Environment and Sustainability Policy
CP24009

1. Purpose of the policy

Transport for NSW is a driver of social and environmental outcomes. To enable planet and people centric design, delivery and operation of an integrated and sustainable transport network, we must incorporate social, economic and environmental values into our decision making.

This policy sets out the environment and sustainability principals and requirements that must be followed to achieve these outcomes.

2. Who does it apply to?

This policy applies to permanent, temporary, and casual staff, staff seconded from another organisation, and contingent workers including labour hire, professional services contractors and consultants performing work for any of the following:

Department of Transport	YES
Transport for NSW	YES
NSW Trains	YES
Sydney Trains	YES
Sydney Metro	YES
State Transit	YES
Sydney Ferries	YES
The Point to Point Transport Commissioner	YES

Policy number: CP24009	Effective date: 28/10/24
Policy owner: ED, Environment and Sustainability	Review date: 28/10/26
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3.   Principles and requirements

3.1   Principles

The following core principles align with Future Transport and the various strategic plans, guiding our decision making to achieve environment and sustainability outcomes for NSW.

Leadership - Influence the strategic environment and sustainability objectives of the NSW Government through leading by example and partnering with other government agencies and industry to proactively deliver sustainable outcomes for Transport for NSW.

Environment protection - Protect and enhance the environment by aspiring to net gain when undertaking our activities for the NSW Government and the community, with consideration of future generations and the legacy generated by Transport activities.

Energy and carbon - Transition to a net zero emissions and energy efficient organisation and support achievement of net zero for the broader transport sector

Climate resilience - Embed optimal climate risk and resilience management into our activities to avoid, withstand and recover from climate change impacts through promoting long-term sustainability and enabling communities and ecosystems to thrive.

Whole of life – Consider whole of life benefits and impacts from our activities across all life cycle stages and support a circular economy through prioritising avoidance and reduced resource consumption, emissions, and waste generation, while implementing all feasible opportunities for reuse.

Social sustainability - Work to achieve healthy, liveable, safe communities and equitable social outcomes for all, leading by example by embedding Country and social values into all aspects of decision making.

Communication - Empower our customers, partners, and stakeholders to make sustainable choices by communicating and reporting openly and responsively on environmental and social matters. We commit to transparent, early and empathetic engagement with the communities we impact and place importance on the social and community benefit legacies generated by Transport.

Heritage – Lead by example in heritage management to deliver contemporary transport services that celebrate the diverse significance of our portfolio that is tied to the cultural identities and rich heritage of the communities we serve.

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3.2   Requirements

To give effect to the principles in this policy, we must:

- Implement the relevant system:

    o   For Transport for NSW, NSW Trains, Sydney Trains and Sydney Ferries, the [Environment and Sustainability Management Framework Mandatory Requirements](#), or

    o   For Sydney Metro the Environmental Management System, or

    o   Equivalent agency specific environmental management system.

- Support the outcomes of the Transport Sustainability Plan, Net Zero and Climate Change Policy, Biodiversity Policy and any other related policies and practices.

- Build staff capability, capacity and accountability at all levels of Transport.

4.   Compliance and breach

You are required to comply with this policy. If you do not do so, this may result in disciplinary action up to and including termination of your employment or contract.

Compliance will be monitored and measured via records, inspections, reports, audits and other measures that confirm:

- Participation in relevant environment and sustainability training

- Undertaking legislated or regulated activities in accordance with the policies and procedures as contained in the Transport [Environment and Sustainability Management Framework](#) or equivalent agency specific environmental management system

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Appendix A:

5.   Accountabilities and responsibilities

Who	
Deputy Secretary, Safety, Policy, Environment & Regulation	Accountable for setting the strategic direction of the Transport Sustainability Plan and Environment and Sustainability Management Framework in line with our organisational objectives and compliance obligations
Chief Executives of the Transport agencies and Deputy Secretaries of Transport Divisions	Accountable for ensuring program areas in their agencies align and comply with this policy and where relevant, integrate the principles of this policy into divisional and agency Corporate Plans.
Executive Director Environment and Sustainability	Accountable for owning this policy and ensuring this policy continues to align with Transport's strategic direction, and that guidance and controls are in place to help business areas measure and monitor compliance with this policy and any related documents.
All staff to whom the policy applies	Responsible for complying with the principles and requirements in this policy.

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6.   Related/supporting material

1.   [Transport Biodiversity Policy](#)
2.   [Transport Environment and Sustainability Management Framework](#)
3.   [Transport Net Zero and Climate Change Policy](#)
4.   [Transport Procurement Policy](#)
5.   [Transport Sustainability Plan](#)

7.   Document control

7.1   Superseded documents

This Policy replaces the following document:

- CP20000 Environment and Sustainability Policy

7.2   Document history

Date & Policy No	Document owner	Approved by	Amendment notes
28 October 2024 CP24009	ED Environment & Sustainability	Secretary	Updated policy.

7.3   Feedback and help

For advice on interpreting or applying this document, please contact the ED Office within the [Environment and Sustainability Branch](#).

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