

Annual Report

2025



WMRR
WASTE MANAGEMENT & RESOURCE
RECOVERY ASSOCIATION AUSTRALIA



Acknowledgement of Country

The Waste Management and Resource Recovery Association of Australia (WMRR) acknowledges the Traditional Custodians of the land on which we live and work, honours the ancestors and the Elders past, present and emerging, and extend that respect to all Aboriginal people who continue to care for Country.

We recognise that our National Office is located on Gadigal Land of the people of the Eora Nation.

WMRR recognises Aboriginal and Torres Strait Islander peoples' spiritual and cultural connection and inherent right to protect the land, waters, sky and natural resources of Australia. This connection goes deep and has since the Dreaming.

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Our Vision

WMRR is the national peak body that leads the success of the Waste and Resource Recovery (WARR) sector.

Our Sector

WMRR's diverse membership spans the breadth and depth of the Australian waste and resource recovery (WARR) sector, representing all stakeholders in Australia's essential WARR sector, which has an annual industry output of \$19 billion and supports 39,300 direct jobs.

In 2025 WMRR had 2,378 financial members from 404 organisations that operate across the three (3) levels of government, private sector, universities, and Non-Government Organisations (NGOs), including research bodies. WMRR's members are involved in a diverse range of activities in the Australian economy including infrastructure investment and operations, collection, remanufacturing of valuable products from resource recovered materials, carbon management and mitigation, energy recovery, responsible management of residual materials as well as behavioural change and education.

WMRR Structure

WMRR has a governance Board of Directors including members elected President and Vice- President, which consists of elected members, Peak members and skilled directors.

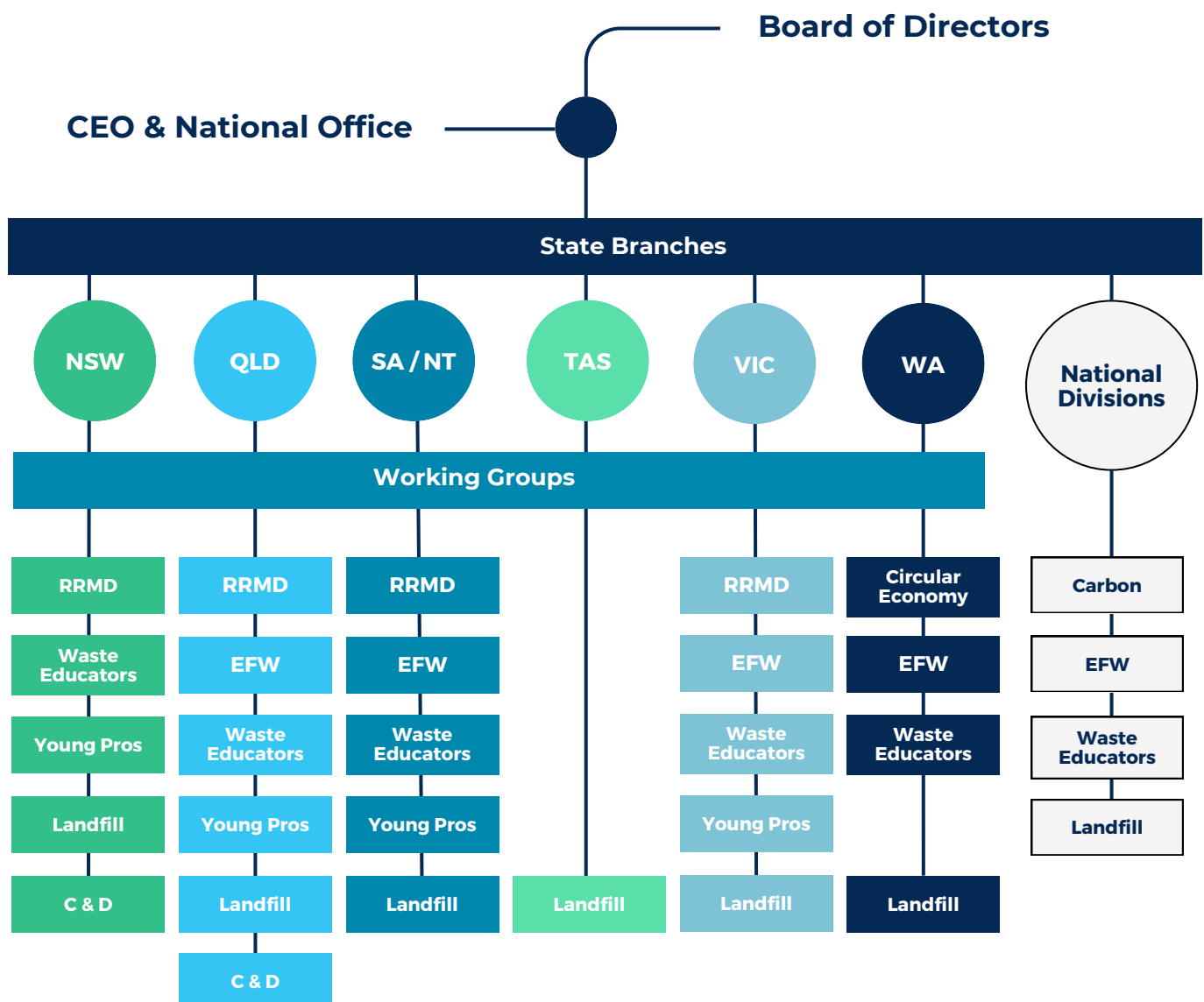
WMRR also has a professional National office that supports the activities of the Association and the sector.

Our members actively participate in State Branch Committees and Working Groups at the national, state, and specific industry level, which coupled with WMRR's Strategic Plan 2023-2026 informs our policy and advocacy efforts on behalf of the sector.

In 2025, WMRR facilitated:

- Six (6) Board meetings;
- Four (4) National Divisions that held 20 meetings;
- Six (6) State Branch Committees that held 58 meetings; and
- 20 active State-based Working Groups that held 63 meetings.

In 2025, 959 unique members registered to participate in these meetings, resulting in a total of 2,305 attendances.



Our Guiding Principles

1

Circular economy principles and the waste management hierarchy are consistently adopted and pursued nationally across the supply chain to ensure nationally consistent strong policy settings and well designed, safe, and appropriate use of materials, including managing carbon impacts.

2

WARR infrastructure is professionally managed and strategically planned, supported, and protected to reflect its role as both an essential community service and an economically viable producer of high value secondary raw materials for use across the productive Australian economy.

3

The WARR industry's engagement with the entire supply chain, the community and government are always evidence-led, informed, professional and responsible.

Priority Advocacy Areas

- The national policy framework places a positive obligation across the entire supply chain to create a circular economy in Australia by 2030, reinforcing a systems-based approach to managing materials across the entire waste management hierarchy, resource efficiency and carbon mitigation.
- A nationally consistent and certain regulatory and planning framework ensures a level playing field for high quality professional WARR facilities across the entire hierarchy.
- The correct mix of regulatory and market based economic levers are utilised nationally to ensure that public and private investment occurs to maximise material value and mitigate carbon. This requires strong and certain levy settings, with at least 50% of levy collected reinvested in the WARR industry by government, producer responsibility for safe products and materials, as well as incentives to reduce reliance on virgin materials.
- Sustainable procurement is adopted across the entire economy to ensure markets for the increased replacement of virgin products and materials by Australian resource recovered materials produced by lawful Australian WARR industry participants.
- The quality and collection of WARR data is improved nationally to enhance and support consistent and transparent classification and management of materials, as well as build knowledge, and enable the development of informed, high-quality evidence-led policy responses for industry.
- Champion knowledge, standards development, and professionalism within the WARR industry. Foster consistent high-quality knowledge of the industry, for the community, government and business about the waste management hierarchy, circular economy, and carbon impacts.

President's Report

It is an honour to present my inaugural President's Report for WMRR. I stepped into this role following the completion of Geoffrey Webster's four (4) year term as National President in June 2025, and I sincerely thank Geoff for his tremendous contribution to WMRR and to our sector. His leadership, commitment and advocacy significantly strengthened the Association's standing, influence and relevance. I am proud to build on these foundations as the national peak body representing Australia's entire essential waste management and resource recovery sector that underpins public health, environmental protection, economic productivity and Australia's transition to a more circular economy.

This has been a year marked by continued complexity. Our sector continues to face significant challenges, including persistent lithium-ion battery fire risks, growing scrutiny around PFAS, increasing pressure on landfill capacity in major metropolitan centres, and a regulatory landscape that is evolving at different speeds across jurisdictions. These challenges, however, also reinforce the value of a strong, credible and coordinated national voice—one that is evidence-based, solutions-focused and prepared to engage constructively with government at all levels. That is precisely the role WMRR continues to fulfil.

A key strength of the Association is its leadership. I am pleased to formally congratulate Gayle Sloan, CEO, on her acceptance of a further three (3) year tenure. Gayle's leadership continues to be a defining asset for WMRR. Her energy, clarity of purpose and willingness to engage in difficult but necessary conversations have elevated the Association's standing with governments, regulators and industry alike. This continuity provides stability and confidence as we move into the next phase of policy reform, infrastructure investment and industry transformation.

Throughout 2025, WMRR has continued to deliver tangible value for members through strong advocacy, quality events and practical engagement. A highlight of the year was the success of both National Conferences— the Energy from Waste Conference (Gold Coast) and the Landfill and Transfer Station Conference (Sydney). These events brought together operators, policymakers, technical experts and regulators to engage in pragmatic and informed discussions on critical infrastructure, regulatory certainty and pathway solutions toward the 2030 recovery targets. Strong attendance and feedback reinforced the importance of these forums as trusted spaces for informed debate and shared learning.

WMRR has also continued to focus on reinvestment in the sector—not only advocating for reinvestment of levies and public funding into waste and resource recovery infrastructure, but also committing to reinvest as an Association in strategic projects and products that build sector capability and credibility, including the commissioning of the landmark State of the Nation Report, a significant achievement this year.

This report will provide an authoritative, evidence-based snapshot of the economic value of the Australian WARR sector. It represents the kind of leadership product that only a national peak body can deliver, and it will continue to inform policy and investment decisions in the years to come.

Equally important has been WMRR's focus on improving the member experience. In 2025 we also initiated the redevelopment of the Association's website and member portal, with the goal of significantly improving how members access information, events, submissions, working groups and communications. This investment reflects our commitment to modernising how we engage with members and ensuring WMRR remains accessible, responsive and easy to interact with regardless of location or sector.

WMRR's working groups, divisions and state branches remain the engine room of the Association. Their continued high levels of engagement reflect the commitment of members who generously contribute their time, expertise and insight. This collaborative structure allows WMRR to represent the entire waste management hierarchy—from education and avoidance through to recovery, treatment and disposal—in a way that is informed, balanced and practical, doing our best to ensure there are no unintended, adverse consequences when recommendations are made.

None of this work would be possible without the dedication of the WMRR team. I thank the National Office staff for their professionalism, resilience and unwavering commitment to serving the membership and the sector. I also extend my thanks to the Board of Directors and committee members for their leadership, governance and support throughout the year. Finally, I thank our members. WMRR exists because of your engagement, trust and commitment to delivering safe, lawful and high-quality waste and resource recovery outcomes for the Australian community. As we look ahead, the challenges facing us remain significant—but so too are the opportunities. With continued collaboration, strong leadership and clear policy settings, I am confident our sector will continue to demonstrate its essential role in Australia's environmental and economic future.



Karl Baltpurvins
WMRR National President



Summary of Member Services

Summary of 2025 Member Services

The State and Territory branch committees across NSW/ ACT, Victoria, Queensland, SA/ NT, WA and Tasmania remained highly active throughout the year, driving WMRR’s policy, advocacy and industry leadership agenda.

Working collaboratively with State and Territory Working Groups across a broad range of sector areas, the committees played a critical role in shaping sector standards, advancing strategic priorities and championing solutions to key sector challenges.

Engagement across WMRR’s Working Groups, State Branch committees and National Divisions continued to strengthen in 2025, with more than 150 meetings held and an impressive 2,305 attendances recorded throughout the year.

Powered by the strong participation, expertise and commitment from members across the country, WMRR continues to drive innovative projects, shape policy outcomes and deliver practical initiatives that advance both state priorities and WARR’s national advocacy agenda.

Membership



Advocacy and News



Events



Industry Advocacy

WMRR advocates for beyond end-of-life material management and the reinvestment of valuable resources back into the productive economy, so that less material can be used for longer. To do this and mitigate carbon impacts, governments must systematically design out waste, ensure safe material management, level the playing field for recycled materials, and actively support market development.

We continue to advocate across the entire system, as the trusted and respected voice representing the entire sector, urging governments to connect environmental outcomes with economic investment, infrastructure delivery and safety, positioning circular economy reform as mainstream government policy in 2025, by:

- Driving the transition from ineffective voluntary battery stewardship toward mandatory regulation nationally, the urgent need for battery stewardship reform and aligned state-led regulation. WMRR's sustained advocacy contributed to NSW introducing the *Product Lifecycle Responsibility Act 2025* – Australia's first broad mandatory product stewardship framework. WMRR continues to work to influence SA, Tasmania, Victoria and WA towards adopting aligned frameworks via ongoing ministerial engagement. Through ACCC consultation, WMRR actively pushed back against expanding the voluntary B-cycle model unless it aligned with mandatory regulation and real investment obligations.
- Reframing waste policy as industrial policy, investment policy and climate policy. WMRR consistently advocated for stronger national regulation and a true circular economy framework by using the review of the *Recycling and Waste Reduction Act 2020* to advocate for mandatory product stewardship, sustainable product design, generator obligations, hazardous chemical regulation, and national circular economy legislation. WMRR continued to maintain sustained engagement Federally to ensure WARR issues remained on the national agenda, elevating federal discussions around packaging regulation, solar PV stewardship, mandatory recycled content, and circular procurement.
- Successful positioning of WMRR as a trusted technical and policy advisor during infrastructure, levy and regulatory reform processes nationally. WMRR played a central role in infrastructure planning discussions across multiple states, including advocacy for statewide infrastructure strategies in Queensland and NSW that include all waste streams and material flow planning, had active involvement in the NSW Waste and Circular Infrastructure Plan and subsequent Infrastructure and FOGO Committees overseeing implementation and undertook strong advocacy around waste levy settings nationally to provide investment certainty and improve market signals for circular infrastructure.
- Participation in multiple parliamentary inquiries nationally covering PFAS, Container Deposit Schemes, Vapes and Energy from Waste.
- Extensive engagement throughout the statewide waste strategy reviews for SA, WA, Tasmania and Queensland to help shape policy settings, investment and markets that support using resources for longer, reducing carbon emissions and maximising material productivity.
- Promoting the alignment across states of container refund schemes with media advocacy, and government engagement, including welcoming the commencement of the Recycle Rewards Scheme in Tasmania and announcements from WA, SA and NSW that they would be expanding their schemes to include wine and spirits, as well as participating in these steering groups.
- Advocating for recovered materials to remain in productive use and for regulatory systems that enable circularity, including national consistency on PFAS and asbestos regulation to protect recycling and maintain confidence in recovered markets for products including compost and recovered fines, promoting safe beneficial reuse pathways for recovered materials such as compost, incinerator bottom ash aggregate (IBAA), treated timber, and alternative fuels, advocacy for clearer export frameworks recognising recovered materials as manufacturing inputs rather than waste, and calling for mandated circular procurement, recycled content markets and market development mechanisms in election priorities and state strategies.

Submissions & Correspondence to Government

Submissions

Federal

- 2026 Review of the ACCU Scheme (8 December 2025)
- Battery Stewardship Council Ltd's application to revoke authorisation AA1000476 and substitute authorisation AA1000694 – Draft determination (18 September 2025)
- Investing in cheaper, cleaner energy and the net zero transformation (15 September 2025)
- Climate Change Authority 2025 Annual Progress Report (1 September 2025)
- Sunsetting review of the Source Separated Organic Waste Method (4 August 2025)
- National Competition Policy - lowering barriers to adopting standards in regulation (4 August 2025)
- 2025 Variation to the Animal Effluent Method (25 July 2025)
- Exposure Drafts of the legislative instruments that will support the Guarantee of Origin scheme (18 July 2025)
- ACCU Scheme Landfill Gas Exposure Draft method and Explanatory Statement (12 June 2025)
- Design for Kerbside Recyclability Grading Framework (18 April 2025)
- Productivity Commission: Unlocking opportunities in the circular economy (11 April 2025)
- Soft Plastic Stewardship Australia application for authorisation AA1000695 (7 April 2025)
- Battery Stewardship Council application for authorisation AA1000694 (2 April 2025)
- ERAC Review of the Animal Effluent Management Method (1 April 2025)
- Review of the Recycling and Waste Reduction Act (2020) (27 February 2025)

New South Wales

- FOGO Planning Controls (19 December 2025)
- NSW Environmental Guidelines Solid Waste Landfills 2025 (24 November 2025)
- Batteries product stewardship reform (14 November 2025)
- NSW SafeWork - Collection of Waste Draft Code (9 November 2025)
- Senate Inquiry into proposed EfW facilities in NSW (31 October 2025)
- Draft Biosolids Resource Recovery Order and Exemption (10 October 2025)
- Climate Change Licensee Requirements (7 October 2025)
- Draft Acid Sulfate Soils Resource Recovery Order and Exemption (2 September 2025)
- Early feedback to Arup on the NSW Composting Guidelines (20 August 2025)
- Draft Waste and Circular Infrastructure Plan (25 June 2025)
- Early engagement on the Draft NSW Landfill Guidelines (22 May 2025)
- Energy from Waste Framework Review (16 May 2025)
- Resource Recovery Innovation Pathway (24 April 2025)
- Resource Recovery Orders and Exemptions Framework (24 April 2025)
- Protection of the Environment Policy (Sustainable Construction) (2 April 2025)

Queensland

- Realising efficiencies and streamlining the EP Act and other portfolio amendments (14 July 2025)
- Draft Queensland Waste Strategy 2025-2030 - Less Landfill, More Recycling (26 June 2025)
- Inquiry into Health Legislation Amendment Bill (Tobacco and Other Smoking Products Act 1998) (8 April 2025)
- Inquiry into improving Queensland's Container Refund Scheme (CRS) (4 April 2025)

South Australia

- EPA 30-Year Strategy (29 September 2025)
- Feedback on the draft 'Report on the review of the Climate Change and Greenhouse Emissions Reduction Act 2007 (23 September 2025)
- Accelerating SA's transition to a circular economy – South Australia's Waste Strategy 2025 - 2030 (23 July 2025)

Victoria

- Minimising pollution and waste risks in a changing climate draft guidance (3 December 2025)
- Circular Economy Risk, Consequence and Contingency (CERCC) Plan 2026 (9 November 2025)
- Updated Risk Management and Monitoring Program (RMMP) Guidance (28 October 2025)
- Targeted Consultation – What is Waste guidance (5 September 2025)
- Review of the Landfill BPEM (2 May 2025)
- Victoria's 30-year infrastructure strategy (28 April 2025)
- Striking the right balance for Waste to Energy in Victoria (15 April 2025)
- Victoria's Climate Change Strategy 2026-2030 (8 April 2025)
- Inquiry into the supply of homes in regional Victoria (20 March 2025)

Tasmania

- Independent Review of the Climate Change Act (7 September 2025)

Western Australia

- Beyond WAsTe 2030 - Waste Strategy Review (16 December 2025)

Correspondence

Federal

- Federal election priorities letter (April 2025) issued to multiple MPs
- WMRR's three (3)-point federal election plan (April 2025)
- Letter to the Hon Tanya Plibersek MP: Support for Mandatory Product Stewardship for Batteries and Battery-Embedded Products (27 March 2025)

New South Wales

- Letter to Minister Sharpe Industry concern over Energy for Waste (EFW) Policy Statement Approach to Emissions (9 May 2025)

Queensland

- Concerns that funding guidelines are undermining policy intent to support increased resource recovery in Queensland (24 November 2025)
- Call for Increased Action to Manage Batteries and Battery-Embedded Products in Queensland (2 October 2025)
- Collaboration between WARR industry and COMSEQ (7 Augst 2025)
- Letter to Hon. Leanne Linard re: Misleading characterisation of waste levy and rebate arrangements (27 June 2025)

Victoria

- Letter to Melbourne City Council objecting to proposed waste collector permit fees (18 November 2025)

South Australia

- Request to Meet and Call for Increased Action to Manage Batteries and Battery-Embedded Products in South Australia (10 November 2025)

Western Australia

- Letter requesting to meet with Parliamentary Secretary (18 November 2025)
- Letter to Minister Swinbourn re: Request to Meet (26 October 2025)
- Letter to Minister Swinbourn re: FOGO: PFAS and Compostable Packaging (11 June 2025)
- WARR WA State Election Priorities (4 March 2025) issued to multiple MPs

Member Information

Member Communications

In addition to communications issued through our Branches, Divisions and Working Groups, Association members are kept up to date and informed of sector and Association news through WMRR's regular electronic correspondence, including:

- 48 weekly Resource Bulletins that provide a comprehensive round-up of weekly policy and regulatory changes, grants, commercial, and funding announcements, industry and government reports, and current consultations from around Australia;
- Specific issue updates as required;
- Bi-monthly Wrap-Ups which showcase the Association's activities, media releases, a snapshot of our CEO's appearances in mainstream and trade media, WMRR's policy submissions for the month as well as a forthcoming events and conferences. WMRR CEO's Inside Waste CEO column and National President's Board communiqué are also featured in these.

Media Releases

- Powering Safety This Christmas: SA Expands Embedded Battery Disposal with Four New Depots (19 December 2025)
- Another Day - Another Dangerous Fire (27 November 2025)
- WMRR welcomes NSW's first Waste and Infrastructure Plan (23 October 2025)
- WMRR welcomes calls for urgent reform of Queensland's Container Refund Scheme (16 October 2025)
- WMRR commends NSW PFAS inquiry findings: urgent national source controls needed (11 September 2025)
- WA joins the CDS party: time for Victoria and Tassie to RSVP (10 September 2025)
- A toast to recycling: WMRR welcomes CDS expansion to wine and spirits (3 September 2025)
- Australia must match global ambition on plastics at home (26 August 2025)
- WMRR congratulates Recycling Victoria on issuing Energy-from-Waste cap licences (20 August 2025)
- Industry welcomes national push for mandatory solar panel stewardship (18 August 2025)
- Industry united in urgent need for national mandatory battery EPR scheme now! (13 August 2025)
- National action on packaging lifecycle must be a priority (5 August 2025)
- It's time to let urgency eclipse complacency (13 June 2025)
- WMRR announces 2025-27 National President and Board (16 May 2025)
- Building a circular economy – WMRRs 2025 federal action plan (16 April 2025)
- Nominations now open for WMRR Board of Directors (31 March 2025)
- WMRR Calls for All States to Act Now on Batteries (28 March 2025)
- Australia Hits Earth Overshoot Day (12 March 2025)
- Crisafulli Government announces plan to help extinguish fires (13 February 2025)
- Tassie - We have a date! (12 February 2025)
- Australia must fast-track and expand PFAS ban (31 January 2025)
- This is not a drill - the WARR industry is on fire due to batteries (31 January 2025)

Events and Conferences

As part of WMRR's commitment to providing value to members ensuring they are informed, knowledgeable and engaged, the Association continued to deliver its program of high-quality events including national conferences and state-based forums, webinars, interactive training sessions and leadership breakfasts.

In 2025 WMRR's combined attendance at all these activities was 3,482 delegates.

In 2025, WMRR held:

- Two (2) conferences,
- Four (4) state-based one-day forums,
- Eight (8) webinars,
- Four (4) training events, and
- Twelve (12) events including Networking Events, Leadership Breakfasts events and our Annual General Meeting.



National Conferences

2025 Energy From Waste (EFW) Conference

Over two (2) packed days on the Gold Coast, WMRR's Energy from Waste (EFW) Conference brought together 194 delegates to examine the critical role of EFW in Australia's transition to a more sustainable and circular waste management system. The conference fostered important discussions on strategically applying all levels of the waste management hierarchy, while exploring the opportunities and challenges associated with developing EFW infrastructure across the country. A key achievement of the event was the pre-conference workshop involving state-based regulators, which helped progress important issues relating to emissions and IBAA pathways nationally—demonstrating the conference's tangible impact on national policy and government and industry collaboration.



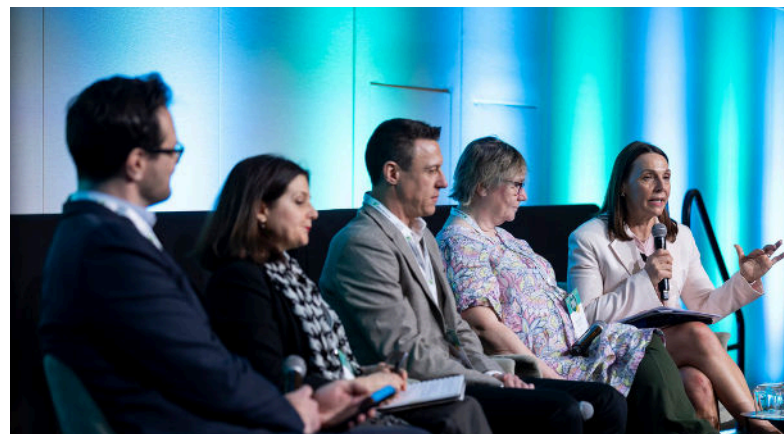
2025 Australian Landfill and Transfer Stations (ALTS) Conference

Held over three (3) days at the iconic Sydney Cricket Ground, ALTS Conference brought together 268 delegates to share knowledge, explore emerging challenges, and discuss innovative pathways driving the landfill and transfer station sector forward. The program featured an intensive pre-conference workshop on landfill fires, keynote presentations from local and international experts, and ten (10) technical sessions covering critical topics including landfill design and operations, leachate management, landfill gas (LFG) management, closure and post-closure, and transfer station planning. Delegates also connected through networking functions and engaged with sponsors and exhibitors showcasing the latest industry advancements and solutions.



2025 Waste and Resource Recovery Conference (WMRR supported)

Hosted by the WMRR, the Department of Water and Environmental Regulation (DWER), and the Western Australian Local Government Association (WALGA), this flagship annual conference - formerly known as the Waste and Recycle Conference - continues to be WA's premier waste and resource recovery event. Building on its strong reputation and growing industry momentum, the conference reached new heights in 2025, with 427 delegates attending from across the sector.



State Based Events, Webinars and Training

National

- WMRR 2025 Annual General Meeting (24 June 2025)

New South Wales

- NSW Women of WARR Leadership Breakfast (19 September 2025)
- NSW Waste & Resource Recovery Forum & Industry Drinks (27 November 2025)

Queensland

- QLD Women of WARR Leadership Breakfast (17 July 2025)
- Queensland Waste & Resource Recovery Forum & Industry Drinks (13 November 2025)

South Australia

- SA Strategy Workshop (3 July 2025)
- SA Golf Day (28 November 2025)

Victoria

- QLD Women of WARR Leadership Breakfast (17 July 2025)
- Queensland Waste & Resource Recovery Forum & Industry Drinks (13 November 2025)

Western Australia

- WA Women of WARR Leadership Breakfast (2 May 2025)
- WA Industry Drinks (20 November 2025)

Tasmania

- Tasmanian Waste & Resource Recovery Forum (22 May 2025)
- Tasmanian Site Tour and Industry Drinks (11 December 2025)

Webinars

- National Waste and Resource Recovery Report 2024 (11 February 2025)
- The Great Unwaste (4 March 2025)
- Batteries Product Stewardship (17 June 2025)
- Australian Plastics Flows and Fates Reporting: Latest Findings (14 October 2025)
- Mythbusting Energy from Waste in Australia (21 October 2025)
- Mandatory National Solar Stewardship Scheme (28 October 2025)
- NSW Environmental Guidelines for Solid Waste Landfills (11 November 2025)
- Creating the Government Architecture to Deliver a Circular Economy: The Scottish Story (9 December 2025)

Training and Workshops

- Landfill Training – Module 2: Leachate Generation & Management Online (30 May 2025)
- Landfill Training – Module 3: Gas Generation & Management, Sydney (28 May 2025)
- Landfill Training – Module 3: Gas Generation & Management Online (9 July 2025)
- Landfill Fires Workshop with Tony Sperling Sydney (26 August 2025)





National Division Reports

National Carbon

Carbon markets in 2025 - Holding the line!

2025 was a year of patient groundwork in a slow policy environment. The ACCU spot price drifted within a narrow \$35–38/tCO₂-e band for most of the year — firmer than 2024's ~\$34, but still well short of a level that would, on its own, drive transformation across the WARR sector. Demand remained shaped by Safeguard compliance behaviour, with covered entities continuing to bank credits for use in future increasing requirements. Voluntary cancellations are under continued pressure following heightened scrutiny of carbon-neutral claims and the contraction of the Climate Active scheme. The dominant theme of the year was delay. Key methodologies central to the sector spent 2025 tied up in review and ministerial process, holding back project investment that is otherwise ready to proceed.

Methodologies: a frustrating year with a strong finish

The revised Landfill Gas (LFG) Method remained under extensive review for most of 2025 — with concerns over default baselines, crediting periods and Safeguard interactions — before finally being released in December 2025. The outcome was a good one for the sector: the new Method allows projects to transition rather than be cancelled out, a far more workable design than industry initially feared, and early interest from smaller and regional landfills under a more favourable baseline is encouraging.

The Alternative Waste Treatment (AWT) Method was less fortunate, sitting with the Assistant Minister's office for much of the year. The constructive development is that its remake will proceed as the first proponent-led remaking in the scheme.

The Source Separated Organic Waste (SSOW) Method reached expiry having generated only around 20,000 credits across a decade, overwhelmingly via a single proponent. WMRR's consistent position is that this reflects a method that was too complex and poorly matched to real-world collection systems, not a failure of the underlying logic — organics diversion remains one (1) of the highest-value methane abatement opportunities available.

Advocacy that landed

The Committee maintained an active submissions program through the year, providing detailed input to the NSW EPA on Climate Change Licensee Requirements, to the Productivity Commission on the net zero transformation, to SA's review of the *Climate Change and Greenhouse Emissions Reduction Act 2007*, to the Tasmanian review of the *Climate Change (State Action) Act 2025*, to the Climate Change Authority's

Annual Progress Report, and to the 2026 review of the ACCU Scheme. Each carried a single consistent message: carbon policy continues to reward end-of-pipe emissions management while overlooking the avoided emissions delivered by recycling, reuse and material productivity. WMRR's desktop modelling — indicating the sector could abate over 9.5 million tonnes of CO₂-e annually — has given that argument the hard numbers it needs.

The participation problem

A central concern remains unresolved. Most members still find it extremely difficult to participate meaningfully in carbon markets. The cost and complexity of methodologies, the difficulty of proving additionality, and the uneven application of obligations mean that operators doing the right thing are not consistently rewarded - especially those who started too early, or missed some administrative deadline. This distorts competition within the sector and fails to deliver the incentives needed for the industry to reduce its own emissions and to support other sectors of the economy in their transition. A framework only the largest and best-resourced can navigate is not delivering on its purpose.

Looking ahead to 2026

There is genuine reason for optimism. The proponent-led AWT Method remake gives industry an ability to have influence over a methodology that matters enormously to the sector. The progressive introduction of FOGO mandates will structurally reduce organics to landfill and the methane that follows. The commencement of mandatory climate disclosure requirements for all businesses will, for the first time, place supply-chain carbon performance on the public record — a shift that should favour recovered and recycled materials over virgin counterparts. And the Safeguard Mechanism continues to send a strong and stable compliance signal, with consultation expected in 2026 on landfill eligibility for Safeguard Mechanism Credits ahead of the broader 2026–27 review.

None of this will be straightforward — methodologies take years to mature and the gap between policy ambition and on-the-ground participation remains wide — but the foundations laid in 2025 are real. The National Carbon Committee extends its sincere thanks to its active membership and to WMRR's National Office for their unwavering support through a demanding year.



Julien Gastaldi
Division Chair

National Energy From Waste (EfW)

Progress across the EfW industry during the past year has been incremental but not as quickly as anticipated, despite increasing pressure on landfill capacity, especially in the Sydney metropolitan area. While the NSW Government has acknowledged emerging landfill constraints, this recognition has not yet translated into faster approvals or improved investment certainty. Encouragingly, industry engagement remains strong, reinforcing that the primary constraints facing it is policy and planning-related rather than market-driven.

The EfW industry continues to offer substantial national benefits, including energy recovery from residual waste, improved resource recovery, job creation and regional economic development as well as improved environmental outcomes through reduced reliance on landfill. However, unlocking this potential still requires greater policy certainty, as well as timelier and less politicised approvals and appropriate economic incentives, including higher and harmonised waste levies.

The year commenced with a successful national conference on the Gold Coast, reflecting renewed collaboration across the industry, with a half day workshop with regulators from across Australia the day before the Conference commenced, and a commitment for state and industry cooperation as we develop and implement both technology and by products in Australia. The Advanced Resource Recovery Centre (ARRC) proposed by Gold Coast Council attracted strong interest at the EOI stage, with visible government support, indicating growing confidence in well-structured EfW proposals. WA continues to lead nationally in EfW project execution and delivery. The Kwinana EfW facility successfully commenced operations, and East Rockingham has resolved previous challenges and is expected to be operational by the end of 2026.

There has been no meaningful national movement however on waste levy increases. Current levy settings remain insufficient to support EfW or broader resource recovery infrastructure. Of note, Australia's landfill diversion rates have also stagnated, placing national waste targets at risk without stronger economic and policy signals. Both NSW and Victoria have initiated further parliamentary inquiries into EfW, perpetuating uncertainty.

Although NSW released Chapter 1 of the Waste and Circular Infrastructure Plan and has foreshadowed revisions to the EfW Policy, while policy reviews continue, repeated inquiries are delaying clarity rather than accelerating delivery.

In a positive move, the NSW Government agreed to revise emission limits to better align with international standards, reducing regulatory risk for proponents. Changes to EfW precincts have been announced wherein Richmond Valley has been removed and new precincts proposed for West Lithgow and Tomago, however these have still to be gazetted.

At the Parkes EfW Project, Cleanaway has joined the project, strengthening project capability. The planning minister has recently "called in" the project for determination by the Independent Planning Commission, altering the planning pathway. One wonders if the ongoing planning uncertainty remains a material risk to investor confidence.

Over the coming year, the EfW National Division will continue to prioritise clear communication of EfW's environmental and economic benefits, advocacy for streamlined planning and approval pathways as well as higher and harmonised waste levies and a stronger alignment of EfW policy with circular economy objectives.



Ron Wainberg
Division Chair

National Landfill

Discussions throughout the National Landfill Division meetings in 2025 consistently highlighted the need for clearer, nationally aligned frameworks that are consistent and proportionate. Whilst local legislative, climate and environmental factors have shaped current positions, the operational and engineering challenges that draw attention are similar and the underlying science is common.

A significant challenge for operators and their customers are differences in the timelines and standards with progressing changes to manage PFAS risks, improve fire safety, landfill gas methodologies and long-term rehabilitation and closure requirements from state to state. The audience of many communications is national, even if unintended, yet implementation is local and messaging inconsistent. Examples of these concerns included:

- the Best Practice Environmental Management (BPEM) framework under review in Victoria and its relationship with new licences, Risk Management and Monitoring Plans (RMMPs) and EPA guidance documents and concerns with the operability of multiple overlapping regulatory guidelines without a clearly defined hierarchy;
- NSW landfill guideline design reforms which sought clarification about “minimum standards,” alternative engineering approaches and EPA approval pathways. The sector responded during consultation on several matters including the need to provide transparent and timely processes (and EPA capacity) for approving changes and risk-based alternatives;
- tensions between landfill guidelines as guidance materials vs enforceable compliance documents; and
- the application of waste levies to elements of landfill construction and materials required in operation.

Concerns intensified around PFAS-contaminated leachate entering sewer systems, especially in NSW, where operators noted that approval pathways and regulation of sewer discharges remained unclear. Operators also highlighted inconsistencies between sewer discharge limits and landfill leachate management requirements, particularly in Queensland. Discussions throughout the year reinforced that industry considered upstream controls on PFAS-containing products essential, and given their pervasiveness in society, orderly implementation of regulation to allow emerging solutions to be applied at landfills.

Leachate management and climate resilience also featured heavily in discussions. Extreme weather events were increasingly recognised as placing additional stress on landfill operations, especially regarding leachate storage and sewer discharge capacity.

Industry participants identified leachate as a major emerging conference and training topic for the sector. Operators also discussed the growing importance of soil management, cover requirements and leachate storage design as climate conditions become more variable.

The Landfill Conference in Sydney in July 2025 covered many of these themes. A fire workshop was unsurprisingly very well attended, and presentations of LFG emissions monitoring challenges reminded us of the shortcomings of many default methods and the simplifications in the NGERs approach to estimation and reporting of emissions. The ongoing pressures of changing leachate disposal sewer acceptance arrangements were highlighted, particularly their impact on sites at or approaching closure.

A project to review of the 2011 Phytocap Guidelines developed under the Associations banner was developed and ARC Linkage application submitted in 2026 with industry participants supporting research aimed at improving understanding of phytocap performance across Australia’s varied climatic and operational conditions. During engagement on this project broader concern was raised regarding expectations and particularly around suitable post-closure land uses, aftercare obligations and the long-term financial burden associated with changing expectations and regulation.

2025 also saw an increase in WMRR’s landfill training activities delivered through face to face and online training modules.

I would like to thank those who participate directly in the Divisions activities, support events and participate in working groups with state agencies. Collectively these actions raise awareness and reinforce the sector’s focus on training, self-improvement and calls for clearer nationally harmonised, risk-based regulation.



Paul Lightbody
Division Chair

National Waste Educators

In 2025, WMRR's Waste Educators Working Groups across NSW, WA, Victoria, Queensland and SA demonstrated significant growth in collaboration and professional development across the different aspects of the WARR sector. Through regular meetings, site tours, expert presentations, campaign showcases, and strategic discussions, the groups explored emerging challenges and innovative approaches to community engagement, with a strong focus on battery risk, circular economy education, stewardship, contamination reduction and sustainable behaviour change.

Battery safety and the risks associated with improper disposal emerged as one (1) of the strongest recurring themes nationally. Multiple working groups examined battery-related fire risks, safe disposal practices and public awareness campaigns. In Victoria, presentations from Sunshine Coast Council, Griffith University, Sustainability Victoria (SV), Cleanaway and Livium highlighted the growing urgency of battery stewardship and the need for targeted community education. These sessions explored behaviour change approaches to reducing battery-related fires, increasing awareness of safe disposal options and improving understanding of lithium-ion battery recycling systems. Campaigns demonstrated how research-driven messaging, targeted outreach and creative communications could achieve broader community engagement.

Another key area of progress was the strengthening of circular economy education and systems thinking. Waste educators discussed national submissions and campaigns relating to circular economy opportunities, soft plastics stewardship and initiatives such as Earth Overshoot Day, The Great Unwaste and The Big Food Redesign. In WA and SA, the Working Groups also considered the implications of their state's Waste Strategy reviews and how behaviour change initiatives could support long-term waste reduction and circular economy outcomes. These discussions reflected increasing recognition that waste educators play a critical role not only in recycling education but also in broader transitions toward circular consumption and resource recovery systems.

A defining theme throughout 2025 was the increasing emphasis on behaviour change science as a critical tool for improving waste outcomes. The Victorian and Queensland Waste Educators Working Groups held detailed discussions on behaviour change theory and practice, including presentations exploring behavioural science frameworks, normative messaging and practical applications in kerbside education and contamination reduction programs.

Waste educators examined how understanding human behaviour, motivations and decision-making could improve education campaigns and support more effective waste diversion outcomes. This focus on evidence-based communication and behavioural insights continued across the year and became central to many meeting discussions.

Food organics and FOGO contamination management were also major discussion points throughout the year. The NSW Waste Educators visited the Eastern Creek Organics Recovery Facility. The WA Waste Educators Working Group considered changes to approved FOGO materials, including the removal of various paper-based products from acceptable kerbside organics collections, highlighting the growing importance of consistent and simple messaging and contamination reduction as organics processing systems become more sophisticated and contamination-sensitive.

Technology, innovation and data-driven approaches also featured strongly across the Working Groups. In WA, educators explored the use of artificial intelligence to quantify Scope 3 emissions through a presentation from Planet Price, which demonstrated emerging opportunities to better understand environmental impacts across supply chains whilst the Queensland educators explored new digital engagement tools and workshops aimed at improving recycling participation across the state.

Creative engagement and community-led education initiatives were another standout feature of the year. Victoria's Cardinia Shire Council's "SPARK: Illuminating stories of e-waste" exhibition showcased innovative approaches to community engagement through art, storytelling and interactive education, highlighting how waste educators are increasingly using creative methods to connect with communities and make sustainability messaging more accessible and engaging. Similarly, SA's working group explored public space recycling systems, fruit sharing initiatives and single-use plastics education, reflecting the broadening scope of waste education into community wellbeing, food systems and sustainable lifestyles.

Overall, 2025 demonstrated the growing maturity and influence of WMRR's waste educator networks. Across all states, it was pleasing to see a strong focus on increasing knowledge sharing, growing participation, enhancing collaboration between Working Groups and increasing opportunities for site tours, workshops and face-to-face engagement. I would like to extend my thanks for our state working group chairs and committees for their hard work and enthusiasm across the year and look forward to seeing how the division continues to evolve in 2026.



Gayle Sloan
WMRR CEO



State Branch Reports

New South Wales (NSW) State Branch

In 2025, NSW's WARR sector experienced a year of intense consultation activity and major policy debate ahead of expected regulatory reform in 2026. Discussions across the Branch reflected a sector engaging with the need for significant transition as government sought to respond to landfill constraints, industry fires, circular economy objectives, climate policy, product stewardship and community concerns regarding emerging contaminants and EfW infrastructure.

One (1) of the most significant policy developments during the year was the progression of the NSW Waste and Circular Infrastructure Plan. Early discussions identified infrastructure planning and landfill capacity as urgent priorities for the EPA and government, with members consistently raising concerns that NSW lacked an integrated strategic planning framework capable of delivering the infrastructure needed across the state. The first chapter of the Draft Plan, released for consultation in mid-2025, generated significant discussion due to its strong focus on landfill expansion, EfW precincts and streamlined approvals. By late 2025, the final version had been released alongside a revised EfW Framework, retaining the model of dedicated EfW precincts and removing pre-processing requirements. The major review of the EfW Framework included changes to the specified precincts, thermal treatment definitions and emissions regulation. WMRR strongly advocated for emissions standards aligned with European BREF benchmarks, arguing that alternative limits without the benefit of international experience, could create unintended environmental outcomes.

Throughout the year, WMRR coordinated industry responses to consultations and parliamentary scrutiny, including the NSW parliamentary inquiry into EfW projects, which commenced late in the year. The inquiry examined precinct selection, emissions concerns and the broader role of EfW within the waste hierarchy, while industry emphasised the importance of EfW for residual waste management and landfill diversion. Hearings for the inquiry have continued into 2026.

Another major regulatory reform was the introduction of the *NSW Product Lifecycle Responsibility Act 2025*. Passed in March, the legislation established a framework for mandatory product stewardship schemes, initially targeting e-mobility batteries. The legislation positioned NSW as a national leader in stewardship reform and sparked discussions about harmonisation with other states and Commonwealth schemes.

FOGO mandates and organics processing reform were also key policy priorities during 2025. NSW finally passed the formal mandate for food organics and garden organics recycling for households by 2030 and staged implementation for businesses from 2026 onwards. The reforms were supported by substantial funding packages for councils, education campaigns and contamination reduction initiatives. At the same time, a long-awaited review of composting and organics processing guidelines commenced, recognising that existing regulations had not been updated for nearly 20 years.

PFAS regulation became increasingly prominent throughout the year following the release of NEMP 3.0 and growing national attention on contamination risks. NSW EPA commenced development of updated biosolids and resource recovery orders to reflect the new PFAS guidance values, with members highlighting concerns that proposed thresholds risked undermining confidence in recycled organics and biosolids products, particularly where PFAS contamination originated upstream in consumer products rather than waste facilities themselves. The feedback is included in WMRR's ongoing advocacy for nationally consistent approaches to PFAS regulation, emissions and incinerator by-products, with discussions progressing through Heads of EPA meetings and interstate working groups. Similarly a common sense approach to managing asbestos in NSW that recognises Australian Standards and the advice of EnHealth progressed, and the outcome is expected in 2026.

Looking ahead to 2026, regulatory reform, infrastructure delivery and market development will remain NSW priorities. The Resource Recovery Framework (RRF) and associated Resource Recovery Orders and Exemptions (RRO/E) will be a key area of reform. Throughout 2025, NSW EPA consulted on draft guidance materials, innovation pathways and end-of-waste reforms, receiving feedback that the current system is overly cautious, difficult to navigate and insufficiently supportive of practical circular economy innovation. By the end of 2025, EPA confirmed it was progressing work on a proposed End of Waste Code designed to remove certain recovered materials entirely from the waste regulatory framework.

Of course, waste levy reform remained a recurring discussion throughout the year, with WMRR seeking clearer long-term levy signals and stronger alignment between levy settings and infrastructure investment. However, repeated delays to the levy review continue to create uncertainty for operators and local governments. The levy ultimately increased only by CPI during 2025, while broader reform discussions will continue into 2026.

It has been a pleasure to chair the NSW Branch in 2025, and I would like to extend my thanks to NSW Vice-President, Shaun Devine, along with our NSW Working Group Chairs - Claire Mahendradatta (Waste Educators), Alarik Wong (Young Professionals), Ark Du (Landfill), Miles Mason (EfW), Jason Sweeney (C&D) and Nicole Greenwood (Resource Recovery and Market Development) for their contributions and support.



Richard Collins
New South Wales
Branch President

Queensland State Branch

Like previous years, the Queensland Branch approached 2025 with optimism and a determined, collaborative mindset—buoyed by the promise of a new Waste Strategy, a landfill levy review, and several emerging projects across the state. WMRR can be proud of how our members leaned into that opportunity. Throughout the year, we prioritised practical solutions, constructive advocacy, and visible leadership, supporting members to deliver essential recycling and waste services while lifting the conversation on long-term infrastructure, market development, safety, skills, and community confidence.

I want to acknowledge the time and expertise of our Branch Committee, our Working Groups, and the many members who contributed insights, data, and case studies throughout 2025. Your willingness to share what is working — and what is not — strengthens our advocacy and helps us represent Queensland's diverse sector needs.

The levy review embedded within the Waste Strategy consultation drew strong interest from members across metropolitan and regional Queensland. Our consistent message was that levy design must drive genuine behaviour change and investment in recovery—without unintended consequences such as illegal dumping, excessive transport of waste, or perverse incentives that undermine local processing. Several members also identified levy settings as critical to the viability of energy-from-waste projects in Queensland, particularly relative to the cost of landfill.

A strong branch is built on connection. In 2025 we created regular touchpoints for members—sharing policy updates, highlighting project developments, and providing a forum to raise operational challenges early. These engagements helped us calibrate our advocacy to reflect the breadth of Queensland's industry, from local government and regional operators to major processors and product manufacturers. Early in the year we also refocused our strategic objectives to align with national priorities while reflecting the unique features of Queensland's policy and strategic environment.

Key engagements in 2025 included the always-popular Women of WARR Leadership Breakfast, which sold out quickly, and the Queensland Waste Management and Resource Recovery Forum in November 2025, where we heard from excellent speakers on career progression and lived experience, and from industry specialists on waste avoidance, education, reuse, recycling, and energy recovery.

We also heard from the Queensland Minister for the Environment on the Queensland Government's plans to improve landfill avoidance and increase recycling rates. Queensland was also proud to host the national Energy from Waste Conference at the Gold Coast in September 2025, a wonderfully organised and well attended event.

Battery-related incidents remain one (1) of the most significant and fast-evolving risks for our sector. During 2025, we promoted consistent messaging on safe collection and handling, encouraged members to share incident learnings, and supported calls for stronger product stewardship and clearer community guidance. Where possible, we sought to connect members with regulators and emergency services to strengthen mutual understanding and preparedness. We also provided clear, practical feedback to the Queensland Government on how aspects of grant funding rules and programs were affecting councils—particularly around approval pathways, meeting timeframes and information requirements. Those issues were raised early, and funding programs released later in 2025 were noticeably improved, with more workable delivery conditions and a clearer application process.

During 2025, we continued to engage with state and local government, regulators, research bodies, and AORA. These relationships helped ensure Queensland's waste and resource recovery priorities were well understood and that member feedback reached decision-makers early. One (1) clear example was our ongoing work with the Queensland Government on contaminant levels in compost, advocating for a pragmatic, risk-realistic approach that supports growth in this critical industry.

Our Working Group Chairs – Evan Lockhart (Waste Educators), Blake Almond (EfW), Colin Kangas (Landfill), Amy Bartowski (Young Professionals) and Matt Glavina (Resource Recovery and Market Development) deserve recognition for the valuable contributions made throughout the year, ensuring that members have access to site tours, guest presentations and robust learning and networking opportunities throughout the year. I also want to recognise the support of Gayle, as CEO, the WMRR Board, and the team at the WMRR National Office for enabling the Branch to deliver consistent value and events to members throughout the year.

Looking to 2026, my focus is on understanding the outcomes of the landfill levy review, supporting the release of the new Waste Strategy, and contributing to other foundational legislative reforms such as the End of Waste Framework. I will continue to advocate for settings that deliver clear economic benefit while protecting Queensland's unique environment. As 2026 will be my last year as Branch President, I also want to thank every member for your contribution to this important sector and for your ongoing support of WMRR's Queensland Branch.



Chris Hambling
Queensland Branch President

South Australia (SA) State Branch

Across 2025, the SA Branch continued to emphasise the need for a comprehensive approach for dealing with batteries as well as pursuing its key priorities through the development of the new SA waste strategy and intended waste and resource recovery legislation.

Green Industries SA (GISA) continued to invest for a more circular economy, through its grants and awards programs, pursuit of a new precinct recovery program, FOGO study and textile collection events. GISA further expanded the Circular Procurement Knowledge Hub and worked to connect recycled content products with potential buyers. A key focus was the development of the Waste Strategy 2025-2030, with action leads across government and industry nominated. The SA Government's implementation plan for the National Waste Policy Action Plan was also released. The fifth tranche of single use plastic bans took effect on 1 September 2025, applying to plastic soy sauce fish, expanded polystyrene containers pre-packaged with food, and plastic straws and cutlery attached to or included with food items. A ban on fruit stickers was paused. GISA established four (4) free metropolitan drop-offs for embedded batteries. Work on an updated infrastructure plan also commenced.

The EPA continued its review of the Environment Protection (Waste to Resources) Policy, considering submissions received and developing priorities. The EPA also commenced investigation of potential application of the NSW *Product Lifecycle Responsibility Act 2025* in SA to aid battery management. Expansion of the container deposit scheme to glass wine and spirit bottles, cordial/juice concentrate containers, and larger drink containers (up to three (3) litres) by late 2027 was announced. The EPA pursued 30-year strategy development and early consideration of a new climate change policy. The harmful algal bloom was another key focus for the EPA, involving monitoring, reporting and waste management support.

The South Australian (SA) Branch met 11 times across the year as well as convening additional subgroup discussions. Through this, WMRR has helped guide understanding of key issues across the WARR industry, including receiving a mix of presentations, highlighting battery risks and needs, its regulatory reform priorities and identifying upcoming opportunities.

WMRR representatives also contributed across the year to the 2025-2030 Waste Strategy development through early meetings with GISA, early written feedback, a well-attended interactive event for members, a formal submission on the draft strategy and related discussions. WMRR representatives also continued to participate in the EPA's Circular Economy and Waste Reference Group to aid reform prioritisation for the Environment Protection (Waste to Resources) Policy.

In addition, WMRR SA members' participation across 2025 saw a continued focus on building market demand through ongoing attendance at GISA Sustainable Procurement Working Group meetings. Following early engagement on strategy and climate policy directions, WMRR contributed responses to the SA EPA 30-Year Strategy and the Department for Environment and Water's report on the review of the *Climate Change and Greenhouse Emissions Reduction Act 2007*. The Women of WARR Leadership Breakfast was held in March, an informal drinks event in June, and the SA Waste Strategy update and interactive session in July 2025.

The year wrapped up with a very wet, but fun SA Golf Day in November 2025 and informal SA Branch drinks in early December 2025 following consecutive working group and Committee meetings.

SA retained four (4) active Working Groups as well as actively participating in various national Divisions. I take this opportunity to acknowledge the commitment of our working group officer bearers throughout the year – Cameron O'Malley supported by Alison Hackett-Rogers then Sarah Bruns (Waste Educators), Leah Maxwell supported by Marina Wagner (Resource Recovery and Market Development (RRMD)), Kristian Le Gallou supported by Maria Madsen (Young Professionals) and Don Richardson (Landfill). The efforts of our chairs, active members, presenters and tour hosts for continuing group success is warmly commended.

The groups held a range of meetings, including discussions regarding PFAS regulation and phytocap guidelines and presentations on community sharing initiatives, sustainable clothing practices, youth perspectives on waste and climate change, university bin systems and education, food sharing, appliance repair and component salvage, plastics recycling, resourceful living and industry insights from GISA Circular Business Market Development Grant recipients. The Young Professionals and RRMD groups had site tours to NAWMA's fibre polishing plant and Opal's cardboard box manufacturing facility.

The Branch Committee and Working Groups are greatly appreciative of the continuing high-quality support provided by our Branch Support Officer, Brian Johnston, aiding our work and achievements.



Tiana Nairn
South Australia
Branch President

Tasmania State Branch

The Tasmanian Branch continues to support its members through advocacy, collaboration and active engagement with government and industry stakeholders. The past year has marked a period of consolidation, delivery and progress for Tasmania's waste and resource recovery sector. Building on the infrastructure and policy advancements of recent years, the focus is on implementation, market development, partnerships and long-term waste and recovery sector investment for Tasmania. Key Tasmanian challenges and opportunities continue to centre around infrastructure, mapping of material flows, market development, emerging contaminants, single use plastics, organics diversion and limited capacity for construction and demolition recovery.

Policy and Strategic Framework

Supported by the Tasmanian landfill levy legislation, the Department of Natural Resources and Environment Tasmania (NRE), in partnership with the Tasmanian Waste and Resource Recovery Board (WRRB), has progressed the implementation of the Tasmanian WARR Strategy 2023-2026, which focuses on integrated planning and action, strategic investment, prioritising circularity and engagement and partnerships. A key piece in 2025 was the release of the Tasmanian Implementation Plan 2025, which is aimed at accelerating progress towards national resource recovery targets. Other key actions during the year included the increase of the landfill levy, reaching \$40 per tonne in 2024–2025, with a further increase to \$60 per tonne in 2026 and an expanded focus on data transparency, reporting and market development through the implementation plan. Noting that Tasmania is the only state where landfill levy revenue is totally hypothecated by legislation straight back to the waste and recovery sectors.

Levy reinvestment through programs administered by the WRRB across 2024-2025 has delivered \$23 million funding, representing a significant increase in government support for the WARR sector, including \$2 million allocated to support targeted infrastructure upgrades and recovery initiatives through the High Priority Infrastructure (HPI2) Grants – Round 2 and \$10 million committed to strategic, large-scale infrastructure projects through High Priority Infrastructure (HPI3) Grants – Round 3. This funding continues to leverage co-investment from local government and industry, accelerating critical infrastructure delivery and strengthening Tasmania's capacity to transition toward a circular economy.

Regional Collaboration

The support for Tasmanian Regional Waste Groups (RWG) continues to play a central role in regional and statewide coordination and service delivery. Key achievements include:

- Strengthened collaboration between councils, industry and government
- Delivery of consistent education and behaviour change programs

- Strategic, regionally aligned infrastructure planning
- Supporting difficult to recycle and hazardous material

Container Refund Scheme (CRS)

May 2025 saw the commencement of the Tasmanian CRS, Recycle Rewards. The number of returned containers has surpassed all expectations with over 100 million eligible containers redeemed to date. The scheme is coordinated by TasRecycle Limited and operated by TOMRA Cleanaway, with a statewide network of 45 refund points and reverse vending infrastructure established. Early outcomes include strong community participation, high return volumes during initial operation and measurable reductions in environmental litter.

Sector Development and Outlook

With some major infrastructure investments now operational and policy mechanisms in place, Tasmania's WARR sector is entering a phase of optimisation and performance. The release of the Government's implementation plan, alongside continued investment through levy reinvestment programs, positions the state to focus on maximising infrastructure performance and utilisation, strengthening end markets for recovered materials, increasing diversion of organics and other priority materials from landfill and enhancing data, reporting and regulatory certainty.

WMRR Events

WMRR continues to support the Tasmanian WARR sector by hosting the annual Tasmanian Waste Forum which for 2025 was held in Launceston. The Forum strengthens networks and relationships between state government, local government, industry and the community, covering government updates, learnings from national initiatives and demonstrations from local recovery examples. There is high demand for Forum registrations with the event selling out each year. The Branch also held an end of year event in Hobart in November 2025 where members enjoyed site visits to Cleanaway Tomra and social partnership collection facilities along with a visit to the Southern Waste Solutions Lutana Resource Recovery Centre and transfer station.

As the Tasmanian Branch President, I would like to thank all our members and extend a huge thanks to Gayle and WMRR National Office. You all contribute to supporting the Tasmanian WARR sector while galvanising the organisations and the people who deliver in this sector on a daily basis.



Michael Attard
Tasmania Branch President

Victoria State Branch

2025 was another big year for the Victorian Branch with a year full of change and progress across the WARR sector. A key development was the ongoing implementation of the Victorian Recycling Infrastructure Plan (VRIP), released in late 2024. Throughout 2025, the VRIP began to influence planning, procurement and regulatory decision making across the state, providing a long-term framework for infrastructure investment aligned with projected waste volumes and material streams.

Complementing this, Recycling Victoria released the 2025 Circular Economy Risk, Consequence and Contingency (CERCC) Plan, which identified key system-wide risks including market viability, battery-related fires, and service disruptions. This marked a shift toward a more mature, risk-informed approach to sector oversight, reinforcing the importance of resilience and contingency planning for essential waste and recycling services.

The Container Deposit Scheme (CDS Vic) continued to deliver significant environmental and social outcomes in 2025. By early 2026, more than three (3) billion containers had been returned, with over \$300 million refunded to the community. The scheme has contributed to a substantial reduction in litter and has also emerged as a valuable fundraising mechanism for community organisations and charities. At the same time, the scheme's success has influenced broader system design discussions, including debates around the role of CDS in relation to kerbside reform and glass recovery.

The EfW sector also continued to evolve in 2025, with further project approvals and ongoing policy discussion regarding capacity caps and community expectations. While EfW remains a key component of residual waste management, it continues to attract scrutiny, reinforcing the need for transparent planning, robust environmental controls and alignment with the waste hierarchy.

Progress was also made on the long-awaited review of the Landfill Best Practice Environmental Management (BPEM) guidelines. The Landfill working group, alongside the EPA, initiated the first steps, forming a sub-committee and setting timelines for the review process.

We also had some very successful events such as the Victorian Waste and Resource Recovery Forum in 2025 again proved to be a key industry event, bringing together government, industry and stakeholders to discuss policy developments, infrastructure needs and emerging risks. The continued strong participation from agencies and industry leaders reflects the value of this forum as a platform for informed discussion and collaboration.

The Victorian Women of WARR Leadership Breakfast also remained a highlight of the calendar, continuing to support diversity and leadership within the sector while providing a platform for knowledge sharing and professional development. This year we had the privilege of hearing from Thierry Lauren (Visy Recycling), Sarah McDowell (Sustainability Victoria), and Lisa McLeod (Blue Environment).

Within WMRR, the Victorian Branch continued to play an active role in supporting industry engagement and collaboration. Our Victorian Working Groups remained highly engaged throughout the and I would like to acknowledge the contributions made by the working group chairs Kathy Mac Innes (Landfill, Anthony Douglas (Energy from Waste), Maarten de Beurs (Resource Recovery and Market Development), Ray Treovrah (Young Professionals), and Gayle Seddon (Waste Educators) throughout the year.

These groups have been instrumental in facilitating dialogue with government, contributing to consultations, and sharing practical insights on implementation challenges.

Looking ahead to 2026, Victorian Government administrative restructures have signalled the upcoming consolidation of several environment-related functions, including the absorption of Recycling Victoria into the Environment Protection Authority (EPA), the redistribution of Sustainability Victoria's functions, and the transition of the Department of Environment, Land, Water and Planning into the Department of Energy, Environment and Climate Action (DEECA). The Branch will continue to consider the priorities for the WARR sector as this new regulatory landscape emerges.

I would like to give a big thank you to everyone involved in the Victorian Branch for their dedication, insights, and contributions throughout 2025. In particular, would like to acknowledge the support of Samuel Lawson as Victorian Vice President. This appreciation also extends to our CEO Gayle Sloan and the WMRR administration team who continue to provide support to the Working Groups and their members. Your efforts continue to drive the success and progress of this essential industry.



Justin Cohen
Victoria Branch President

Western Australia (WA) State Branch

During 2025, Western Australia faced many of the challenges that are common across all states of Australia. The WA State Government also reduced the touch points between them and our industry, making the WMRR WA Branch even more relevant and important for our members.

I would like to thank the members of the WA Branch for their ongoing contributions to WMRR and acknowledge the Circular Economy, Landfill and Waste Educators Working Groups. 2025 saw a highly diverse group of members contribute to the Branch with great representation from Local Government, WA Local Government Association (WALGA), Department of Water and Environmental Regulation (DWER) and private industry. I also want to thank my Vice President, Libby Eustance, for her continued support and for stepping up to Chair meetings whilst I took a break from work.

The Branch continues to focus on key objectives, which has been helpful for us to maintain a focus with so many issues in our sector:

1. Advocate for a comprehensive review of the waste levy to ensure it is utilised as the economic lever to place a price on material and divert it from landfill: we keep pushing this important issue as WA continues to trail behind the other States of Australia. The low levy continues to stifle the diversion of waste from landfill and investment in key resource recovery infrastructure.
2. Advocate for the progression and finalisation of a consistent and certain resource recovery framework to ensure policy and regulatory pathways enable the circulation of secondary raw materials: this important legislation has been pushed out to 2027. However, 2025 saw the formation of the first Technical Working Groups for recovered materials. These forums, arranged by DWER have been effective at bringing key stakeholders together for key materials such as incinerator bottom ash aggregates (IBAA).
3. Advocate for the procurement of secondary raw materials at all levels of Government: this objective continues to present a challenge. Key legislation reform has been delayed and a lack of investment in new infrastructure has not been forthcoming.

2025 saw Australia's first large scale EfW plant come online with the successful commissioning of the Kwinana Energy Recovery facility. Sentiment in the WA community is strongly in favour of waste to energy and the benefits over traditional landfilling are well understood. Much of this education is led by WMRR Local Government members such as City of Kwinana. It has been unfortunate that the two (2) waste to energy plants in Perth encountered the problems associated with the COVID-19 pandemic, however they are both on track

to deliver the targets in the WA Waste Strategy of no more than 15% of waste to landfill by 2030.

Waste generation per capita continues to climb in WA with the latest data set showing a 5% increase since 2013-2014 financial year. A sharp increase in housing construction has contributed to the increase together with better data capture and reporting. Data is crucial to analysing market trends and responding to future needs. The WA State Government has done a much better job at capturing and reporting data in the sector, which is acknowledged by our members.

FOGO participation stands at 24 LGA's in Perth with another 16 expected to join in the next two (2) years. FOGO processing capability continues to lag behind market demand due to a lack on investment and unreasonable government regulations. Lack of investment harps back to a low waste levy and uncertainty over end use markets - sound familiar?

PFAS regulations in FOGO remain unworkable and inconsistent across the country. WMRR through CEO Gayle Sloan is working to share experiences across other Australian jurisdictions to provide some standardisation for PFAS regulation. This is important work to support organics processing and reuse on behalf of our members and the community of WA.

The Waste and Resource Recovery Conference held in September 2025 emphasised "five (5) years to go", a reference to the stated objectives of the WA Waste Strategy. The WA Branch responded to yet another round of consultation on the strategy with the update expected to be issued in mid-2026.

EfW and FOGO will contribute significantly to achieving landfill diversion and resource recovery targets. However, with increasing construction costs and falling productivity, the sector requires the WA Government to wake up and address the low waste levy and create certainty for recovered material reuse through legislative change and sustainable procurement strategies.



Jason Pugh
Western Australia
Branch President



Finance and Governance

Governance

The Waste Management and Resource Recovery Association of Australia Ltd is a not-for-profit organisation constituted under the *Corporations Act 2001* as a company limited by guarantee. The Board of Directors is responsible for the overall strategic direction and financial oversight of the Association.

The Board

- Mr Geoffrey Webster, Director, Waste and Management Services (WMRR National President) (appointed 8 June 2021, term expired 24 June 2025)
- Mr Karl Baltpurvins, Chief Executive Officer, Pure Environmental (WMRR National President, appointed 24 June 2025)
- Ms Isabel Axiö, Senior Consultant, RMCG (WMRR National Vice President) (appointed 7 June 2022)
- Mr Mark Biddulph, Head of Corporate Affairs, Cleanaway (appointed 19 February 2020)
- Mr Phil Carbins, General Manager, Veolia Australia and New Zealand (appointed 7 July 2022)
- Mr Garth Lamb, Chief Development Officer, Re. Group (appointed 17 August 2021)
- Ms Michelle Mandl, General Manager, Communications, Customer and Engagement at TOMRA Cleanaway (appointed 25 June 2024)
- Mr Henry Anning, CEO ResourceCo Energy Systems, ResourceCo (appointed 28 April 2021)
- Ms Katherine Dodd, General Manager and Principal Environmental Consultant at MRA Consulting (appointed 25 June 2024)
- Mr Alex Hatherly, Chief Operating Officer, REMONDIS Australia (appointed 20 May 2024)
- Mr Toby Terlet, Chief Executive Officer, Northern Adelaide Waste Management Authority (appointed 24 June 2025)

National Office

The Association's projects and programs would not be possible without the hard work of the WMRR national team.

WMRR staff employed for the year 2025 included:

- Gayle Sloan
- Justine Foster
- Julie Gavrilovic
- James Pereira
- Lisa Lepore
- Claire Berry (from March 2025)
- Matilda Parker (Intern, July – August 2025)

Board Committee Reports

The WMRR Board is supported by three (3) committees:

1. Audit and Risk

The Audit and Risk Committee (ARC) is a sub-committee within the national board of the Waste Management and Resource Recovery Association of Australia (the Association). The ARC monitors the integrity of financial statements and assists in approving external auditing policies and procedures. It also considers the ongoing assessment of current and emerging risks in the Association's operations.

The key objectives of the Committee are to:

- Approve the terms of engagement for the audit officer and scope,
- Monitor the integrity of financial statements, and
- Review the Association's arrangements.

The ARC has been composed of Phil Carbins, Michelle Mandl and Gayle Sloan, with Toby Terlet joining midway through 2025. The committee is chaired by Isabel Axiö and supported by Lisa Lepore.

Since July 2024, the committee has:

- Reviewed 2024 financial results and the Auditor's report; no issues identified. The Committee endorsed the audited financial statements for Director sign-off.
- Reviewed the 2026 budget, noting its strong first-principles approach. Agreed it is designed to deliver member value rather than profit, and recommended it to the Board for approval.
- Commenced restructuring of the Risk Register, retaining key risks while improving clarity and flexibility in presentation. Emerging risks, including ongoing sector relevance and its link to membership, were considered and deemed appropriately captured and mitigated. The ARC also notes that emerging risks, including those related to AI and data management, are under active consideration as part of ongoing risk oversight.
- Noted that no WHS issues were reported during the period.

The ARC is satisfied that the Association is managing operational risk and financial performance with appropriate diligence and oversight. In a growing and increasingly competitive WARR sector, the Association continues to demonstrate its relevance through strong engagement across membership, events, and government stakeholders.

The marginal loss recorded in 2024 reflected higher delivery, travel, and operational costs, together with softer exhibitor and sponsorship revenue. During 2025, a structured approach to planning has been evident. The 2026 budget has been developed from the ground up, with detailed costings and a focus on maintaining financial balance while continuing to deliver member value. Adjustments to the events schedule, including the redistribution of major conferences across a two-year cycle, are expected to support more consistent financial performance.

Looking ahead, the Association has prioritised a number of strategic initiatives, including a new CRM and website, a brand strategy review, and development of the State of the Nation WARR industry report. Expansion of training and education offering, such as structured programs, webinars, and introductory courses, further demonstrates responsiveness to sector needs.

Taking into account recent financial performance, year-to-date trends, the conservative 2026 budget, and existing risk controls, the ARC considers the Association to be in a stable financial position and appropriately managing its obligations to members.

Isabel Axiö
Audit and Risk Committee Chair

Board Committee Reports

2. Nominations

The Nominations Committee supports the Board in appointing Directors and leading ongoing Board renewal. Comprised of a subset of Directors, it promotes a diverse and balanced Board by assessing current composition against a skills matrix to identify desired capabilities and experience.

Following a competitive process earlier in the year, former Board member Toby Terlet was appointed as Nominated Director at the 2025 AGM, bringing the Board membership to a total of ten (10) Directors. The Committee considered a strong field of candidates with three shortlisted candidates participating in interviews, and appreciation is extended to both the Committee and nominees their time and diligence.

The AGM also marked the conclusion of my tenure as President, with Mr Karl Baltpurvins successfully nominating for the elected role of WMRR President for the remainder of the year.

Geoffrey Webster
Nominations Committee Chair

3. Human Resources and Remuneration

The Human Resources and Remuneration Committee supports the Board by overseeing matters relating to executive employment, remuneration, succession planning and performance management, ensuring alignment with WMRR's strategic objectives and good governance practices.

A key outcome in 2025 was the Board's decision to extend the tenure of Gayle Sloan, Chief Executive Officer, for a further three-year term. This decision reflects the Board's strong confidence in Gayle's leadership and her continued capacity to lead the Association through a period of heightened policy reform, industry transformation and increasing national profile.

During the year, the Committee noted continued progress in the Association's strategic delivery and external engagement. Lead by Gayle, the Association maintained a strong focus on evidence-based policy development, constructive stakeholder relationships and disciplined execution of the Association's priorities. The Committee also acknowledges the contribution of the WMRR team in supporting effective operations and consistent engagement with members across all jurisdictions.

During the year, the Committee undertook routine reviews of executive performance, remuneration settings and workforce matters, ensuring they remain appropriate, transparent and aligned with the Association's goals and evolving operating environment.

Karl Baltpurvins
Human Resources and Remuneration Committee Chair

Financial Information

Income

The total income for the year of was \$1,718,520 which was a increase on 2024 of \$139,550.

Conferences and sponsorship income were the main contributors to the increase.

Other income remained relatively stable with subscription income increasing on 2024 by \$11,785.

Expenses

For the year 2025, WMRR's total expenses were \$1,781,905 compared to \$1,590,109 in 2024. As a service Association the biggest expense item this was year was again people costs of \$949,872. Conferences costs were \$435,614, an increase of \$73,389.

Defecit

There was a Deficit of \$63,384 (2024 Deficit: \$11,140).

Income and Expenditure Statement for the Year Ended 31 December 2025

Income	2025 \$	2024 \$
Advertising revenue	19,667	26,919
Conference income	671,238	570,224
Sponsorship Interest	141,000	110,000
received Subscription	7,872	7,783
income Sundry	788,584	776,799
income	90,160	87,244
Total Income	1,718,521	1,578,970
Expenses		
Accounting fees	1,069	898
Auditors remuneration	12,200	11,840
Bank & merchant fees and charges	8,420	6,579
Computer expenses	47,014	37,607
Conference costs	435,614	362,225
Depreciation & amortisation	92,375	80,748
Employment & contractor expenses	949,872	970,422
Insurance	16,981	16,688
Interest	24,893	3,436
Consulting fees	110,474	7,300
Office amenities	3,993	3,046
Printing and stationery	4,196	4,561
Rent and Outgoings	12,547	4,587
Subscriptions	6,099	5,444
Branch administration	8,792	8,630
Telephone and internet	12,660	13,787
Training and development	7,241	11,525
Travelling expenses	27,466	30,543
Sundry expenses	-	244
Total Expenses	1,781,905	1,590,109
Operating surplus/(deficit)	(63,384)	(11,140)
Accumulated surplus at the beginning of the year	813,052	824,191
Accumulated surplus at the end of the year	749,667	813,052

WMRR Peak Members

WMRR thanks our Peak Members for their ongoing support





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