

2024 ANNUAL REPORT



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.

We honour the ancestors and the Elders past and present and emerging, we 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.



CONTENTS

Acknowledgment of Country	2
Vision and Our Industry	4
WMRR Structure	5
Our Guiding Principles	6
President's Report	7
Summary of Member Services	8
Industry Advocacy	9
WMRR Submissions to Government	10
WMRR Member Information	12
WMRR Events and Conferences	14
National Division Reports	18
<i>Biohazard Waste Industry (BWI)</i>	19
<i>Carbon</i>	20
<i>Energy from Waste (EfW)</i>	21
<i>Landfill</i>	22
<i>Waste Educators</i>	23
State Branch Reports	24
<i>New South Wales/Australian Capital Territory</i>	25
<i>Queensland</i>	26
<i>South Australia/Northern Territory</i>	27
<i>Tasmania</i>	29
<i>Victoria</i>	30
<i>Western Australia</i>	31
Finance and Governance	33
Board Committee Reports	34
Financial Information	36



OUR VISION



**WMRR IS THE NATIONAL
PEAK BODY THAT LEADS
THE SUCCESS OF THE
WASTE AND RESOURCE
RECOVERY INDUSTRY**

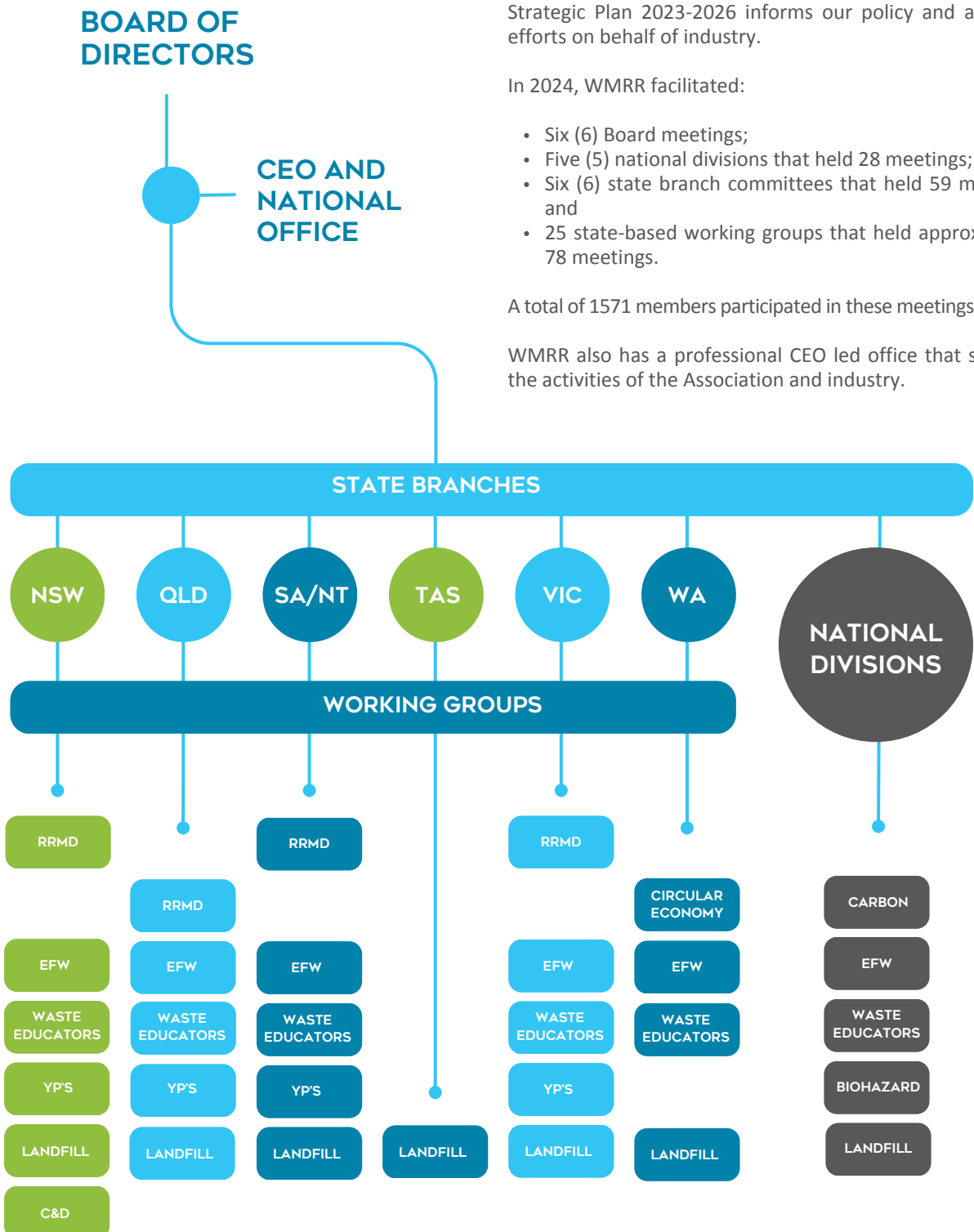
OUR INDUSTRY

WMRR's diverse membership spans the breadth and depth of the Australian waste and resource recovery (WARR) industry, representing all stakeholders in Australia's essential WARR industry, which contributes \$21 billion to the economy annually and creates in excess of 50,000 jobs.

In 2024 WMRR had 2,337 financial members from 412 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 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 and community engagement, behavioural change and education.

WMRR STRUCTURE



WMRR has a governance Board of Directors, which consists of directly elected members, peak members and skilled directors. Our members actively participate in state branches and working groups at the national, state, and specific industry sector level, which coupled with WMRR's Strategic Plan 2023-2026 informs our policy and advocacy efforts on behalf of industry.

In 2024, WMRR facilitated:

- Six (6) Board meetings;
- Five (5) national divisions that held 28 meetings;
- Six (6) state branch committees that held 59 meetings; and
- 25 state-based working groups that held approximately 78 meetings.

A total of 1571 members participated in these meetings in 2024.

WMRR also has a professional CEO led office that supports the activities of the Association and industry.

OUR GUIDING PRINCIPLES

1

2

3



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.



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.



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

As I sit down to write this, my fourth and final National President's report, I look back with pride at everything WMRR has achieved over the past four (4) years. In saying this, the pride is not for me, but rather for all of those involved in our essential industry and all the challenges which we face on a daily basis and yet overcome through perseverance and sheer tenacity.

We innovate, we drive, we always looking to see how we can do things better - all the while ensuring that we are there day in and day out to manage materials that are 'left over' from meeting our needs as a society. Our importance and the critical role we play, whilst always understood in the background, is now recognised at the highest levels

This is driven in no small part by our CEO Gayle Sloan and the great team that supports her within WMRR. Gayle's energy and acumen is a huge asset and amazing to watch. At full flight, she is fearless and willing to take on the difficult conversations to try and drive improvements in how we as a nation manage our waste and recyclable materials. It is these efforts that see the level of satisfaction within our membership base sitting at what I believe to be our highest levels ever and ensuring WMRR's offering to these members is appreciated as a highly valued resource.

Despite all this good work, our job at WMRR is never done and we continue to face many challenges such as my personal bug bear of the fire risks presented by lithium batteries within our feedstock streams. Where once hot loads within collection or transport vehicles were a rarity, now barely a day goes by without hearing about someone either losing a truck or having to dump their load on the side of the road. Even worse is when you see a major facility reduced to rubble due to the incorrect disposal of a battery into their waste stream.

PFAS is similarly proving to be a nationwide challenge that is not presenting with a simple solution. Sourced from thousands (if not millions) of products that flow into this country on a daily basis, we as an industry need to manage the impacts of its pollution of in all aspects of the sector. This probably best demonstrated by the impacts on the organics industry where both inputs and outputs have to be carefully managed to deliver a PFAS level that meets regulatory requirements.

Another key issue is the overall progress towards the national target of 80% diversion by 2030. There has been some good momentum building in the drive to achieve this goal, but I am concerned that the regulatory and policy settings simply are not moving fast enough in the right direction, meaning too little investment is happening now to establish.

the infrastructure that will be needed to manage the volume of materials required over the next five (5) years. This goes further in NSW where disposal airspace is likely to run out over the coming years with insufficient action being taken to deliver additional disposal capacity (in whatever form it may take) to meet the needs of the greater Sydney region.

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Whilst we are (and forever will be) presented with significant challenges, it merely provides us with an opportunity to demonstrate our value as we facilitate and deliver solutions to these demands. WMRR has been integral in a wide and varied range of initiatives whether it be the development and roll out of Container Deposit Schemes around the country, helping manage (and minimise) impacts from waste export bans or impacting on individual State and Territory Government planning and legislative processes.

Whilst providing this huge direct service to our members, we continue to expand on this service offering by driving forward our conference, webinar and events program. With multiple events on offer in each State and Territory throughout the year, we try to engage with our members regularly and in a relevant way. This has recently been expanded through the development of our training program – an initiative we will look to continue to expand over coming years to help meet the needs of our industry.

To make all this happen, our staff are so important, and I would like to give them a big 'Thank You' for being such a great team. There is a lot happening at all levels and it is only by doing your work effectively that we can keep all the balls in the air – a trick we seem to have done pretty well for quite some time now!

It is also important to recognise and say thank you to the members who are engaged and support WMRR both financially as well as through the provision of their time, skills, and experience to help ensure WMRR provides valuable levels of engagement. For me this is what truly makes the association - for we are nothing without our members.

As a final note, I also take this opportunity to thank the various members of the WMRR board that I have worked with over many years. It has been great to benefit from their leadership and commitment to the industry and I look forward to continuing to work with them for many years to come in whatever form that may take.



GEOFFREY WEBSTER
WMRR NATIONAL PRESIDENT

SUMMARY OF 2024 MEMBER SERVICES

State/Territory branch committees in New South Wales/Australian Capital Territory, Victoria, Queensland, South Australia/Northern Territory, Western Australia, and Tasmania met throughout the year to progress WARR policies and advocacy priorities, articulate industry standards and strategies, and address industrywide concerns in conjunction with State/Territory working groups across a range of sectors.

In 2024, engagement in working groups, state branch committees and national divisions remained high with 1571 participants. The working groups continue to be our ‘engine rooms’, leading a number of projects locally and nationally on behalf of industry and the Association.

MEMBERSHIP		
2,337 MEMBERS FROM ACROSS THE WARR INDUSTRY	1,571 REGISTRATIONS ACROSS WORKING GROUPS, BRANCHES AND DIVISIONS	412 PRIVATE AND PUBLIC ORGANISATIONS
ADVOCACY & NEWS		
39 POLICY AND REGULATORY SUBMISSIONS	26 MEDIA RELEASES	140+ PIECES OF MEDIA COVERAGE
EVENTS		
19 STATE-BASED EVENTS	2 CONFERENCES NATIONAL CONFERENCES	9 WEBINARS
4 TRAINING EVENTS	4 STATE-BASED FORUMS	

INDUSTRY ADVOCACY

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

WMRR continues to be the trusted and respected voice representing the entire industry and this resulted in many positive impacts in 2024, including:

- Increasing government awareness of the urgent need to take decisive comprehensive action on batteries regulation and securing commitment from the NSW Environment Minister, the Hon. Penny Sharpe, to take action in the wake of limited federal progress. WMRR advocacy in this area crossed into high-profile media coverage, alerting the broader community to the ongoing safety issues for our workers.
- Strongly advocating to ‘turn off the tap’ and take national, systemic action on PFAS. WMRR made submissions to both national and NSW parliamentary inquiries into PFAS and has been liaising with the Queensland Government to review the State’s restrictive PFAS levels for finished compost products, co-funding an independent technical review of the levels with the Australian Organics Recycling Association (AORA). WMRR’s work in this area is also reflected in the Association’s media coverage, with WMRR’s CEO regularly quoted and interviewed throughout the year.
- Working towards the successful Disallowance Motion for the Variation of Waste Export Licence Fees being passed through the Senate on 20 November 2024, to remove the very high cost of license variation fees in particular, given there continues to be both a shortfall in facilities and demand for Australian recycled material, making export to global markets with remanufacturing capacity necessary.
- Increased recognition by government that a systematic approach is needed to collectively transition towards a circular future. The December Meeting of the Environment Ministers saw a National Circular Economy Framework adopted, recognising the intention through the several policies, strategies, and initiatives to take a whole-of-government approach by regulating the environmental performance of materials and products including imports, implementing clear design rules and labelling. WMRR has continually called for a national legislative framework for waste and resource recovery (WARR), based on the European Union Waste Directives to establish targets, embed the polluter pays principle and implement extended producer responsibility. This was perhaps most pertinent to the ongoing consultation on national packaging regulations and increased momentum nationwide towards aligning on the management of problematic plastics including a commitment from the Environment Ministers to reduce variation across jurisdictions.
- A commitment by the NSW Government to deliver an engagement timeline on the EPA’s Resource Recovery Framework Delivery Plan following public acknowledgement of the “landfill crisis”. WMRR also met with Minister Sharpe to discuss issues pertinent to the regulation of the Construction and Demolition sector including the need for legislative change to the definition of waste.



WMRR SUBMISSIONS & CORRESPONDENCE TO GOVERNMENT

SUBMISSIONS

FEDERAL

- Senate Select Committee on PFAS (18 December 2024)
- Review of the AWT method (2 December 2024)
- Wastewater method: 2024 variation (27 November 2024)
- Opportunities in the circular economy (15 November 2024)
- National Packaging Reform (4 November 2024)
- ACCU Scheme Transparency Changes (4 October 2024)
- ResiLoop application for authorisation (30 July 2024)
- Reform Options for ACCU Scheme Landfill Gas Methods (17 June 2024)
- 2024 Issues paper Targets, Pathways and Progress (20 May 2024)
- Proposed IChEMS decisions (13 May 2024)
- Food and Beverage Manufacturing in Australia inquiry (3 May 2024)
- Electricity and Energy Sector Plan (26 April 2024)
- Inquiry into Waste Reduction and Recycling Policies (16 April 2024)
- Tyre Stewardship Australia Limited application extension (19 January 2024)

NEW SOUTH WALES

- Select Committee on PFAS Contamination in Waterways and Drinking Water Supplies Throughout New South Wales (27 November 2024)
- NSW Plastics: The Way Forward (12 November 2024)
- Management of asbestos in recovered fines (17 September 2024)
- FOGO Mandates (19 July 2024)
- NSW waste levy review (15 July 2024)
- NSW Pre-Budget Submission 2024–25 (1 March 2024)
- NSW Plastics Next Steps (7 February 2024)

VICTORIA

- EPA Draft Statement of Regulatory Intent (16 December 2024)
- New EPA guidelines for operating organics facilities (25 October 2024)
- Recycling Victoria Strategic Procurement Framework (20 September 2024)
- Proposed regulations and service standard for household waste and recycling (14 August 2024)
- VRIP response (28 April 2024)
- Inquiry into vaping and tobacco controls (2 April 2024)
- Energy from Waste Cap Allocation (2 February 2024)

TASMANIA

- Phasing out Problematic Single-Use Plastics in Tasmania (1 October 2024)

QUEENSLAND

- PFAS in regulated waste (27 September 2024)
- Landfill siting, design, operation and closure guideline review (8 March 2024)
- Environmental Protection (Powers and Penalties) and Other Legislation Amendment Bill 2024 (4 March 2024)

WESTERN AUSTRALIA

- Waste Avoidance and Resource Recovery Strategy 2030 (23 August 2024)
- Compostable packaging in compost (20 May 2024)
- WMRR Letter to DWER on Processing Times April 2024 (19 April 2024)

SOUTH AUSTRALIA/NORTHERN TERRITORY

- Review of Waste to Resources (W2R) EPP (20 December 2024)
- Draft Greater Adelaide Regional Plan (4 November 2024)
- Draft CDS Amendment Bill (25 October 2024)
- Single-use and Other Plastic Products Amendment Regulations 2024 (9 February 2024)

CORRESPONDENCE

FEDERAL

- Letter to Senator Ross Cadell - Disallowance Motion on the Fees Associated with the Export Regulations (5 September 2024)
- Letter to Department of Climate Change, Energy, the Environment and Water - Exemption Application - WASTE-APP-2024-N8R7M2 - Oatley Resources Australia – Non-Premium Recovered PET materials (29 February 2024)

NEW SOUTH WALES

- Letter to Minister Sharpe - *Seeking urgent action to accelerate the Resource Recovery Framework Delivery Plan* (21 November 2024)
- Letter to Minister Hoenig - *Local Government Regulation Change December 2023* (14 March 2024)

QUEENSLAND

- Letter to Premier - *Election priorities for Queensland's waste and resource recovery sector* (20 September 2024)
- Letter to DES - Ongoing Compliance Challenges at Landfills (12 June 2024)
- Letter to DES - Organics Industry concerns (20 June 2024)

SOUTH AUSTRALIA

- Letter to Minister Close - *WMRR Request to Meet with Minister* (6 March 2024)
- Letter to Minister Close - *WMRR Request to Meet with Minister on Fires* (31 May 2024)

WESTERN AUSTRALIA

- Letter to Minister Whitby - *Battery Safety* (4 April 2024)
- WMRR Letter to DWER - *Processing Times* (19 April 2024)
- Letter to Minister – Continued Roll out of Single Use Plastic Bans (compostable packaging in compost) (20 May 2024)

TASMANIA

- WMRR Waste and Resource Recovery Policy Priorities for State Election (15 March 2024)



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 industry and Association news through WMRR's regular electronic correspondence, including:

- 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;
- Monthly Wrap-Up which showcases 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 bi-monthly Inside Waste CEO column and National President's Board communiqué are also featured in these.

MEDIA RELEASES

- Federal Government Must Act Now to Address All the Negative Impacts of Vapes (31 January 2024)
- Nominations open for WMRR Board of Directors (21 February 2024)
- Waste and Resource Recovery Industry Releases Tasmanian Election Priority Action List (15 March 2024)
- Solar Panel Investment Must Include Circularity and Recycling (28 March 2024)
- NSW Local Government Waste Regulation Changes Will Push Up Household Costs (10 April 2024)
- Waste and Resource Recovery Industry Welcomes Victorian Budget Waste Levy Harmonisation Measure (7 May 2024)
- WMRR Board 2024 to 2026 Announced (20 May 2024)
- WMRR Welcomes Battery Strategy but Stopping our Sector Burning must be Immediate Government Priority (23 May 2024)
- Missed Opportunity for Waste and Resource Recovery Industry from Queensland Budget (12 June 2024)
- ACT Recycling Facility Funding Welcomed But 18 Months On From Fire Still No Action on Batteries (18 June 2024)
- Environment Ministers Meeting Must Deliver Immediate Battery Action (20 June 2024)
- WMRR Calls for a Little Less Talk and a Lot More Action from Environment Ministers (21 June 2025)
- Inaugural 2024 ENVIRO Award Winners Announced (27 June 2025)
- WARR Industry Welcomes Queensland Parliament Report Calling for Urgent Action for Vapes Disposal (2 August 2024)
- WARR Industry Urges Victorian Government to Urgently Act on Vape Disposal (30 August 2024)
- NSW Government Local Procurement Rules Welcomed and Must Include Local Recycled Content (5 September 2024)
- All Single Use Avoidance is Welcome However A Nationally Consistent Approach is Required (9 September 2024)
- Federal Government needs to turn the PFAS tap off now (18 September 2024)
- Towards a Circular Economy - WARR industry identifies Queensland election priorities (23 September 2024)
- Congratulations Tasmania - Recycle Rewards and WARR investment (25 September 2024)
- Embedded Battery Disposal Trial in NSW Welcomed - Other States Urged to Follow Suit (26 September 2024)
- Winners Announced for the Inaugural 2024 Australian Resource Recovery Awards (17 October 2024)
- NSW Government Action to Address WARR Challenge a Step in the Right Direction (1 November 2024)
- South Australia's Embedded Battery Collection Event is Good News - But a Permanent Solution is Need (6 November 2024)
- Waste and Resource Recovery Industry Marks National Recycling Week (11 November 2024)
- Where is the leadership and high ambition for Australia? (10 December 2024)



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 2024, WMRR held:

- Two (2) conferences,
- Four (4) state-based one-day forums,
- Nine (9) webinars,
- Four (4) training events, and
- Fifteen (15) events including Networking Events, Leadership Breakfasts and our Annual General Meeting.

In 2024 WMRR's combined attendance at all these activities was 3756 delegates.

NATIONAL CONFERENCES

2024 ENVIRO CONFERENCE

Our national circular economy conference was held in Brisbane at the end of June attracting 160 delegates. Across two (2) days, delegates explored and discussed the systems thinking required to reduce the demand for raw materials, think differently about design, and encourage reuse and repair through responsible production and consumption.



2024 AUSTRALIAN RESOURCE RECOVERY CONFERENCE

Around 200 delegates participated in WMRR's inaugural Australian Resource Recovery Conference. Operators, practitioners, policymakers, regulators, and product developers from across the country discussed all aspects of recovering material, making products, and keeping them circulating for as long as possible, including its clear role in addressing both emissions and biodiversity loss.



2024 WASTE AND RESOURCE RECOVERY CONFERENCE (WMRR SUPPORTED)

This annual conference (formerly known as the Waste and Recycle Conference) is hosted by the Waste Management and Resource Recovery Association of Australia (WMRR), Department of Water and Environmental Regulation (DWER), and Western Australian Local Government Association (WALGA), is still the leading waste and resource recovery event in Western Australia. In 2024, over 414 delegates attended.



2024 EVENTS



NATIONAL

- WMRR 2024 Annual General Meeting (25 June 2024)

NEW SOUTH WALES

- Breakfast with the Minister (29 February 2024)
- NSW Dutch Networking Event (9 May 2024)
- NSW Women of WARR Leadership Breakfast (29 August 2024)
- NSW Waste & Resource Recovery Forum (31 October 2024)
- NSW Industry Drinks (28 November 2024)

QUEENSLAND

- Queensland Breakfast with the Minister (27 March 2024)
- Queensland Women of WARR Leadership Breakfast (31 July 2024)
- Queensland Waste & Resource Recovery Forum (14 November 2024)

SOUTH AUSTRALIA

- SA Women of WARR Leadership Breakfast (5 March 2024)
- SA Update: Data Insights and W2R Policy Review (26 September 2024)
- SA Golf Day (18 November 2025)

TASMANIA

- Tasmanian Waste & Resource Recovery Forum (23 May 2024)
- Tasmanian End of Year Event and Site Tours (12 December 2024)

VICTORIA

- Victorian Waste & Resource Recovery (WARR) Forum (1 May 2024)
- Victorian Women of WARR Leadership Breakfast (7 November 2024)
- Victorian End of Year Event (5 December 2024)

WESTERN AUSTRALIA

- WA Women of WARR Leadership Breakfast (14 June 2024)
- WA Industry Drinks (21 November 2024)

WEBINARS

- 2023 Highlights - YPs Scholarship Winners (6 February 2024)
- Packaging EPR schemes: lessons from Europe (27 February 2024)
- Packaging EPR schemes: lessons from Europe (12 March 2024)
- Packaging EPR schemes: lessons from Europe (26 March 2024)
- IBA + Product Development (23 April 2024)
- Creating clothing circularity by 2030 (28 May 2024)
- Consultation on B-cycle 2.0 (16 July 2024)
- Managing for quality in recycled organics (6 August 2024)
- Advancing the quality of organics in a circular economy (22 October 2024)



TRAINING AND WORKSHOPS

- Behavioural Change Campaigns - online workshop (10 May 2024)
- NSW Waste Levy Compliance - online workshop (13 June 2024)
- WMRR Landfill Training Modules 1 & 2 - NSW (2 October 2024)
- WMRR Landfill Training Module 1 - online (20 November 2024)



WMRR NATIONAL DIVISION REPORTS



BIOHAZARD WASTE INDUSTRY

Modernizing tracking systems, updating clinical waste guidelines, and enhancing national coordination continued to be the key issues discussed by the Biohazard Waste Division in 2024.

Much of the conversation focused on the NSW EPA and Queensland's Department of Environment, Science and Innovation (DES) collaboration with KPMG to roll out a new Integrated Waste Tracking System (IWTS) to replace the outdated online tracking platforms and modernize and improve transparency in hazardous waste tracking. Queensland also updated its "Guideline: Clinical and Related Waste" in February 2024 emphasising proper segregation, storage, transportation, and disposal of clinical waste. However, questions remain about the volume and type of data regulators should collect through IWTS. Stakeholders suggest a focus on outcomes like origin, transporter, and disposal, rather than real-time tracking, which is often impractical.

Unfortunately progress on the IWTS system has halted in Queensland, with some stakeholders, including waste companies and the broader industry, raising concerns about the administrative burden involved in such a system. However, there is genuine interest from industry and regulators in harmonising data collection approaches nationally with a connected, streamlined system that balances effective oversight with practicality, avoiding the need for redundant data entry or collection. We look forward to progressing this further in 2025.

The impact of single use plastic regulations is also starting to materialise in the sector, noting that many of these provide exemptions for specific medical and scientific applications where no practical alternatives exist. This area will be a watching brief for industry to see if such alternatives come to market.

I would like to thank our committed BWI Division members for their contributions in 2024 and look forward to continuing collaborating with the Division in 2025.



GAYLE SLOAN
CEO WMRR

NATIONAL CARBON

TRACKING SIDEWAYS CARBON MARKETS IN 2024

Australia's emissions for the year to September 2024 are estimated to be 434.9 million tonnes of carbon dioxide equivalent (mt CO₂-e), a decrease of 0.5% (2.2 Mt CO₂-e) compared with the previous year, with waste emissions for the year staying flat at 13.8 Mt, accounting for a stable share (13.9mtCO₂-e, or 3.2%) of Australia's total emissions.

This year, the Safeguard Mechanism reforms were the focus of the Commonwealth government to drive emissions down and increase private/compliance demand to the ACCU carbon market.

The Safeguard Mechanism applies to 219 of Australia's largest polluting facilities (including only 2 landfills) and captures about 138.7 mtCO₂-e of emissions, which must be reduced at a legislated rate of 4.9% each year ('Safeguard baseline').

Amongst those, 144 facilities have generated more emissions than their Safeguard baseline, with a total excess of approx. 9.2 mtCO₂-e.

Others were granted a new type of carbon pollution permits called the Safeguard Mechanism Credits (SMCs). In 2024, 8mtCO₂-e of SMCs were created. The Clean Energy Regulator is however not anticipating substantial volumes of SMC trade. Market intelligence suggests safeguard entities are more likely to bank SMCs to meet their future liabilities rather than trade on the open market. Separately, just under 30 million ACCUs were already held by safeguard related entities as at the end of 2024.

This resulted to a mild demand for ACCUs which was reflected in relatively flat prices over 2024, at around \$34/tCO₂-e – which is still an attractive price to bolt carbon projects onto landfills and resource recovery projects, but nowhere near enough to single-handedly drive change in our WARR sector.

On the voluntary side of the carbon markets, 1.3 million ACCUs were cancelled for non-safeguard purposes in 2024. Of this total, 0.2 million were cancelled by entities for non-safeguard compliance purposes such as Environmental Protection Authority requirements. The remaining 1.1 million were cancelled voluntarily. This is slightly lower than the 1.7 million surrendered in 2023, and reflects an increase in scrutiny on carbon neutral claims. In early 2025, the national body in charge of carbon neutrality certification (Climate Active) came under attack and accusation of state-sponsored greenwashing, which saw a exodus of more than 100 companies leaving the scheme, including foundational participants such as Telstra, who prefer to spend their efforts on electrification and other internal initiatives.

THE ROLE OF WARR PROJECTS

Even though our industry can not only significantly reduce our direct emissions but also assist others in the economy in reducing their carbon footprint, the policy environment has not been very supportive of new projects to reduce, avoid, or remove carbon emissions from the atmosphere.

Nevertheless, the WARR sector keeps pushing along, with 225 live projects, including 25 new projects registered under the ACCU scheme in 2024, including 14 new landfill gas, five (5) Alternative Waste Treatment and six (6) Source Separated Organic Waste projects.

Together, those projects have produced 5.9mtCO₂e of verified emissions reductions in FY24 and are on track match that number in FY25 with already 3.3 mtCO₂e ACCUs produced as of 31 January 2025.

A review of the Landfill Gas and other WARR methodologies (which WMRR hopes will lead to reinvigoration of activities) was tied up in bureaucratic processes for most of 2024, and should be completed in 2025.

AN ELECTION YEAR AHEAD

The WARR industry needs ongoing support, attention and care to truly unlock its potential. We do not control what our inputs materials are, and therefore, we need the price of externalities, like carbon emissions, to be clearly and simply priced in and available to all operators across the hierarchy given the integral role that we can play in carbon abatement across the economy.

WMRR believes that our industry could easily double the number of Australian Carbon Credit Units (ACCUs) generated by leveraging current and future regulation and policies to address organic waste collections and circular economy approaches that both extend the life of materials and reduces demand on virgin material diverting from disposal and reducing emissions.

In 2025, The National Carbon Division will continue to support WMRR's vision for delivering Net Zero emissions through the circular economy. WMRR will continue to advocate for a robust and practical framework for our industry through a dedicated approach that recognises the unique challenges and opportunities that we are faced with.

The National Carbon Committee team looks forward to your collaboration and extends its most heartfelt thanks to its active membership and WMRR's national office's unwavering support. It certainly has been a busy year - so thank you all.



JULIEN GASTALDI
DIVISION CHAIR

NATIONAL ENERGY FROM WASTE (EFW)

The Energy from Waste (EfW) sector remains challenging but dynamic in Australia this year. For the national EfW Division, this meant we had plenty of discussions and debates about whether the nation's mixed progress was enough to keep the sector truly moving forward with enough momentum to reach the 2030 goal of 80% recovery. We experienced notable developments in 2024, reflecting both progress and challenges in integrating waste-to-energy solutions into the nation's regulatory and policy landscape.

This dichotomy was most apparent in WA, where there has been increasing momentum albeit with some hiccups. Australia's first large-scale EfW plant in Kwinana achieved a significant milestone with its first waste processed in September 2024. The facility is designed to process up to 400,000 tonnes of residual waste annually. Importantly, as first mover for the Australian landscape the plant has also integrated IBAA production into its operational model, which we understand is progressing well with an ongoing Technical Working Group established with DWER. The East Rockingham Plant has also progressed, although faced operational delays, but is now reportedly back on track. As Australia's first local reference facilities, both plants received many visitors from across the country, particularly during the WA Waste and Resource Recovery Conference. These facilities will continue to be pivotal to industry as regulators, investors and the community take on the key learnings and look to see firsthand how these operate.

The continued growth of the nation's waste output continues to underscore the sector's role in diverting waste from landfills and contributing to renewable energy production. In NSW, the November 2024 announcement of the NSW Environment Minister of the pending "landfill crisis" was linked to the state's need to progress residual waste management investment, as well as resource recovery at a faster pace than we have ever experienced. 2030 – and the need to achieve the 80% recovery target – is creeping up fast. Despite talk of numerous NSW possible projects progress to date has centred on Parkes and Woodlawn, however with a review of the EfW framework proposed it is anticipated that we will see future growth in NSW.

In Victoria, the steady pace of EfW continued with the advent of the cap, and existing operator licences approved for four (4) projects. The Maryvale 225-megawatt thermal EfW facility is most progressed – receiving a \$48.2 million grant from the Australian Government and secured a waste supply agreement in August 2024 facility. We await the announcement of the cap in 2025. WMRR is aware of a number of projects proposed in both Queensland and SA, and to this end WMRR continues to work nationally with industry and government to find consistent approaches towards managing Incinerator Bottom Ash and ensuring a positive enabling environment for these facilities.

The EfW Division will continue to navigate through the challenges in 2025, as we are committed to all parts of the waste management hierarchy.



RON WAINBERG
DIVISION CHAIR

NATIONAL LANDFILL

Given the prevalence of battery-related fires and growing concerns about PFAS in the national conscience in recent times, it's not surprising that 2024 saw the National Landfill division increase its focus on fire prevention and PFAS mitigation, whilst anticipating regulatory review of existing guidelines across the Eastern states.

Fires continue to be an increasing concern across all states and all facility types, due to changing waste streams and increasing incidents of battery related fires across the sector. There is variability in how fires are classified and reported across jurisdictions, and the Division is taking steps to develop a response to this to assist in both responding to these and addressing worker safety.

PFAS regulation continues to be a long-term challenge with inconsistent and evolving requirements for leachate management across the states. These costs will ultimately be passed onto and borne by the entire community, without a clear cost signal to the users or suppliers of the problematic materials which require more than end of pipe controls.

The regulatory frameworks across the states continue to evolve, with Victoria working on an update to its Best Practice Environmental Management (BPEM) guidelines. Queensland consulted on a proposed revision to its guidelines but paused this process. NSW is likely to release an updated guideline for consultation in the near term.

WMRR members have been active across the board forming or maintaining working groups with EPAs forming to discuss some uncertainties and inconsistencies within license conditions, guidance and expectations to flag concerns and improve outcomes.

Operational Purpose Deductions (OPDs) and Levy Issues continue to be on the agenda, with inconsistencies in the application of OPDs. NSW, SA, and Tasmania have been particularly active in discussions around levy exemptions and OPD frameworks, which we appreciate may be linked to regulation and require review in line with state Waste Levy reviews in the new year.

Emerging monitoring technologies like "drones" and land/air/satellite methane sensors are now being evaluated and in some cases being used by regulators. Technological improvements over the last 20 years are likely to see changes in guidance and the tools available to operators to measure methane abatement and monitor site emissions and move beyond the NGERs Method.

The year also saw the division launch WMRR's practical training – acting upon the significant industry demand for landfill training. Growing from a successful workshop series at recent conferences through collaboration of a group of industry practitioners and specialists, WMRR have commenced with a program of landfill 101 in person and online training provided by Dr Stuart Dever this year. Future training in the pipeline for 2025 covering leachate and landfill gas management with plans to expand the offering.

Thank you to all members who have participated in and supported the activities of the Division.



PAUL LIGHTBODY
DIVISION CHAIR

NATIONAL WASTE EDUCATORS

WASTE EDUCATION IN 2024: A YEAR OF GROWTH AND ENGAGEMENT

This year has been significant for waste education within WMRR, with key developments, new initiatives, and strengthened collaboration across the sector.

At the start of the year, we conducted a national survey for waste educators to better understand priorities and areas of interest. The results highlighted strong engagement with Behaviour Change Theory, particularly in Reuse and Repair and Food and Garden Waste. Educators also expressed a desire for more workshops and interactive learning opportunities, which we are actively working to expand.

Across Australia, several states have made progress in rolling out Food Organic and Green Organic (FOGO) green bins and kitchen caddies to support organics recovery. The WMRR network has played a key role in assisting with public messaging and education during these rollouts, and this support will continue into 2025.

A major milestone in 2024 was the revival of the Victorian Waste Educators Group. This group has been highly active, hosting a range of presentations from industry leaders, including:

- Sustainability Victoria – Small Changes, Big Impacts
- EnviroCom – Kerbside Bin Audits and the Value of Conversation
- Tomra Cleanaway – Introducing the Container Deposit Scheme

We thank the Victorian team for their leadership and commitment to waste education.

NATIONAL CAMPAIGNS AND INDUSTRY COLLABORATION

A major highlight of the year was the launch of The Great Unwaste, a national food waste avoidance campaign aimed at reducing food waste by over 20% by 2030. This initiative aligns with national waste reduction targets and will remain a key focus area in the coming years.

WMRR also facilitated an extensive series of webinars and events over the past 12 months, covering a diverse range of topics, including:

- Creating Clothing Circularity by 2030
- Packaging Extended Producer Responsibility (EPR) Schemes
- An Introduction to Biochar
- A Snapshot on Tyres
- Fighting Household Food Waste
- Activating Design for a Circular Economy

These events have provided valuable learning and networking opportunities for waste educators, reinforcing the importance of continued knowledge-sharing within the sector.

LOOKING AHEAD

With a strong foundation built in 2024, we anticipate further growth, innovation, and collaboration in waste education in 2025. We remain committed to supporting educators, enhancing engagement, and driving meaningful change in waste avoidance, resource recovery, and circular economy initiatives.



GRACE BARILLA
DIVISON CHAIR



STATE BRANCH REPORTS



NEW SOUTH WALES STATE BRANCH (NSW)

2024 could be considered the year of the 'crisis' for the NSW waste and resource recovery (WARR) industry, starting with an asbestos crisis, dealing with increasingly high-profile battery-related fires and PFAS contamination concerns, and ending with a government-announced 'landfill crisis' in Greater Sydney. However in all of this, we possibly got the best news we could when we heard from our politicians that we can't 'keep kicking the can down the road' - with ongoing consultation over the year on Plastics, the Waste Levy and FOGO mandates, paving the way for some meaningful reforms, even if the EPA do, in CEO Tony Chappel's words, feel the need to 'hasten slowly'.

2024 kicked off with an asbestos-contaminated mulch allegedly affecting sites across Greater Sydney, including parks, schools, and hospitals - prompting the NSW Environment Protection Authority (EPA) to conduct its largest ever investigation. The effects of this is now being felt by industry. We now have the Environment Protection Legislation Amendment (Stronger Regulation and Penalties) Act 2024 – the strictest environmental regulation of any state or territory in Australia – giving rise to concerns of onerous obligations on industry, particularly the potential for additional testing and sampling. Our construction and demolition (C&D) working group has been working closely with the EPA on all asbestos related matters to ensure that material continues to be safely managed by those operators licensed to do so, and to promote greater investment in improved management, classification and tracking by those that generate asbestos containing material.

Lithium-ion battery-related fires were also high on the agenda, both on the news and in policy circles. Pleasingly, and with the support (and urging) of groups like WMRR, the NSW Government announced plans to introduce mandatory battery product stewardship legislation in 2025, requiring battery suppliers to participate in safe disposal and product stewardship programs.

Finally, the announcement of the Sydney landfill crisis towards the end of the year is a win for industry as it should underpin much needed revisions to the Waste Levy, confirm energy from waste as a critical part of the solution, and help prioritise delivery of the Resource Recovery Framework Delivery Plan – which includes much needed reviews of the resource recovery orders and exemptions.

Our Working Groups have continued to support members with networking and knowledge sharing throughout the year: the Landfill working group (chaired by Ark Du with Hossein Ghiasinejad as Vice Chair) continued addressing ongoing challenges, including operational purpose deductions and alignment of guidelines and regulations through closer engagement with the EPA; the Young Professionals (chaired by Alarik Wong supported by Drisya Pavithran and Tabitha Tatoy) delivered site tours and networking nights; the Waste Educators Group (chaired by Clare Mahendradatta with Cecilia Wu as Vice-Chair) explored issues around FOGO Mandates and contamination; and the Resource Recovery Market Development Group (chaired by Nicole Greenwood) and EfW Group (chaired by Miles Mason) continued to engage members with knowledge-sharing and informative presentations from a range of stakeholders.

NSW also hosted yet another sold-out Women of WARR Leadership Breakfast and launched our inaugural Waste and Resource Recovery Forum – a highly engaging event that saw industry and regulators consider key challenges on the path to 2030.

Thanks to all the Working Groups and Branch Members for their continued commitment to WMRR in NSW throughout 2024. We look forward to addressing the 'landfill crisis' and every other crisis that comes our way in 2025.



RICHARD COLLINS
NEW SOUTH WALES
BRANCH PRESIDENT

QUEENSLAND STATE BRANCH

The 2024 year in waste and resource recovery was a little slow and a lot piecemeal, with little apparent progress, punctuated by Local Government elections early in the year and Queensland Government elections at the end of the year. With the change in leadership at the state level, we eagerly await reductions in red tape and streamlined approvals that facilitate the goals of increased recycling and landfill diversion that industry shares with the State Government and across local government.

Queensland continues to produce more waste year on year with an increase of 5.4% reported in 2023-24 by the Queensland Government to 9.81 million tonnes. Whilst overall recovery rates grew to a reported 47.1%, household recycling still languishes at 28%, which is 4.4% below the pre-levy baseline. Commercial waste is now at 55% and Construction and demolition waste continues to perform well at 83% diverted from landfill. Whilst there are some potentially positive signs in the C&D space that longer term targets will be met, as a state we remain well short of expected performance and looking beyond the 2025 targets to 2030, there remains scepticism around the pathway to achieving the landfill avoidance and recycling goals.

Across the branch members are working hard and participating in working groups, providing feedback on policy and guidelines, and focussing on the roles and targets of the Queensland Branch. In 2024 we had working groups for Landfill (chaired by Colin Kangas), Energy from Waste (chaired by Blake Almond), Young Professionals (chaired by Selena Ferguson and supported by Gopika Venugopal and Lauren Grimshaw), Waste Educators (chaired by Grace Mullins), and we morphed the circular economy working group (chaired by Matt Glavina and supported by Erika Conde Espitia) to focus specifically on organic waste. In late 2024 the Energy from Waste Group set up a sub-committee with the intent of supporting the establishment of an End of Waste Code for managing incinerator bottom ash.

In 2024 there were four (4) notable events held by WMRR in Queensland. These were the Leadership Breakfast with the Minister in March, the Enviro Circular Economy Conference in June, the Women of WARR Leadership Breakfast in July, and the successful WARR Forum held in Brisbane in November.

Longer-term large-scale waste infrastructure projects continue in the State. Notably the City of Gold Coast Council continues to progress an Energy from Waste solution as part of their broader ARRC precinct, alongside the proposed Cleanaway EfW project at Bromelton which remains in the planning and engagement stage. As an industry we also celebrated the opening of the Sunshine Coast Regional MRF in early 2024 and the ResourceCo Resource Recovery Facility at Hemmant.

There remains significant policy and legislative reform required by the Queensland Government to facilitate getting close to the strategy targets that were universally agreed to in back in 2019 by State, Local Government and Industry. There remains uncertainty over the direction of the landfill disposal levy beyond the next few years, and the annual advance payment to leviable councils. Funding for implementation of state sponsored regional waste management plans has been too slow in execution, and regulation of composting practices hampers the role out of food waste collections.

As we await the delivery of intent by the Queensland Government, and certainty that shapes the next 10 plus years of investment in our critical industry, we continue to look for the state to take the lead in creating the markets needed to support investment in recycling and resource recovery infrastructure, and at a state government level the roll out of viable product stewardship and extended producer responsibility (EPR) schemes.

We look forward to the release of the States' review of the Waste Strategy, with a particular interest in consideration of new targets and realistic actions to get there, supported by clear and transparent funding. There is a need for the new government to take a leadership role in shaping the next term and beyond, and securing the investment required to drive greater landfill diversion.

In 2025 Queensland will be hosting the national Energy from Waste Conference on the Gold Coast, which promises to bring together technical experts from across Australia to learn and share around this important topic.



CHRIS HAMBLING
QUEENSLAND
BRANCH PRESIDENT

SOUTH AUSTRALIA AND NORTHERN TERRITORY STATE BRANCH

In 2024, the WARR industry acted on increasing concerns about battery disposal (or rather the lack of safe disposal options), enhancing market demand for recovered products, the next tranche of single use plastic bans, wastes collections policy, export bans, container deposit scheme reform, and the early development of new SA waste strategy, waste and resource recovery legislation and planning policies.

Green Industries SA (GISA) continued to invest for a more circular economy. GISA's work included supporting various sustainability guides, a waste textile collection and the new Saveful app for food waste avoidance. GISA continued to expand the Circular Procurement Knowledge Hub. The fourth tranche of single use plastic bans took effect on 1 September 2024, applying, with some exemptions, to barrier bags, thick shopping bags, beverage containers, expanded polystyrene food and beverage containers and trays, confetti, balloon sticks and food bag tags. Following on from its efforts in 2023, GISA had a continuing focus on the clean-up from the massive flooding in late 2022 along River Murray communities.

The EPA continued early engagement activities for the review of the Environment Protection (Waste to Resources) Policy (W2R EPP), culminating in a formal consultation paper. The EPA also consulted on draft container deposit scheme amendments and held early engagement towards new climate change policy. The State Government implemented an engineered stone ban.

WMRR representatives presented to the Select Committee conducting a Parliamentary Inquiry into Soft Plastics and met with the Minister for Climate, Environment and Water regarding a proposed kerbside collection laws and battery management. In response, the Minister convened a stakeholder roundtable on batteries in August and a free drop off event for embedded batteries was coordinated by GISA in October 2024.

The South Australian (SA) Branch met eleven 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 areas for regulatory reform and identifying upcoming opportunities.

WMRR made submissions on SA proposals relating to single use plastic amendment regulations, draft container deposit scheme amendment bill, draft Greater Adelaide Regional Plan, draft State Infrastructure Strategy and the W2R EPP. In addition, WMRR SA members' participation across 2024 saw a continued focus on building market demand through the Sustainable Procurement Working Group and promoting a circular economy and key WARR sector needs through the W2R EPP Review Reference Group and draft Waste Strategy discussions.

The Women of WARR Leadership Breakfast was held in March 2024 and an SA update for WMRR members on the release of GISA's Circular Economy Resource Recovery report, Kerbside Data reports and EPA's Environment Protection (Waste to Resources) Policy review was held in September 2024. A highlight for the Branch was contributing to the success of the inaugural Australian Resource Recovery Conference in October 2024. The Young Professionals and friends enjoyed informal drinks regularly, including opportunities to network with more senior members. The year wrapped up with another fantastic SA Golf Day and well-attended informal SA Branch drinks in late November following consecutive working group and Committee meetings.

WORKING GROUPS

SA retained four (4) active working groups - Waste Educators, RRMD, Young Professionals and Landfill - as well as actively participating in various national Divisions. I would like to take this opportunity to acknowledge the commitment of our working group officer bearers throughout the year – Grace Barila supported by Cameron O'Malley (Waste Educators), Leah Maxwell supported by Marina Wagner (RRMD), Amy Henshaw supported by Kristian Le Gallou (Young Professionals) and Don Richardson (Landfill). In September 2024, Cameron O'Malley became Waste Education Group Chair and Alison Hackett-Rogers became Vice-Chair. Kristian Le Gallou became President of the Young Professionals and Maria Madsen became Vice-Chair. The efforts of the previous and incoming chairs, active members, presenters and tour hosts for continuing group success is warmly commended.

The groups held a range of meetings, including presentations on behaviour change, waste education, PVC recycling, linen recycling, procurement, engineered stone, solar panel recycling, reducing food waste, recycling clothing, the World Circular Economy Forum and single use plastic recycling. The Young Professionals had site tours to ResourceCo's Alternative Fuels and Glass Crushing facilities, BioBag's manufacturing facility and AdBri Birkenhead while the Educators had a tour of IWS Wingfield and Dublin EcoHub.

The Branch Committee and Working Groups continued to be well supported by our Branch Support Officer, Brian Johnston. His efforts to help our work and achievements are greatly appreciated.



TIANA NAIRN
SOUTH AUSTRALIA AND
NORTHERN TERRITORY
BRANCH PRESIDENT

TASMANIA STATE BRANCH

It's been a big year for Tasmania in the waste and resource recovery sector, however before we get started, I would like to thank Justin Jones for his tenure as WMRR Tasmanian Branch president. Justin always represented Tasmanian Branch with upmost passion and commitment. I would also like to welcome Morag Anderson to the vice president role and thank all of the Tasmanian members for their continued support of WMRR. The Tasmanian Landfill Working Group has continued throughout the year chaired by Nick Gifford. Of course, none of any of this is possible without the ongoing guidance and support from Gayle Sloan, Lisa Lepore, Justine Foster and the broader WMRR team.

The last 12 months has been a time of an unprecedented investment and growth for the Tasmanian waste management and resource recovery sector. The year has seen the delivery of high-volume resource recovery facilities, Tasmania's first container deposit scheme, emergency management waste relief and staged landfill levy legislation roll outs, including increases to the landfill levy and reporting on Class B resource recovery facilities.

Dulverton Waste Management delivered and launched the \$32 million organics processing facility in July 2024 to service the growing demand for kerbside and commercial organics collections in North and Northwest Tasmania. The facility located near Latrobe is a 50,000 tonne per year capacity in vessel, state of the art organics processing facility. The project was supported by \$9 million of Federal and State Government funding. The facility represents significant investment and recovery capacity for Tasmania and is testament to the efforts of the Dulverton Waste Management team.

Staying in the Northwest Tasmanian region, Veolia have delivered a 20,000 tonne per year Material Recovery Facility (MRF) located in Spreyton to enable comingled recycling sorting. The new facility will service over 100,000 Tassie households and boasts cutting-edge technology including automatic recognition machinery, laser optical identification with air jets to separate plastics, magnetic currents to extract metals and next step processing for glass. This new facility will improve the quality and purity of recyclable materials and also represents an example of regional collaboration between Northern Tasmanian councils and industry.

The inaugural Tasmanian Container Refund Scheme (CRS) is set to commence collecting drink containers 1 May 2025. Reverse vending machines and facilities are currently being rolled out in Tasmania to service community collections. Tasmania's container refund scheme is called Recycle Rewards, and its two objectives – to reduce litter and increase recycling – will support the development of our circular economy.

TasRecycle Limited have been announced as Scheme Coordinator and TOMRA Cleanaway as the Network Operator.

A significant change in 2024/2025 was the first planned increase in the Tasmanian landfill levy, which rose to the staged \$40 per tonne. This increase will be surpassed in two (2) years' time when the next planned increase of \$60 per tonne is implemented. In 2024/2025, the state government also continued to support the development of waste management and resource recovery infrastructure through the Priority Infrastructure Grants Round 2 program. There is \$2,000,000 available in this round, which was introduced as a result of the levy.

The 2024/2025 year has been one of significant progress for Tasmania's waste and resource recovery sector. With the opening of major new facilities along with the rollout of programs like the Tasmanian Recycle Rewards, the state has taken considerable steps forward in sustainably managing its materials.



MICHAEL ATTARD
TASMANIA
BRANCH PRESIDENT

VICTORIA STATE BRANCH

2024 was another busy year for the Victorian Branch, marked by new regulations, initiatives, reviews, and reports that will continue to shape the waste and resource recovery industry. The year saw a focus on the 'path to 80% by 2030' while still attempting to transition to a risk-based regulatory framework.

A significant milestone was the release of the Victorian Recycling Infrastructure Plan (VRIP) by Recycling Victoria. This comprehensive report provided an analysis of the current state of the industry, highlighting critical investment needs and future directions, it replaced the existing Strategic Waste Recycling Infrastructure Plan (SWRIP). The Container Deposit Scheme (CDS Vic), launched in 2023, continued its strong momentum with Victorians embracing the scheme, surpassing one billion collected containers and diverting them from landfill.

It has been great to see the Landfill, Energy from Waste, Resource Recovery & Market Development, and Young Professionals working groups being so active throughout the year. It was also great to see the Waste Educators working group starting up again. These groups played a crucial role in strengthening relationships between WMRR and government agencies. This was particularly evident at the Victorian WARR Forum with the significant participation of agencies in this industry event.

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.

In policy developments, the Victorian Government released the 'Economic Growth Statement – Victoria: Open for Business,' which included a possible revised Waste to Energy cap and the commencement of cap allocation process. This update marked a step forward for the Energy from Waste sector within the state. Additionally, the EPA commenced consultations on new guidelines for operating organic waste processing facilities, with updates expected in 2025.

Among the key industry events of the year, WMRR's annual Victorian Waste and Resource Recovery Forum in March 2024 stood out as a major success. Nearly 100 attendees gathered to hear insights from key government representatives. The forum continues to attract an impressive lineup of speakers which is a testament to the strong reputation WMRR has within the industry at both a state and national level. This is becoming one of the must-attend events of the year for the Victorian industry.

Another standout event was the Victorian Women of WARR Leadership Breakfast in November at Q Events. Featuring inspiring speakers such as Kate Dundas from UNGCNA, Sze-Fei Peng from Tonkin and Taylor, and Steph Holland from ResourceCo, the breakfast attracted over 100 attendees. The event provided an invaluable platform for highlighting leadership journeys, celebrating achievements, and fostering greater gender diversity within the waste and resource recovery sector.

I would like to give a big thank you to everyone involved in the Victorian Branch for their dedication, insights, and contributions throughout 2024. In particular, I would like to acknowledge our Victorian Working Group Chairs – Kathy Mac Inness supported by Roger Britto (Landfill), Kristy Barnes supported by Kurt Palmer and Anthony Douglas (EfW), Gayle Seddon (Waste Educators), Ray Trevorah supported by Aya Salih and Max Flynn (Young Professionals) and Bettina Zimmerman supported by Lisa McLeod (RRMD). 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 STATE BRANCH

2024 was another active year for WMRR in Western Australia. We benefited from identifying three (3) key objectives which gave the sub-branch focus and a means to measure our progress throughout the year. The objectives were:

- 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.
- 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.
- Advocate for the procurement of secondary raw materials content at all levels of government and market development.

During the year we worked closely with the State Government on key issues affecting our industry, evidenced by the close interaction between the WA Branch and senior members of the Department of Water and Environmental Regulation.

A great example of this was our members' concerns regarding the time to submit and complete licensing applications for Part IV and V approvals through the department. We collated the concerns of the members and requested a meeting with the department. A meeting was swiftly arranged with the Director General Alistair Jones and his senior team to better understand the issues and to commit to actions to address the concerns. The Department has held regular meetings with the sub-branch to check and monitor the progress of the solutions offered.

The sub-branch also made important submissions to public consultations during the year, including:

- Draft Waste Avoidance and Resource Recovery (e-waste) Regulations.
- Compostable packaging in compost.
- The Waste Avoidance and Resource Recovery Strategy 2030.

WMRR has a big role to play to work with and educate government if we are going to meet and exceed the targets in the waste strategy. The latest waste data (2022-23) shows little or no progress against the strategic targets:

- Avoidance targets (10% by 2025 & 20% reduction by 2030): generation increased by 1% showing this target is not going to be met. Waste Education is the key message from WMRR in tandem with producer responsibility.
- Material Recovery Targets (70% by 2025 & 75% recovery by 2030): recovery increased to 62% but WMRR has been advocating a clear infrastructure plan for the State to deliver much needed plant and equipment to meet this challenge.
- Protect (no more than 15% of Perth's waste to landfills by 2030): landfilling only reduced by 1% in the reporting period. Construction issues with the two energy from waste plants has delayed the expected waste diversion impact of 750,000 tonnes per annum. However, it is expected the plants will be online and optimized in the next 12 months to show their importance to a sustainable waste management system.

We also sent a letter to Minister Whitby regarding the prevalence of battery fires in WA noting a 400% increase in battery fires from 2018 to 2022 and that a staggering 90% of used handheld batteries are going to landfill or disposed of incorrectly. This is greatly impacting our members, and urgent action is required to get on top of this epidemic.

The year saw a coordinated national focus on key issues such as resource recovery. WMRR coordinated meetings between state regulators to share learnings and structures to accelerate much needed resource recovery. One (1) such example was the reuse of incinerator bottom ash aggregates (IBAA), where Victoria has developed a reuse structure well in advance of seeing any IBAA produced. A meeting with their WA based counterparties proved pivotal in accelerating the development of the WA based framework. It became clear that state government departments are not good at coordinating with each other and WMRR has a crucial role to play to bring them together.

There was some amazing WMRR events held in WA during the year. The Woman in Waste Breakfast, was a highlight where we heard from some power houses of the WA waste industry, including Elizabeth Carr, Janelle Ostenson and Libby Eustance.

The WA WMRR Resource Recovery Conference was held in September where we asked, “How do we get to 80% resource recovery by 2030”? Conference highlights included the presentation from End Food Waste Australia – (Ella Winnall and Mandy Hall), an inspirational and practical initiative to end food waste. We will watch with interest as the “Great Unwaste” gets traction in 2025.

Thanks to our working groups who continue year on year to support the branch with dedication and commitment – circular economy (chaired by Haley Rolfe with Monika Kern as Vice-Chair), landfill (chaired by Chris Stannard), and Waste Educators (chaired by Emily Tomsett).

2025 is a pivotal year for the WARR industry in WA. With the updated waste strategy, resource recovery legislation and a re-elected government, the challenges & opportunities for the sub-branch are ever evolving. Finally, thanks to Libby Eustance (Vice President) for her support this year and to all members who contribute to the sub-branch.



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)
- 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)

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

WMRR STAFF

WMRR staff employed for the year 2024 included:

- Gayle Sloan
- Romany Maunder (until August 2024)
- Justine Foster
- Julie Gavrilovic
- James Pereira
- Bradley Burden
- Lisa Lepore (from August 2024)

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 is composed of Phil Carbins, Michelle Mandl, Gayle Sloan, and Isabel Axiö (Chair), supported by Lisa Lepore. Since July 2023, the committee has:

- Reviewed the items and weighting of the registered risks, making minor updates for WMRR, which were approved by the board.
- Discussed and reviewed the proposed 2025 budget, sought clarification on figure comparisons with previous years and a few line items. The ARC sought and gained approval for the budget from the board.

The ARC is satisfied that the Association is managing operational risk and its finances with awareness, care, and diligence. As the WARR sector grows, the Association remains fiercely relevant in an increasingly competitive space. This is demonstrated by sustained growth in memberships, attendance at events, and engagement from governments.

There was a marginal loss recorded for the 2024 calendar year due to increased cost of event delivery, travel and general operation, as well as lower-than-expected revenue from exhibitors and sponsors. However, this was also a year in which the Association responded to industry issues and invested in two key studies—Phytocap and PFAS levels in land-applied organics.

With the review of the 2024 profit and loss statement, the conservative approach of the 2025 budget built from first principles, and the ongoing monitoring of risk and arrangements, the ARC considers the Association to be in a stable financial position, with proactive controls in place to manage it on behalf of its members.

ISABEL AXIÖ
AUDIT AND RISK COMMITTEE CHAIR



2. HUMAN RESOURCES AND REMUNERATION

The Board delegates matters relating to the employment, remuneration, and performance of the Chief Executive Officer (CEO) to the Human Resources and Remuneration Committee, which is made up of a smaller group of Board Directors.

The major item for the Committee in 2024 was to undertake the annual review of the CEO's performance. The committee recognised the challenges and opportunities 2024 presented to the Association and noted the effort and delivery by Gayle against defined and agreed upon Key Performance Indicators (KPI's). Based on this performance, Gayle was awarded a portion of the bonus component of her salary.

In addition to this, the Committee also reviewed the annual adjustment for CPI and made an appropriate modification to the base salary.

GEOFFREY WEBSTER
HUMAN RESOURCES AND
REMUNERATION COMMITTEE CHAIR

3. NOMINATIONS

The Nominations Committee assists the Board in fulfilling its responsibilities regarding the appointment of Directors to the WMRR Board. The Committee is made up of a smaller group of Board Directors, which leads the ongoing process of Board renewal and seeks to ensure a diverse and balanced Board.

At the 2024 AGM, it was time for the Vice-President to be up for re-election along with the renewal of several Board positions. Following a nomination and election process held in earlier in the year, incumbent Director Isabel Axiö was elected the new National Vice President with new Board members Michelle Mandl joining as a Nominated Director and Katherine Dodd joining as an Elected Director.

I would like to thank departing Board member for their support and service during their tenures - National Vice President Mark Rawson and Nominated Directors Toby Terlet and Christine Wardle, all of whom have dedicated time and energy to the WMRR Board for the last four (4) years. I would also like to thank Justin Bonsey for his enthusiasm and contribution as an Elected Board member during his two (2) year term.

At every level of the organisation, WMRR relies on the skills and energy volunteered by its membership in order to represent the sector and deliver the objectives of WMRR. We are fortunate to have a great industry with all its members playing an important role in delivering this essential service.

GEOFFREY WEBSTER
NOMINATIONS COMMITTEE CHAIR



FINANCIAL INFORMATION

INCOME

The total income for the year of was \$1,578,970 which was a decrease on 2023 of \$113,398.

Conferences and sponsorship income were the main contributors to the decrease. This was mainly due to the deferral of the one (1) Landfill Training Workshop (\$30,000) no longer scheduled to occur in 2024, and one (1) NSW SLO Workshop (\$20,000) which was budgeted to occur in March 2024, but did not eventuate.

Other income remained relatively stable with subscription income increasing on 2023 by \$43,528.

EXPENSES

For the year 2024, WMRR's total expenses were \$1,590,109 compared to \$1,502,743 in 2023. As a service Association the biggest expense item this was year was again people costs of \$975,470. Conferences costs were \$362,225, a decrease of \$53,436.

DEFECIT

There was a Deficit of \$11,140 (2023 Surplus: \$189,625).



WASTE MANAGEMENT AND RESOURCE RECOVERY ASSOCIATION OF AUSTRALIA LTD
ABN 78 071 897 848

INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024	2023
	\$	\$
INCOME		
Advertising revenue	26,919	31,082
Conference income	570,224	723,424
Sponsorship	110,000	152,500
Interest received	7,783	8,253
Subscription income	776,799	733,271
Sundry income	87,244	43,839
Total Income	1,578,970	1,692,368
EXPENSES		
Accounting fees	898	818
Auditors remuneration	11,840	8,804
Bank & merchant fees and charges	6,579	7,984
Computer expenses	37,607	30,417
Conference costs	362,225	415,661
Depreciation & amortisation	80,748	84,047
Employment & contractor expenses	970,422	842,305
Insurance	16,688	14,530
Interest	3,436	9,053
Consulting fees	7,300	4,560
Office amenities	3,046	4,828
Printing and stationery	4,561	3,928
Rent and Outgoings	4,587	6,860
Subscriptions	5,444	5,792
Branch administration	8,630	8,371
Telephone and internet	13,787	14,752
Training and development	11,525	25,194
Travelling expenses	30,543	14,037
Sundry expenses	244	803
TOTAL EXPENSES	1,590,109	1,502,743
Operating surplus/(deficit)	(11,140)	189,625
Accumulated surplus at the beginning of the year	824,191	634,566
Accumulated surplus at the end of the year	813,052	824,191

WMRR PEAK MEMBERS

WMRR THANKS OUR PEAK MEMBERS FOR THEIR ONGOING SUPPORT



