



**Australian Government**

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**Australian Pesticides and  
Veterinary Medicines Authority**



## **APVMA Emissions Reduction Plan 2025–30**

June 2025

## Acknowledgement of Country

The Australian Pesticides and Veterinary Medicines Authority acknowledges the Traditional Owners of Australia, the oldest continuous living culture in the world, and we recognise their continuing connection to land and sea, waters, environment and community. We pay our respects to Elders past and present.

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## Declaration and Sign Off

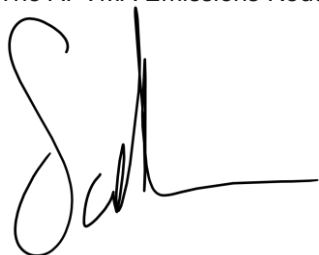
The Australian Government released the [Net Zero in Government Operations Strategy](#) in November 2023, setting out the overall approach and action required by Commonwealth entities to achieve the APS Net Zero 2030 target.

The Net Zero in Government Operations Strategy represents a strong commitment by the Australian Government to lead by example on emissions reduction and contribute to the decarbonisation of Australia's economy.

As a corporate Commonwealth entity, the Australian Pesticides and Veterinary Medicines Authority (APVMA) is not required to achieve the APS Net Zero 2030 target. However, we are encouraged to develop an emissions reduction plan and set our own climate-related targets. Our climate-related target will focus on our scope 2 emissions. Our aim is to reduce scope 2 emissions by 100% by joining the Whole of Australian Government (WoAG) electricity procurement for renewable energy, subject to an assessment of value for money.

Over the next 5 years, we will also continue to explore our options to reduce our scope 1 and scope 3 emissions as more data and information becomes available. Our scope 3 emissions will also be reviewed in line with the 2026–27 mid-term review of the Net Zero in Government Operations Strategy. In the meantime, this plan outlines the interim priorities and actions we are taking towards reducing our scope 3 emissions.

The APVMA Emissions Reduction Plan 2025–30 was approved by the APVMA Board on 4 June 2025.

A handwritten signature in black ink, appearing to be 'S. Hansen', with a long horizontal line extending to the right.

Scott Hansen  
Chief Executive Officer

## Emissions Reduction Plan

### Purpose

The APVMA is contributing to emissions reduction initiatives set by the Australian Government's [Net Zero in Government Operations Strategy](#), developed by the Department of Finance. The Net Zero in Government Operations Strategy sets out the Australian Government's approach to achieving net zero greenhouse gas emissions from its operations by 2030 and the reinstatement of public emissions reporting.

The goal of the APVMA Emissions Reduction Plan is to provide a pathway for the APVMA to reduce its emissions through targeted emissions reduction activities. It has been completed in accordance with the Net Zero in Government Operations Strategy, where appropriate, and the [APS Net Zero Emissions Reporting Framework](#).

### Net zero greenhouse gas emissions

APS Net Zero 2030 is the target set by the Australian Government to achieve net zero greenhouse gas emissions from government operations by the year 2030. It includes scope 1 and scope 2 emissions from activities in Australia and its territories, as described in the Net Zero in Government Operations Strategy.

The APS Net Zero 2030 target applies at the aggregate level to non-corporate Commonwealth entities and generally covers the entirety of the entity's organisation. From an organisational perspective, this means minimising the greenhouse gas emissions that are within our control.

Corporate Commonwealth entities, including the APVMA, are encouraged to set their own climate-related targets.

### Governance and reporting

Progress against actions identified within the APVMA Emissions Reduction Plan, and any additional measures adopted, will be included in our annual reports from the 2025–26 reporting period. This, combined with annual emissions reporting, will be used as a measure of the APVMA progress towards reducing its emissions.

As part of the [Net Zero in Government Operations Annual Progress Report](#), the Department of Finance will aggregate these measures to provide whole-of-Australian Government emissions reporting.

## Our operating context

The APVMA is the independent statutory authority responsible for the regulation of agricultural and veterinary (agvet) chemicals in Australia. It regulates agvet chemicals to protect the health and safety of people, animals and the environment, and to support primary industries, biosecurity and international trade for all Australians.

The APVMA is a corporate Commonwealth entity within the Agriculture, Fisheries and Forestry portfolio. The APVMA is established under the *Agricultural and Veterinary Chemicals (Administration) Act 1992* (Administration Act). The Administration Act establishes the APVMA as a national registration authority to administer such laws of the Commonwealth or of the states and territories, relating to agvet chemical products, as confer functions and powers on it. The APVMA Board (Part 3, Administration Act) is the accountable authority for the purposes of the *Public Governance, Performance and Accountability Act 2013*. The Chief Executive Officer of the APVMA (Part 4, Administration Act) is the Agency Head for the purposes of the *Public Services Act 1999*.

As of FY2025–26, the APVMA has a budgeted staffing footprint of 196, managed through a headcount of approximately 200 employees. We have offices (leased) in Armidale and Canberra (summarised in **Table 1**). The majority of APVMA staff are based in Armidale (58%). 36% of the workforce is based in Canberra, and 6% is remote. In addition, some staff have hybrid or flexible working arrangements in place.

The Armidale office is located at 102 Taylor Street, Armidale. The APVMA occupy approximately 74% of the building with another Commonwealth agency occupying the remaining 26%. The building was purpose built with the lease commencing on 3 June 2019. The APVMA has an initial 15-year term that expires on 2 June 2034. The net lettable area of the APVMA office is **2,032 square metres** across two floors. The layout of the ground floor consists of meeting rooms, a general-purpose room, and a kitchen area. Level 1 is fitted out with a kitchen, collaboration spaces, workstations, offices and meeting rooms, including a boardroom. Our Armidale office is also located in the NSW Government's New England Renewable Energy Zone, which will eventually reduce carbon emissions by delivering a greater mix of renewable energy (sourced from wind and solar power generation).

The Canberra office is located at Level 4, 14 Childers Street, Canberra. The APVMA occupies approximately 8% of a multi-tenanted 5-story building and includes 5 parking spaces. The APVMA has an initial 10-year term that commenced on 1 June 2024 and expires on 30 May 2034. The net lettable area of the APVMA office is **1,172 square metres** on a single floor. The office layout includes a foyer with 2 meeting pods, a kitchen, a kitchenette, a general-purpose room, workstations, offices and meeting rooms, including a boardroom.

The combined net lettable area for both office spaces is **3,204 square metres**.

The APVMA does not maintain or operate any fleet vehicles.

Table 1: APVMA office locations

Location	Address	Occupancy arrangement	Floor area (m2)	Lease expiry
Armidale	102 Taylor Street	Commercial tenancy agreement	2,032 m2	2 June 2034
Canberra	Level 4, 14 Childers Street	Commercial tenancy agreement	1,172 m2	30 May 2034
			<b>3,204 m2</b>	

The APVMA has already commenced emissions reduction activities. We have:

- Appointed a Chief Sustainability Officer who is responsible for leading and implementing initiatives that support climate action in government operations, such as emissions reporting, developing and implementing emissions reduction actions, climate risk management and disclosure.
- Expressed our intention to join the Whole-of-Australian Government (WoAG) electricity services arrangements, including agreement for the Department of Finance to access our electricity information to inform the requirements and approach to the market.
- Increased our utilisation of teleconference and video conference facilities to conduct our core business.
- Implemented waste reduction and recycling initiatives, including participation in 'Return and Earn' programs (in both Armidale and Canberra) and implementing plastics recycling, where possible, in the Armidale office.
- Encouraged our staff to transition to a 'paperless office' by utilising our electronic document and records management system to reduce the amount of paper and printer consumables used within the agency.
- Improved office spaces and facilities by installing low-power LED motion activated lighting to improve energy efficiency, and installing videoconferencing capabilities in SES offices and meeting rooms where possible.
- Continued engagement with our portfolio department, the Department of Agriculture, Fisheries and Forestry, the Department of Finance, and the Department of Climate Change, Energy, the Environment and Water.
- Promoted and championed our existing Environmental Contact Officer Network (ECONet).

## Baseline emissions

Baseline emissions are a record of greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. The baseline emissions from financial year 2023–24 are the reference point against which emissions reduction actions can be measured.

The baseline emissions for this plan focus on scope 1 and scope 2 emissions, consistent with the APS Net Zero 2030 target. Electricity-related emissions were calculated using the location-based method. The complete 2023–24 greenhouse gas emissions inventory tables for the APVMA, including Scope 3 emissions, are presented in the [APVMA Annual Report 2023–24](#).

**Table 2: Baseline emissions for 2023–24 financial year**

Baseline year	Financial year 2023–24
Scope 1 emissions	3.536 tCO <sub>2</sub> e
Scope 2 emissions	119.407 tCO <sub>2</sub> e
Total emissions	122.943 tCO <sub>2</sub> e

## Engagement

In the development of this plan the APVMA has been working with:

- Department of Finance
  - Climate Action in Government Operations (CAiGO) – to ensure that this plan aligns with the Net Zero in Government Operations Strategy and the Commonwealth Climate Disclosure Policy where appropriate.
  - APS Emissions Reduction Working Group – to discuss and provide feedback in support of the CAiGO greenhouse gas emissions reporting process and framework.
- Department of Agriculture, Fisheries and Forestry – to share information and best practices, and identify options to lower emissions across the portfolio.

As the APVMA further explores opportunities to reduce its emissions it will continue to consult with:

- Our landlords and property services providers (MPG Funds Management and JLL) – to discuss data improvement and opportunities to lower emissions through property and facilities management.
- Our neighbouring tenants – to discuss opportunities to collectively lower emissions.
- Other service providers – to discuss data improvement.



## Emissions reduction targets

The APVMA is committed to reducing our greenhouse gas emissions. Our climate-related target will focus on our scope 2 emissions. Our aim is to reduce scope 2 emissions by 100% by joining the Whole of Australian Government (WoAG) electricity procurement for renewable energy, subject to an assessment of value for money.

Over the next 5 years, we will also continue to explore our options to reduce our scope 1 and scope 3 emissions as more data and information becomes available. Our scope 3 emissions will also be reviewed in line with the 2026–27 mid-term review of the Net Zero in Government Operations Strategy.

## Priorities and actions

For the APVMA to reduce its greenhouse gas emissions, targeted action on existing emissions reduction measures and the introduction of further or new measures is required. In addition to actions to reduce our scope 2 emissions, this plan outlines the interim priorities and actions we are taking towards reducing our scope 3 emissions. These actions are summarised in the following points, with further detail provided below:

- Procuring renewable electricity by participating in the WoAG electricity agreement.
- Continuing to embed sustainable procurement practices in line with the Australian Government's [Environmentally Sustainable Procurement Policy and Reporting Framework](#).
- Considering climate impact when planning travel, ensuring our internal travel policies and guidance aligns with WoAG travel arrangements and the Net Zero in Government Operations Strategy.
- Incorporating circular economy principles into ICT procurement and asset management frameworks.
- Enhancing capability and awareness of sustainability initiatives across the agency.

Additional actions:

- Working with our landlords and property service providers to maximise emission reduction opportunities and improve building energy efficiency.
- Working with internal stakeholders and property service providers to improve data collection of sources which have a material impact on the agency's emissions reporting and analysis.
- Uplifting operational practices such as waste management and cleaning contracts.
- Reducing the levels of printing and paper usage.

## Energy

Reducing energy consumption through energy management strategies and improving energy efficiency is recognised as the most effective way for the APVMA to reduce its scope 2 emissions.

The APVMA intends to participate in the new Whole of Australian Government (WoAG) electricity arrangements as they commence in the Australian Capital Territory and New South Wales, and existing contracts cease, subject to an assessment of value for money.

The Department of Finance has been working to establish WoAG electricity procurement arrangements to support a coordinated transition to renewable energy. This initiative will help meet electricity consumption targets of 80% renewable by 2028 and 100% by 2030. These arrangements will be rolled out in a staged approach from early 2025. The APVMA's current electricity arrangements are contracted to expire on 12 December 2025.

Our ability to pursue solar and other renewable energy generation is limited due to our site suitability and lease terms. However, we will continue to work in conjunction with our landlords and property service providers to ensure we continue to maintain an energy efficient office space.

**ACTION:** Consult with the Department of Finance to ensure participation in WoAG electricity procurement and look to replace its existing electricity contracts with renewable electricity.

## Buildings

The APVMA's current lease at 102 Taylor Street, Armidale and Level 4, 14 Childers Street, Canberra will conclude on 2 June 2034 and 30 May 2034, respectively. It is important to note that we have limited control over the base buildings as our Armidale and Canberra office spaces are leased, rather than owned. This restricts the direct actions we can take towards reducing emissions. However, we remain committed to influencing landlords to adopt energy-efficient practices and enhance building performance. We will work in partnership with its landlords and property services providers to improve building energy efficiency where appropriate.

The APVMA will also ensure net zero building standards are a key consideration in discussions with landlords during any future lease negotiations, including endeavouring to find a suitable building that has and maintains 5.5 star or higher base building and tenancy NABERS Energy ratings. Likewise, we will ensure compliance with relevant sustainability and procurement rules when considering lease options at the end of our current building lease periods.

**ACTION:** Prior to any new leases or lease renewals, the APVMA will perform a comprehensive market analysis to identify properties with a NABERS rating of 5.5 stars or higher, where practical.

**ACTION:** The APVMA will consult with its landlords and property service providers with respect to opportunities to identify and improve building energy efficiency.

## Procurement

The APVMA will apply the Australian Government's Environmentally Sustainable Procurement Policy and Reporting Framework, where applicable, to ensure environmentally sustainable procurement practices are included in procurement processes. Our procurement policies and guidelines have been updated to include reference to the [Environmentally Sustainable Procurement Policy](#) and [Sustainable Procurement Guide](#).

## Travel

The APVMA recognises that air travel forms a significant part of its emissions footprint. Reasons for travel include participation in meetings, stakeholder engagements, learning and development opportunities (including attendance at conferences, symposiums, and training courses). When travelling domestically, we encourage staff to use low-emission modes of transport, such as trains or other land-based transport, wherever this is practicable and cost effective to do so. We also give preference to hiring electric vehicles where available and practical to do so.

We are committed to aligning our internal travel policy to WoAG travel policies, which require that travel must only be undertaken where other communication tools such as teleconferencing and videoconferencing are not suitable. We will endeavour to balance operational requirements with a commitment to reducing emissions resulting from both transport and accommodation components of travel.

In doing so, we will ensure that staff are able to perform their duties safely, efficiently, and without compromising the agency's operations requirements. Emissions reduction considerations will be integrated into travel planning without undermining the agency's ability to meet its regulatory responsibilities.

The APVMA Travel Policy should include the requirement to consider the environmental impact, including associated emissions of proposed travel as part of the approval process. We will work to align the agency's internal travel policy with the Net Zero in Government Operations Strategy.

**ACTION:** Review the APVMA Travel Policy to ensure consistency with WoAG advice and alignment with the Net Zero in Government Operations Strategy. The policy will include reference to use of direct flights and selection of accommodation that has NABERS ratings, where practical and cost effective to do so.

## ICT

The APVMA will explore opportunities to incorporate circular economy principles into ICT purchasing to reduce embodied emission of the regularly upgraded ICT equipment. It will consider products that are environmentally friendly, more durable over time, and easy to repair and upgrade. This will reduce the creation of e-waste and extend the product life, ultimately reducing emissions.

*ACTION:* Incorporate circular economy principles—such as refurbishment, repair, reuse, and recycling—into ICT procurement and asset management frameworks, where available, where value for money can be demonstrated, and where security requirements allow.

## People, Culture and Capability

APVMA staff play a critical role in reducing emissions from government operations. The APVMA is focused on developing its people and improving its capability to implement net zero actions. The APVMA is committed to creating an awareness of APS Net Zero, fostering a culture of environmental responsibility, and embedding consideration of sustainability matters in the agency's day-to-day operations and decision-making processes.

We will also encourage staff members to participate in suitable training opportunities. This initiative will utilise information and guidance provided by the Department of Finance and the Department of Climate Change, Energy, the Environment and Water, opportunities available through the APS Academy, and other training providers.

The APVMA has a longstanding ECONet. ECONet is a volunteer-run network of staff committed to reducing the environmental footprint of the APVMA's operations. ECONet brings together staff with an interest in environmental sustainability to share ideas, raise environmental awareness, and contribute to APVMA's environmental initiatives.

*ACTION:* Continue to support and promote ECONet to increase staff engagement in sustainability efforts and create a supportive workplace that encourage sustainable practices.

*ACTION:* Promote environmental days of significance (e.g. Clean Up Australia Day and National Recycling Week) to raise staff awareness of environmental issues.

*ACTION:* Ensure all staff have immediate access to the Net Zero in Government Operations and Climate Risk and Opportunity Management Program (CROMP) courses via the APS Academy.

## Summary of actions

The following table outlines the APVMA's priority areas and actions to reduce emissions in government operations:

**Table 3: Priority areas and actions**

Priority area	Action	Responsible
<b>Energy</b>	Consult with the Department of Finance to ensure participation in WoAG electricity procurement and look to replace its existing electricity contracts with renewable electricity.	Chief Sustainability Officer / Chief Financial Officer
<b>Buildings</b>	Prior to any new leases or lease renewals, the APVMA will perform a comprehensive market analysis to identify properties with a NABERS rating of 5.5 stars or higher, where practical.	Chief Operating Officer / Chief Financial Officer
	The APVMA will consult with its landlords and property service providers with respect to opportunities to identify and improve building energy efficiency.	Armida Property Manager / Canberra Property Manager
<b>Travel</b>	Review the APVMA Travel Policy to ensure consistency with WoAG advice and alignment with the Net Zero in Government Operations Strategy. Policy to include reference to use of direct flights and selection of accommodation that has NABERS ratings, where practical and cost effective to do so	Chief Financial Officer
<b>ICT</b>	Incorporate circular economy principles—such as refurbishment, repair, reuse, and recycling—into ICT procurement and asset management frameworks, where available, where value for money can be demonstrated, and where security requirements allow.	Chief Information Officer
<b>People, Culture and Capability</b>	Continue to support and promote ECONet to increase staff engagement in sustainability efforts and create a supportive workplace that encourage sustainable practices.	Chief Sustainability Officer
	Promote environmental days of significance (e.g. Clean Up Australia Day and National Recycling Week) to raise staff awareness of environmental issues	Chief Sustainability Officer
	Ensure all staff have immediate access to the Net Zero in Government Operations and Climate Risk and Opportunity Management Program (CROMP) courses via the APS Academy.	Chief Sustainability Officer

## Involved participants

The following areas of the APVMA have been involved in the development of this plan:

**Table 4: Involved participants**

Title	Team / Branch
Chief Operating Officer	N/A Business Enabling Services
Chief Financial Officer (Armidale Property Manager)	Finance and Procurement Business Enabling Services
Chief Information Officer (Canberra Property Manager)	ICT and Business Technology Business Enabling Services
Chief People Officer	People and Culture Business Enabling Services
Director, Funding & Cost Recovery	Finance and Procurement Business Enabling Services

Members of the APVMA ECONet were also involved in the development of this plan.

## Version control

Version	Date	Author/Modifier	Description
1.0	12/03/2025	Chief Sustainability Officer	
1.1	1/04/2025	Chief Sustainability Officer	Incorporates feedback from involved participants, the APVMA ECONet, the Department of Finance, and the Department of Agriculture, Fisheries and Forestry.
1.2	8/04/2025	Chief Sustainability Officer	Incorporates feedback from the CEO.
1.3	21/05/2025	Chief Sustainability Officer	Incorporates updated climate-related targets.