmental and social impacts.	Sustainability and circular design principles developed and embedded into all building and maintenance works.	Head, Building Infrastructure; Master Plan Team	Dec 2023
2.2	AM future developments under Vision 2027 will showcase sustainable innovation and circular design best practice and achieve a minimum of 5 to 6 Star Green Star As Built certification.	Sustainability best practice adopted and 5 to 6 star Green Star As Built certification achieved in next phase of AM development.	Head, Building Infrastructure; Master Plan Team	June 2024
2.3	Conduct a climate risk assessment for AM sites and the collection and mitigate major risks through a business continuity plan.	Major climate-related risks are identified for each AM site and for the collection and a risk management and adaptation plan is developed.	Manager, Governance & Risk; Manager, Security & Emergency Response	Dec 2023
2.4	Partner with Business Events Sydney, the Sustainable Destination Partnership and others to develop sustainable tourism offerings as part of the AM’s sustainable business model.	Sustainable tourism offerings identified, costed and implemented	Sustainability and Access Projects Coordinator; Manager, Marketing and Memberships	Dec 2023

3. Outcome: Empower our people

The AM is committed to inspiring, engaging and involving our people, contractors and suppliers in our sustainability goals. We will do this by:

- building awareness and action
- developing skills and training
- embedding sustainability into roles and processes.

Awareness and action				
Action		Target	Responsibility	Timeframe
3.1	Develop and implement a two-way communications plan to inspire and engage AM employees, volunteers and partners to contribute to the Plan.	Sustainability communication plan developed, regular updates and communications distributed and plan implemented.	Manager, Marketing and Membership; Manager, Communications	Dec 2023 – ongoing
3.4	Promote a culture of reduce, reuse, recycle across all areas of the AM.	Resource efficiency is a core value at the Museum and clear signage is in place to support desired behaviours, prevent wastage and avoid contamination of waste streams at work.	Sustainability and Access Projects Coordinator	Dec 2023
3.6	All existing AM staff are provided with a range of sustainability training courses.	At least 85% of staff have completed at least one relevant sustainability training course.	Sustainability and Access Projects Coordinator	Dec 2023
3.7	All staff complete compulsory training on AM sustainability policies and practices.	100% completion for all staff and training.	Sustainability and Access Projects Coordinator	Dec 2023 – ongoing
3.8	Specialist climate change and sustainability training and learning opportunities are provided to relevant staff.	Ad hoc specialist training is made available to key staff on an as-needs basis (incl. human rights, modern slavery, etc.).	Curator, Climate Change Projects & Sustainability and Access Projects Coordinator	Dec 2023 – ongoing
3.9	Training on recycling provided to all AM staff.	100% of staff trained on waste categories, signage at recycling and general waste disposal points and contamination issues.	Sustainability and Access Projects Coordinator	Dec 2023
3.10	Create a multimedia climate change and sustainability knowledge hub and program of associated events for staff.	Intranet-based sustainability hub created as a central reference resource for AM staff, with regular events scheduled (e.g. lunchtime talk series, guest speakers, etc.).	Sustainability and Access Projects Coordinator; Curator, Climate Change Projects	June 2024

3. Outcome:
Empower our people

Roles and processes			
Action	Target	Responsibility	Timeframe
3.11 Staff feel accountable and committed to achieving the AM’s sustainability objectives.	Sustainability is integrated into role descriptions and related KPIs are embedded into Personal Development Plans and reviewed bi-annually where relevant.	Sustainability and Access Projects Coordinator; relevant managers	Dec 2023 – ongoing
3.12 Staff sustainability achievements are recognised and rewarded.	Sustainability performance is integrated into the AM’s existing rewards and recognition program.	Manager, People & Culture; Director & CEO	Dec 2024 – ongoing
3.13 Sustainability policies are clear, accessible and effectively implemented.	Policies are available and accessible, written in Plain English, and checklists are available to ensure compliance.	Sustainability and Access Projects Coordinator	June 2024
3.14 Approved sustainability initiatives are well-resourced and supported to ensure successful delivery.	AM budgets and planning include dedicated resources and organisational support for sustainability objectives.	CFO	June 2023 – ongoing
3.15 Each department has a ‘green’ or ‘sustainability’ champion.	One sustainability champion per department trained, appointed and resourced to promote SCAP, SCAP implementation within each AM division, and report regularly on achievements to ELT and Trust.	Sustainability and Access Projects Coordinator; Curator, Climate Change Projects	June 2023
3.17 The AM acknowledges climate and nature-related grief and supports staff mental health and wellbeing.	Team members are encouraged to discuss their experiences and access support as needed.	Manager, People and Culture; Curator, Climate Change Projects	Dec 2023

4. Outcome:
Engage stakeholders

The AM is committed to sharing lessons learned and working with others to drive sustainability and climate solutions. We will do this by:

- telling the AM’s story
- partnering for change
- sharing climate solutions and empowering our stakeholders (including the public) to make sustainable choices

Telling the AM’s story				
Action	Target	Responsibility	Timeframe	
4.1 Develop an external communications strategy to celebrate and share the AM’s climate and sustainability achievements with a range of audiences.	External communications strategy developed and implemented with at least 1 good practice case study produced per annum.	Manager, Marketing and Memberships; Manager, Communications	Dec 2023	
4.2 Share AM good practice and lessons learned with other cultural institutions , and through the Sustainable Destinations Partnership.	AM develops open-source sustainability tools and stories to share with small / regional cultural institutions and sector peers.	Sustainability and Access Projects Coordinator; Curator, Climate Change Projects	June 2024	
4.3 The AM’s climate and sustainability challenges and achievements are visible to online and site-based visitors.	Clear and up-to-date communication on sustainability challenges and opportunities is displayed on the AM website.	Sustainability and Access Projects Coordinator; Curator, Climate Change Projects; Manager, Marketing and Memberships, Manager, Communications; Manager, Exhibitions	Dec 2023	
4.4 Seek recognition for AM’s sustainability achievements through relevant awards and communication platforms.	Enter submissions for annual sustainability awards (e.g. Banksia Award, UN recognition, Green Globe Awards etc.).	Sustainability and Access Projects Coordinator	June 2023 – ongoing	

Partnering for change				
4.5 Create opportunities for peer-to-peer knowledge-sharing and best practice exchange with other cultural institutions on sustainability and climate engagement.	Participate in at least one sustainability and/or climate engagement forum per annum (e.g. Sydney Cultural Institutions for Climate Action [SCICA], Australian Museums and Galleries Association [AMaGA], Sustainable Destinations Partnership.	Sustainability and Access Projects Coordinator; Curator, Climate Change Projects	Dec 2023	

4. Outcome:
Engage stakeholders

Partnering for change				
	Action	Target	Responsibility	Timeframe
4.6	Be an active member of the Sustainable Destination Partnership.	Support the City of Sydney Sustainable Destination Partnership and commit to the collective goals and programs (eg. Single-use plastics, reducing waste and reducing emissions, potable water reduction).	Director, Public Affairs & Development	June 2023 ongoing
4.7	Collaborate with the University sector to promote citizen science projects that raise awareness and contribute towards biodiversity conservation and ecosystem restoration.	At least one new project launched by end-2023.	Head, Digital Collections and Citizen Science	Dec 2023
4.8	Engage our corporate partners in our sustainability and climate change activities.	Develop at least one joint project per year with one or more AM corporate sponsors to advance shared sustainability goals.	Manager, Partnerships	June 2023
4.9	Partner with cutting-edge technology companies to use the site as a pilot for sustainability initiatives (energy, cognitive building technology, performance improvement).	Benefit from the latest available technologies in sustainability performance/monitoring while supporting research and educating the public on climate change solutions.	ELT Manager, Partnerships & Sustainability and Access Projects Coordinator	Jun 2023
Public outreach				
5.0	Grow our climate change community outreach, using exhibitions, education resources and public programs to advance action on climate change.	Deliver within the 3 years the following (to advance understanding and engagement in solutions to climate change): One new travelling exhibition; One refresh of the permanent climate exhibition; 3 orations; 6 public programs ; 2 education resources for schools; a wide range of social media posts.	Director, AMRI; Curator, Climate Change Projects; Manager, Exhibitions; Manger, Programs; Manager, Marketing and Memberships; Manager, Communications	Dec 2024
5.1	Create and grow a digital Climate Hub, a portal for access to information, ideas, resources and others advancing solutions.	Creating accessible online content for people to advance action on climate and environmental stewardship in their own communities.	Curator, Climate Change Projects; Head, Digital	2023-2025
5.2	Partner with cutting-edge technology companies to use the site as a pilot for sustainability initiatives (energy, cognitive building technology, performance improvement).	Benefit from the latest available technologies in sustainability performance/monitoring while supporting research and educating the public on climate change solutions.	COO; Manager, Partnerships; Sustainability and Access Projects Coordinator	Jun 2023

5. Outcome:
Lead for climate action

The AM is committed to leading the global conversation on climate change and its consequences for people and nature. We will do this by:

- translating discoveries into real world outcomes
- being a trusted sharer of First Nations knowledge.

Sharing solutions and empowering action				
	Action	Target	Responsibility	Timeframe
5.3	Create a centre, within which the AM's climate activity takes place, dedicated to increasing public understanding and engagement in climate change.	External communications strategy developed and implemented with at least one good practice case study produced per annum.	Manager, Marketing and Membership and Manager, Communications	Dec 2023
5.4	Expand the reach of the AM's Climate Solutions Centre (CSC).	Grow the CSC's audience engagement, reaching a greater number and wider range of audiences year on year.	Sustainability and Access Projects Coordinator; Curator, Climate Change Projects	June 2023
5.5	Establishing a collection of objects reflecting changing relationships to environment and climate change in Australia.	Establish a collections strategy. Grow the collection each year, in collaboration with artists and community members.	Curator, Climate Change Projects	June 2023 - ongoing
5.6	Ensure conduits for AM scientific and social research findings, historical data and First Nations knowledge into the AM's outreach on climate change and Caring for Country.	Enter submissions for annual sustainability awards (e.g. Banksia Award, UN recognition, Green Globe Awards etc.).	Sustainability and Access Projects Coordinator	June 2023 - ongoing
5.7	Apply AM research to develop proven approaches to building biodiversity and ecosystem resilience.	Encourage conservation projects / support grant applications. Share at least one success story per year from AM field and research projects where measurable positive impacts on wildlife have been achieved.	Director, AMRI; Curator, Climate Change Projects; Manager, Marketing and Memberships; Manager, Communications	Dec 2024

Monitoring & Review

The Sustainability and Climate Action Plan Steering Committee will meet every two months to help drive the implementation of the plan. The Steering Committee is responsible for reporting on progress of the Action Plan. The Action Plan 2023-2025 will be made available on the AM website and included in staff orientation packages. Procedures and updates will be given to staff via the AM intranet and at regular staff meetings.

Implementation and Measurement of Progress

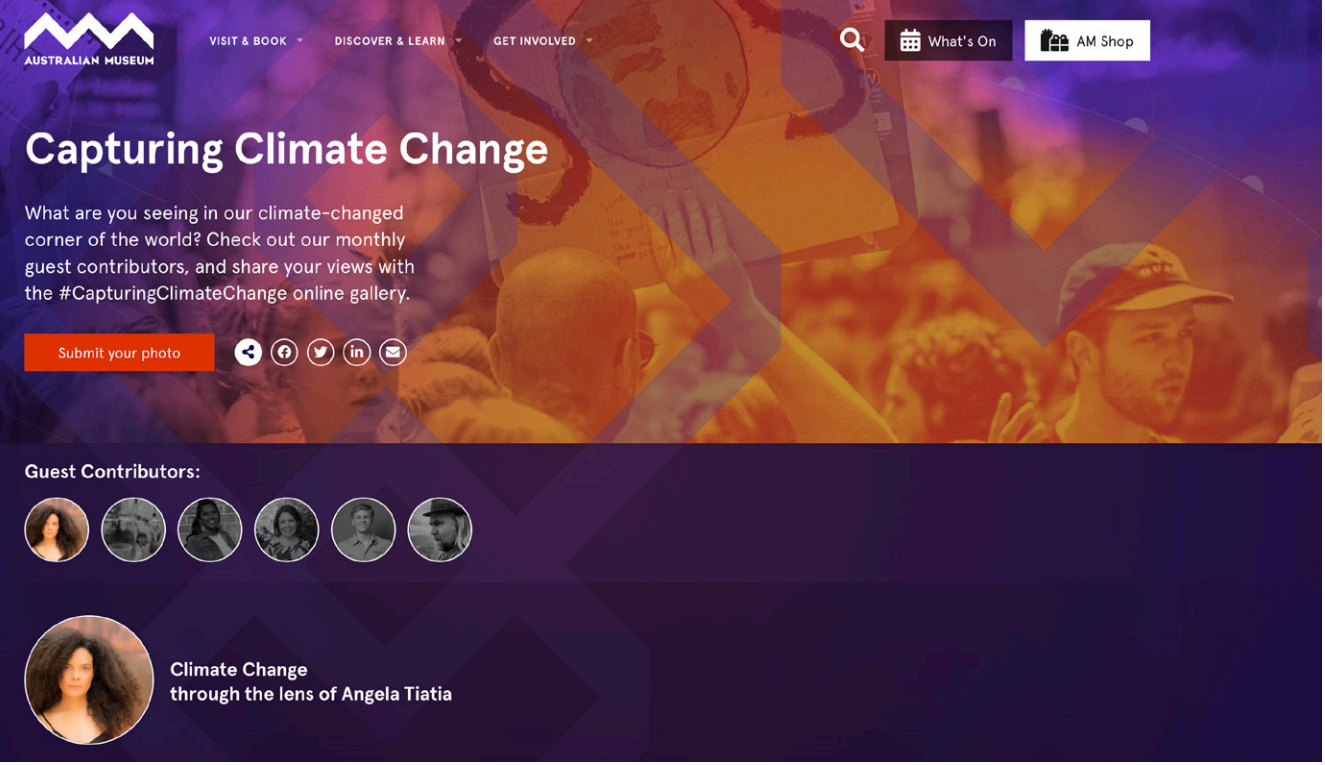
All AM staff are responsible for championing sustainability in their department and across the Museum. The Steering Committee and managers are responsible for ensuring that actions relevant to their area are budgeted for and implemented. Key targets will be included in staff personal development plans where applicable. The implementation of these actions will be reported to the AM's Executive Leadership Team. The Action Plan will be reported to the AM Trust bi-annually. An annual update of the Action Plan will be also included in the AM's annual report. The AM reports against the NSW Government GREP (Government Resource Efficiency Policy) yearly.

Review

The Sustainability and Climate Action Plan will be reviewed in 2025 to enable a new plan for the following three-year period, 2026-2028.

Right:
Spark: Australian Innovations Tackling Climate Change, temporary exhibition, Hintze Hall, 2021.





Above: *Capturing Climate Change* online exhibition, with images submitted by the public. Right: *Changing Climate* permanent exhibition in the Surviving Australia gallery.

Cooking the climate: changes in Australia



Australia is feeling the impact



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Environmental responsibility

The Sustainability & Climate Action Plan is
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