

## Message from the **CEO** and Chair

Rebuilding nature at the quality and scale this country and the world needs is a complex task.

To tackle climate change and biodiversity loss, Greening Australia is bringing together people, land, seed, science and capital to ensure our restoration creates maximum impact long into the future.

The benefits of our work are many. By delivering best practice landscape restoration we are establishing biodiverse plantings, boosting water quality, storing carbon, connecting Country and community, and creating habitat that sees native wildlife return to landscapes.

Greening Australia and its subsidiary organisations worked together to deliver high impact, science-led projects to achieve these outcomes over thousands of hectares this year. But the world needs us to continue scaling up to restore tens of thousands of hectares across Australia, and we can't do it alone.

We rely on a diverse, passionate array of partners including First Nations Peoples, landholders, businesses, governments, individual supporters, other not-for-profits, and community groups to help nature rebuild.

Our partners invest in us or choose to work beside us because they believe in taking practical action, and in the skill and capability of our people to deliver meaningful change for Australian landscapes. These collaborations are vital for making headway towards our ambitious 2030 goals.

To capture our collective impact more clearly, from this point on, we're changing how we track against our 2030 goals, by counting the estimated number of hectares that the seed we sell externally helps restore. This recognises that our work in building native seed supply is critically important to enable restoration at scale — by other organisations as well as through Greening Australia's direct restoration work.

As we near the middle of the UN Decade on Ecosystem Restoration, we'll continue to look for ways to collaborate and connect people, nature and the economy. The coming years hold more challenges, but also hope for a nature-positive future if we do more, do it now, and do it together.



**Heather Campbell** CEO



Stephen Dunne Chair

#### **OUR BOARD OF DIRECTORS**

Chair

Stephen Dunne

**Board Members** 

Charl Pienaar

Gordon Davis

John Hope

Julie Green

Radha Kuppalli

Robin Romero

Scott Anderson

**Board Secretary** 

Karen Lukins

#### **OUR LEADERSHIP TEAM**

**Chief Executive Officer** Heather Campbell

**Chief Financial Officer** Clare Luehman

**Chief People and Capability Officer** Lianne Elliffe

**Executive Director — Canopy** Paul Della Libera

Executive Director - Seed Peter Young

Director - Marketing, **Communications and Greening** Australia Foundation Kate Smith

Director - Strategy and Impacts Hugh Wareham



Heather Campbell commenced as CEO of Greening Australia in July 2023, following Brendan Foran's 11-year service in the role. We celebrate his contribution, leading Greening Australia through significant change to become a people-first force for nature. Photo: Annette Ruzicka.

## Message from the Thriving on Country Committee

The past year has seen great progress on Greening Australia's reconciliation commitments, in the context of deep national reflection about the significant role and place of First Nations Peoples in this country.

As the Thriving on Country (TOC) Committee, we have leaned into our strong and trusting relationship with Greening Australia to co-design policies, projects and strategies that set the foundations of sustained transformation and positive impact for years to come.

We've enjoyed greater integration with the senior leadership team, the RAP Working Group, and celebrated Birriah, Turrbal and Nywaigi man Scott Anderson becoming the first Aboriginal representative appointed to the Greening Australia Board.

Securing funding to build Greening Australia's TOC initiative marks an extraordinary milestone. This powerful opportunity will combine First Nations perspectives and expertise into the core business strategy through collaborative long-term partnerships. It will provide a platform to attract diverse sources of investment to enhance and scale meaningful outcomes for Country, Culture and Aboriginal and Torres Strait Islander Communities.

As a nation, we continue to face significant environmental, social and economic challenges. Now is the time to prioritise pivotal leadership and innovation, and focus our combined efforts on delivering impactful and sustainable changes that better support all Australians to collectively thrive.

The progress made during the past 12 months has once again demonstrated to the TOC Committee that Greening Australia is genuine about overcoming challenges and barriers with tangible, focussed and strategic actions, taken hand in hand with the First Nations Peoples of Australia.



Thriving on Country Committee (L-R): Scott Anderson, Dave Mangenner Gough, Sian Gillam, Dr Elizabeth McEntyre, Kieren Gibbs, Karen Jacobs.

Photo: Toby Peet.

A formally recognised committee to the Greening Australia Board, the Thriving on Country Committee is integral to the delivery, evaluation, improvement, reporting and governance of Greening Australia's reconciliation journey.

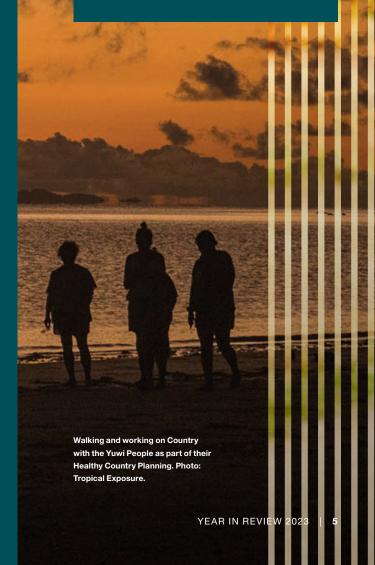
## OUR THRIVING ON COUNTRY COMMITTEE

#### Chair

Scott Anderson

#### **Committee Members**

Dave Mangenner Gough Dr Elizabeth McEntyre Karen Jacobs Kieren Gibbs Sian Gillam





**72% Employee engagement score** as per employee survey, May 2023 Participation rate as per employee survey, May 2023 **New starters Promotions** Female 56% Male 44%



This year, our dedicated team worked tirelessly to make a meaningful environmental impact for the benefit of both people and nature. From large-scale restoration and seed production, to launching initiatives to reduce our carbon footprint and promote sustainable practices, our people are driving positive change for the planet. Together, we are making strides toward a greener and more sustainable future.

In May, we ran our company-wide employee survey with an 87% participation rate. We maintained an overall engagement score of 72%. Work/life balance and flexibility continue to be important to our people. By embracing hybrid working and bringing in initiatives such as 'No Meetings Fridays' we saw an 11-point increase in our work/life balance score.

#### LONG SERVING AND JUST STARTING OUT - STAFF PERSPECTIVES



Andrew Powell | **People and Culture** Administrator | Tenure: 6 months What do you enjoy about your work? That I'm dedicating my

skills, time and energy to supporting smart, passionate people who make real and lasting change right across the country. It's a bonus that so many of these people are not only dedicated to their work but also warm, approachable, and know how to have a good laugh.

What has been a favourite achievement? This year's insightful tax appeal showed that seeds planted today can have a significant impact on an ecosystem in the months and years to come. Many of my achievements to date are small process improvements, perhaps noticed only by my team. However, I'm confident the seeds I'm sowing today will help foster a healthy and productive culture where our people can thrive.

#### What are you looking forward to?

The Big Day In! Everyone is enthusiastic about this all-staff event. With a team spread across the country, it's an excellent opportunity to bring people together, and for newer staff like myself to meaningfully engage with colleagues. I take pride in working for an organisation that values and invests in such important events.



Perth team members with a field of native wildflowers during



Dave Warren **Senior Program** Officer -Seed Services | Tenure: 25 years What do you enjoy about your work? I get to engage with

restoration ecology every day. Whether it is seed collection, training, direct seeding, large scale or small bespoke restoration of habitat, I feel grateful to do what I do. Not many people get the opportunity to make a difference to their local environment through their work.

What has been a favourite achievement? I started at Greening Australia as a seed collector, and my work has taken me to remnant sites across New South Wales. In my first year, I was involved in a large restoration project near Hoxton Park. Over 25 years, I've seen this site grow from seed into trees, from which we now harvest seed. It's rewarding to conserve the genetic diversity of seed from remnant sites and feed this back into habitat restoration.

#### **STAFF GENDER SPLIT**

#### 151 employees\*

Female

55%

Male

45%

\*As of 30 June 2023. Currently no staff members identify as non-binary.

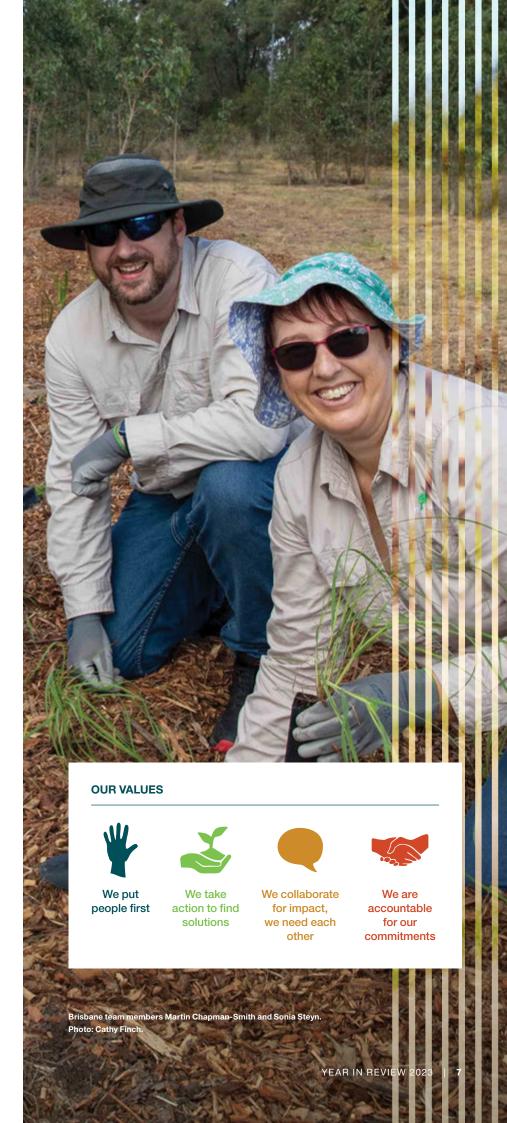


In December 2022 and March 2023 we held events for our leadership team focused on creating Community, Connection and Common Language. With hybrid working becoming the norm, these moments to connect and share priorities and challenges are essential to building a cohesive team.

#### What are you looking forward to?

Continuing to grow grassy groundcover species. They make up 80% of local plant communities' species diversity, but are degraded, depleted or just plain absent in the wild. By propagating, growing, and harvesting these species, we can learn how they work, what they contribute to landscapes, and how to promote their resilience. And I get to hang out with exquisite local flowering plants.

I'm also looking forward to sharing seed collection skills with First Nations groups through collaborative training programs with local Indigenous knowledge holders as co-trainers. And I'm intrigued by how we could work with agribusiness on native seed crops. Agribusiness has transferable resources, expertise and equipment, and operates at scales that fit Greening Australia's aspirations for bio-regional impact.



## Our impact in 2023

## 2030 goals



4,398,801

Native plants established



500,000,000

Native plants established



3,792

Hectares of habitat established\*



330,000

Hectares of habitat established\*



37,920

Tonnes of carbon sequestered per annum



3,300,000

Tonnes of carbon sequestered per annum



7.31

Tonnes of native seed supplied to restoration projects



185

Tonnes of native seed supplied to restoration projects



40

Landholders engaged in restoration projects<sup>2</sup>



3,000

Landholders engaged in restoration projects<sup>^</sup>



**72** 

First Nations partnerships\*\*



100

First Nations partnerships\*\*



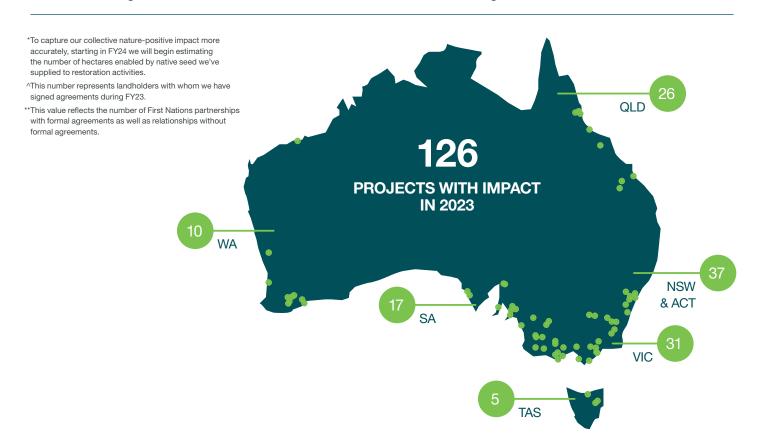
12,742

Tonnes of water pollutants prevented from reaching the Great Barrier Reef



475,000

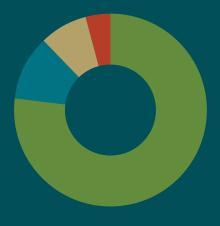
Tonnes of water pollutants prevented from reaching the Great Barrier Reef



# \$38m Total

#### WHERE THE MONEY COMES FROM

Business	71%
State Government	10%
Philanthropy	10%
Australian Government	6%
<ul><li>Regional Natural Resource Management Groups</li></ul>	2%
■ Local Government	1%



#### WHERE THE MONEY GOES

■ Biodiverse restoration	77%
Gully and wetland restoration	11%
■ Seed infrastructure and supply	8%
Capacity building	4%

Note: Administration costs for delivering projects are included in these percentages.

## More than a tree

To scale up ecosystem repair in Australia and confront the challenges of climate change and biodiversity loss, Greening Australia and its subsidiary companies are delivering high integrity environmental restoration across the value chain.

With the combined strength of Greening Australia's science-led on-ground restoration expertise, our nature-based solutions businesses Canopy and NatureCo, and our seed businesses Nindethana and SeedX, we can deliver unique, end-to-end restoration solutions that help build a nature-positive world.

#### **SUBSIDIARY ORGANISATIONS**



Nature-based solutions and environmental credits.



Global high-integrity nature-based carbon projects.



Integrated national native seed supply.



High quality native seed production for restoration.



As of this year, Canopy Nature Based Solutions (Canopy) now maintains seven registered carbon projects across NSW, SA, VIC and WA.

In 2022 and again in 2023, we have registered the largest environmental planting aggregations nationwide.

Canopy was established as a company of Greening Australia in 2016. Greening Australia's pedigree in restoring native vegetation presented a unique opportunity to build a presence in the emerging carbon credit sector, to address climate change and biodiversity loss, and repair marginal land on a much larger scale.

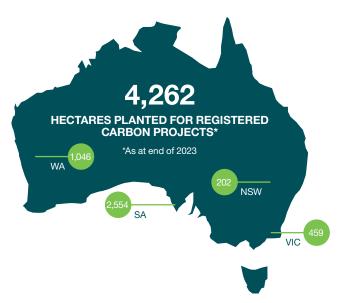
We initially registered two flagship carbon projects with the Clean Energy Regulator: the 750-hectare Peniup project in WA, and 1,000-hectare Morella aggregation in SA. Together they've generated 150,000 carbon credits to date.

We have since grown our footprint significantly. Canopy now occupies a niche position in the marketplace, creating premium carbon credits that have biodiversity benefits designed into projects from the outset.

Our unique aggregations put landholder value at the centre. They combine many smaller planting sites into one carbon project, allowing more landholders to participate in the carbon market and restoring nature on a larger scale. We are finding more ways to match Greening Australia's 40+ years of experience in landscape restoration with emerging environmental credits.

This year, we began work on our first carbon project that, in partnership with Bush Heritage Australia, is also registered with Accounting for Nature to allow for the generation of certified biodiversity credits in the future. We are also exploring new ways of making blue carbon credits through reintroducing tidal flow to restore coastal ecosystems such as mangroves.









Canopy team members visit the carbon planting at the Clarke's farm on SA's Eyre Peninsula Environmental markets can create new revenue streams for landholders through restoration projects, recognising their role in managing matters of national environmental significance for all Australians. Canopy is working with state and local governments to highlight the benefits of integrating environmental restoration and agriculture, and to advocate for more productive regulatory processes that reduce unnecessary barriers to landholders and



A 2,000-hectare carbon and environmental planting underway at our property 'Glandore' this year. Photo: Mark Thomas.

## NatureCo

Founded in 2021 by Greening Australia and the Point Group (an environmental services company), NatureCo is a global for-profit and for-purpose organisation that develops and implements high-integrity nature-based carbon projects for the enduring benefit of people, nature, and climate.

NatureCo's mission is to rapidly scale-up global action on climate change and biodiversity loss, while creating enduring benefits for local communities.

Headquartered in Australia with a team of specialists based all around the world, NatureCo collaborates with a global network of partners to co-develop and deliver nature-based carbon projects that are aligned with international integrity standards and support the UN Sustainable Development Goals.

NatureCo is currently supporting the co-design and delivery of over 30 high-integrity carbon projects in 20 countries across the globe.





NatureCo staff visiting local partners in India and discussing potential project opportunities.

#### **PROJECT PIPELINE**





Large-scale biodiverse restoration requires high quality seed from the right species and locations. With Nindethana as an integrated national seed business, Greening Australia has the knowledge and precious resources to power the restoration of healthy, productive landscapes.

Building on the professionalism and longevity of Nindethana's Western Australian seed business, this year we merged our Native Seed Centre for Restoration in New South Wales into Nindethana as the main seed hub for the East Coast.

The Native Seed Centre is expanding to focus on high demand native seed markets in priority areas, building bigger market share and engaging with customers to develop solutions for their restoration needs.

Integrating Nindethana East and West provided the opportunity to refine and streamline seed testing, data management, stocktake procedures and undertake a market price review. Working groups improved inventory management to make seedlot data more consistent, enabling more efficient analysis and reporting.

Another key pillar of Nindethana's development has been relationship and capacity building with First Nations groups, to support intergenerational wealth through independent seed-based enterprises. In line with Traditional Owners' cultural responsibilities to manage Country, the seed sector needs to be developed as a culturally appropriate and inclusive sector.

With 10 seedbanks across five states and territories, and over 200 small- to mediumsized seed businesses in our national collector network, Nindethana is well positioned to work with the wider restoration industry to grow the Australian native seed sector, ensuring a sustainable seed supply to support Australia's unique biodiversity for future generations.





The Nindethana team in action at our Native Seed Centre for Restoration, harvesting Craspedia variabilis seedheads



L-R: Samantha Craigie (Operations Manager Seed, Nindethana), Andrew Hinchliff (Group Executive Institutiona Banking and Markets, CBA): Brendan Foran (former CEO, Greening Australia): Alex Toone (Executive General Manager Commodities, Trade and Carbon, CBA); Yasmina Elshafei (Managing Director Global Carbon, CBA).

#### Partnering to expand native seed market

A major highlight in 2023 was the Commonwealth Bank of Australia (CBA) minority equity investment in Nindethana to support the expansion of Australia's native seed market and help meet growing demand from carbon sequestration and biodiversity restoration projects.

The industry needs to evolve rapidly, and requires investment to scale infrastructure, technology and working capital. CBA brings much-needed resources to help transform the market and ensure that environmental restoration continues to benefit local communities, the economy and ecosystems.



The decline in native vegetation communities over the past 200 years means wild harvest cannot sustainably meet the rising need for native seed to support ecosystem restoration, carbon sequestration, and disaster recovery.

A practical solution for improving seed supply is to establish native seed production areas (SPAs), borrowing techniques from horticulture and agriculture. With support from private investors, Greening Australia has founded SeedX, a subsidiary company focused on producing high quality, genetically diverse native seed and supporting the overall development of a healthy native seed sector in Australia.

This year, the first SeedX SPA was established on Yuat Country at Jarrega in Western Australia, with essential equipment purchased (vehicles, tractor, slasher, firefighting unit) and all major infrastructure works completed. This includes housing for staff, sheds, seed containers, track works, four kilometres of fencing, 25,000 square metres of weed matting, three solar systems, bores, water tanks, a water treatment plant and irrigation across 100 hectares.

The seed science and operations team worked closely together on a sophisticated planting plan considering the best use and positioning of 24 species and their 144 provenances. Approximately 60,000 seedlings were planted in winter 2023 and QR codes were installed to monitor each species and provenance over the years to come.

The involvement and input of this area's Traditional Owners, represented by the Kwelena Mambakort Wedge Island Aboriginal Corporation (KMAC), has been invaluable to progress at the Jarrega SPA this year. KMAC have contributed significantly to tasks such as invasive species control, planting, soil preparation, onsite nursery management and seed collection. They've also shared knowledge on six varieties of bush tucker plants included in the SPA, which will be an asset for future recovery of these important Aboriginal food sources.

KMAC is using the opportunity while working on Country at Jarrega to train young Traditional Owner rangers to become future custodians and caretakers of land in need of restoration.







## **First Nations partnerships**

**2023 IMPACT** 



#### First Nations partnerships\*

\*This value reflects the number of First Nations partnerships with formal agreements as well as relationships without formal agreements.

#### **Building cultural capability**

Greening Australia completed implementing its first Reconciliation Action Plan this year, which spanned from 2021-2023. Core to this phase of our reconciliation journey has been working with the Thriving on Country Committee on strategies and policies that are improving our cultural capability to engage with First Nations Peoples, building a culturally safe work environment for First Nations employees, and increasing support for First Nations enterprises through procurement and partnerships. By creating and filling the new position of First Nations Land and Restoration Lead, we are scaling up our restoration activities on Indigenous-owned land and ensuring our work results in meaningful outcomes for communities.

#### Fresh funding for **Thriving on Country**

For over eight years, the Prior Family Foundation has been a visionary partner of strategic and innovative programs to scale Greening Australia's impact.

In 2023 we are proud to launch a new iteration of our partnership with seed investment to enable us to build a self-sustaining and scalable Thriving on Country initiative that is co-designed with First Nations partners and our Thriving on Country Committee.

The three-year seed investment will enable us to work towards our vision for reconciliation to create healthy and productive landscapes enabling Aboriginal and Torres Strait Islander Communities, Cultures and enterprise to thrive on Country.

#### Developing lasting partnerships, supporting an Indigenous-led restoration sector

Working with Madjandji Aboriginal Corporation and Mulgrave Landcare, our Reef Assist project on Yidinji Country in Queensland's Mulgrave River catchment is raising the wellbeing and confidence of Mulgrave Landcare nursery volunteers and the Madjaybana Rangers in Babinda. Volunteers in the new native plant nursery are raising trees for the rangers to plant at three wetland/mangrove sites on the Mulgrave River, near the Great Barrier Reef. The project is supporting six Madjaybana Rangers with hands-on learning opportunities, and all six have now completed a Certificate III in Conservation and Ecosystem Management.

Our Green Jobs project in Western Australia, funded by the Department of Water and Environmental Regulation, delivered five planting projects across the South-West in conjunction with six Indigenous organisations and local delivery partners on a mix of public and private land. Together, we planted 205,000 seedlings and sowed some 34 kilograms of native seed across 116 hectares, providing employment for 22 First Nations People.



The Madjaybana Rangers.



Ngala Boodiar Aboriginal Landcare team members in action at one of the WA Green Jobs sites. Photo: Jesse Collins.



We worked with Nukunu and Narungga Traditional Owners to harvest seed from 28 endemic species, and then to sow 178 hectares across five properties in SA's Southern Flinders this year. We shared skills in seed harvesting, cleaning. treatment and storage, and direct seeding.



Gunaikurnai Land and Waters Aboriginal Corporation have assisted Greening Australia in Victoria's Gippsland region for over eight years now to restore both the ecological and cultural values of Country. Here, their On Country team can be seen planting culturally significant wetland species into newly created frog habitat.





#### **2023 IMPACT**



#### Landholders engaged in restoration projects<sup>^</sup>

^This number represents landholders with whom we have signed agreements during FY23.

This year Greening Australia has continued our mission of putting people and landholders at the centre of our restoration work across Australia.

We continued to use the GER-X Land Portal as a means for landholders to register their interest in working with Greening Australia, helping us better match their objectives and land types with our programs in advance of a call. This year has seen great take-up across our priority landscapes with over 580 new registrations. We have undertaken over 200 site assessments to determine their key features and suitability for different types of projects.

Most excitingly, the portal allows us to put together new projects in regions where there's interest, and proactively seek funding to deliver them.

As part of our ongoing improvement in our landholder engagement processes, we have employed a dedicated First Nations Land and Restoration Lead team member, to provide a culturally appropriate channel to engage with Traditional Owners on land they own and manage.

Register for a no-obligation chat about your property: greeningaustralia.org.au/landholder-registration



#### The Annands, Old Bredbo, NSW

On Ngarigo Country near Bredbo in the NSW Monaro region, cattle graziers Tim and Sarah Annand are working with Greening Australia and Canopy to generate carbon credits, while also rejuvenating waterways on the property and linking up two areas of remnant native vegetation to support the local Koala population (and many other wildlife species besides).

Tim said: "My aim was to get the stock out of the gullies and stabilise them, with reduced run-off raising those gullies and raising the water table. The planting is of great benefit, and if carbon's going to help pay for it, it just adds up. The offset revenue will probably cover a few of the set costs for the next 25 years, which gives this property a chance of making a net profit. Everything helps."

#### Ed Vercoe, Carrickalinga, SA

Ed Vercoe runs a cattle- and olive-producing property on South Australia's Fleurieu Peninsula. He's one of three landholders who teamed up with Greening Australia, WWF-Australia and RAW Group to plant 19,000 trees this year, to rebuild mainland habitat for the Kangaroo Island Glossy Black-Cockatoo.

Ed said: "With the high winds here, the soil can go from very wet to very dry in a matter of hours. If the trees block wind and hold water on the upper slopes it will help the pasture. I think every farmer should have a look at their property and work out which areas would benefit from revegetation. Just get some trees in the ground it can only be good."

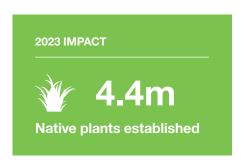


Tim Annand during planting at Old Bredbo Photo: Toby Peet.



Ed Vercoe with Greening Australia's Andrew Woodroffe during planting. Photo: WWF-Australia / ThinkMammoth.





#### 28.3 million Total cumulative native plants established towards 2030 goal 0 10m 20m 30m 40m 500m 2030 goal

#### Tailor-made plantings at scale

Working with landholders and local businesses, Greening Australia has now planted over 1.9 million trees across New South Wales and Victoria, as part of our project to plant 10 million trees with Nestlé. These are carbon plantings that are tailored to suit each location, using diverse seed mixes and seedlings from over 60 plant species. Over one million trees will be planted at an active working farm in Victoria's Gippsland region, adding environmental and natural capital value. This large-scale site demonstrates how biodiversity and agriculture can work together with outcomes for people and nature.

#### **Growing Sydney's tree canopy**

Our Cooling the Schools program in Sydney, funded by the NSW Government, saw 19,500 trees planted over three years with 130 schools, and some 9,700 school students engaged. The team also ran 12 community planting events in partnership with six different councils to plant 52,500 trees in green spaces across Sydney.

This year, the NSW Government committed more funding, supporting Greening Australia to plant a further 200,000 trees in Sydney over the next three years. This will see us co-deliver Cooling the Schools with Aboriginal cultural education provider Deadly Ed, embedding both the environmental and cultural value of native plant species in learning outcomes. We also launched Rewilding Sydney, which will plant 170,000 native trees with public and private landholders, helping expand urban forest, cool the city and increase habitat for wildlife such as koalas.

Learn more about these projects: greeningaustralia.org.au/ nature-in-cities

#### **NSW Monaro Tree Comeback**

4,398,801 plants: 2023 impact

Dieback has devastated the Ribbon Gum, the dominant tree across thousands of hectares of the NSW Monaro region. This year we completed our seven-year NSW Environmental Trust funded project, Monaro Tree Comeback. Over the course of the project, we've planted 16,000 trees and shrubs on private land with Upper Snowy Landcare Network, as habitat connections for woodland birds and other wildlife. We held cultural burning workshops with Traditional Owners to investigate the effect on woodland health, and we established eight research trials of different Ribbon Gum provenances with CSIRO. After only three years there are clear differences in growth between local and non-local trees. The steps made in this project have the potential to improve restoration outcomes in dieback-affected areas, not only on the Monaro but also in other landscapes.





We used Ribbon Gum seed from 16 different provenances (locations) to establish research trials with CSIRO across the Monaro, enabling research into genetic variability to determine different tolerances to environmental conditions.



These year-old plantings at Milton Park in Campbelltown are strong, growing examples of what Rewilding Sydney will achieve. Photo: Toby Peet.

# **Seed supplied**

**2023 IMPACT 7.31 Tonnes of native seed** supplied to restoration projects



Success starts with seed. This year our seed services teams delivered contracted works (including seed collection, processing, testing, treatment, storage and seedbank management), as well as supplying seed to restoration projects, supporting seed-related research projects with universities, and facilitating workshops to raise awareness of native seed and grow market skills and knowledge.

Our supply to restoration projects is significantly supported by our seed collector network of highly-trained local experts who procure seed in line with Australia's best practice standard (the Florabank Guidelines). Providing targets prior to peak season gives collectors certainty of demand, so they can plan and invest in equipment that enables safe and sensitive access to seed material in the wild.

To support Greening Australia's project delivery, we ran an analysis combining state-based vegetation listings, spatial data, land assessments and input from Greening Australia practitioners to identify key revegetation species across five bioregions

in New South Wales and Victoria. Over 30 external restoration projects across the east coast were supplied seed from our inventory this year, with support from our ACT seedbank. This seedbank is getting a major upgrade with a new seed shed, allowing us to deliver even more seed from this location and diversify our services.

We took significant steps in building relationships with Traditional Owner groups interested in entering the native seed sector, supporting one group with a pre-feasibility report on possibilities for a native seed production area in their location, and assisting other groups with training to build capacity in seed collection and management.

For more on seed, visit: greeningaustralia.org.au/servicesnative-seed





We facilitated several workshops and volunteer events at the Native Seed Centre in Sydney this year. The lab, seed processing shed and seed production area are perfect for gathering people to learn about native seed. Photos: Toby Peet.

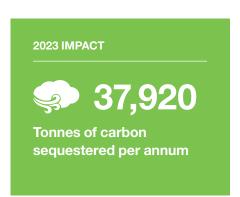


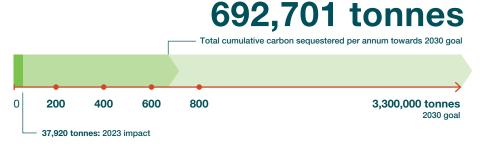
Greening Australia's Melinda Pickup is leading seed research. Photo: Jesse Collins

#### Research to build best practice in seed production

A five-year research project led by Greening Australia, funded by The Ian Potter Foundation, began this year based in Western Australia. It brings together skilled collaborators and research partners to plug core practical knowledge gaps on establishing and managing effective, climate-ready seed production areas (SPAs). The findings will be shared with the whole native seed sector to make developing SPAs more accessible for practitioners, ultimately improving seed supply and science-led restoration outcomes in a changing climate.







#### **Carbon for Koalas**

We established our first independent carbon site for New South Wales at 'Old Bredbo', in partnership with landholders the Annands and enabled by various supporters. This project established 26,000 seedlings across 65.8 hectares, and it will generate an estimated 21,000 ACCUs. Beyond carbon, the selection and design of this site is intended to support a Koala population in the Jerangle Range, improving passage between two large bushland patches. Several gullies on the property that flow into Strike-a-light River, as well as long sections of the river itself, have been fenced off and planted with native trees and shrubs. This will help reduce erosion and stabilise banks, ultimately improving water quality and reducing sediment flowing into the Murrumbidgee River catchment - which in turn is part of the Murray Darling Basin.

#### Australia's largest aggregation for native reforestation carbon, again

Greening Australia and Canopy continued to respond to rising demand for high-integrity carbon projects this year. The 2023 native reforestation carbon aggregation, registered with the Clean Energy Regulator, is establishing over 2.26 million native biodiverse plants across 1,228 hectares - almost three times the size of Melbourne's CBD. It's Australia's largest carbon aggregation via reforestation plantings by number of landholders and area.

There are 14 landholders from across Western Australia. South Australia. New South Wales and Victoria involved, double the number engaged in our 2022 aggregation. Over 25 years, the aggregation is expected to generate over 250,000 ACCUs via the environmental planting methodology.

Western Australian farmer Clinton Dolan, one of the landholders participating in the aggregation, said: "Our neighbours had extensive areas planted and are achieving amazing results. We've got 60 to 65 hectares of saline land... The project is planting that land in shelter belts using native species - salmon gum, white gum and then saltbush through the salty country - to basically regenerate the land"

To invest in our nature-based solutions with Canopy, contact info@canopy.org.au

Register for a no-obligation chat about joining a future aggregation: greeningaustralia.org.au/landholderregistration



The Old Bredbo carbon planting will also support Koala movement and protect waterways. Photo: Toby Peet.

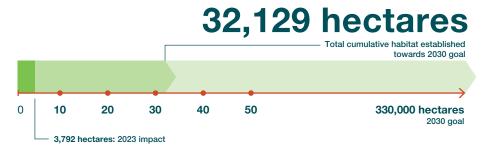


2023 aggregation participant and farmer Clinton Dolan. Photo: Courtesy of Clinton Dolan.



### **Hectares established**





#### **Bringing back habitat for Glossies**

This year Greening Australia partnered with WWF-Australia, RAW Group and landholders on South Australia's Fleurieu Peninsula to plant 19,000 trees and restore quality habitat for the South Australian subspecies of the Glossy Black-Cockatoo (Glossies). The 2019-20 bushfires scorched half of Kangaroo Island, the only place SA Glossies call home, highlighting the urgent need for insurance habitat on the mainland.

We also completed our project partnering with the NSW Government's Saving our Species program and NSW Environmental Trust to restore habitat for Glossies in south-eastern New South Wales. Landholders, volunteers, and contractors planted 3,400 tubestock this year, bringing the project's total to 17,400. The 38 participating landholders are now protecting 94.4 hectares through 10-year agreements, and threatened bird species are already being seen at the planting sites, including the Flame Robin, Gang Gang Cockatoo, Scarlet Robin, and Diamond Firetail.



Some of the 19,000 trees planted on the Fleurieu for SA Glossies this year. Photo: WWF-Australia / ThinkMammoth.

#### **Planting Malleefowl migration corridors**

Once widespread, Malleefowl numbers have greatly declined across the Victorian Mallee region due to habitat loss and fragmentation. This year Greening Australia completed a five-year program in partnership with the Mallee Catchment Management Authority and the Victorian Department of Energy, Environment and Climate Action to restore, enhance and reconnect priority Malleefowl habitat in Habitat 141. Over that time, we planted 75,000 seedlings and sowed 264 kilograms of native seed over 400 hectares, so in future Malleefowl can roam more freely and increase the genetic diversity of populations.

#### Midlands Arboretum growing strong

A haven for Tasmanian flora and fauna is being created in the Midlands. Established in partnership with the von Bibra family and supported by the JM Roberts Charitable Trust, the Midlands Arboretum near Ross, Tasmania, is designed to be an outdoor classroom for local schools and the community, showcasing species unique to the Midlands Biodiversity Hotspot. Officially opened in late 2022, the arboretum had some upgrades this year, with plant ID tags added, rocks and logs recovered from roadworks moved on site to create habitat, and new pathways marked with mulch. The arboretum (and the Species Hotels next door) is open to visitors, so drop by if you're in the area!



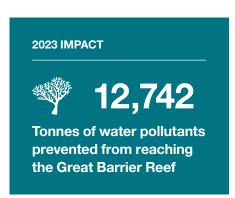
Increasing habitat connectivity can help improve the resilience of Malleefowl populations. Photo: Donald Hobern

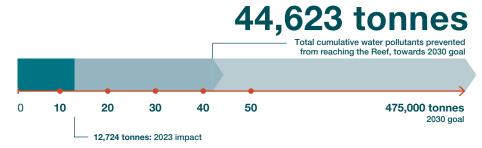






## Water pollutants prevented





#### Research to inform science-led restoration

This year has seen the completion of two collaborative research projects with university, government and community partners, funded by the partnership between the Australian Government's Reef Trust and the Great Barrier Reef Foundation. One trialled using drones for riparian restoration, and found them cost-effective for weed treatment and monitoring, but their use for revegetation needs further research. The other investigated whether remediating eroding gullies can reduce bioavailable nutrient pollutants as well as sediment pollutants. Nutrients respond in complex ways, but our research found using certain materials to rebuild gullies can improve overall water quality outcomes. This year we also commissioned a survey of mangrove habitat along the coastline from Cairns to Gladstone, to assess the condition of these vital ecosystems and uncover potential restoration sites.

#### The depth of connection between people and Country

Following completion of our gully remediation project at Kirknie Station on Birriah Country in Queensland's Bowen, Broken, and Bogie river catchments, this year we were privileged to be part of a smoking ceremony for repatriation of cultural heritage artefacts. Dozens of ancestral items, such as grinding stones, mullers and blades, were collected by Birriah Traditional Owners before works commenced, kept safe while we remediated the gullies, and have now been returned. Monitoring of the sites this year has shown they have revegetated and stabilised well. The landholder's progressive grazing management practices will help ensure the long-term success of the works, which are successfully preventing 2,350 tonnes of sediment from reaching the Great Barrier Reef each year.







The cycle from eroding gullies, to re-establishing vegetation on reshaped gullies, to returning cultural artefacts



Team members from Greening Australia, QLD Department of Agriculture and Fisheries, Mulgrave Landcare, and Madjandji Aboriginal Corporation conducting drone trials.



## **Our supporters**

Investment into science-led, nature-based solutions allows us to scale our work to tackle the environmental challenges of climate change and biodiversity loss. Our partners' commitment to helping people and nature thrive means we can achieve greater impact. Here are a few examples.

## AstraZeneca

We are in the third year of delivering AstraZeneca's 25 Million Trees project in partnership with One Tree Planted in Australia. 2023 saw us plant over 1.6 million trees, restoring 1,800 hectares across five priority regions including the Wheatbelt and Gondwana Link in Western Australia, the Eyre and Yorke Peninsulas in South Australia and the Monaro in New South Wales.

This year, AstraZeneca expanded its global AZ Forest initiative, announcing a commitment to plant 200 million trees across six continents by 2030, to support a cleaner, healthier climate. AstraZeneca has committed to planting 25 million of this global allocation in Australia by 2025 with global partner One Tree Planted.



Managed in partnership with Greening Australia and Trust for Nature, Bank Australia's conservation reserve continues to be an outstanding example of science-led conservation in practice. This year the team completed a large-scale monitoring program to assess the ecological diversity and condition of the reserve and evaluate the effectiveness of management activities over the last five years. We now have a comprehensive catalogue of native animal and plant species across all properties within the reserve, including new species that have not previously been observed.



Greening Australia has reached its tree target on sites across New South Wales, Victoria and South Australia, supported by global delivery partner Conservation International. Throughout 2023 maintenance has been undertaken to ensure these trees thrive long into the future and support Mastercard's commitment to mitigating climate change by restoring 100 million trees across the globe by 2025.



Interested in nature-based solutions tailored to your business needs? Find out more about partnering with us at greeningaustralia.org.au/our-corporate-partners





Our work with Nestlé is off to a great start, with over 1.9 million trees now planted across multiple sites in New South Wales and Victoria, following the April - October 2023 planting season.

Working in partnership with Greening Australia and One Tree Planted, Nestlé aims to plant and grow 10 million trees in Australia as part of its Global Reforestation Program, which aims to plant 200 million trees globally by 2030.

Working in collaboration with local landholders and communities. Nestlé's 10 million trees will help restore local biodiversity and native habitat, capture carbon, improve water quality and enhance soil health.

#### officeworks

Now in its sixth year, our Restoring Australia partnership with Officeworks has planted more than 1.45 million trees, spanning over 1,900 hectares across over 230 planting sites. In 2023, together we planted a further 210,000 native trees in a variety of landscapes across the country. The program is now well on its way to reaching its goal of planting two million trees by 2025, helping to restore biodiverse habitat and wildlife corridors, while supporting landholders and local communities.



Setting up one of the climate future plots in Victoria. Photo: Patrick Corden.



Over 10,500 Alpine Ash seedlings, grown from seed sourced from 21 different populations, have been planted in climate future plots in Victoria and NSW through our partnership with Minderoo Foundation. Each seedling is labelled with its provenance (place of origin) and geolocated using a unique QR code, enabling monitoring of plant physiological traits and growth in response to stress conditions. Analysis of the seed is also ongoing at Edith Cowan University to identify the genetic basis of climate-adjusted traits such as resprouting, thicker bark and earlier flowering that may help trees survive or reproduce after a fire. Through this cutting-edge project, we're working towards an innovative, scalable nature-based solution — climate-adjusted seed — to pre-emptively help restore landscapes and prevent widespread loss of Australia's Alpine Ash forests before it is too late.

## Our supporters

Philanthropy allows us to achieve more impact, increase innovation and build capabilities. All support — large and small — makes a difference.

The collective generosity of individual givers, major gifts and bequests, corporate philanthropy, brand partnerships and international giving makes a real difference for the impact we can achieve. This support amplifies progress towards our targets for restoration and helps us deliver additional value along the way.

Specifically, these partnerships allow us to:

- buy cleared and unproductive land and undertake restoration
- · connect people with nature through planting events that attract more support and funding
- grow our First Nations partnerships
- · build innovative science, including climate resilient restoration techniques, to enhance our skills and capabilities.

As the increased cost of living puts pressure on funds available we particularly wish to recognise and thank our supporters for their financial and in-kind support.



Photo: Cathy Finch.



Photo: Toby Peet

#### Individual giving and bequests

We are so grateful to all those who support Greening Australia — through memberships, gifts to fundraising appeals, or regular monthly donations — helping us tackle the challenges facing Australia's unique landscapes and rebuild nature.

Our gratitude also goes out to all those who have (or intend to) leave a gift to Greening Australia in their Will.

Every gift, no matter its size, plays a critical role — thank you.



Make a donation today, visit: greeningaustralia.org.au/donate

#### **EXAMPLES OF HOW CORPORATE PHILANTHROPY CAN SUPPORT US:**



In 2023, Greening Australia partnered with IGA on the Buy One Get One Tree in-store promotion. The promotion gave shoppers an opportunity to help restore Australia's unique and diverse landscapes by purchasing selected products in stores across Australia. The partnership funded the establishment of 65,000 trees in its inaugural year, helping expand our work to deliver large-scale restoration programs that tackle the twin crises of biodiversity loss and climate change.

#### i=Change<sup>®</sup>

i=Change makes it simple and powerful for businesses to give back, to support organisations including Greening Australia. This unique model for business re-imagines corporate partnerships and philanthropy, as it's the business who gives, and the customer chooses where the donation goes. In partnership since March 2020, over 100 Australian businesses now give to Greening Australia projects, and have delivered over \$715,000 in new funding.

Since 2021, we've partnered with Amazon Australia to enhance nature and its benefits to people in major Australian cities and suburbs. This year, the partnership enabled Greening Australia to expand our Nature in Cities program to Brisbane, where we are collaborating with Brisbane City Council and the Brisbane Sustainability Agency with a target of planting one million native plants by 2032. The first project has restored 22,000 plants to date at the Archerfield Wetlands, one of Brisbane's largest floodplain ecosystems.



planting days at Archerfield Wetlands in Brisbane. Photo: Cathy Finch.



If you want to partner with us, visit: greeningaustralia.org.au/our-corporate-partners

#### CORPORATE PHILANTHROPY Engineer's lasting legacy empowering landholders to improve land ANU Llewellyn Hall Australian Gas Infrastructure Group A legacy left by John and Bette Mann is helping Beam Mobility Australia Victorian landholders restore their land, improve soil health, Biennale of Sydney and create habitat for native plants and animals. Biome Living A respected environmental engineer, John was big **Buro Seating** on planting trees. Ceres Life "We've planted over 4,000 trees on the farm, and it has Challenger Services dramatically reduced our salinity problem, just as he said," Downer recalls his nephew, Lance. Evergreen Garden Centre Found—Space John's wife Bette shared his passion for protecting **iEqualChange** our environment, and their legacy continues to inspire and McKinsey & Company assist others through their bequest to Greening Australia. **NAOS Asset Management** Administered by Greening Australia, the John and Natures Own Bette Mann Landholder Grant symbolises their enduring Nespresso Australia commitment to a greener future, providing an annual grant Neste Australia to Victorian landholders to conserve and restore farming Okta land, boosting its conservation value and productivity. Pablo & Rusty's The inaugural grants were awarded this year to recipients RPS Group Australia Anthony Pelchen, Anthony Dufty and Cate Kirk-Dufty. **MEGT** They'll use the funds to deliver strong biodiversity and Sukin Australia habitat connectivity across a total combined area of SustainDigital 30 hectares. TRUSTS, FOUNDATIONS What an incredible way to be remembered. **AND INDIVIDUALS** Leaving a gift in your Will to Greening Australia can Alcoa Foundation create a legacy that will help our iconic ecosystems heal, Flight Centre Foundation restore Australia's degraded landscapes and deliver JM Roberts Charitable Trust practical solutions to Australia's biggest environment Minderoo Foundation challenges. Every gift, no matter its size, plays a critical **NAB** Foundation role in helping nature thrive. Norman Family Office Peter Lemon For more about leaving a gift in your Will, please Portland House Investments Ltd contact our Foundation team at info@greeningaustralia. Prior Family Foundation org.au, call 1300 886 589 for a confidential discussion, Providence Philanthropic Foundation or visit: greeningaustralia.org.au/gifts-in-wills Pure Good Foundation The Ian Potter Foundation The Simpson Foundation The Wood Foundation 's legacy is helping Victoria and conserve farming land. Photo: Annette Ruzic YEAR IN REVIEW 2023 |

## **Our supporters**

Over the past year Greening Australia has worked with governments across Australia to advocate for and deliver nature-based solutions. Below are examples of how partnering with government can create impact for people and nature.

#### **Advocating for nature**

Over the past 12 months there has been significant focus internationally and here in Australia on new nature-positive targets and changes to legislation and policy to take action on climate change and nature loss.

Greening Australia seeks to influence government legislation and policy that will facilitate nature-based solutions and deliver enhanced outcomes for nature. We advocate for change in partnership with other organisations that have common interests, and work closely with the Australian Land Conservation Alliance and other organisations such as the Restoration Decade Alliance.

This year, this work has included being involved in a 'Night for Nature' event to network with and lobby parliamentarians, and a breakfast briefing for independent parliamentarians and Senators providing feedback on the Australian Government's planned carbon and biodiversity legislation, including the Nature Repair Market Bill, and to discuss opportunities to increase funding into the sector.





#### Governments investing in nature

Greening Australia continues to seek investment from governments to fund delivery of vital projects across the country that enable progress towards our 2030 goals. Investment is key to repair damaged and degraded landscapes and habitat, and the lack of prioritisation of government investment in the environment is cause for great concern.

Government support should include the following policy and investment:

- For markets, support should be aimed at enabling their establishment and/ or growth to attract new and additional investment into the environment.
- Native seed requires appropriate and consistent regulation to ensure seed is appropriately managed while enabling growth in capacity for restoration.
- First Nations Peoples should be effectively consulted in co-designing and implementing solutions to maximise every opportunity to create tangible change for community and Country.
- An ambitious National Restoration Plan should be developed that provides a cohesive national vision and action framework to guide all players involved in restoration in Australia, to optimise the potential for our nation to meaningfully meet our international biodiversity commitments and obligations.



Governments can play a key role in leveraging markets to catalyse restoration; for example, the Queensland Government's landmark purchase of Reef Credits this year will ramp up private investment. Photo: Nicole McLachlan / Citizens of Great Barrier Reef.



Growing recognition of the value of First Nations leadership in the environmental sector is seeing government investment in co-designed projects such as DWER Green Jobs and Reef Assist projects. Photo: Jesse Collins.



Greening Australia and Australian Land Conservation Alliance representatives meeting with independent MPs and Senators in Parliament House to demonstrate the value of private land conservation, environmental markets and restoration to society, the economy and the environment.



## **Get involved**

Become a member to join us every step of the way

Become a partner and help us create meaningful impact for people and nature

Register your interest in working with us on your land

Donate to support our work restoring Australian landscapes

Connect with us on social media











## Keep in touch

Want to hear from us regularly? Subscribe for updates via our monthly e-newsletter, The Leaf.



## **Contact us**

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