



Our 2025-28 Environmental Action Plan

Acknowledgement of Country

**We acknowledge Aboriginal people
as the traditional owners of the land,
and pay our respects to elders
past and present.**

**Always was. Always will be.
Aboriginal Land.**

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Glossary

Term	Definition
Baseline	Projected energy consumption or emissions in the absence of any reduction activity.
Carbon Dioxide Equivalent (CO₂e)	The measure used to compare the emissions from various types of greenhouse gases (GHG) based on their global warming potential.
ESG	Environmental, Social, Governance, a framework to help organisations understand and measure their sustainability
Greenhouse Gases (GHG)	Gaseous particles in the atmosphere that absorb and emit radiation causing the greenhouse effect.
GHG Emissions Reduction	Decreases in GHG emissions or an increase in removal of GHG from the atmosphere, relative to the baseline emissions.
Material Issue	The organisation's most significant impacts on the economy, environment, and people, including impacts on human rights.
Materiality (sustainability)	The threshold at which an issue or topic becomes important enough to be reported externally, considering the impact and stakeholder perceptions of importance.
NatHERS	The Nationwide House Energy Rating Scheme (NatHERS) rates the energy efficiency of a home, based on its design.
Operational Control	Operational activities (across owned and managed assets) that are within Bridges influence.
Potable Water	Water intended for use as drinking water.
Retrofit	Changes to a property that improve thermal comfort and energy efficiency.
Scope (Emissions)	Classification of greenhouse gas emissions in relation to operations: <ul style="list-style-type: none">• Scope 1 (direct) emissions: directly owned or controlled by an organisation (i.e. CO₂ emissions from fuel consumption of an organisation's fleet).• Scope 2 (indirect) emissions: produced through the generation of electricity, heating, cooling, and steam used by an organisation.• Scope 3 (indirect) emissions: all other emissions associated with a company's activities.

Our 2025-28 Environmental Action Plan (EAP) builds on the previous EAP from 2022-24. It recognises the achievements of the previous plan and extends our thinking for a further three years with refined ambition, additional targets and renewed actions.

Our environmental road map is underpinned by an emissions calculator, aligned to the GHG protocol, and forms part of our corporate ESG framework, which outlines our strategic approach to sustainability in line with our purpose. We measure progress towards our targets annually against our 2020 baseline.

Our Environmental Ambition

We have adjusted our ambition to build on our leadership role in the sector by sharing our knowledge and engaging more broadly with our residents, staff and stakeholders:

“To lead the community housing industry in the delivery of positive environmental outcomes that benefit our residents and our community and to share our experience and knowledge.”

We recognise that climate change has a fundamental impact on our purpose of changing lives and that we have a role to play in reducing our environmental footprint. In the last three years, we have seen an increase in extreme weather events, particularly heat waves and escalating costs of living, including higher energy costs, which have profoundly impacted our tenants.

Our tenants are highly exposed to the impacts of climate change due to their lower incomes, higher rates of disability and chronic health conditions, and as renters who have limited control over the homes they live in. As the owner and manager of social and affordable homes, we have a role to play in mitigating these impacts for our tenants, while supporting progress towards national and international climate change targets.

Our Targets

To reduce our scope 1 & 2¹ GHG emissions by:



80% by FY30
(based on FY20 levels)

To reduce our potable water consumption by:



10% by FY27
(based on FY24 levels)

To improve thermal comfort and energy efficiency for our residents:



Retrofit 30% of homes

¹ Our target is informed by and subject to the projections provided by Australia's Emissions Projections 2021, Department of Industry, Science, Energy and Resources, New South Wales (and the ACT) electricity emissions.

Themes for Delivery

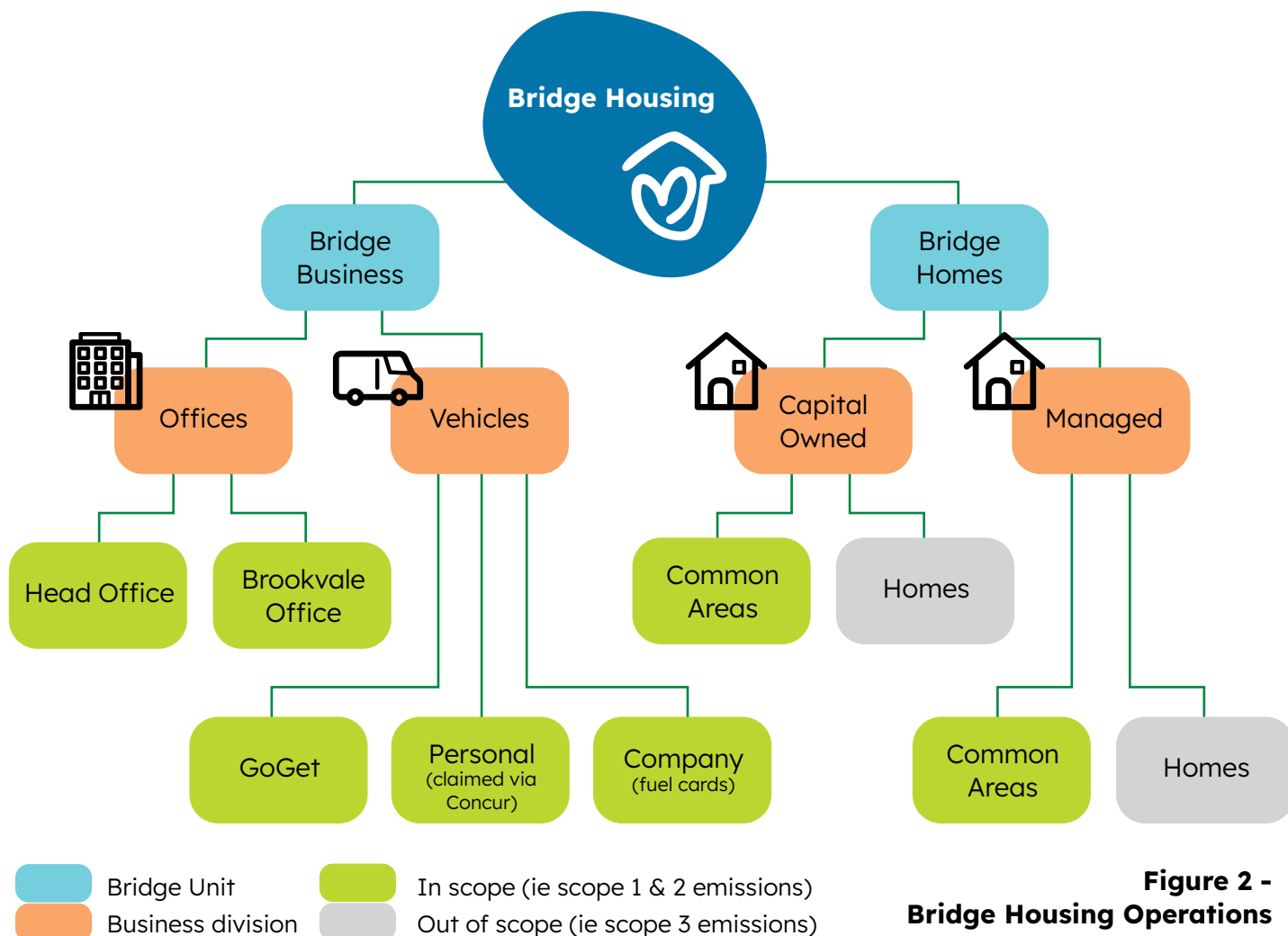
Three key themes frame our approach to delivering this plan:

- **Engage** – we will work to continue building our understanding of the sustainability priorities of our tenants, staff and stakeholders. We will share our commitments and approach to influence positive change..
- **Evaluate** – we will continue our ongoing learning approach to exploring opportunities to progress our environmental sustainability objectives. We will capture and reflect on our learnings through pilot projects and scale successful approaches.
- **Embed** – we will continue to set the conditions that embed environmental considerations as part of our core business. We will be transparent and build on the evidence developed through our pilot programs.



Our Emissions

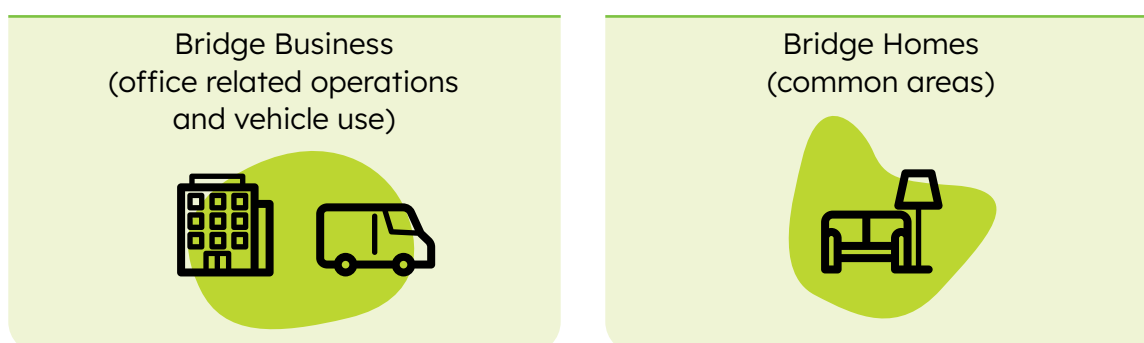
The boundary of our environmental baseline is based on our business activities and the environmental impacts they create. Developed as part of the previous EAP, we review and report our data annually using our emissions calculator to track our progress towards our targets. Figure 2 provides an overview of our operations.



**Figure 2 -
Bridge Housing Operations**

Our Business Operations

The business activities that form part of our environmental baseline are those over which we have direct control and that create a material environmental impact. The definition of direct control is set out by the [Greenhouse Gas Protocol Initiative](#). These activities include:



Environmental Impacts

Environmental impacts include:

Scope 1 and 2 greenhouse gas emissions



Energy and potable water consumptions



Waste sent to landfill and recycled



Exclusions and Limitations

The emissions produced through our other activities, including energy consumed in the homes we own and manage are classified as 'scope 3'. We have limited access to data to accurately understand our emissions profile across scope 3. Improving our data will continue to be a focus in our activity plan given the material impact it has on our residents.

Our Indicators

The environmental indicators shown in Table 1 are consistent with those of the 2022-24 EAP. The environmental indicators have been identified based on our business operations and activities.

Table 1

Environmental Indicator	Business Activity
Electricity (kWh)	Bridge Business – light and power Bridge Homes – light and power
Natural Gas - fossil methane (Gj)	Bridge Homes – cooking hot water
Potable water (kL)	Bridge Business – kitchen and toilets Bridge Homes – kitchen and gardens
Vehicle Fuel Consumption	Bridge Business – GoGet, personal vehicle claims, fuel cards
Waste – Landfill (t) – Recycled (t)	Bridge Business - office waste Bridge Homes - waste collated by contractors for general cleaning of common areas and at tenancy change over
Scope 1, 2 and 3 GHG (t CO₂e)	Bridge Business – electricity consumption Bridge Homes – electricity consumption Bridge Homes - gas kitchen and hot water Bridge Business - fuel consumption, GoGet, personal vehicle claims, fuel cards

Our Progress

Bridge established our first three-year environmental action roadmap in 2021-22 (see appendix A for a detailed review of progress against our actions). Our focus was on reducing our scope 1 and 2 emissions, and on setting the conditions to enable us to effectively understand and manage our environmental foot print.

We have achieved a 54% reduction in our scope 1 and 2 emissions, exceeding our initial target of a 20% reduction by 2024-25. This has been driven primarily by the purchase of green energy and reduced energy consumption. The decarbonisation of the energy grid has also contributed. We have switched from a location-based to a market-based² method from FY23 as primary method for scope 2 emissions reporting, to reflect the reduction in emissions from the voluntary purchase of renewable electricity by Bridge.

Further details of our performance, measured against our indicators, can be found in Table 2 and Graph 1 below.

Table 2

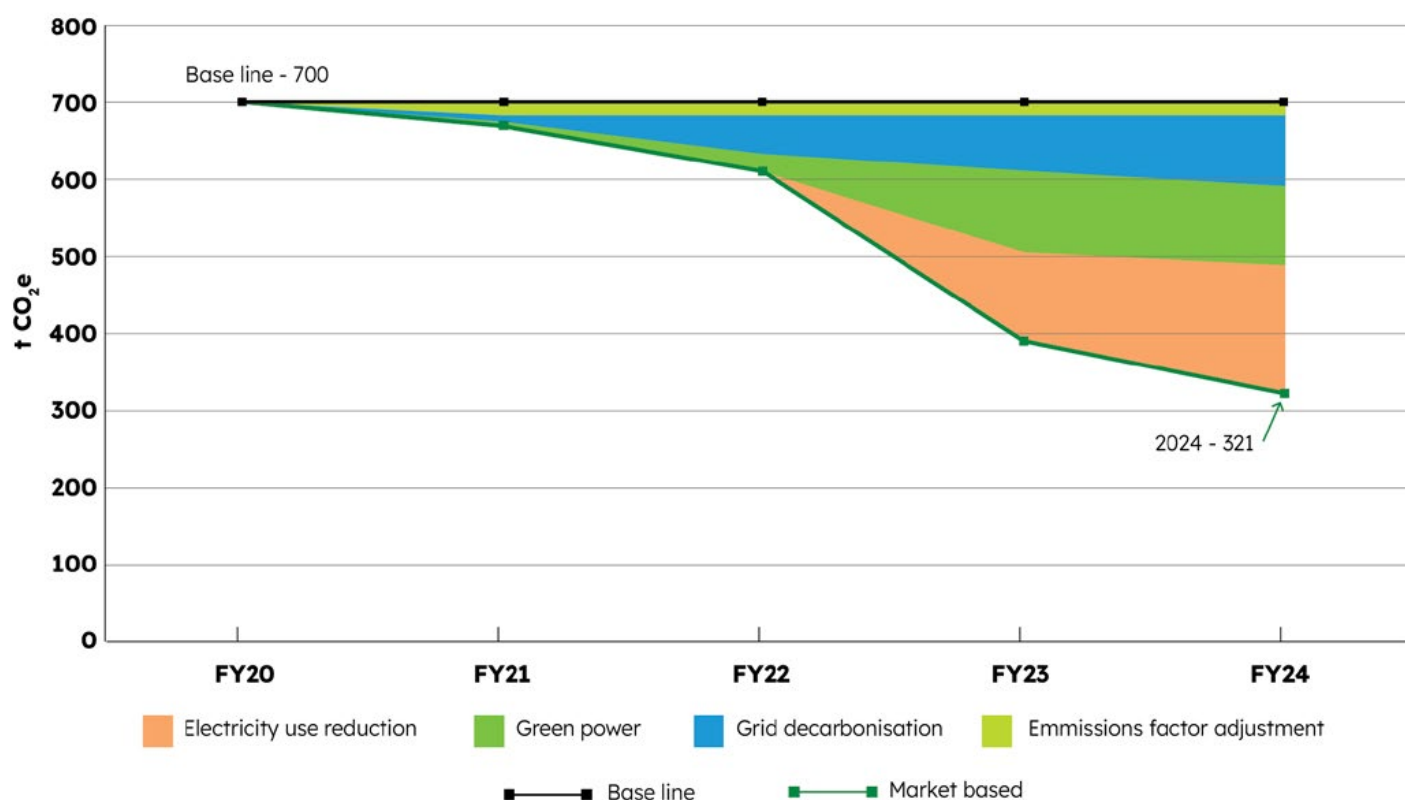
Environmental Indicator	FY20	FY21	FY22	FY23	FY24
Property numbers	3,541	3,587	3,579	3,632	3,714
Scope 1 and 2 GHG (t CO ₂ e)	675	668	647	390	321
Electricity (kWh)	828,427	819,880	790,043	685,447	685,715
Mains Gas - fossil methane (Gj)	64	71	90	75	87
Vehicle Fuel Consumption (kL)	11	11	11	14	13
Potable water (kL)	125,453	209,280	149,067	134,544	133,153
Waste ³ – Landfill (t)	13	13	13	45	45
– Recycled (t)	14	14	14	38	38

³ The location-based method shows a company's electricity emissions in the context of its location. It calculates the emissions from a company's electricity consumption, reflecting the emissions intensity of electricity generation within the state or territory where it operates. The market-based method shows an organisation's electricity emissions in the context of its investments in different electricity products and markets. This includes from voluntary purchases of renewable electricity and mandatory schemes like the Large-scale Renewable Energy Target.

² Only includes waste from Bridge Business (office)



Bridge Housing Scope 1&2 Emissions Reductions from FY20 base year - Graph 1



Tracking our performance in these areas of greatest impacts helps us understand whether our initiatives to reduce consumptions are succeeding which in turn helps manage our operating costs. Some key findings from these reports include:

- The electricity consumed by our offices and in common areas (Scope 2 emissions) represent 88% of our scope 1&2 emissions
- Emissions (scope 1&2) have continued to decrease, particularly scope 2 emissions, thanks to our voluntary purchase of 30% renewable electricity on top of the mandatory renewable electricity
- Electricity consumption has continued to decrease, also contributing to the reduction in scope 2 emissions
- Vehicle fuel and gas use (scope 1 emissions) have increased
- Consumption of potable water has reduced after a peak in 2021-22, remaining constant over the last two years.

We will continue to focus on these areas of environmental impact and to share our experiences with our stakeholders and fellow Community Housing Providers (CHP).

Comparative Performance

Environmental reporting is a relatively new area of activity for the community housing sector and has not materially progressed since our last 2022-24 EAP. For this reason, it is hard to provide a comparative analysis of our environmental performance relative to our peers. However, we have gathered several qualitative observations that help gauge our relative position and achievement against our ambition. These reflect our leadership in the governance and disclosure of our environmental performance.

- Bridge is one of the first CHPs to prepare a comprehensive ESG strategy and impact report. We released our report at the same time as the Community Housing Industry Association (CHIA) ESG Framework, launched in March 2023.
- Chosen as an exemplar ESG strategy to present to multiple community housing and industry fora including:
 - » CHIA NSW Affordable Housing Conference 2022 ESG session
 - » CHIA NSW climate change mitigation and adaptation workshops in 2023 and 2024
 - » CHIA National ESG Standard first report launch event
 - » PowerHousing Asset and Development Roundtable 2024 retrofitting tour
 - » Committee For Sydney, Sydney Summit 2024 Big Ideas pitch encompassing carbon credits for social housing retrofits
 - » Sydney Building Expo 2024 The Retrofit Challenge panel
- Bridge is an active participant in the newly formed Community Housing Climate Action Network (CHCAN, established in November 2023). This network has been formed by CHIA to facilitate collaboration between the many CHPs around the country as we all begin to address the risks of climate change. So far Bridge has shared the insights gained on our ESG journey and listened to others' experience in reducing carbon emissions and improving tenant resilience and wellbeing.

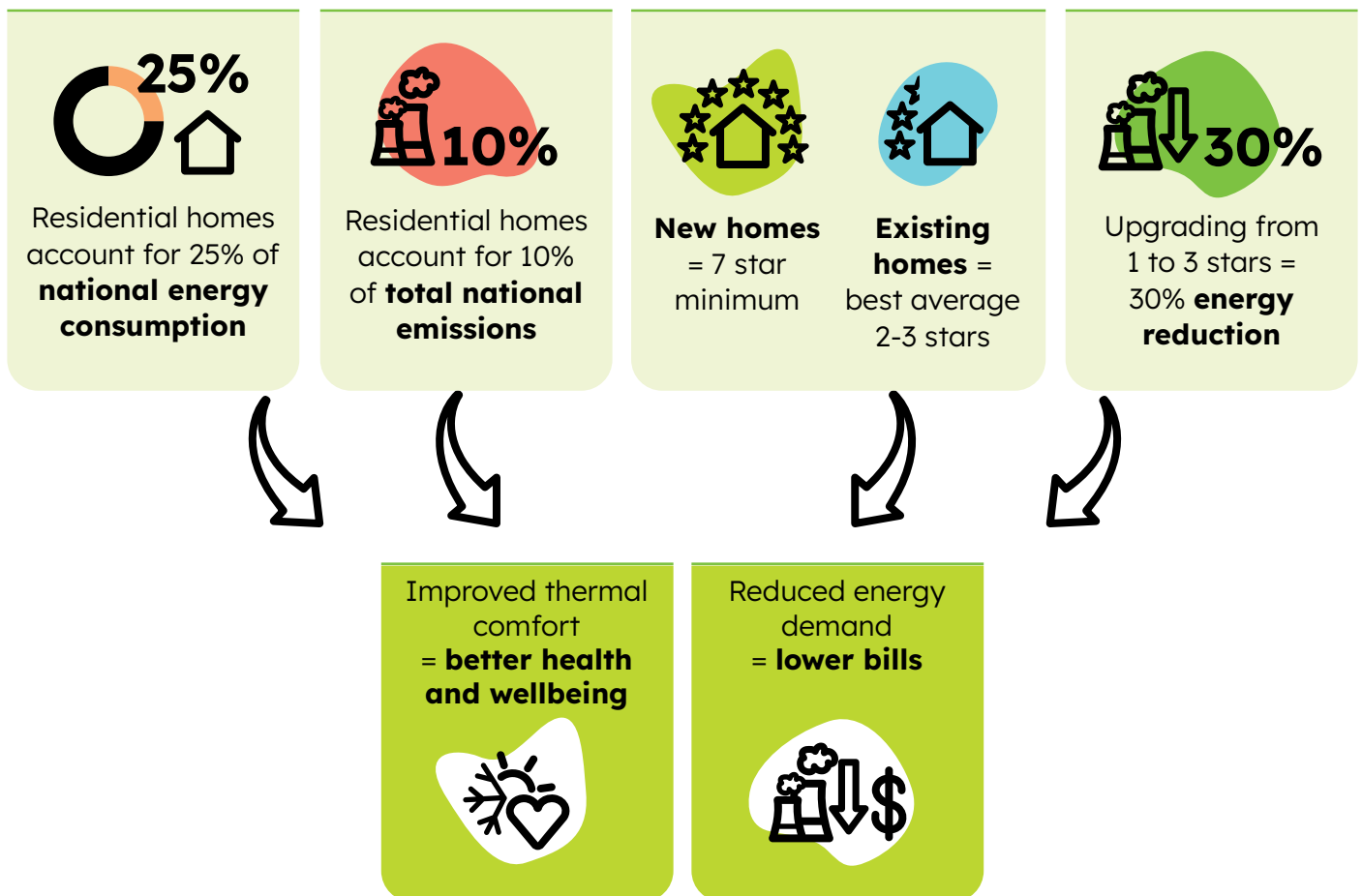
Bridge will continue to gather performance data that measures our environmental performance as set out in Table 1. As other CHPs report such information, we will be able to gain a better understanding of our relative performance, identify opportunities for improvement and where we can continue to share our experience with others.



Key Focus Areas

Our key focus areas are based on our emissions calculator and deliver the greatest impact and therefore opportunity:

- Reducing scope 2 GHG emissions by reducing energy consumption
- electrifying gas appliances
- reducing water consumption and waste
- retrofitting the homes we own and manage.



EAP 2025-28

Focus Area	Actions	Aspiration	Lead
Governance and accountability	Embed 1. Maintain ESG Governance	<ul style="list-style-type: none"> Continue to refine and embed governance structures that embed ESG into decision making, reporting and disclosure. 	General Counsel
Engagement	Engage 2. Establish an engagement program with our tenants to understand their sustainability priorities and expectations	<ul style="list-style-type: none"> Seek ongoing tenant input into the review of pilot projects and communicate the benefits and lessons to our stakeholders. This will contribute to the Co-Benefit Analysis framework with results feeding into the ESG framework and report. 	Communities
	Engage 3. Engage with staff and stakeholders to understand their sustainability priorities and build capacity	<ul style="list-style-type: none"> Broaden the internal environmental impact working group and run training for staff. Seek staff and stakeholder input through a materiality assessment. 	Strategy and New Business, People & Culture
Data and reporting	Embed 4. Data: Scope 3 emissions tracking	<ul style="list-style-type: none"> Combine scope 3 data with scopes 1 & 2 as part of emerging climate related financial disclosure requirements. 	Finance & IT
	Engage 5. Publish annual ESG report	<ul style="list-style-type: none"> Publish and share with stakeholders and fellow CHPs. 	Strategy and New Business
	Embed 6. Develop a new 2028 – 2031 Environmental Action Plan	<ul style="list-style-type: none"> Build on the 2022-24 EAP to continue to improve our environmental performance for the benefit of our tenants, community and the natural environment. 	Strategy and New Business

Focus Area	Actions	Aspiration	Lead
Materials	Evaluate 7. Implement a circular economy strategy to reduce waste to landfill, manage our assets, maintenance and development construction waste	<ul style="list-style-type: none"> Take this from pilot to full implementation. Influence our suppliers and share lessons learned with other CHPs. 	Homes and Communities
	Evaluate 8. Recycling and waste management program involving tenants	<ul style="list-style-type: none"> Collaborate with councils, community groups such as the Bower, waste services providers and tenants to reduce waste to landfill, improve repair and re-use opportunities and to increase the volume of materials being recycled. 	Homes and Communities
	Engage 9. Ongoing implementation of the updated procurement plans and guidelines	<ul style="list-style-type: none"> Full adaptation of the guidelines through staff and supplier engagement. 	Strategy and New Business
Improving our properties & tenant quality of life	Embed 11. Update the Bridge Housing Design Guidelines	<ul style="list-style-type: none"> New homes exceed minimum NatHERS rating, targeting star above the minimum as feasible. Aim to maximise thermal comfort and cut the cost of living for tenants while cutting energy consumption and greenhouse gas emissions. 	Homes
	Embed 12. Design and deliver retrofit program.	<ul style="list-style-type: none"> This will result in the continued roll out of impactful retrofits/ upgrades and will embed sustainability upgrades in maintenance program. Consultation and ongoing communication with tenants during the retrofit process will be crucial. 	Homes

Focus Area	Actions	Aspiration	Lead
Water	Evaluate 13. Design a water saving initiative: a) Desktop study into options b) Pilot test c) Staged implementation	<ul style="list-style-type: none"> We want to reduce our water consumption and that of our tenants. To do this we will work with water efficiency experts to understand our options, test the highest priority actions and then implement successful actions. 	Homes
Biodiversity	Evaluate 14. Design a biodiversity and nature initiative: a) Desktop study into options b) Pilot test c) Staged implementation	<ul style="list-style-type: none"> We want to have a positive impact on biodiversity and nature. To do this we will work with biodiversity experts to understand our current impact and opportunities to improve this. We will then test the highest priority actions and implement successful actions. 	Homes and Communities

Appendix A

Review of 2022-24 Environmental Actions

#	Action	Progress	Further action needed
1	Establish our Governance	Systems/processes/risk Internal working group for monitoring Board/sub-committee oversight ESG Framework Environmental Reporting	n/a
2	Assess our climate resilience	Sustainability diagnostic complete Climate risks included in risk framework	Link ongoing review to Adapt NSW updates
3	Data Improvements	Streamlined scope 1 and 2 emissions data collection	Scope 3 emissions tracking – see Action 2 above
4	Reporting Improvements	Annual emissions baseline reporting Board reporting Executive reporting CHIA ESG standard reporting Impact reporting	Publish annual ESG report
5	Upgrade procurement plans and guidelines	Procurement policy updated Supplier checklist created	Ongoing implementation and staff/supplier engagement – see Action 7 above
6	Review and update the Strategic Asset Management Plan (Action 2 and Program 1)	SAMP updated AMP updated	n/a
7	Develop and implement a program of GHG initiatives (Program 2)	Annual budget established Green power deal (30%) procured Pilot retrofit project delivered (Vic Rd) Scoping of LED lighting	Embed sustainability upgrades in maintenance program Continued roll out of impactful retrofits/upgrades - See Actions 9 & 10 above
8	Develop a waste management improvement program (Program 3)	Investigation of maintenance waste improvement options Investigation of office waste improvements	Tenant waste improvements - See Action 6 above

#	Action	Progress	Further action needed
9	Develop a Co-Benefit Analysis framework for assessing initiatives	Benefits mapped but not documented ESG framework linking	See Action 8 above
10	Update the Due Diligence process to include environmental considerations	DD process updated Environmental upgrades included in initial scope of work for acquisitions New properties to meet 7+ NatHERS rating	n/a
11	Review and update the Bridge Housing Design Guidelines	Guidelines updated to include sustainability principles but not yet published	See Action 9 above
12	Develop a new three-year 2025 – 2027 Environmental Action Plan	In progress	This 2025-28 EAP addresses this.

Complete

Continuing

Not started/stalled