Sustainability Report 2025



Carey Baptist Grammar School

Acknowledgement of Country



We acknowledge the Traditional Custodians of this land and their continuing connection to land, sea and community.

We pay our deepest respects to the elders and ancestors of the Wurundjeri people of the Kulin Nation, whose Country is home to our Kew, Donvale and Bulleen campuses; the Tatungalung Clan of the Gunaikurnai people, where Camp Toonallook lies; and the Djiru people, Traditional Custodians of the Mission Beach area where Carey Zero lies.

We recognise the injustices endured by the First Nations peoples of this country.

2025 Sustainability at a glance

This report summarises Carey Baptist Grammar School's sustainability performance for the 2025 reporting year. Carey remains committed to targeting Net Zero emissions by 2035 and continues to embed sustainability across governance, operations and long-term planning.

In 2025, Carey procured 100% GreenPower electricity, resulting in zero electricity emissions. Ongoing growth and expansion of school operations continued to place pressure on year-on-year environmental performance and 2025 sustainability targets. Despite these challenges, total emissions decreased by 42% during the year. This reduction was supported by an improved focus on data collection and data quality, while also highlighting that further work is required to meet targets established using the 2022 calendar year baseline.





Governance and approach

During 2025, Carey undertook a sustainability assessment to consolidate existing initiatives into a single, streamlined Sustainability Plan and Action Plan. The Sustainability Committee was established to start in Term 1 2026 to provide further oversight, guide implementation and set priorities across a rolling three-year horizon. This governance approach supports co-ordinated decision making, aligns delivery with the *Sustainability Plan: 2025–27*, and maintains a strong focus on the School's commitment to Net Zero emissions by 2035.

In 2025, environmentally sustainable design principles were embedded across capital works and asset upgrades, with all new projects required to exceed minimum standards for construction and landscape design. Sustainability considerations will continue to inform planning, design and procurement decisions, supporting ongoing improvements in energy efficiency, water performance and long-term environmental outcomes.

Environmental performance summary

Greenhouse Gas Emissions

Indicator	2024	2025
Total Scope 1 greenhouse gas emissions (Tonnes CO2-e)	729	716
Total Scope 2 greenhouse gas emissions (Tonnes CO2-e)	1,785	0
Total Scope 3 greenhouse gas emissions (Tonnes CO2-e)	970	1,311
Total	**3,484**	**2,027**

Scope 1 emissions decreased by 2%, while Scope 3 emissions increased by 35% in 2025. With the complete reduction in Scope 2 emissions coming from the purchase of 100% GreenPower electricity. Detailed consumption data and supporting performance information are presented in the indicators outlined in the sections below.

Scope 1: Direct operational emissions

Scope 2: Purchased energy emissions

Scope 3: Value chain emissions

Energy

Indicator	2024	2025	Target 2025
Electricity consumption (kWh)	2,291,888	2,424,843	1,885,738
Gas consumption (MJ)	9,911,722	9,073,357	8,513,738

Note: Gas consumption includes both mains natural gas and LPG consumption across campuses

Electricity consumption increased by 5.8% from 2024 to 2025, while rising by only 4.9% on a kilowatt hour per student basis. Natural gas consumption decreased year on year by 8.5%; however, it remained 6.6% above the 2025 target.

As assets are progressively electrified in coming years, natural gas consumption is expected to continue to decline, supported by improvements in electricity efficiency and increased on site renewable generation.

Water

Indicator	2024	2025	Target 2025
Water consumption (kL)	32,370	23,007	15,093

Water consumption decreased by 29% between 2024 and 2025. However, total consumption exceeded the 2025 target by just under 8,000 kilolitres. Water remains a key focus area for the School, with a series of actions identified in the *Sustainability Plan: 2025–27*.

Future works will continue to prioritise drought tolerant landscape plantings, water harvesting and storage, and the installation of efficient fixtures and fittings. These measures are expected to place ongoing downward pressure on water consumption as garden beds are renewed and assets are replaced at end of life.

Waste and resource recovery

Indicator	2024	2025	Target 2025
Landfill waste (tonnes)	347	695	184
Commingled recycling (tonnes)	33	266	67*
Organics recycling	102	141	67*

Note: Both commingled and organics recycling contribute towards the total combined recycling target of 67 tonnes

Overall recycling increased by 271 tonnes in 2025, resulting in an increase from 28% across all campuses in 2024 to 37% in 2025.

Increased construction activity and improved data quality from the School's waste services provider are likely contributors to the large increase in total waste generated, indicating that baseline assumptions and targets may require review. Waste remains a priority within the *Sustainability Plan: 2025–27*, with several targeted actions planned for implementation in 2026 and beyond.

Transport

Indicator	2024	2025	Target 2025
Road Transport (L)	–	90,616	69,563
Air travel (km)	–	121,855	-

Note: For simplicity road transport targets set in the Plan have been merged to provide a single mixed fuel indicator in 2025.

Data quality for transport remained a challenge in 2025. However, improvements are expected as the new data management system becomes fully embedded. Further disaggregation of fuel types is planned in future reporting periods as data quality continues to strengthen.

Comparable 2024 consumption data is unavailable for transport. However, greenhouse gas emissions for that year were able to be extrapolated and are presented in the Greenhouse Gas Emissions Summary (Table 3.1). Given the variability in usage patterns, an additional year of data will be monitored before setting further reduction targets. All air travel emissions in 2025 continue to be offset through GreenFleet.

Paper

Indicator	2024	2025	Target 2025
Paper (Sheets)	2,148,470	1,801,805	3,621,042

Total paper consumption dropped by 693 reams or 346,660 sheets of paper in 2025.





Carey Baptist Grammar School

Kew Campus
349 Barkers Road Kew Victoria 3101
Telephone: +61 3 9816 1222

Donvale Campus
9 Era Court Donvale Victoria 3111
Telephone: +61 3 8877 8500

carey.com.au

2604-09