

Attachment C

Annual Report 2024/25 – Statutory Returns


Statutory Returns



Annual Report
2024/25

The City of Sydney acknowledges the Gadigal of the
Eora Nation as the Traditional Custodians of our local area.

CITY OF SYDNEY 



The City of Sydney
acknowledges the Gadigal of the
Eora Nation as the Traditional
Custodians of our local area.

We acknowledge their continued
care and protection for the lands
and waters of this place since
time immemorial.

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Legislative requirements

Annual reporting

The City of Sydney (the City) is governed by the *NSW Local Government Act 1993* and Regulation, the *City of Sydney Act 1988*, and other relevant legislation. The information that follows meets the City's statutory annual reporting obligations.

Progress report

NSW Local Government Act 1993 No.30 s428 (1)

Essential Elements 5.1 and 5.2

An assessment of the City's progress on the objectives and targets in its delivery program and the effectiveness of the principal activities for the year 2024/25 – the delivery program 2022-2026 annual progress report – is attached to this report and at cityofsydney.nsw.gov.au

State of our city

NSW Local Government Act 1993 No.30 s428 (2)

The state of our city report (formerly known as the end-of-term report) is not required in this reporting period. The state of our city report is required to be published in the year of a local government election. The next election is scheduled for September 2028.

The City's state of our city report for the period 2021/22–2023/24 is at cityofsydney.nsw.gov.au

Report preparation

NSW Local Government Act 1993 No.30 s428 (3) and (5)

This annual report has been prepared under the *NSW Local Government Act 1993* s406, Integrated Planning and Reporting Guidelines and the *NSW Local Government (General) Regulation 2021* s217 and is posted at cityofsydney.nsw.gov.au.

Financial statements

NSW Local Government Act 1993 No.30 s428 (4) (a)

The City of Sydney's audited financial reports for the 2024/25 financial year are attached to this report and at cityofsydney.nsw.gov.au

As well as the general purpose financial statements, the financial statements include special purpose financial statements and special schedules.

Other information

NSW Local Government Act 1993 No.30 s428 (4) (b)

This report includes other information in line with Integrated Planning and Reporting Guidelines, the *NSW Local Government Act 1993* and other requirements.



Image 1. "Bara" by First Nations artist Judy Watson. This public artwork is part of the Eora Journey and is installed at Tarpeian Way, Royal Botanic Gardens, Circular Quay. Photo by Chris Southwood/City of Sydney

Modern slavery

NSW Local Government Act 1993 No.30 s428 (4) (c) and s428 (4) (d)

The City is committed to upholding human rights, ethical business practices and responsible supply chain management. No concerns were raised by the Anti-slavery Commissioner regarding the City's operations.

The City has incorporated a modern slavery schedule into its tender and quotation documents (for contracts over \$50,000) which suppliers are required to complete, and which are part of the evaluation of supplier proposals.

The City has a refreshed modern slavery policy and also has in place a 3-year implementation plan and risk management plan. Together these provide a roadmap of the City's future approach and commits to further development to enhance due diligence and reporting to manage and minimise the risks of non-compliance with laws and regulations in the City's supply chain.

The City's report to the Anti-slavery Commissioner is below. Where reporting is optional it has been noted.

Part A.2 Procurement spend details

A.2.1 and A.2.2 Spending by category – Identified procurement spend and total procurement spend

| Guidance on reasonable steps (GRS) Due diligence level | Value of all procurements (ex GST) |
|---|---------------------------------------|
| Heightened | \$31,981,492 |
| Standard | \$240,074,638 |
| Light | \$224,738,245 |
| Minimal | \$0 |
| Total | \$496,794,375 |

A.2.2 Spending by category – Categories procured

| Guidance on reasonable steps (GRS) | Categories |
|---|--|
| Due diligence level | |
| Heightened | Cleaning, other vehicle types, security services, computer accessories, cleaning supplies, heavy vehicle types, printer, presentation and multi-media, food catering and consumables, general fleet vehicles, copiers and printers, generators, uniform and workwear, vehicle leasing, end user devices, network hardware purchases and inventory. |
| Standard | Office worker contingent labour, damage repair and flooding, roadworks, artists and artworks, call centre, helpdesk service, government road maintenance, couriers, electrical services. |
| Light | Council waste services, building and grounds, real estate management services, landscaping and arborists, software as a service – SAAS, licensing and maintenance, other civil construction – general, event management – non educational, architecture, liability insurances, landscape architecture, vehicle parking services, general plant and equipment repair, furniture, government departments – excluding medical, waste services, industrial equipment and construction equipment hire, civil engineering, business processes, other consulting services, legal support services, vehicle repairs and maintenance, water and sewer utilities, postage, on premise-software support and maintenance, traffic control services, signage, mobile, payments and subsidies, network hardware managed services, fixed data, sports and recreation, audit, quality assurance, probity and risk, ICT contingent labour, training expenses, fuels and lubes, lease and rental of property or building, vehicle insurance, property acquisition and valuation, commercial print, land surveying, spatial, educational equipment, education consultants, lighting, advertising related services, advertising, general office supplies, mechanical engineering, fixed voice, transaction services, insurance claims excess, asphalt services and suppliers, talent search, data provision services, employee professional memberships, other IT and telecommunications expenses, counselling/rehabilitation/physio, internet, archaeology and heritage, insurance brokerage fees, market research services, operational telco and radio, clinical and medical waste, environmental compliance, audit and due diligence, media production, environmental services, utilities engineering, live animals, private cloud services, concrete, non-vendor / staff reimbursement, temporary allocation – laundry, medical testing, design management, ICT risk management, compliance and security, air travel, educational external programs, interpreters and transcript services, children's educational and support programs, office equipment general and accessories, taxis, ICT project management, freight carriers, conferences, seminars, events and special meetings, fire service and maintenance, towing and miscellaneous vehicle components, pest control, environmental |

| Guidance on reasonable steps (GRS) | Categories |
|------------------------------------|---|
| Due diligence level | |
| | advisory, sustainability and resilience, specialist consultant, community grants, lobbying and public relations, business related services and maintenance. |
| Minimal | Not applicable |

Part B Annual modern slavery reporting

B.1 Significant operational issues

| Question | Response |
|---|----------|
| Indicate any 'significant operational issue' that has been identified as such to your entity, during the reporting period, by the NSW Anti-slavery Commissioner, and explain the steps taken to address this issue. If the Anti-slavery Commissioner has not raised a significant issue with your entity during the reporting period, write 'None'. | None |

B.2 Reasonable steps taken

1 Commit

1.1 Stakeholder engagement

| Question | Response |
|---|---|
| What steps did your entity take to engage with stakeholders during this reporting period in relation to modern slavery? | The City engaged with several internal and external stakeholders during this reporting period. Internal: |

Annual Report – Statutory Returns

| Question | Response |
|---|--|
| | <ul style="list-style-type: none"> – fortnightly meetings of the modern slavery working group with senior representatives from legal, procurement, and governance / compliance were replaced in late March 2025 with periodic updates and support provided by Legal and Governance Division on an as needed basis – an awareness campaign was launched through an internal news article and poster campaign – a presentation and paper briefed the executive on the recommended market position, 3-year implementation plan and risk management plan – continued roll out of modern slavery awareness training to managers, staff involved in procuring/ contract management activities and new starters – senior leaders in construction team were engaged to discuss modern slavery risks in their supply chain. <p>External:</p> <ul style="list-style-type: none"> – the City reports to the Audit Risk and Compliance Committee (ARCC) – engaged with the Anti-slavery commissioner’s team for advice and referral of reports of alleged modern slavery not related to our supply chain or operations – engaged with relevant supply chain partners in relation to reports of alleged modern slavery – engaged with other councils, universities and state government entities to understand their approach to modern slavery risk management and to collaborate / knowledge share – engaged Local Government Procurement (LGP), Southern Sydney Regional Organisation of Councils (SSROC) to understand their developing approach to the Guidance on Reasonable Steps (GRS). |
| Did you engage with external stakeholders on modern slavery risks in this reporting period? | Yes |

1.2 Identify salient risks at the organisational level

| Question | Response |
|---|--|
| What steps did your entity take to identify salient modern slavery risks at the organisational level (i.e. across all operational and procurement activities) during this reporting period? | <p>The City's approach is evolving in relation to developing a salient modern slavery risk assessment.</p> <p>We carried out a risk assessment activity to identify and manage the highest modern slavery risks in our supply chain through the modern slavery risk management plan.</p> <p>We continue to identify inherent modern slavery risks in our procurement activity using the GRS Modern Slavery Inherent Risk Identification Tool prior to undertaking a procurement process with a total contract value over \$50,000 including GST.</p> |
| Did you conduct or update a Salient Modern Slavery Risk Assessment in this reporting period? | No |

1.3 Modern slavery policy

| Question | Response |
|---|--|
| What steps did your entity take to adopt a Modern Slavery Policy during this reporting period? | <p>During the reporting period the modern slavery policy was updated following the review of the GRS Resource: Developing a modern slavery policy and incorporating feedback from the Anti-slavery Commissioner. The policy was endorsed by Council and published on the City's external website in May 2025.</p> <p>Links to the policy have been included in awareness training.</p> |
| Do you have a modern slavery policy, approved by your senior governing body (e.g. Agency Head / Secretary), in place? | Yes |
| Does your modern slavery policy include high-level targets? ¹ | No |

¹ Optional reporting

1.4 Modern slavery risk management plan

| Question | Response |
|---|---|
| What steps did your entity take to adopt a Modern Slavery Risk Management Plan during this reporting period? | The City carried out a risk assessment process with governance / compliance and relevant procurement team members of our highest modern slavery risk categories and developed a risk management plan that was endorsed by the executive in June 2025. |
| Do you have a modern slavery risk management plan, approved by your senior management, in place? | Yes |
| Does your plan assign accountability for performance against high-level targets to specific roles? ² | No |

2. Plan2.1 Identify and map your supply-chain risks for each procurement

| Question | Response |
|---|--|
| What steps did your entity take to identify and map your modern slavery risks at the supply-chain level during this reporting period? | <p>The City has carried out the following steps towards identifying and mapping modern slavery risks:</p> <ul style="list-style-type: none"> – continued use of the modern slavery inherent risk assessment using the GRS Modern Slavery Inherent Risk Identification Tool prior to undertaking a procurement process with a total contract value over \$50,000 including GST – approved funding for modern slavery consultancy services which will include supply chain mapping – carried out a risk assessment to identify and manage the highest modern slavery risks in our supply chain through the modern slavery risk management plan. |

² Optional reporting

2.2 Develop a risk-reducing sourcing strategy

| Question | Response |
|--|--|
| What steps did your entity take to develop a modern slavery risk-reducing sourcing strategy during this reporting period? | <p>The City has carried out the following foundational steps towards developing a modern slavery risk-reducing sourcing strategy:</p> <ul style="list-style-type: none"> – recommended market position endorsed by the executive – carried out a risk assessment to identify and manage the highest modern slavery risks in our supply chain through the modern slavery risk management plan – continued use of returnable schedules in procurement documentation that require bidders to answer questions and supply information about modern slavery – continued use of the modern slavery inherent risk assessment using the GRS Modern Slavery Inherent Risk Identification Tool prior to undertaking a procurement process with a total contract value over \$50,000 including GST. In addition, procurement documents such as a sourcing strategy, request for quote, and evaluation panel approvals have prompts to consider aspects of risks of modern slavery related to the procurement. |
| In what percentage of procurement processes was modern slavery factored into your entity's sourcing strategy or other procurement planning activities during this reporting period? ³ | This data is not available |

3. Source

3.1 Select appropriate suppliers

| Question | Response |
|--|--|
| What steps did your entity take to address modern slavery risks when selecting suppliers during this reporting period? | The City continues using returnable schedules in procurement documentation for processes over \$50,000 including GST, that require bidders to answer questions and supply information about modern slavery to address modern slavery risks when selecting suppliers. |

³ Optional reporting

| Question | Response |
|---|--|
| In what percentage of competitive procurement processes were the Model Tender Clauses used during this reporting period? ⁴ | This data is not available |
| <u>3.2 Adopt a shared responsibility approach to contracting</u> | |
| Question | Response |
| What steps did your entity take to adopt a shared responsibility approach to modern slavery risks, in contracting during this reporting period? | <p>The City's contract templates include a modern slavery clause which reflects the key principles of the GRS Model Contract Clauses, is relevant to the modern slavery risk rating (a standard clause and a heightened clause for high-risk procurements), and adopts a shared responsibility approach to modern slavery risks by:</p> <ul style="list-style-type: none"> – requiring the service provider/supplier to cooperate in good faith with the City in investigating any circumstances relevant to any potential, suspected or actual breach of modern slavery laws – including an agreement by the City and the service provider/supplier to implement systems, procedures and policies and to provide reasonable assistance to each other to comply with the obligations in the contract relating to modern slavery laws – working together to develop and implement a remediation plan in the event of any potential, suspected or actual instances of modern slavery within the operations or supply chain of the service provider/supplier. <p>Where the City uses non-standard contract templates, for example, when engaging suppliers that will only engage using their standard contract templates, the City uses its leverage and works constructively wherever possible to insert our modern slavery contract clauses when applicable.</p> |

⁴ Optional reporting

| Question | Response |
|---|--|
| In what percentage of competitive procurement processes were the Model Contract Clauses used during this reporting period? ⁵ | This data is not available |
| 4. Manage 4.1 Monitor and evaluate supplier performance | |
| Question | Response |
| What steps did your entity take to monitor and evaluate supplier performance relating to modern slavery, during this reporting period? | The City is working towards implementing a way to monitor and evaluate supplier performance. |
| Has your entity required any of your Tier 1 suppliers to undergo an audit addressing modern slavery risks in this reporting period? | No |
| What percentage of your Tier 1 suppliers underwent an audit addressing modern slavery in this reporting period? ⁵ | This data is not available |
| During the reporting period, what percentage of your Tier 1 suppliers' workforce were surveyed about their working conditions? ⁵ | This data is not available |

⁵ Optional reporting

| Question | Response |
|---|--|
| What percentage of your Tier 1 suppliers' workforce are temporary migrant workers? ⁶ | This data is not available |
| What percentage of workers engaged by your Tier 1 suppliers in the last reporting period paid or incurred a fee to secure their engagement? ⁶ | This data is not available |
| <u>4.2 Develop supplier capabilities</u> | |
| Question | Response |
| What steps did your entity take to develop supplier capabilities relating to modern slavery risks during this reporting period? | The City has continued to use contract templates that reflect the intent of the GRS Model Contract Clauses or where applicable used leverage to work constructively to include our modern slavery contract clauses in non-standard contract templates wherever possible. The City will continue to work towards the development of supplier capabilities relating to modern slavery risks. |
| What percentage of your entity's Tier 1 suppliers reported that they had participated in modern slavery training during this reporting period? ⁷ | This data is not available |

⁶ Optional reporting⁷ Optional reporting

5. Remedy

5.1 Provide or enable access to effective grievance mechanisms

| Question | Response |
|---|---|
| What steps did your entity take to provide or enable access to effective modern slavery grievance mechanisms during this reporting period? | <p>The City has undertaken the following steps to provide or enable access to effective modern slavery grievance mechanisms:</p> <ul style="list-style-type: none"> – adopted an updated modern slavery policy – continued to use and promote the modern slavery reporting (grievance) procedure which has been included in awareness training, poster awareness campaign, and on the CityNet intranet page and the City's external website. https://www.cityofsydney.nsw.gov.au/report-issue/report-suspicions-modern-slavery. |
| How many complaints relating to modern slavery associated with your operations or the goods or services you procure were lodged during the reporting period, whether with your organisation's grievance mechanism(s) or with others? ⁸ | 0 |

5.2 Take safe immediate steps to remediate deficient practices

| Question | Response |
|---|--|
| What steps did your entity take to safely and immediately remedy modern slavery harms to which you were connected during this reporting period? | A complaint received during the previous reporting period was investigated with the support of external consultants and as an outcome of that process the City is working with its direct supplier to manage modern slavery risks through its rights under the contract. |

⁸ Optional reporting

5.3 Use leverage to remediate deficient practices

| Question | Response |
|--|--|
| What steps did your entity take to use leverage to remediate deficient modern slavery risk management practices during this reporting period? | Due to the nature of the complaint and relationship with the organisation (second tier supplier), leverage will be used with our direct supplier to manage modern slavery risks. |
| In how many procurement contracts or arrangements was a material breach related to modern slavery formally notified during this reporting period? ⁹ | 0 |

5.4 Withdraw responsibly

| Question | Response |
|--|---|
| What steps did your entity take to withdraw responsibly during this reporting period, in connection to modern slavery risks? | All investigations have closed, with no plan to withdraw responsibly from the contract linked to the prior year's complaint. The City is working with its direct supplier to manage modern slavery risks through its rights under the contract. |
| How many procurement contracts or arrangements were terminated on modern slavery grounds during the reporting period? ⁹ | 0 |

⁹ Optional reporting

6. Report

6.1 Establish a victim centred reporting protocol

| Question | Response |
|---|---|
| What steps did your entity take to establish a victim-centred modern slavery reporting protocol during this reporting period? | <p>The City has carried out the following steps to establish a victim-centred modern slavery reporting protocol:</p> <ul style="list-style-type: none"> – the modern slavery reporting procedure continues to be used and features on the City’s external and internal staff website – the reporting procedure was featured in a poster awareness campaign, and a link has been included in awareness training. |
| Do you have a modern slavery reporting protocol in place that prioritises the interests of the victim/survivor? | Yes |

6.2 Report on your modern slavery risk management efforts

| Question | Response |
|--|--|
| What steps did your entity take to report on your modern slavery risk management efforts during this reporting period? | <p>The City carried out the following steps to report on modern slavery risk management efforts:</p> <ul style="list-style-type: none"> – submission of our 2023/24 GRS annual report within our annual report and to the Office of the Anti-slavery Commissioner – regular reporting (4 times per annum) to our Audit Risk and Compliance Committee (ARCC) – modern slavery is included in the quarterly strategic report for the Finance and Procurement division which is sent to executive – modern slavery entry was entered into the City’s Compliance Obligation Register and will be reported on twice a year. |
| Did your entity report on modern slavery in its prior Annual Report? | Yes |

| Question | Response |
|--|----------|
| During the period, did your entity comply with its obligations to report heightened modern slavery due diligence procurements valued at \$150,000 (inc. GST) or more within 45 days? | Yes |

7. Report

7.1 Learn lessons from your performance and others

| Question | Response |
|---|---|
| What steps did your entity take to learn lessons from your modern slavery performance and others' during this reporting period? | <p>The City took the following steps to learn from our performance and others':</p> <ul style="list-style-type: none"> – sought advice from and consulted with the Office of the Anti-slavery Commissioner – engaged with other councils, universities and state government entities to understand their approach to modern slavery risk management and to collaborate/ knowledge share – engaged LGP, SSROC to understand their developing approach to the GRS – implemented the updated modern slavery policy with input from internal stakeholders and its internal modern slavery working group. <p>There has been no input from grievance mechanism lessons in this reporting period.</p> <p>The City's modern slavery program of work will focus on continuous improvement and will evolve based on inputs including:</p> <ul style="list-style-type: none"> – stakeholder feedback and lessons learned – attending external training sessions – reviewing state government materials on modern slavery – reviewing other council's policies. |

| Question | Response |
|---|---|
| Has your entity updated its modern slavery policies or procedures based on stakeholder feedback or lessons from a grievance mechanism during this period? | Yes |
| <u>7.2 Train your workforce</u> | |
| Question | Response |
| What steps did your entity take to train your workforce during this reporting period? | <p>The City has undertaken the following steps to train its workforce:</p> <ul style="list-style-type: none"> – delivered modern slavery awareness information sessions to staff that undertake procurement activity or manage contracts – rolled out awareness training to 513 staff this reporting period including: <ul style="list-style-type: none"> – remaining senior managers that did not complete the training in FY24 (34%). All senior managers have now completed awareness training – staff identified to be undertaking procurement and contracting activities. |
| What percentage of your workforce received modern slavery training in the period? | 19.2% |

7.3 Cooperate with the Anti-slavery Commissioner

| Question | Response |
|---|---|
| What steps did your entity take to cooperate with the Anti-slavery Commissioner during this reporting period? | <p>The City has taken the following steps to cooperate with the Anti-slavery Commissioner this reporting period:</p> <ul style="list-style-type: none"> – the City has not received any requests from the Anti-slavery Commissioner – reviewed and considered the GRS and additional resources as they were released to work towards compliance with obligations – undertook GRS training and online briefings held by the Office of the Anti-slavery Commissioner – sought advice directly from the Office of the Anti-slavery Commissioner’s Office – referred one report of modern slavery received by the City to the Commissioner that did not involve the City’s supply chain or operations. |

Report publication

NSW Local Government Act 1993 No.30 s428 (5)

The annual report is at
cityofsydney.nsw.gov.au

A link has been provided to the Minister for Local Government.

Special variation expenditure

NSW Local Government Act 1993 No.30 s508 and s508A, and NSW Office of Local Government Special Rate Variation Guideline 7.1

In 2024/25 the City adopted the general rate increase set by the Independent Pricing and Regulatory Tribunal.

The City has no activities funded by special rate variation income.

Attestation specifying compliance

NSW Local Government Act 1993 No.30 s 428(4)(b) and NSW Local Government (General) Regulation 2021 s 216T

The City's internal audit and risk management attestation statement for the 2024/25 financial year is below.

I am of the opinion that the City of Sydney has an Audit Risk and Compliance Committee, risk management framework and internal audit function that operate in compliance with the following requirements except as may be otherwise provided below:

Audit Risk and Compliance Committee

| Number | Requirement | Compliance |
|--------|---|------------|
| 1 | The City has appointed an Audit Risk and Compliance Committee that comprises an independent chairperson and at least 2 independent members (section 428A of the <i>Local Government Act 1993</i> , section 216C of the <i>Local Government (General) Regulation 2021</i>) | Compliant |
| 2 | The chairperson and all members of the City's Audit Risk and Compliance Committee meet the relevant independence and eligibility criteria prescribed under the <i>Local Government (General) Regulation 2021</i> and have not exceeded the membership term limits prescribed under the Regulation (sections 216D, 216E, 216F, and 216G of the <i>Local Government (General) Regulation 2021</i>) | Compliant |
| 3 | The City of Sydney has adopted terms of reference for its Audit Risk and Compliance Committee that are informed by the model terms of reference approved by the Deputy Secretary of the Office of Local Government and the committee operates in accordance with the terms of reference (section 216K of the <i>Local Government (General) Regulation 2021</i>) | Compliant |
| 4 | The City provides the Audit Risk and Compliance Committee with direct and unrestricted access to the Chief Executive Officer and other senior management and the information and resources | Compliant |

| Number | Requirement | Compliance |
|--------|--|---|
| | necessary to exercise its functions (section 216L of the <i>Local Government (General) Regulation 2021</i>) | |
| 5 | The City's Audit Risk and Compliance Committee exercises its functions in accordance with a 4-year strategic work plan that has been endorsed by the governing body and an annual work plan that has been developed in consultation with the governing body and senior management (core requirement 1 of the Office of Local Government's Guidelines for Risk Management and Internal Audit for Local Government in NSW) | Compliant |
| 6 | The City's Audit Risk and Compliance Committee provides the governing body with an annual assessment each year, and a strategic assessment each council term of the matters listed in section 428A of the <i>Local Government Act 1993</i> reviewed during that term (core requirement 1 of the Office of Local Government's Guidelines for Risk Management and Internal Audit for Local Government in NSW) | Annual assessment: compliant Strategic assessment: not yet due |
| 7 | The governing body of the City of Sydney reviews the effectiveness of the Audit Risk and Compliance Committee at least once each council term (core requirement 1 of the Office of Local Government's Guidelines for Risk Management and Internal Audit for Local Government in NSW) | Not yet due |

Membership

The chairperson and membership of the Audit Risk and Compliance Committee during the relevant period was:

| | | | |
|-----------------------------|-----------------------------|-----------------|------------------|
| Chairperson | Carolyn Walsh | 1 October 2014 | 30 June 2025 |
| Independent member | Elizabeth Crouch AM | 1 July 2013 | 30 June 2025 |
| Independent member | Stephen Horne ¹⁰ | 1 January 2024 | 31 December 2028 |
| Independent member | Robert Lagaida | 1 December 2024 | 30 November 2028 |
| Independent member | Rosemary Milkins | 1 December 2024 | 30 November 2028 |
| City of Sydney (non-voting) | Cr Robert Kok | September 2016 | September 2028 |

Risk Management

| Number | Requirement | Compliance |
|--------|--|------------|
| 8 | The City has adopted a risk management framework that is consistent with current Australian risk management standard and | Compliant |

¹⁰ Stephen Horne will be the chairperson from 1 July 2025

| Number | Requirement | Compliance |
|--------|--|-------------|
| | that is appropriate for the council's risks (section 216S of the <i>Local Government (General) Regulation 2021</i>) | |
| 9 | The City's Audit Risk and Compliance Committee reviews the implementation of its risk management framework and provides a strategic assessment of its effectiveness to the governing body each council term (section 216S of the <i>Local Government (General) Regulation 2021</i>) | Not yet due |

Internal Audit

| Number | Requirement | Compliance |
|--------|---|------------|
| 10 | The City has an internal audit function that reviews the council's operations and risk management and control activities (section 216O of the <i>Local Government (General) Regulation 2021</i>) | Compliant |
| 11 | The City's internal audit function reports to the Audit Risk and Compliance Committee on internal audit matters (sections 216M, 216P and 216R of the <i>Local Government (General) Regulation 2021</i>) | Compliant |
| 12 | The City's internal audit function is independent and internal audit activities are not subject to direction by the Council (section 216P of the <i>Local Government (General) Regulation 2021</i>) | Compliant |
| 13 | The City has adopted an internal audit charter that is informed by the model internal audit charter approved by the Deputy Secretary of the Office of Local Government and the internal audit function operates in accordance with the charter (section 216O of the <i>Local Government (General) Regulation 2021</i>) | Compliant |
| 14 | The City has appointed a member of staff to direct and coordinate internal audit activities (section 216P of the <i>Local Government (General) Regulation 2021</i>) | Compliant |
| 15 | Internal audit activities are conducted in accordance with the International Professional Practices Framework (core requirement 3 of the Office of Local Government's Guidelines for Risk Management and Internal Audit for Local Government in NSW) | Compliant |
| 16 | The City provides the internal audit function with direct and unrestricted access to staff, the Audit Risk and Compliance Committee, and the information and resources necessary to undertake internal audit activities (section 216P of the <i>Local Government (General) Regulation 2021</i>) | Compliant |
| 17 | The City's internal audit function undertakes internal audit activities in accordance with a 4-year strategic work plan that has been endorsed by the governing body and an annual work plan that has been developed in consultation with the governing body and senior management (core requirement 3 of the Office of Local | Compliant |

| Number | Requirement | Compliance |
|--------|---|-------------|
| | Government's Guidelines for Risk Management and Internal Audit for Local Government in NSW) | |
| 18 | The City's Audit Risk and Compliance Committee reviews the effectiveness of the internal audit function and reports the outcome of the review to the governing body each council term (section 216R of the <i>Local Government (General) Regulation 2021</i>). | Not yet due |

Non-compliance with the *Local Government (General) Regulation 2021*

I advise that The Council of the City of Sydney has not complied with the following requirements prescribed under the *Local Government (General) Regulation 2021* with respect to the operation of its Audit Risk and Compliance:

| Non-compliance | Reason | Alternative measures being implemented | How the alternative measures achieve equivalent outcomes |
|----------------|--------|--|--|
| Nil | | | |

These processes, including the alternative measures implemented, demonstrate that the Council of the City of Sydney has established and maintained frameworks, systems, processes and procedures for appropriately managing audit and risk within the Council of the City of Sydney.



Monica Barone PSM

Chief Executive Officer

3 October 2025

Rates and charges written off

NSW Local Government (General) Regulation 2021 s 132

The below rates and charges were written off during the 2024/25 year under the *Local Government Act 1993*.

| Section in the Act | Description | Amount |
|--------------------|--|--------------------|
| s564 | Accrued interest written off under a payment agreement | \$186 |
| s572 | Amounts written off due to changes in rateability | \$307,285 |
| s575 | Mandatory pensioner rates and charge reduction ¹¹ | \$701,783 |
| s583 | Voluntary pensioner rates and charges reduction | \$3,491,061 |
| s595 | Postponed rates written off | \$0 |
| s607 | Rates and charges written off | \$1,716 |
| s607 | Small balances written off | \$4,110 |
| Total | | \$4,506,141 |

Councillor professional development

NSW Local Government (General) Regulation 2021 s 186

Councillors who took part in ongoing professional development programs included:

- The Right Honourable Lord Mayor, Councillor Clover Moore AO
- Deputy Lord Mayor Zann Maxwell
- Councillor Olly Arkins
- Councillor HY William Chan
- Councillor Emelda Davis
- Councillor Sylvie Ellsmore
- Councillor Lyndon Gannon
- Councillor Shauna Jarrett
- Councillor Robert Kok
- Councillor Jess Miller
- Councillor Linda Scott
- Councillor Matthew Thompson
- Councillor Yvonne Weldon
- Councillor Adam Worling.

Councillors receive circulars provided by the Office of Local Government, Australian Local Government Association and Local Government NSW. The City of Sydney held 17 briefing sessions for the councillors as a group in 2024/25.

¹¹ An amount of \$364,088.30, representing 55% of the mandatory pensioner reduction, is subsidised by the NSW Government

City of Sydney advisory panels

Resolution of City of Sydney Council CM2025/000035 17 February 2025

The key activities of advisory panel during the year include:

Aboriginal and Torres Strait Islander Advisory Panel

The Aboriginal and Torres Strait Islander Advisory Panel held 6 meetings in 2024/25.

Key highlights over the 12 months include:

- playing a key role in the development and endorsement of the Stretch reconciliation action plan
- advocating for and supporting the Cope Street Aged Care project
- continued advocacy to help secure 107 Redfern Street to become an Aboriginal-led community creative and cultural hub space
- providing guidance to help redefine Redfern Terrace as a place for storytelling and to reimagine the building.

Business and Economic Development Advisory Panel

The Business and Economic Development Advisory Panel held 3 meetings in 2024/25.

Key highlights over the 12 months include:

- development of the City's economic development strategy 2025–2035, adopted by Council in December 2024
- development and testing of the strategy's momentum building projects
- active participation in the public engagement and promotion of the strategy through the consultation phase
- quarterly macroeconomic outlook with visitation and spend data insights from across the City's local areas.

Floodplain Risk Management Advisory Panel

The Floodplain Risk Management Advisory Panel held 2 meetings in 2024/25.

Matters covered at meetings included:

- NSW Flood Risk Management process by NSW Department of Climate Change, Energy and the Environment
- the City's floodplain management program
- Darling Harbour and City Area flood study update – status of ongoing flood study
- Woolloomooloo Resilience Adaptation Study – Impacts of Climate Change on Flooding – A summary briefing of stage 1 of the study.

Housing For All Advisory Panel / Working Group

The Housing For All Working Group held 3 meetings in 2024/25.

Key highlights over the 12 months included:

- discussion on examining the intersectionality of housing needs for LGBTIQ+ communities from the Shelter NSW report
- long term strategic planning for the next term of the panel
- discussion of support for new affordable and diverse housing (including new funding through the Housing Australia Future Fund, discounted land and property sales and other state government programs).

Inclusion (Disability) Advisory Panel

The Inclusion (Disability) Advisory Panel held 3 meetings in 2024/25.

Key highlights over the 12 months included:

- 12 new members being selected and approved by Council following an expression of interest process in May 2025, representing peak disability government and non-government organisations
- playing a key role in providing external strategic and expert advice to the City on the development, implementation and review of its policies, strategies and plans including the inclusion (disability) action plan
- reviewing numerous procedural guidelines to enhance accessibility including disability inclusive community engagement guidelines, inclusive language and communication guidelines, recycling station upgrades, quiet spaces and accessible viewing areas for events
- facilitating co-design workshops between August and November 2024 for the development of the inclusion (disability) action plan 2025–2029.

Multicultural Advisory Panel

The Multicultural Advisory Panel held 2 meetings in 2024/25.

Key highlights over the 12 months included:

- providing feedback on the City's social cohesion and anti-racism programs, as well as the draft Easy Read translation of the child safety policy in August 2024
- a briefing on the achievements of the Multicultural Advisory Panel and Inclusion (Disability) Advisory Panel in November 2024.

Cultural and Creative Sector Advisory Panel

The Cultural and Creative Sector Advisory Panel held 1 meeting in 2024/25.

- the final meeting of the panel was held in February 2025 to acknowledge Council's adoption of the cultural strategy 202502035. This was accompanied by presentations from City staff on special entertainment precincts, the creative lands trust feasibility study and a preview of strategy-aligned future programs in support of the cultural and creative sector.



Image 2. Fitness training at Observatory Hill, Sydney. Photo by Katherine Griffiths / City of Sydney

Overseas visits

NSW Local Government (General) Regulation 2021 s 217 (1) (a)

Details of overseas visits by councillors, council employees or other persons who travelled internationally representing the City of Sydney (including visits sponsored by other organisations) during the year ending 30 June 2025 are below.

| Purpose of travel | Destination | Officer | Date | Costs met by the City |
|--|-----------------------------|---|-------------------------|--|
| Carbon Neutral Cities Alliance – annual meeting | Stockholm, Sweden | Anna Mitchell, Executive Manager Sustainability and Resilience | September 2024 | Nil – all costs paid by organisers |
| Carbon Neutral Cities Alliance – annual meeting | Stockholm, Sweden | Nik Midlam, Manager Carbon Strategy | September 2024 | Nil – all costs paid by organisers |
| Keynote speaker at the Royal Institute of Architects of Ireland conference | Dublin, Ireland | Bridget Smyth, City Architect/ Executive Manager City Design and Public Art | October 2024 | Nil – all costs paid by organisers |
| Presenter at the Australian Society of Archivists conference | Christchurch, New Zealand | Janet Villata, City Archivist, Data and Information Management Services | October 2024 | Airfares, accommodation, conference registration and incidentals |
| World Cities Cultural Forum Summit | Dubai, United Arab Emirates | Bridget Smyth, City Architect/ Executive Manager City Design and Public Art | October / November 2024 | Airfares |
| World Cities Cultural Forum Summit | Dubai, United Arab Emirates | Sasha Baroni, Executive Manager, Creative City | October / November 2024 | Airfares |
| World Cities Cultural Forum Summit | Dubai, United Arab Emirates | Lisa Colley, Manager Cultural Strategy, Strategy and Urban Analytics | October / November 2024 | Airfares |

| Purpose of travel | Destination | Officer | Date | Costs met by the City |
|--|----------------------------------|--|-------------|------------------------------|
| North American Cities and Transit Agencies (NACTO) Designing Cities Conference | Washington DC, USA | Lin Yang, Senior Public Domain Coordinator, City Infrastructure and Traffic Operations | May 2025 | Incidentals |
| Carbon Neutral Cities Alliance Conference | Glasgow, Scotland | Ishita Singh, Sustainability Engagement Manager, Sustainability Programs | June 2025 | Incidentals |
| Carbon Neutral Cities Alliance Conference | Glasgow, Scotland | Nik Midlam, Manager Carbon Strategy, Sustainability and Resilience | June 2025 | Incidentals |
| Singapore International Water Week – C40 Urban Flooding Network program | Singapore, Republic of Singapore | Stuart McTaggart, Principal Engineer – Environment and Water, City Infrastructure and Traffic Operations | June 2025 | Incidentals |



Image 3. City of Sydney skyline. Photo by Katherine Griffiths / City of Sydney

Councillors' expenses

NSW Local Government (General) Regulation 2021 s 217 (1) (a1)

The City of Sydney has a councillors' expenses and facilities policy that governs the expenses paid and facilities provided to the Lord Mayor, Deputy Lord Mayor and other councillors in their civic duties.

Annual fees were paid to all councillors as required by the *NSW Local Government Act 1993* and in line with the determination of the Local Government Remuneration Tribunal on 29 May 2024. The total amount paid to all councillors for 2024/25 was \$676,178.

In 2024/25, the cost of expenses and facilities provided to councillors was \$4,648,916. This includes domestic travel expenses such as accommodation and registration fees for seminars and conferences, as well as office administration such as postage, meals and refreshments. It also includes staff salaries and salary on-costs totalling \$4,570,881.

Details of particular categories of expenditure are as follows:

- (i) The cost of the provision of dedicated office equipment allocated to councillors on a personal basis was \$1,696.
- (ii) Telephone calls made by councillors, including mobile telephones provided by the City and from the landline telephones and facsimile services installed in councillors' homes totalled \$17,725¹².
- (iii) The cost of the attendance of councillors at conferences and seminars was \$12,216.
- (iv) Expenditure on the training of councillors and the provision of skills development for councillors was \$39,400.
- (v) The cost of interstate visits undertaken by councillors while representing the City, including the cost of transport, the cost of accommodation and other out-of-pocket travelling expenses was \$9,902.
- (vi) The cost of overseas visits carried out by councillors while representing the City, including the cost of transport, the cost of accommodation and other out-of-pocket travelling expenses was \$0.
- (vii) The expenses of any spouse, partner or other person who accompanied a councillor in the performance of their civic functions totalled \$1,018. These are expenses payable under guidelines for the payment of expenses and the provision of facilities for mayors and councillors for local councils in NSW prepared by the Director-General from time to time.
- (viii) The expenses involved in the provision of care for a child, or an immediate family member of a councillor, to allow the councillor to undertake their civic functions totalled \$0.

¹² This amount includes charges for communication devices and call costs which are provided for under the Councillors' Expenses and Facilities Policy

Major contracts

NSW Local Government (General) Regulation 2021 s 217 (1) (a2)

Below are all the contracts awarded by the City during the year 2024/25, including tenders.

This list does not include:

- employment contracts (that is contracts of service but not contracts for services)
- contracts for less than \$150,000.

| Company name | Contract description | Value of contract including GST |
|---|---|---------------------------------|
| Aboriginal Carbon Fund Ltd | Australian carbon credit units 2024/25 | \$237,600 |
| Aboriginal Carbon Fund Ltd | Australian carbon credit units 2024 | \$248,400 |
| Action Sound Pty Ltd | Technical services for major events and festivals | \$219,000 |
| Altus Traffic Pty Ltd | Sydney New Year's Eve 2024 – traffic management and hostile vehicle mitigation services | \$150,494 |
| Ausbarge Pty Ltd | Sydney New Year's Eve 2024 – barges | \$389,522 |
| Belmadar Pty Ltd | Sydney Park, St Peters – brick kilns precinct upgrade – construction | \$30,057,616 |
| Bibliotheca Australia Pty Ltd | Library RFID solution 2024–2027 | \$710,356 |
| Bing Technologies Pty Ltd | On demand print and postal lodgement | \$1,821,650 |
| Bingo Waste Services Pty Ltd | Civil, construction and demolition waste and recycling services | \$1,001,000 |
| Bodycare Health & Wellbeing Pty Ltd | Health and wellbeing programs 2024–2027 | \$198,000 |
| Boomerang Batteries Pty Ltd | Chairs in the Square | \$1,394,161 |
| Brightly Software Australia Pty Ltd | Confirm Connect – asset management system (CAMS) | \$1,150,490 |
| Cater Care Australia Operations Pty Ltd | Eveleigh early learning and preschool – food services | \$447,782 |
| Citywide Service Solutions Pty Ltd | Mobile planters display program | \$19,626,166 |

| Company name | Contract description | Value of contract including GST |
|--|--|--|
| Civille Pty Ltd | Alexandria Park renewal – head design consultant | \$631,203 |
| CNFiTech Pty Ltd | Central monitoring and control system for parks | \$1,003,513 |
| Community Resources Ltd t/a Soft Landing | SSROC – mattress collection and processing service | \$6,985,031 |
| Copyright Agency Ltd | Copyright licence agreement | \$218,210 |
| Corporate Technology Services Pty Ltd | Sydney Town Hall – projectors | \$682,501 |
| Dell Australia Pty Ltd | Dell hardware | \$5,570,928 |
| Emily Kate McDaniel | Eora Journey – Yananurala – curatorial services | \$1,015,493 |
| Enigma Indigenous Peoples Pty Ltd | Managed print services | \$2,073,885 |
| Factory One Pty Ltd | Street banner installation and dismantling services | \$1,980,000 |
| Factory Sound Sales Pty Ltd | Centennial Hall – audio console replacement | \$854,735 |
| Garwood International Pty Ltd | Small to medium waste collection compactors | \$973,338 |
| Geografia Pty Ltd | Spendmapp – subscription agreement | \$188,714 |
| Green Options Pty Ltd | Fanny Place Playground, Surry Hills – asbestos remediation works | \$192,065 |
| Harnleigh Pty Ltd | Public lighting and electrical maintenance | \$19,005,315 |
| Hirotec Maintenance Pty Ltd | Andrew (Boy) Charlton Pool – seawater source heat pumps | \$1,464,054 |
| HSR Southern Cross Pty Ltd | Link bin (hook lift) trucks | \$634,413 |
| Illuminart Productions Pty Ltd | Sydney Town Hall – external façade projection service | \$732,942 |
| Immex Green Square Medical Treatment Pty Ltd | Pre-employment medicals | \$195,152 |
| Infor Global Solutions (ANZ) Pty Ltd | ePlanning Phase 3 – replacement of Planning Xchange and extension of Pathway | \$7,252,259 |

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| Company name | Contract description | Value of contract including GST |
|---|---|--|
| Infrastructure Management Group Pty Ltd | Roads, footpath and traffic facilities conditions assessment – consultant | \$1,124,429 |
| Innovatus Projects Pty Ltd | Customs House Sydney – head contractor interior upgrade | \$713,719 |
| International Conservation Services Pty Ltd | Bring Back Joy | \$175,582 |
| Italian Automobiles Group Pty Ltd | Electric passenger fleet vehicles | \$1,081,167 |
| IVE Group Australia Pty Ltd | Generation and distribution of notification letters | \$696,990 |
| James Mather Delaney Design Pty Ltd | Ward Park and playground – head design consultant | \$329,990 |
| JBS&G Australia Pty Ltd | Mandible Street, Alexandria – sports precinct – consultancy environmental services | \$191,323 |
| JBS&G Australia Pty Ltd | Contaminated land site auditor services | \$2,703,819 |
| Kane Constructions Pty Ltd | Huntley Street Recreation Centre, Alexandria – construction | \$27,470,154 |
| Konica Minolta Business Solutions Australia Pty Ltd | Digital production colour copier | \$478,724 |
| Kronos Australia Pty Ltd | Kronos – technical upgrade | \$2,092,603 |
| Kumar Motors Bankstown Pty Ltd | Electric tipper trucks – supply and delivery | \$1,239,481 |
| Lane Bros. Printers Pty Ltd | Rates / instalment and reminder notices – generation and distribution | \$661,300 |
| Last Minute Productions Pty Ltd | Redfern Community Centre music studio – operation and programming | \$1,368,467 |
| Liftronic Pty Ltd | Kings Cross library, Andrew (Boy) Charlton pool and Railway Square – lift / escalator upgrade | \$3,234,176 |
| Look Corporate Pty Ltd | Truck livery printing and installation | \$239,855 |
| Luhrmann Environment Management Pty Ltd | Weed eradication services | \$419,156 |

| Company name | Contract description | Value of contract including GST |
|---|---|--|
| Mack Civil Pty Ltd | Cooper Street and Adelaide Street reserves – refurbishment | \$1,034,643 |
| Manheim Pty Ltd | Abandoned and impound vehicle collection, storage and disposal services | \$231,000 |
| MDM Entertainment Pty Ltd | English library materials | \$4,981,183 |
| Museums of History NSW | Archives storage and associated services | \$3,363,100 |
| Optimal Stormwater Pty Ltd | Rainwater tank reuse services | \$545,747 |
| Origin Energy LPG Ltd | Supply of natural gas large market accounts | \$2,509,632 |
| Origin Energy LPG Ltd | Natural gas retail supply for small market sites | \$638,522 |
| Outcomex Pty Ltd | Cisco – access switches refresh | \$158,108 |
| Outcomex Pty Ltd | Network refresh (data centres) | \$399,163 |
| Panel – various: – Arbor Carbon Pty Ltd – Arborsphere Australia Pty Ltd – Arterra Design Pty Ltd – Holkan Pty Ltd – Integrated Vegetation Management Pty Ltd – Koala Arbor Pty Ltd as the trustee for the Koala Arbor Consulting Arborists Trust – Sur Mer Pty Ltd as the trustee for the Sound Wood Trust – Temporal Tree Management Pty Ltd | Arboriculture and urban forestry consultants | \$4,340,061 |
| Panel – various: – Masson Manufacturing Pty Ltd – Schreder Australia Pty Ltd – Signify Australia Ltd – Traffic Technologies Ltd | LED luminaires supply | \$5,839,984 |

| Company name | Contract description | Value of contract including GST |
|---|--------------------------------------|--|
| Panel – various: | Minor landscape works | \$59,846,960 |
| – AYZ Landscapes and Civil Construction Pty Ltd | | |
| – Quality Management and Constructions Pty Ltd | | |
| – Regal Innovations Pty Ltd | | |
| – The Gardenmakers Pty Ltd | | |
| Panel – various: | Photography and videography services | \$1,291,898 |
| – Anna Kucera | | |
| – Annabel Osborne | | |
| – Blackfisch Films Pty Ltd | | |
| – Caleb Joshua Graham | | |
| – Cassandra B Hannagan | | |
| – Damian Patrick Shaw | | |
| – Daniel Tran | | |
| – Dion Georgopoulos | | |
| – Edward William Rezar Hurst | | |
| – Graham Jepson Photography Pty Ltd | | |
| – Helene Chandiok | | |
| – Hired Gun Australasian Photo Services Pty Ltd | | |
| – James Horan Photography Pty Ltd | | |
| – Jennifer Ellen Leahy | | |
| – Katherine Griffiths | | |
| – Liquid Fur Pty Ltd | | |
| – Louise Anne Hawson | | |
| – Lucky You Found Me Pty Ltd | | |
| – Mark Metcalfe | | |
| – Michael James Matthews | | |
| – Michelle Tan Photography Pty Ltd | | |
| – Milo Jones King | | |

| Company name | Contract description | Value of contract including GST |
|--|---|--|
| <ul style="list-style-type: none"> – Morris McLennan – Nathan William Moss – Rommelaere Pty Ltd – Simon Wood – Studio Gilay Pty Ltd – Warren Lee | | |
| Panel – various: | Recruitment agency search services | \$249,000 |
| <ul style="list-style-type: none"> – Cozens Mabel Pty Ltd – Orangefield Pty Ltd | | |
| Pangolin Associates Pty Ltd | Sydney New Year's Eve – greenhouse gas emissions assessment | \$162,888 |
| Pathzz Pty Ltd | Location analytics and insights | \$290,400 |
| Ping Works Pty Ltd | What's On transition to Sitecore | \$1,083,280 |
| Place Design Group Pty Ltd | Green Park, Darlinghurst – head design consultant | \$452,515 |
| Place Design Group Pty Ltd | Surry Hills to Central quietway | \$277,232 |
| Place Design Group Pty Ltd | Waterloo Estate (South) – streetscape concept design consultancy | \$331,088 |
| Polaris Marine Pty Ltd as trustee for the Polaris Marine Trust No. 1 | Sydney New Year's Eve 2024 – barges and tugs | \$343,338 |
| QMetrix Pty Ltd | Profisee platform upgrades | \$207,735 |
| Quality Management & Constructions Pty Ltd | Arthur and Douglas Street Reserves, Redfern – park and playground construction | \$1,384,695 |
| Quality Management & Constructions Pty Ltd | Hyde Park – lighting / electrical and CCTV upgrade – head contractor construction | \$21,874,390 |
| Raston Group Pty Ltd | Green Square – install permanent unmetered power supply for public art project | \$175,395 |
| Re.Cycle Operations Pty Ltd | Comingled recyclables processing service | \$13,904,032 |
| Regal Innovations Pty Ltd | Gunyama Park Stage 2 and George Julius Avenue North – construction | \$20,753,578 |
| Respiro Pty Ltd | Firewall refresh project | \$1,237,447 |

| Company name | Contract description | Value of contract including GST |
|--|---|--|
| RJC Group Pty Ltd | Sydney Town Hall façade – stage 3 restoration – vestibule dome | \$641,612 |
| S.M.A Motors Pty Ltd | Supply and delivery of flatbed tray bodied trucks and steel bodied tipper trucks | \$1,215,474 |
| Sanzap Pty Ltd | Solus library app | \$221,526 |
| Scale Architecture Pty Ltd | Jubilee sportsfield amenities – head design consultancy services | \$188,584 |
| Schreder Australia Pty Ltd | Smart controls hardware and ongoing maintenance | \$2,873,499 |
| Secure Events and Assets Pty Ltd | Sydney New Year's Eve – crowd and transport management services | \$1,689,600 |
| Sell & Parker Pty Ltd | Metal and white goods processing services | \$248,492 |
| Show Technology Australia Pty Ltd | Moving head LED wash lights | \$323,987 |
| Sico South Pacific Ltd | Centennial Hall – staging replacement contract | \$218,768 |
| Smart WFM Pty Ltd | Kronos expert services | \$735,075 |
| Solutions Plus Built Pty Ltd | Jubilee Oval – upgrade | \$1,758,669 |
| St John Ambulance Australia (NSW) | Major events and festivals – first aid services – 2024/2025 and 2025/2026 event seasons | \$196,740 |
| Stantec Australia Pty Ltd | Cliffs and retaining walls – inspection and condition assessment | \$305,982 |
| Star Structures Pty Ltd | Playground and fitness station – safety inspections, reporting and repairs | \$176,704 |
| Sydneywide Partyhire Pty Ltd | Temporary structures, furniture and event equipment for major events and festivals | \$2,525,867 |
| Taylor Brammer Landscape Architect Pty Ltd | North Alexandria precinct streetscape concept design – consultancy | \$421,245 |
| Taylor Fry Pty Ltd | Workers compensation actuarial assessment | \$250,085 |
| The Fruit Box Group Pty Ltd | Milk supply and fulfilment services | \$222,509 |
| The P.A People Pty Ltd | Sydney Town Hall – winch maintenance | \$198,000 |

| Company name | Contract description | Value of contract including GST |
|---|--|---------------------------------|
| Total Drain Cleaning Services Pty Ltd | SSROC – gross pollutant trap inspection, cleaning and maintenance services | \$1,979,482 |
| Total Ventilation Hygiene Pty Ltd | 307 Pitt Street, Sydney – design and construct passive installations – head contractor | \$582,224 |
| Varley Electric Vehicles Pty Ltd | Electric waste collection buggies | \$766,599 |
| Warren and Mahoney Architects Australia Pty Ltd | North Green Square – urban design study | \$219,751 |
| We are Warriors Pty Ltd | 2025 NAIDOC – event management services | \$225,500 |
| Workforce Road Services Pty Ltd | Provision of line marking services | \$4,120,000 |
| Yerrabingin Pty Ltd | Redfern neighbourhood parks – head design consultancy | \$863,295 |



Image 4. Christmas lights at Darling Square, Haymarket. Photo by Chris Southwood/City of Sydney

Organisations providing goods and services exceeding \$150,000 in value

Below are all the organisations who provided goods and services exceeding \$150,000 in value during 2024/25 through an approved exemption from tender or another allowable third-party procurement process such as the Southern Sydney Regional Organisation of Council's tendering process.

The value of goods and services given is based on purchase orders / invoices listed for the 2024/25 financial year.

The number of orders / invoices is given to indicate the number of jobs.

| Company name | Goods and services type | Value including GST | Number of purchase orders / invoices |
|--|--------------------------------|----------------------------|---|
| Aboriginal Carbon Fund Ltd | Environment management service | \$248,400.00 | 1 |
| AFL SportsReady Ltd | Recruitment service | \$163,934.68 | 57 |
| Altius Group Holdings Pty Ltd | Workplace health and wellbeing | \$220,133.19 | 53 |
| Altus Traffic Pty Ltd | Traffic control service | \$178,407.39 | 1 |
| APP Corporation Pty Ltd | Real estate service | \$224,877.40 | 11 |
| Ausgrid | Install and remove smart poles | \$1,265,626.50 | 73 |
| Australia Post | Mailing services | \$1,708,162.92 | 31 |
| Australian Data Storage Pty Ltd | Computer software | \$384,646.26 | 76 |
| Australian Radio Network Pty Ltd | Media service | \$431,176.00 | 3 |
| Australian National Couriers | Courier service | \$160,354.46 | 119 |
| AW Signs Pty Ltd | Signage | \$243,012.83 | 6 |
| Benedict Sand and Gravel | Waste management service | \$193,469.56 | 35 |
| Bibliotheca RFID Library Systems Australia Pty Ltd | Computer software | \$153,087.92 | 3 |
| Blue Stone Management | Quantity surveying | \$175,731.51 | 42 |
| Brightly Software | Computer software | \$247,379.58 | 2 |

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| Company name | Goods and services type | Value including GST | Number of purchase orders / invoices |
|---|---------------------------------|---------------------|--------------------------------------|
| Bucher Municipal Pty Ltd ¹³ | Cleaning equipment | \$5,385,110.06 | 150 |
| CA Technology Pty Ltd | Computer software | \$237,344.80 | 9 |
| Candalepas Associates | Architecture service | \$191,596.90 | 5 |
| Cato Logistics Pty Ltd | Consultancy service | \$879,469.31 | 67 |
| Coates Hire | Equipment hire | \$866,578.66 | 118 |
| Cred Community Pty Ltd | Social planning | \$198,201.30 | 14 |
| Crew On Call | Agency staff hire | \$470,260.33 | 77 |
| Discovery Consulting Group Pty Ltd | Computer software | \$326,494.42 | 24 |
| ESRI Australia | Computer software | \$381,810.00 | 1 |
| Fleet Partners Pty Ltd | Novate leasing | \$150,174.13 | 8 |
| Fleetplus Pty Ltd | Novate leasing | \$252,936.16 | 17 |
| G Abral and others | Accounting and auditing service | \$181,610.00 | 41 |
| Frontier Software Pty Ltd | IT software | \$167,137.30 | 12 |
| Gartner Australasia Pty Ltd | IT software | \$266,475.00 | 4 |
| Garwood International Pty Ltd | Waste services equipment | \$736,832.62 | 16 |
| Generation-e Productivity Solutions Pty Ltd | IT software | \$176,747.50 | 16 |
| Infor Global Solutions (ANZ) Pty Ltd | IT software | \$440,766.60 | 30 |
| Infrastructure Logic Pty Ltd | IT software | \$280,531.77 | 12 |

¹³ Job awarded through NSW Government contract, LPA contract or Southern Sydney Regional Organisation of Council's (SSROC) contract

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| Company name | Goods and services type | Value including GST | Number of purchase orders / invoices |
|-----------------------------------|--------------------------------|----------------------------|---|
| Innovatus Projects Pty Ltd | Construction | \$707,206.93 | 6 |
| Insurance Australia Ltd | Insurance | \$323,931.33 | 12 |
| Italian Automobiles Group Pty Ltd | Motor vehicles | \$879,996.43 | 59 |
| James Bennett Library Services | Library management agreement | \$166,552.67 | 124 |
| Jason Lazarus | Legal services | \$185,108.00 | 5 |
| Kronos Australia | IT software | \$306,793.97 | 13 |
| LinkedIn Singapore Pty Ltd | Computer software | \$168,531.00 | 3 |
| McGregor Coxall Australia Pty Ltd | Nursery and landscape | \$220,493.10 | 9 |
| Med-X Pty Ltd | Waste management services | \$185,459.39 | 30 |
| Micro Focus Australia Pty Ltd | Computer software | \$218,239.05 | 1 |
| Microsoft Pty Ltd | Computer software | \$304,670.25 | 1 |
| Muller Partnership | Consultancy | \$199,656.60 | 41 |
| Museums of History NSW | Record storage | \$581,433.61 | 43 |
| Nextgen Networks Pty Ltd | Utilities | \$307,203.50 | 12 |
| NSW Police Force | Crowd control | \$211,247.45 | 16 |
| Onsite Safety Australia Pty Ltd | Health and hygiene service | \$178,355.18 | 95 |
| Optus Billing | Telephone services | \$652,539.02 | 35 |
| Orix Australia | Car lease rental | \$459,746.04 | 20 |
| Outcomex Pty Ltd | IT software | \$562,242.91 | 8 |
| Playrope Group Pty Ltd | Playground equipment supplier | \$150,527.30 | 9 |

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| Company name | Goods and services type | Value including GST | Number of purchase orders / invoices |
|---|-----------------------------------|----------------------------|---|
| Project X Construction Pty Ltd | Construction | \$206,800.01 | 9 |
| QBE Insurance (Australia) Ltd | Insurance | \$256,668.57 | 11 |
| Qtopia Ltd | Cultural training service | \$220,633.60 | 3 |
| Raston Group Pty Ltd | Construction | \$166,625.23 | 1 |
| Sam The Paving Man Pty Ltd | Construction | \$429,696.35 | 3 |
| SGS Economics and Planning Pty Ltd | Planning development | \$258,716.70 | 20 |
| Show Technology Australia Pty Ltd | Lighting | \$343,999.88 | 15 |
| SICO South Pacific Ltd | Commercial furniture | \$218,768.00 | 2 |
| Single Cell Mobile Consulting Pty Ltd | IT software | \$151,800.00 | 1 |
| Sitecore Australia Pty Ltd | Computer software | \$271,234.43 | 1 |
| Sitegroup | Labour hire | \$323,572.32 | 164 |
| State Insurance Regulatory Authority | Insurance | \$236,505.00 | 2 |
| Telstra | Telephone services / pit services | \$2,179,581.29 | 45 |
| The Audit Office | Auditing services | \$273,790.00 | 6 |
| The Calapi Family Trust t/a Intellitrac | IT software | \$341,262.90 | 105 |
| The P A People | Consultancy | \$366,028.34 | 10 |
| The Trustee for the Lewis & Clift Trust | Signage | \$267,818.66 | 118 |
| The Trustee for the Makela Family Trust | Nursery and landscape service | \$209,858.55 | 4 |
| Tiks Solutions Pty Ltd | IT software | \$163,768.00 | 1 |
| Torchmedia Pty Ltd | Advertising | \$180,840.00 | 4 |

| Company name | Goods and services type | Value including GST | Number of purchase orders / invoices |
|---|------------------------------|---------------------|--------------------------------------|
| Transport for NSW | Government authority | \$1,046,099.10 | 33 |
| Ungerboeck Systems International Pty Ltd | IT software | \$208,964.82 | 5 |
| Varley Electric Vehicles Pty Ltd | Vehicle parts | \$781,697.25 | 17 |
| Viva Energy Australia Ltd ¹⁴ | Fuel | \$945,728.59 | 11 |
| Warren and Mahoney Architects Australia Pty Ltd | Architecture service | \$229,229.01 | 5 |
| Woollahra Council | Library management agreement | \$417,341.10 | 4 |
| WSP Australia Pty Ltd | Engineering | \$177,588.40 | 23 |

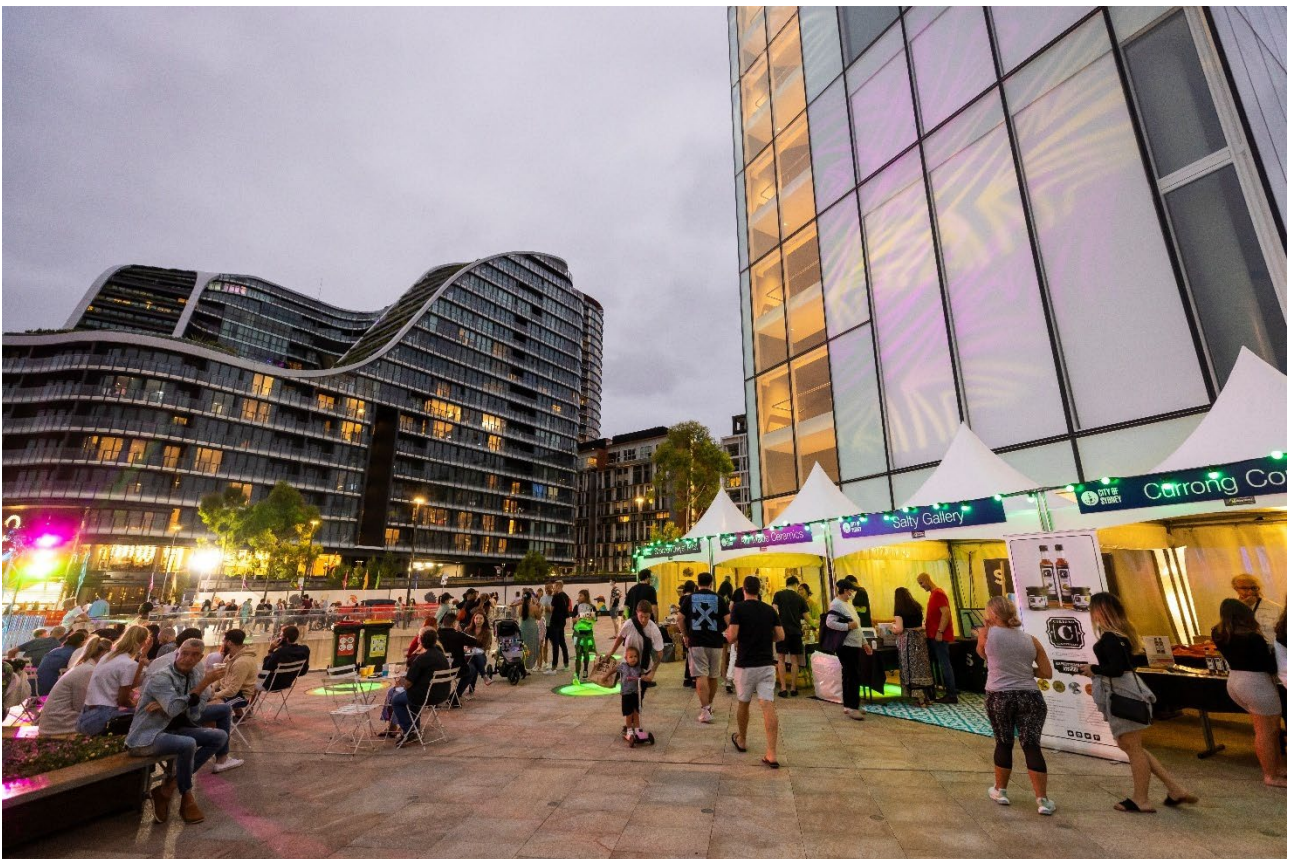


Image 5. Markets, Green Square. Photo by Anna Kucera / City of Sydney

¹⁴ Job awarded through NSW Government contract, LPA contract or Southern Sydney Regional Organisation of Council's (SSROC) contract

Legal proceedings

NSW Local Government (General) Regulation 2021 s 217 (1) (a3)

In 2024/25, expenses incurred by the City of Sydney for legal proceedings taken by or against the Council were as below. This includes amounts, costs and expenses paid or received as out of court settlements, apart from those with terms that are not to be disclosed.

| Description | Amount |
|--|-------------|
| Amounts paid in respect of proceedings | \$2,014,397 |
| Costs received in respect of proceedings | \$591,183 |
| Amounts paid in out-of-court settlements | \$70,050 |
| Amounts received in out-of-court settlements | \$0 |

Below is a summary of the state of progress of each legal proceeding and the result if it has been finalised.

Enforcement

Enforcement proceedings include civil or criminal enforcement proceedings begun by the City of Sydney in the Land and Environment Court or Local Court. These proceedings usually arise from a failure to obtain or comply with development approval or a failure to comply with an order issued by the City, for example unauthorised works, unauthorised uses of land, or failure to comply with an order such as an order to upgrade fire safety. The City also initiates food safety prosecutions for unhealthy food premises.

Appeals against orders issued by the City

When the City issues an order or other regulatory notice the recipient can challenge this in the Land and Environment Court.

In 2024/25, 7 orders issued by the City were the subject of appeals to the Land and

Environment Court and 4 appeals were ongoing at the end of 2024/25.

- One appeal lodged in relation to a fire safety order was resolved by consent orders.
- Appeals against 2 development control orders were discontinued. Related appeals against a fire safety order and a cladding order were ongoing at the end of 2024/25.
- One appeal in relation to a fire safety order was lodged and is ongoing.
- One appeal against a refusal to grant a tree removal permit was lodged and is ongoing as at the end of 2024/25.
- Appeals against 2 development control orders were ongoing as at the end of 2024/25.

Seven order appeals received in the previous year were resolved in 2024/25. Of these appeals, 4 were discontinued and 3 were resolved.

Of the 3 resolved appeals:

- One in relation to a refusal to issue a building information certificate was resolved by consent orders.
- One in relation to a refusal to grant a swimming pool exemption was resolved by consent orders.
- One against a refusal to grant a tree removal permit was upheld.

Civil enforcement proceedings

In 2024/25, the City did not commence any civil enforcement proceedings in the Land and Environment Court seeking to enforce an order.

Criminal enforcement proceedings

In 2024/25, the City was involved in 2 prosecutions in the Local Court.

Enforcement of penalty notices

If the recipient of a penalty notice issued by a City officer disputes the matter in the Court, Revenue NSW starts proceedings in the Local Court in the City's name and the City is informed. For fines other than parking penalty notices, the City's Legal Services unit reviews the penalty notice and if it appears to have

been issued correctly, continues the proceedings.

If the penalty notice does not appear correct, the City withdraws the proceedings. Local Court parking cases are dealt with by police prosecutors except in exceptional circumstances and are not included in this report.

In 2024/25, the City was involved in 14 cases where the recipient of a penalty notice (not parking) disputed the offence. The City withdrew 8 cases and 6 cases were finalised. As at the end of 2024/25 there are 12 Local Court matters on foot.

Planning

Planning determinations by the City of Sydney may be the subject of an appeal to the Land and Environment Court. Planning appeals can arise when the City refuses, or deems to refuse, consent for a desired use or works at a premises.

They can also arise from an appeal against conditions imposed on applicants as part of a development approval.

In 2024/25, 24 planning appeals were lodged in the Land and Environment Court against the City. There were 24 appeals finalised during the year:

- 18 appeals were resolved by a s34 agreement on amended plans or amended conditions at or after a conciliation conference
- 2 appeals were dismissed in favour of the City
- 4 appeals were discontinued by the applicant

There were 13 planning appeals ongoing at the end of 2024/25.

If a party is dissatisfied with the outcome of a planning appeal it has a limited right of appeal to a Judge of the Land and Environment Court under s56A of the *Land and Environment Court Act 1979*. In 2024/25, the City was the respondent in 2 s56A appeals, one which was discontinued and one which is ongoing.

Other proceedings

NSW Civil Administrative Tribunal

Two complaints lodged with the NSW Civil and Administrative Tribunal (NCAT) in 2024/25 were dismissed for lack of jurisdiction.

District Court

One construction dispute is ongoing as at the end of 2024/25.

Supreme Court

One lease dispute lodged with NCAT was transferred to the Supreme Court and is ongoing as at the end of 2024/25.

Australian Human Rights Commission

One complaint lodged with the Australian Human Rights Commission in 2023/24 was terminated and one complaint lodged in 2024/25 was terminated.

Federal Court

One discrimination claim was lodged with the Federal Court in relation to the Oxford Street cycleway and is ongoing.

Commonwealth Administrative Review Tribunal

One application to the Administrative Review Tribunal for review of a freedom of information decision made by the Commonwealth Department of Infrastructure, Transport, Regional Development and Communications is ongoing at the end of 2024/25.

Representations at coronial enquiries or inquests

The City's lawyers represent the City when a coronial inquiry or inquest is held into a death in the local government area and its regulatory or planning functions may be of interest to the coroner or if it is otherwise involved. Examples include if a person dies due to a fault in the building or in a fire.

In 2024/25, the City was not involved in any coronial inquests.

Compulsory acquisition proceedings

There were no compulsory acquisition proceedings in 2024/25.

Contempt of court

There were no contempt of court matters in 2024/25.

Rates recovery

In 2024/25, the City was involved in 276 cases where action was taken to pursue recovery of outstanding rates by the commencement of proceedings. Of these, 140 cases were resolved either pre-judgment or by judgment being entered in favour of the City. Of the other 136 cases, they remain to be finalised.

Public liability claims

In 2024/25 there were 19 proceedings brought against the City alleging negligence and seeking compensation for either property damage or personal injury. Of the 19 matters, 6 were finalised as follows:

- one matter was settled with judgment in favour of the plaintiff
- 3 matters were settled with judgment in favour of the City
- 2 matters were settled and proceedings were discontinued.

Thirteen matters were ongoing at the end of 2024/25.

Work on private land

**NSW Local Government Act 1993 No.30
s 67 and
NSW Local Government (General) Regulation 2021
s 217 (1) (a4)**

There was no work carried out on private land by the City of Sydney in 2024/25.

Grants

**NSW Local Government Act 1993 No.30
s 356 and
NSW Local Government (General) Regulation 2021
s 217 (1) (a5)**

The total amount contributed or otherwise granted by the City in 2024/25 under s356 of the *NSW Local Government Act 1993* is below.

In August 2022 Council adopted a new grants and sponsorship policy and guidelines which is available at city.sydney/grants. The information below on our grants and sponsorship program includes funding for grants that were approved under programs that were not continued in the new policy and guidelines.

Grants that were originally approved by Council but were subsequently cancelled or terminated by the City are not included here.

Details of donations made by the City are also included. These donations are guided by the City's support for charities policy which was adopted by Council in November 2022.

Total grants – cash summary and value in kind

| Grant type | Cash amount | Value-in-kind amounts | Total |
|--|---------------------|------------------------------|---------------------|
| Aboriginal and Torres Strait Islander collaboration fund | \$530,241 | \$19,257 | \$549,498 |
| Accommodation grants program | – | \$8,776,860 | \$8,776,860 |
| Business sector support grants | \$733,060 | – | \$733,060 |
| Community services grants | \$3,338,438 | \$89,145 | \$3,427,583 |
| Creative live / work spaces grants | – | \$117,073 | \$117,073 |
| Cultural and creative grants and sponsorship | \$1,600,000 | – | \$1,600,000 |
| Donations | \$192,000 | – | \$192,000 |
| Festivals and events sponsorship | \$5,539,600 | \$2,352,101 | \$7,891,701 |
| Food support grants | \$1,500,000 | \$29,745 | \$1,529,745 |
| Green building grants | \$171,574 | – | \$171,574 |
| Haymarket activation grant | \$200,000 | \$356 | \$200,356 |
| Innovation and ideas grants | \$1,334,958 | \$600 | \$1,335,558 |
| Outside grant program | \$1,700,000 | – | \$1,700,000 |
| Quick response grants | \$365,307 | \$10,195 | \$375,502 |
| Street banner sponsorship | – | \$50,812 | \$50,812 |
| Venue support grants and sponsorship | – | \$290,580 | \$290,580 |
| Total | \$17,205,178 | \$11,736,724 | \$28,941,902 |

Aboriginal and Torres Strait Islander collaboration fund

| Name in application | Project name | Cash amount | Value-in-kind amount |
|--|--|--------------------|-----------------------------|
| Corey Anderson t/a Healing Through Yarning | Strong Aboriginal youth | \$43,500 | – |
| Gadigal Information Service Aboriginal Corp | Live from Redfern Take 2 | \$50,000 | – |
| Innari Inc | Mob connect hub | \$20,000 | \$11,257 |
| Kinchela Boys Home Aboriginal Corp | Kinchela Boys Home 100th anniversary | \$50,000 | – |
| Metropolitan Local Aboriginal Land Council as auspice for Dan Munro | Biyanga (Father) Project – Healing Journey for Our Men | \$50,000 | – |
| Mudgin-Gal Aboriginal Corp | Mudgin-Gal's recognition celebration | \$21,325 | – |
| National Centre of Indigenous Excellence Ltd | Friday Night Live | \$25,000 | – |
| Redfern All Blacks Rugby League Football Club Inc | Koori Knockout | \$49,722 | \$4,000 |
| Redfern All Blacks Rugby League Football Club Inc | Season and event supplies | \$32,756 | – |
| Redfern Youth Connect (Australia) Ltd | Drop-in centre | \$50,000 | – |
| Soul Reign Pty Ltd | The Goodways Project | \$37,938 | – |
| The Fact Tree Youth Service Inc as auspice for Waterloo Storm Community NRL team | Koori Knockout – attendance and training program | \$50,000 | \$4,000 |
| Tribal Warrior Aboriginal Corp | Talent WorkFit 2025-26 | \$50,000 | – |
| Total | | \$530,241 | \$19,257 |

Accommodation grants program – total value of grants approved in previous years and utilised in 2024/25

| Name in application | Property | Value-in-kind amount |
|--------------------------------------|--|-----------------------------|
| 107 Projects Inc | Ground floor and level 1, 107 Redfern Steet, Redfern | \$89,194 |
| 107 Projects Inc | Joynton Avenue Creative Centre, 3A Joynton Avenue, Zetland | \$92,166 |
| Antenna Documentary Institute Ltd | Suite 5, Benledi House, 186-194 Glebe Point Road, Glebe | \$15,421 |
| Asian Australian Artists Assoc | 181-187 Hay Street, Haymarket | \$298,037 |
| Australian Design Centre | William Street Creative Hub, Level 3, 101-111 William Street, Darlinghurst | \$312,977 |
| Australian Guild of Screen Composers | Rex Centre, 50-58 Macleay Street, Elizabeth Bay | \$4,152 |
| Australian Screen Editors Guild Inc | Rex Centre, 50-58 Macleay Street, Elizabeth Bay | \$4,152 |
| Beehive Industries Co-op Ltd | 137 Palmer Street, Darlinghurst | \$103,398 |
| Big Fag Press | Jubilee Viaducts, 6 Chapman Road, Annandale | \$17,101 |
| Brand X Productions Inc | East Sydney Community and Arts Centre, 225-245 Palmer Street, Darlinghurst | \$77,770 |
| City North Men's Shed | Abraham Mott Community Space, 2 Watson Road, Millers Point | \$57,808 |
| Counterpoint Community Services | Alexandria Town Hall, 73 Garden Street, Alexandria | \$36,060 |
| Digital Storytellers Ltd | William Street Creative Hub, Level 3, 101-111 William Street, Darlinghurst | \$86,467 |
| First Draft Inc | 13-17 Riley Street, Woolloomooloo | \$100,531 |
| Geoff Holmes (Glebe Music Project) | Jubilee Viaducts, 6 Chapman Road, Annandale | \$17,483 |
| Glebe District Hockey Club | Jubilee Viaducts, 6 Chapman Road, Annandale | \$18,357 |
| Glebe Junior AFL Club | Jubilee Viaducts, 6 Chapman Road, Annandale | \$19,451 |

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| Name in application | Property | Value-in-kind amount |
|--|--|-----------------------------|
| In the Pipeline (Arts) Ltd (Hayes Theatre Company Inc) | 19 Greenknowe Street, Elizabeth Bay | \$64,722 |
| Inner City Legal Services Centre | 50-52 Darlinghurst Road, Kings Cross | \$83,047 |
| Inner Sydney Regional Council for Social Development Inc | Waterloo Library, 770 Elizabeth Street, Waterloo | \$43,512 |
| Innovillage Pty Ltd t/a Greenhouse | Levels 1-3, Business Innovation Space, George Street, Sydney | \$2,763,024 |
| Jessie Street National Women's Library Inc | 40 William Henry Street, Ultimo | \$107,197 |
| Kil.n.it Experimental Ceramics Studio Inc | 160 St Johns Road, Glebe | \$9,253 |
| Kil.n.it Experimental Ceramics Studio Inc | Nurses Quarters, 184 Glebe Point Road, Glebe | \$47,891 |
| Kings Cross Community and Information Centre Inc | Rex Centre, 50-58 Macleay Street, Elizabeth Bay | \$61,193 |
| KU James Cahill Preschool | 1-7 Ragan Street, Waterloo | \$196,581 |
| KU John J Carroll Preschool | 2-14 Phelps Street, Surry Hills | \$125,023 |
| KU Lance Preschool and Children's Centre | 37 High Street, Millers Point | \$187,055 |
| KU Maybanke Preschool | 99 Harris Street, Pyrmont | \$111,548 |
| KU Phillip Park Children's Centre | 2-10 Yurong Parkway, Sydney | \$91,419 |
| KU Rushcutters Bay | Waratah Street, Rushcutters Bay | \$136,148 |
| KU Sunbeam Preschool Alexandria | 8 Lyne Street, Alexandria | \$142,289 |
| KU Ultimo Children's Centre | 247-257 Bulwara Road, Ultimo | \$241,881 |
| Mandala Community Counselling Services | 40 William Henry Street, Ultimo | \$24,040 |
| Milk Crate Theatre | Alexandria Town Hall, 73 Garden Street, Alexandria | \$20,303 |
| Museum of Chinese Australian History | 744 George Street, Sydney | \$642,928 |
| Older Women's Network NSW | 8-10 Victoria Street, Newtown | \$122,385 |
| PACT Center for emerging artists | 107-125 Railway Parade, Erskineville | \$98,345 |

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| Name in application | Property | Value-in-kind amount |
|---|--|-----------------------------|
| Physical Disability Council of NSW Inc | St Helens Community Centre, 184 Glebe Point Road, Glebe | \$13,171 |
| Pride History Group | Suite 2, Benledi House, 186-194 Glebe Point Road, Glebe | \$15,845 |
| Radio Eastern Sydney | Paddington Town Hall, 247 Oxford Street, Paddington | \$25,891 |
| Radio for the Print Handicapped of NSW Co-op Ltd | St Helens Community Centre, 184 Glebe Point Road, Glebe | \$69,053 |
| Readymade Works Inc | 247-257 Bulwara Road, Ultimo | \$78,919 |
| Redfern Legal Centre Ltd | 73 Pitt Street, Redfern | \$76,491 |
| SDN Children's Services – Pyrmont Early Childhood Education Centre | Pyrmont Community Centre, 79a John Street, Pyrmont | \$209,263 |
| SDN Childrens Services – Surry Hills Early Childhood Education Centre | 443 Riley Street, Surry Hills | \$299,572 |
| SDN Lois Barker Child Care Centre | 104 Wellington St, Waterloo | \$109,482 |
| Surry Hills Neighbourhood Centre | Surry Hills Community and Child Care Centre, 405 Crown Street, Surry Hills | \$152,981 |
| Sydney Local Health District known as Glebe Early Childhood Centre | Glebe Town Hall, 160 St Johns Road, Glebe | \$36,060 |
| The Bower Re-use and repair centre Co-op | 107 Redfern Steet, Redfern | \$32,781 |
| The Creativity Centre Inc | 78 Harcourt Parade, Rosebery | \$6,884 |
| The Junction Neighbourhood Centre Inc | Suite 4, St Helens Community Centre, 184 Glebe Point Road, Glebe | \$39,120 |
| The Pyrmont-Ultimo Glebe Men's Shed | Jubilee Viaducts, 6 Chapman Road, Annandale | \$31,505 |
| The Sydney Children's Hospital Network | Reginald Murphy Activity Club, 19 Greenknowe Street, Elizabeth Bay | \$50,812 |
| The Trustees of the Roman Catholic Church for the Archdiocese of Sydney | Philip Park Community and Children's Centre, 2-10 Yurong Parkway, Sydney | \$58,105 |
| The Women's Library | 8-10 Brown Street, Newtown | \$61,193 |
| Tom Bass Sculpture Studio School | 1a Clara Street, Erskineville | \$63,826 |
| Tribal Warrior Assoc | 107 Redfern Steet, Redfern | \$30,049 |

| Name in application | Property | Value-in-kind amount |
|----------------------------------|---|----------------------|
| UTS Child Care (Magic Pudding) | McKee Street Child Care Centre, 1 McKee Street, Ultimo | \$285,633 |
| We Are Warriors | Suite 2, Ground Floor, Ultimo Community Centre, 525 Harris Street, Ultimo | \$154,817 |
| Weave Youth Family Community Inc | Waterloo Library, 770 Elizabeth Street, Waterloo | \$103,809 |
| Weave Youth Family Community Inc | Waterloo Oval, Elizabeth and Allen Streets, Waterloo | \$20,160 |
| Wildflower Garden for Good | Harry Jensen Centre, 2 Watson Road, Millers Point | \$62,006 |
| Wrap with Love Inc | 4/4 Huntley Street, Alexandria | \$19,123 |
| Total | | \$8,776,860 |

Business sector support grants

| Name in application | Project name | Cash amount |
|---|--|-------------|
| Australian DeFi Association Ltd | Enhancing blockchain advocacy with AI | \$30,000 |
| Australian Fashion Council Ltd | Industry roundtable series | \$35,000 |
| Australian Sustainable Finance Institute Ltd | Sydney: The regional hub of finance sector leadership | \$50,000 |
| Business Council of Co-op and Mutuals | First Nations Co-operative business leadership network | \$30,000 |
| CBD Sydney Chamber of Commerce Ltd | Spotlight on women in business, city business EXPO25, and accountability countdown | \$35,000 |
| Darlinghurst Business Partnership Inc | VESPA – Darlinghurst and East Sydney activation | \$35,000 |
| Guide Dogs NSW/ACT | Educating local businesses on guide dog access rights | \$30,000 |
| Hollywood Quarter Inc | Hollywood Quarter | \$35,000 |
| Newtown Enmore Precinct (NEP) Inc t/a Newtown Enmore Business Community | Newtown, Enmore, and Erskineville precinct map | \$35,000 |

| Name in application | Project name | Cash amount |
|--|--|------------------|
| Paddington Chamber of Commerce Inc | Visit Paddington – brand campaign and business network | \$35,000 |
| Pymont Ultimo Chamber of Commerce and Industry Inc t/a Business in the Peninsula | Business + connect + economic participation project | \$35,000 |
| Rainbow Precinct Inc | Rainbow precinct support | \$40,000 |
| Social Enterprise Council of NSW and ACT Ltd | Advocacy and support for social enterprise | \$47,698 |
| Social Enterprise Council of NSW and ACT Ltd | Measuring social impact | \$40,000 |
| Spark Festival Ltd | Spark Festival | \$50,000 |
| Surry Hills Creative Precinct Incorporated t/a Surry Hills Business Partnership | GATHER networking events and precinct guides | \$35,000 |
| Sydney School of Entrepreneurship | Startup success program | \$30,362 |
| Taxis NSW Ltd | Taxi driver ambassador program | \$40,000 |
| The Co-operative Federation Ltd | Stronger Sydney Co-operatives | \$30,000 |
| Uptown Sydney CBD Inc | Promoting the uptown Sydney district and supporting local businesses | \$35,000 |
| Total | | \$733,060 |

Community services grants

| Name in application | Project name | Cash amount | Value-in-kind amount |
|--|--|-------------|----------------------|
| Aboriginal Corp for Homeless and Rehabilitation Community Services | Supporting Aboriginal rough sleepers in Sydney | \$125,000 | – |
| Access Sydney Community Transport Ltd | Village to village shuttle bus service | \$208,200 | \$53,000 |
| Asylum Seekers Centre | The Evolving Asylum | \$30,000 | – |
| BlaQ Aboriginal Corp | LGBTQIA+SB wellbeing retreat | \$50,000 | – |
| Counterpoint Community Services Inc | Waterloo South community development | \$50,000 | – |
| Detour House Inc | Aftercare brokerage program | \$20,000 | – |

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| Name in application | Project name | Cash amount | Value-in-kind amount |
|--|---|--------------------|-----------------------------|
| End Street Sleeping Collaboration Ltd | Sydney Zero | \$25,000 | – |
| Glebe Youth Service Inc | After Dark / Before Dusk | \$349,448 | \$3,456 |
| Good360 Australia Ltd | Bridging the digital divide | \$50,000 | – |
| Innari Inc | Assertive outreach and case coordination for homeless vulnerable and complex Aboriginal clients | \$125,000 | – |
| Inner City Legal Centre | Access to legal advice for vulnerable groups | \$100,000 | – |
| Justice Reform Initiative Ltd | Jailing is Failing: lived experience speakers bureau | \$14,000 | – |
| Kinchela Boys Home Aboriginal Corp | Waterloo South relocation support service | \$50,000 | – |
| Launchpad Youth Community Inc | Launchpad brokerage program | \$350,000 | – |
| Lillian Howell Project Inc | EmpowerHER | \$10,000 | – |
| Neami Ltd | Way2Home | \$800,000 | – |
| NSW Users and AIDS Assoc Inc | Moving Forward Together! NSW Users and AIDS Association's annual peers and consumers forum | \$10,000 | – |
| Plate it Forward as auspice for First Nations Response Ltd | Sydney's First Nations response pop-ups | \$50,000 | |
| Redfern Legal Centre Ltd | Waterloo South relocations legal advice and assistance | \$50,000 | – |
| Redfern Youth Connect (Australia) Ltd | Saturday night family gathering | \$50,000 | – |
| Refugee Advice and Casework Service (Australia) Inc | LGBTIQA+ people seeking asylum | \$50,000 | – |
| Refugee Advice and Casework Service (Australia) Inc | Reuniting families | \$44,018 | – |
| ReLove | Scaling ReLove | \$30,000 | – |

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| Name in application | Project name | Cash amount | Value-in-kind amount |
|---|--|--------------------|-----------------------------|
| Scarred Tree Indigenous Ministries | Scarred Tree resource centre | \$50,000 | – |
| South Eastern Community Connect Inc | Domestic violence support worker | \$50,000 | – |
| Spanish Community Care Assoc | CALD seniors day group | \$39,984 | – |
| Stepping Out Housing Programme Inc | Childhood sexual abuse recovery workshops and counselling | \$47,328 | – |
| Story Factory Inc | Empowering Aboriginal and Torres Strait Islander youth through creative writing | \$19,060 | – |
| Success Works Partners Inc | Lived experience and diversity (LEAD) in mentoring program | \$20,000 | – |
| Surry Hills Neighbourhood Centre Inc | Surry Hills community hub and outreach project | \$45,750 | – |
| Surry Hills Neighbourhood Centre Inc as auspice for The Camp Fitness | Fitness for housing estate tenants | \$11,250 | – |
| Sydney University Settlement | Providing place-based community connection for local children during school holidays | \$50,000 | – |
| The Bower Reuse and Repair Centre Cooperative Ltd | Repair workshops and cafes program | \$14,400 | – |
| The Fact Tree Youth Service Inc | After Hours | \$120,000 | – |
| The Reconnect Project Ltd | Young people staying connected | \$10,000 | – |
| The Uniting Church in Australia Property Trust (NSW) as auspice for The Wayside Chapel Foundation | Wayside women's program | \$50,000 | – |
| The Yoga Foundation | Yoga in nature | \$10,000 | – |
| Ukrainian Council of New South Wales Inc | Stand with Ukraine | \$50,000 | \$10,930 |

| Name in application | Project name | Cash amount | Value-in-kind amount |
|---------------------------------|-----------------------------|--------------------|----------------------|
| University of Sydney | Animals in need fund | \$50,000 | – |
| University of Sydney | Sydney Peace Prize | \$50,000 | \$21,759 |
| University of Technology Sydney | Inclusivity in volunteering | \$10,000 | – |
| Total | | \$3,338,438 | \$89,145 |

Creative live / work spaces grants

| Property | Value-in-kind amount |
|--------------------------------------|----------------------|
| 113-115 William Street, Darlinghurst | \$80,673 |
| 1/770 Elizabeth Street, Waterloo | \$36,400 |
| Total | \$117,073 |

Cultural and creative grants and sponsorship

| Name in application | Project name | Cash amount |
|--|--|---------------------------|
| Accessible Arts | Video art showcase | \$22,000 |
| Antenna Documentary Institute Ltd | Antenna: Industry – discussions, masterclasses and workshops for documentary professionals | \$25,000 |
| Artspace Visual Arts Centre Ltd | Re-Stor(y)Ing Oceania | \$10,000 |
| Auspicious Arts Projects as auspice for Jenn Blake | Fambo collective residency | \$15,000 |
| Bake House Independent Theatre | Kings Cross Theatre step up program – pathways to sustainable theatre careers | \$35,000 |
| Brolga Dance Academy | Brolga Dance Academy | \$30,000 |
| Carlsen-Wareham Pty Ltd t/a as Story Laundry | Hey, Brother – Malcolm Cole story | \$25,000 |
| Carriageworks | Summer Moves – public dance participation project | \$25,000 |
| City Recital Hall Ltd | City Recital Hall ongoing operational funding and capital renewal | \$1,000,000 ¹⁵ |

¹⁵ Council resolved on 13 May 2024 to approve an additional ad hoc grant of \$300,000, increasing the total cash amount for 2024/25 to \$1,000,000

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| Name in application | Project name | Cash amount |
|--|---|--------------------|
| Company B Ltd | 25A emerging and independent artist program | \$25,000 |
| Diversity Arts Australia | Shifting the Balance – leadership program | \$35,000 |
| Ensemble Offspring Ltd | Lumin Machine – new concertos for cyborg pianist and ensemble offspring | \$20,000 |
| Griffin Theatre Company Ltd as auspice for Mr Stuart Davis | The Witch of Kings Cross | \$20,000 |
| Heaps Decent Ltd | Home Base | \$10,000 |
| Lincoln Elliott | Repatriation: the musical | \$25,000 |
| Marrugeku Inc | Cut the Sky | \$20,000 |
| Milk Crate Theatre | Pathways | \$25,000 |
| National Association for the Visual Arts | NAVA professional development: good practice exploration and collaboration | \$9,000 |
| Passage Gallery | Passage Gallery | \$15,000 |
| Qtopia Sydney Ltd as auspice for Mr Hayden Tonazzi | Saints of Damour | \$8,000 |
| Radio Skid Row | Where Am I? | \$10,000 |
| ReadyMade Works Inc | Skills sharing | \$11,000 |
| REMIX Summits | REMIX Summit Sydney – culture, technology, entrepreneurship | \$20,000 |
| Schizophrenia Fellowship of New South Wales Ltd t/a One Door Mental Health | Creative Space @ PICS | \$10,000 |
| Soul of Chinatown Inc | The Playground | \$20,000 |
| Stalker Theatre Inc t/a Box of Birds | Small Blue Thing | \$20,000 |
| Sydney Arts Management Advisory Group Inc | Collaboration and professional development across Sydney's creative sectors | \$10,000 |
| Sydney Theatre Company Ltd | Subsidised access to creative workshops and performances | \$20,000 |
| The Performance Space Ltd | Joel Bray's Brolga and First Nations engagement | \$25,000 |

| Name in application | Project name | Cash amount |
|--|---|--------------------|
| The Performance Space Ltd as auspice for Mr Hossein Ghaemi | Development and presentation of Thunderbloom | \$20,000 |
| The Performance Space Ltd as auspice for Mr William Yang | Milestones | \$20,000 |
| The Uniting Church in Australia Property Trust (NSW) as auspice for The Wayside Chapel Foundation | Wayside Creates | \$15,000 |
| Total | | \$1,600,000 |

Donations

| Name in application | Project name | Cash amount |
|--|---|-------------|
| Aboriginal Medical Service Cooperative Ltd | Food support for Christmas | \$10,000 |
| Addison Road Centre for Arts, Culture, Community and Environment Ltd | Food support for Christmas | \$10,000 |
| Asylum Seekers Centre | Food support for Christmas | \$10,000 |
| Catholic Parish St Canice Elizabeth Bay as the Operator of a PBI t/a St Canice's Kitchen | Food support for Christmas | \$10,000 |
| First Nations Response | Food support for Christmas | \$10,000 |
| Glebe Youth Service | Food support for Christmas | \$10,000 |
| Kinchela Boys Home Aboriginal Corp | Food support for Christmas | \$10,000 |
| Metropolitan Local Aboriginal Land Council | Food support for Christmas | \$10,000 |
| Mudgin-Gal Aboriginal Corp | Food support for Christmas | \$10,000 |
| Redfern Youth Connect (Australia) Ltd | Food support for Christmas | \$10,000 |
| Rising Tide | Democratic right to protest | \$22,000 |
| Sydney University Settlement | Food support for Christmas | \$10,000 |
| The Fact Tree Youth Service Inc | Food support for Christmas | \$10,000 |
| The Twenty Ten Assoc | Support for community at Christmas 2024 | \$10,000 |

| Name in application | Project name | Cash amount |
|--|----------------------------|------------------|
| The Uniting Church in Australia Property Trust (NSW) | Food support for Christmas | \$10,000 |
| Trans Justice Project | Trans justice project | \$10,000 |
| Weave Youth & Community Services | Food support for Christmas | \$10,000 |
| Wyanga Aboriginal Aged Care Program Inc | Food support for Christmas | \$10,000 |
| Total | | \$192,000 |

In addition the City provided value of \$4,970.73 on materials donated to community garden groups in the year ending June 2025. Materials donated included mulch, soil and plants.

Festivals and events sponsorship

| Name in application | Project name | Cash amount | Value-in-kind amount |
|---|--|-------------|----------------------|
| ACON Health Ltd | Pride in Sport Festival | \$20,000 | – |
| Alliance Francaise de Sydney Cultural Foundation Ltd | French Film Festival | \$25,000 | \$7,680 |
| Antenna Documentary Institute Ltd | Antenna Documentary Film Festival | \$20,000 | – |
| ARD Operation Pty Ltd | StickyBeak | \$15,000 | \$2,814 |
| Art Fairs Australia Pty Ltd | Sydney Contemporary | | \$33,800 |
| Auspicious Arts Projects Inc as Auspice for Mr Dylan Goh | Palette Session Weave Youth & Community Services – experimental dance sessions | \$15,000 | – |
| Australian Design Centre | Sydney Craft Week Festival | \$15,000 | – |
| Australian Fashion Council Ltd (previously International Management Group of America Pty Ltd) | Australian Fashion Week | \$100,000 | – |
| Australian National Maritime Museum | Sugarfest – Sunset Nasara | \$45,400 | – |
| Bad Sydney Ltd | BAD Sydney Writers Festival | \$12,000 | – |
| BBR Agency | Bastille Festival | \$20,000 | – |
| Bespok3 Pty Ltd | The Artistry | \$40,000 | – |

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| Name in application | Project name | Cash amount | Value-in-kind amount |
|---|--|--------------------|-----------------------------|
| Bicycle New South Wales Inc | Spring Cycle | \$20,000 | \$20,660 |
| Biennale of Sydney Ltd | Biennale of Sydney | \$650,000 | \$150,000 |
| Brolga Dance Academy | Brolga Yugal Yulu-gi | \$30,000 | – |
| Bus Stop Films | Bus Stop Films Sydney Showcase | \$10,000 | – |
| Business Events Sydney Ltd | Securing Global Business Events for Sydney | \$300,000 | – |
| Coota Girls Aboriginal Corporation | Sorry Day stolen generations community gathering | \$40,000 | – |
| Counterpoint Community Services Inc | Playgroups in the park – September and November | \$9,990 | – |
| Counterpoint Community Services Inc | Playgroups in the park 2025 to 2027 | \$19,500 | – |
| Counterpoint Community Services Inc | Volunteer Awards 2025 | \$2,600 | – |
| Darlinghurst Business Partnership Inc | Oxtravaganza | \$20,000 | – |
| Destination NSW previously Premiers Department | Australia Day in Sydney | \$150,000 | \$48,880 |
| Destination NSW | Vivid Sydney (Music HQ) | \$100,000 | \$300,000 |
| Disability Pride Sydney Inc | Sydney Disability Pride Festival | \$40,000 | \$19,600 |
| First Hand Solutions Aboriginal Corp | National Indigenous Art Fair | \$32,000 | \$7,200 |
| Free Broadcasting Inc t/a FBi Radio | FBi SMAC Awards | \$10,000 | – |
| Gadigal Information Service Aboriginal Corp | Yabun Festival | \$210,000 | \$7,072 |
| Gamarada Indigenous Healing and Life Training Ltd | Coloured Diggers ANZAC Day March | \$20,000 | \$2,250 |
| Hayes Theatre Co Ltd | Festival of New Work | \$25,000 | – |
| Head On Foundation Ltd | Head On Photo Festival | \$20,000 | \$5,621 |

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| Name in application | Project name | Cash amount | Value-in-kind amount |
|--|--|--------------------|-----------------------------|
| Inner City Legal Centre | Sex Work: A Kings Cross History | \$12,000 | – |
| International Performing Writers Assoc | Story Week – A festival for writers who perform | \$10,000 | \$11,088 |
| Just Gold Digital Agency Pty Ltd | Autistic Pride conference | \$40,000 | – |
| Lamorna Grace Nightingale t/a BackStage Music | Living music 2025 series | \$10,000 | – |
| Maddison Costello | Shoosh Fest | \$5,000 | – |
| MCI Australia | International Astronautical congress 2025 | \$15,000 | – |
| Moogahlin Performing Arts Inc | Yellamundie Development Festival – A program of First Peoples storytelling | \$30,000 | – |
| Ms Geetha Balakrishnan | Sound Sorcery | \$25,000 | – |
| Ms Lucy Boon | Love and Faith (and something unholy) | \$18,314 | – |
| Mudgin-Gal Aboriginal Corp | Mudgin-gal Women's Festival | \$20,000 | \$1,068 |
| National Centre of Indigenous Excellence | NAIDOC | \$10,000 | – |
| National Centre of Indigenous Excellence | Redfern NAIDOC Day 2025 | \$37,500 | – |
| Pact Centre for Emerging Artists Inc | Pact House Micro-festivals – Bringing community together | \$15,000 | – |
| Plate it Forward | Third I Festival | \$30,000 | – |
| Pymont – Ultimo Chamber of Commerce and Industry Inc t/a Business in the Peninsula | Pymont Festival | \$30,000 | \$7,700 |
| Queer Screen Ltd | Mardi Gras Film Festival 2025 | \$35,000 | – |
| Rainbow Giving Australia Ltd | The Aurora Ball | \$20,000 | \$10,624 |
| ReCo Enterprises Pty Ltd | Circular Sydney: empowering Sydney's sustainable businesses | \$15,000 | – |
| Refugee Council of Australia | Refugee Week 2025 | \$35,000 | – |

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| Name in application | Project name | Cash amount | Value-in-kind amount |
|--|--|--------------------|-----------------------------|
| Serbian Orthodox Youth Association Inc | Serbian Festival Sydney and Serbian Film Festival | \$35,000 | \$4,050 |
| Shopfront Arts Co-op Ltd t/a Playwave | Playwave Experiences | \$15,000 | – |
| Smartfone Flick Fest Pty Ltd | SmartFone Flick Festival and workshop series | \$20,000 | – |
| Social Enterprise Council of NSW & ACT Ltd | Social Enterprise Festival | \$35,000 | – |
| Soul of Chinatown Inc | Chinatown Comedy Club | \$10,200 | – |
| St Vincent De Paul Society NSW | Our Place – our stories community parade | \$35,000 | – |
| SXSW Sydney Pty Ltd | SXSW Sydney | \$100,000 | \$48,120 |
| Sydney Eisteddfod | Sydney Eisteddfod Festival | \$10,000 | \$2,688 |
| Sydney Gay and Lesbian Mardi Gras Ltd | Sydney Gay and Lesbian Mardi Gras Festival | \$340,000 | \$70,776 |
| Sydney University Settlement as auspice for Warren Roberts | Eora inner city NAIDOC event | \$20,000 | – |
| Taiwan Film Festival Inc | 7th Taiwan Film Festival in Australia | \$6,896 | \$12,000 |
| TEDxSydney Ltd | TEDxSydney 2025 | \$15,000 | \$5,500 |
| The Ethics Centre Ltd | Fringe Thinking | \$7,200 | – |
| The Performance Space Ltd | Liveworks and Live Dreams | \$35,000 | – |
| The Red Rattler Theatre Inc as auspice for Mx Dyan Tai | Club Worship | \$30,000 | – |
| The Returned and Services League of Australia New South Wales Branch | Aboriginal and Torres Strait Islander Veterans Commemoration Service | \$6,000 | – |
| The Society of Arts and Crafts of New South Wales | Craft Fair at the Tramsheds | \$5,000 | \$5,183 |
| The Sydney Festival Ltd | Sydney Festival | \$1,400,000 | \$840,000 |
| The Sydney Film Festival | Sydney Film Festival | \$265,000 | \$462,913 |
| The Sydney Fringe Inc | Sydney Fringe Festival | \$225,000 | \$120,236 |

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| Name in application | Project name | Cash amount | Value-in-kind amount |
|--|---|--------------------|----------------------|
| The Sydney Writers' Festival Ltd | Sydney Writers' Festival | \$370,000 | \$144,000 |
| Tribal Warrior as auspice for Matora Mob Committee | Woolloomooloo Aboriginal and Torres Strait Islander cultural events | \$30,000 | \$578 |
| The University of Sydney | Seymour Nights | \$25,000 | – |
| Weave Youth and Community Services Ltd | Mad Pride – A youth-led mental health community event | \$20,000 | – |
| Your Shot Academy Australia Pty Ltd | Academy and showcase for emerging artists | \$10,000 | – |
| Youth and Family Connect Inc | Woolloomoolivin' annual festival of urban arts and culture | \$20,000 | – |
| Total | | \$5,539,600 | \$2,352,101 |



Image 6. Sarah Hirst, Guide Dogs NSW/ACT with her guide dog at Hydeaway café, Hyde Park Sydney. Photo by Chris Southwood / City of Sydney

Food support grants

| Name in application | Project name | Cash amount | Value-in-kind amount |
|---|--|--------------------|-----------------------------|
| Aboriginal Medical Service Cooperative Ltd | Food support delivery program | \$50,000 | – |
| Arc @ UNSW Ltd | Food Hub @ Paddington | \$100,000 | \$11,845 |
| Asylum Seekers Centre | Nourish and Sustain | \$150,000 | – |
| BlaQ Aboriginal Corp | BlaQ healthy eating and active living | \$63,543 | – |
| City Community Care Inc | Early Bird Cafe | \$15,000 | – |
| Dignitas Respect Inc | Flavour | \$31,258 | – |
| First Nations Response Ltd | Caring for Community our way, the Blak way | \$425,000 | \$17,900 |
| Food Ladder | Food ladder school systems | \$27,068 | – |
| Foodbank NSW and ACT Ltd | Increasing access to essential food, grocery and personal care items | \$30,000 | – |
| Glebe Youth Service | Food circle | \$73,625 | – |
| OzHarvest Ltd | Improving OzHarvest's capacity to provide universal access to food | \$70,000 | – |
| Plate it Forward Ltd | The Social Meal | \$40,000 | – |
| Pocket City Farms | Farming for food security | \$27,090 | – |
| Police Citizens Youth Clubs NSW Ltd | Youth club nourishment program | \$20,000 | – |
| Surry Hills Neighbourhood Centre Inc | Food for health access program | \$18,000 | – |
| Sydney University Settlement | Food support, education and capacity building at the settlement | \$122,864 | – |
| The International Shift at Parliament on King | Soup of Human Kindness | \$25,000 | – |
| The Marmalade Foundation Ltd | Nutritious meals for women | \$24,900 | – |
| The Twenty Ten Assoc | Pantry Pride! | \$46,652 | – |

| Name in application | Project name | Cash amount | Value-in-kind amount |
|---|---------------------|--------------------|----------------------|
| Wyanga Aboriginal Aged Care Program Inc | Wyanga food program | \$140,000 | – |
| Total | | \$1,500,000 | \$29,745 |

Green building grants

| Name in application | Project name | Cash amount |
|---|---|-------------|
| Laudet Pty Ltd | NABERS energy and water rating Year 2 – 28 Albion Street, Surry Hills (Rydges Central Surry Hills) | \$2,500 |
| Strata Plan No 67631 | Building electrification feasibility assessment including EV charging – 2-18 Oxley Street, Glebe | \$3,300 |
| Pearl Hotels D 1993 Pty Ltd t/a Ibis Sydney Darling Harbour | NABERS energy and water rating Year 2 – 100 Murray Street, Pyrmont (Novotel Darling Harbour) | \$2,500 |
| Pearl Hotels D 1993 Pty Ltd t/a Ibis Sydney Darling Harbour | NABERS energy and water rating Year 2 – 100 Murray Street, Sydney (Ibis Darling Harbour) | \$2,500 |
| Strata Plan No 17572 | NABERS energy and water rating Year 1 and renewables and/or electrification feasibility assessments – 6-14 Oxford Street, Darlinghurst | \$15,000 |
| Strata Plan No 50530 | Building electrification feasibility assessment including EV charging – 148 Elizabeth Street, Sydney | \$3,487 |
| Strata Plan No 56911 (The Georgia) | Building electrification feasibility assessment including EV charging – 155 Kent Street, Millers Point | \$3,300 |
| Strata Plan No 64807 | NABERS energy and water rating Year 1 and renewables and electrification feasibility assessments – 71 Jones Street, Ultimo | \$15,000 |
| Strata Plan No 70135 | NABERS energy and water rating Year 1 and renewables and electrification feasibility assessments – 1 Pottinger Street, Dawes Point (Strata Plan No SP70153 and carpark SP 70152 – Parbury Apartments) | \$13,040 |
| Strata Plan No 74829 | Renewables feasibility assessment and building electrification feasibility assessment – 30 Garden Street, Alexandria | \$15,000 |

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| Name in application | Project name | Cash amount |
|---|--|--------------------|
| Strata Plan No 82306 | Building electrification feasibility assessment including EV charging – 5 Tambua Street, Pyrmont | \$3,351 |
| Strata Plan No 84689 | Renewables and/or electrification feasibility assessments – 4 Distillery Drive, Pyrmont | \$3,697 |
| Strata Plan No 86806 | Renewables and/or electrification feasibility assessments – 2 Distillery Drive, Pyrmont | \$3,350 |
| Strata Plan No 92883 | NABERS energy and water rating Year 1 and renewables and/or electrification feasibility assessments – 349-357 Bulwara Road | \$15,000 |
| Strata Plan No 97158 | NABERS energy and water rating Year 1 and renewables and electrification feasibility assessments including EV charging – 5 Hadfields Street, Erskineville) | \$14,480 |
| Strata Plan No 18189 | NABERS energy and water rating Year 1 and renewables and electrification feasibility assessments including EV charging – 24 Cook Street, Glebe | \$15,000 |
| Strata Plan No 56081 | NABERS energy and water rating Year 1 – 71-75 Regent Street, Chippendale | \$6,809 |
| Strata Plan No 60448 | Building electrification feasibility assessment including EV charging – 82-84 Abercrombie Street, Chippendale | \$11,760 |
| Strata Plan No 61091 | NABERS energy and water rating Year 1 – 2-10 Quarry Master Drive, Pyrmont | \$15,000 |
| The Trustee for the Darling Harbour Hotel Trust | NABERS energy and water rating Year 2 – 12 Darling Drive, Sydney (Sofitel Darling Harbour) | \$2,500 |
| The Trustee for the Schwartz Family Trust | NABERS energy and water rating Year 2 – 390 Pitt Street, Haymarket (Rydges World Square) | \$2,500 |
| Winadell Pty Ltd | NABERS energy and water rating Year 2 – Pitt Street, Haymarket (Ibis World Square) | \$2,500 |
| Total | | \$171,574 |

Haymarket Activation Grant

| Name in application | Project name | Cash amount | Value-in-kind amount |
|----------------------------|---------------------|--------------------|-----------------------------|
| Haymarket Alliance | Neon Playground 2.0 | \$200,000 | \$356 |
| Total | | \$200,000 | \$356 |

Innovation and ideas grants

| Name in application | Project name | Cash amount | Value-in-kind amount |
|--|--|--------------------|-----------------------------|
| 4A Centre for Contemporary Asian Art | 4A Incubator Lab | \$50,000 | – |
| Accessible Arts | Access ideas and insights – podcast series | \$49,515 | – |
| Arts Law Centre of Australia | Knowing your rights – empowering artists to build thriving cultural businesses | \$10,000 | – |
| Australian School of Entrepreneurship | The Sydney young social entrepreneur sprint | \$18,840 | – |
| Bake House Independent Theatre | Storylines in the Kings Cross Theatre Vault – with community for community. | \$14,500 | – |
| BCMP Pty Ltd t/a BANG ON Collective | Children, Nature, and Place – ArtVentures in Sydney | \$49,994 | – |
| Boomerang Labs Ltd | Circular Economy Club Sydney | \$48,300 | – |
| Creative Plus Business Group Pty Ltd | THRIVE – creative sustainability for Sydney's arts professionals | \$44,500 | – |
| Digital Storytellers Ltd | Pathway to Purpose – impact storytelling accelerator | \$45,250 | – |
| Diversity Arts Australia | Creative cultural equity training | \$40,000 | – |
| Edge Environment Pty Ltd t/a Edge Impact | Circular business toolkit and implementation guidance for hospitality small and medium-sized hospitality enterprises | \$35,013 | – |
| Finding Infinity Pty Ltd | A New Normal Sydney | \$50,000 | – |

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| Name in application | Project name | Cash amount | Value-in-kind amount |
|--|--|--------------------|-----------------------------|
| Footpath AI Pty Ltd | Mapping Sydney's pedestrian experience | \$50,000 | – |
| Forward Thinking Design Pty Ltd t/a FTD Circular | De-fit waste metrics and circularity fitout guidelines for Sydney retail/hospitality | \$21,800 | – |
| Haymarket HQ Pty Ltd | Building a sustainable Sydney – Greentech connector program | \$40,000 | – |
| HerFuture HerDecade Ltd | Women's research project | \$48,400 | – |
| Innovillage Pty Ltd t/a Greenhouse | Accelerating the green economy transition by catalysing sustainable finance | \$45,596 | – |
| Innovillage Pty Ltd t/a Greenhouse | Sydney Climate Action Week | \$20,000 | – |
| Milk Crate Theatre | Creating Impact – exploring a shared outcomes framework for the Arts | \$39,400 | \$600 |
| Noizend Pty Ltd | Low frequency noise control to benefit residents and visitors | \$20,000 | – |
| Office AU Ltd | Retain, Repair, Reinvest – Waterloo Estate | \$50,000 | – |
| Owners Corporation Network of Australia Ltd | Get Strata Prepared! – embedding emergency response plans into strata living | \$50,000 | – |
| Refugee Council of Australia | Addressing Sydney's hidden homelessness | \$40,000 | – |
| Revolve Recycling Pty Ltd | The Big Bike Swap Day | \$10,000 | – |
| Rocket Seeder Ltd | Rocket Seeder expansion – bringing agrifood acceleration to Sydney | \$45,800 | – |
| Spark Festival Ltd | Spark Festival 2025 | \$50,000 | – |
| Startup Muster Pty Ltd | Startup Muster Sydney | \$25,000 | – |

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| Name in application | Project name | Cash amount | Value-in-kind amount |
|---|---|--------------------|----------------------|
| The Crown in The Right of the State of New South Wales, acting through the Department of Enterprise, Investment and Trade | NSW international student volunteer program | \$15,000 | – |
| The Trustee for the Foong Family Trust | Zero waste clothing from zero waste yarn | \$30,600 | – |
| The Uniting Church in Australia Property Trust (NSW) | CHEX community gift cards digital expansion | \$36,606 | – |
| TIPIAC Pty Ltd | Sacred Earth, Sustainable Futures – first nations climate playhouse | \$50,000 | – |
| University of New South Wales | Are public open spaces in the city of Sydney neurodiverse-friendly? | \$42,425 | – |
| University of Sydney | Raising the Bar | \$35,500 | – |
| University of Technology Sydney | Community led sustainable cities | \$49,901 | – |
| Velocity Empowerment | Project Rise – early intervention for women's safety | \$15,000 | – |
| WorkVentures Ltd | National device bank feasibility pilot | \$48,018 | – |
| Total | | \$1,334,958 | \$600 |

Outside grant program¹⁶

| Name in application | Project name | Cash amount |
|---|---|--------------------|
| City of Sydney Basketball Assoc | Capital works funding request | \$250,000 |
| Griffin Theatre Company Ltd | Griffin Theatre Company – Stables Theatre redevelopment | \$1,000,000 |
| I MADE THIS Pty Ltd t/a The Nest Creative Space | Relocation of The Nest creative space | \$100,000 |
| Qtopia Sydney Ltd | Sunday's at Qtopia Sydney | \$100,000 |
| The Committee for Sydney Inc | Creative Land Trust for Sydney | \$250,000 |
| Total | | \$1,700,000 |

Quick response grants

| Name in application | Project name | Cash amount | Value-in-kind amount |
|---|---|--------------------|-----------------------------|
| 107 Projects Inc | 107 Projects Inc – maintenance mode | \$10,000 | – |
| 4A Centre for Contemporary Asian Art | Lunar New Year public art activations | \$8,950 | – |
| Aboriginal Dance Theatre Redfern | Building compliance – Part 2 | \$2,408 | – |
| Aboriginal Employment Strategy Ltd as auspice for Mr Jamie Ingram | Ella 7s | \$9,935 | – |
| Alexandria Rovers Junior Rugby League Football Club Inc | Training and game day equipment | \$2,000 | – |
| Alfalfa House Community Food Cooperative Ltd | How Green is our Patch! | \$3,716 | – |
| Asylum Seekers Centre | Asylum seekers centre stairlift | \$8,540 | – |
| Auspicious Arts Projects Inc as auspice for Michael Louis Kennedy | All The Fraudulent Horse Girls | \$5,415 | – |
| Auspicious Arts Projects Inc as auspice for Shakti Mental Health | The Rose Garden screening and mental health Q&A | \$2,500 | – |

¹⁶ Grants approved out of scheduled grants round

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| Name in application | Project name | Cash amount | Value-in-kind amount |
|---|---|--------------------|-----------------------------|
| Australian College of Audiology Ltd | World Hearing Day – hearing health seminar | \$4,200 | – |
| Australian South Sea Islanders (Port Jackson) | First Nations bereavement support | \$9,250 | – |
| Australian South Sea Islanders (Port Jackson) | SugarFest oceanic culture history and music – ASSI 30th anniversary | \$9,500 | – |
| Bobby Goldsmith Foundation | The Red Ball gala auction | \$10,000 | \$6,306 |
| Brand X Productions Inc | Apertures | \$5,000 | – |
| Christmas in Pyrmont Inc | Christmas in Pyrmont | \$10,000 | – |
| Diversity Arts Australia | InterGenerate – the presentation | \$5,050 | – |
| Down Syndrome Association of NSW Inc | Picnic and Play – celebrating down syndrome awareness month | \$2,543 | – |
| Dr Christopher Bryant | State of Play | \$4,300 | – |
| Dr Ian David | Oak barrel planters for citrus trees | \$900 | – |
| Dr Seyedshervin Mirzeinali | Nazri | \$4,699 | – |
| Dr Trayden Miller-Mundine | Lismore Youth Rugby League Koori Gala Day | \$4,224 | – |
| Emma Riches | Never Are | \$5,000 | – |
| fbi.radio | All The Best Live – almost tangible audio stories | \$3,690 | – |
| Footscape Inc | Foot care kits | \$5,000 | – |
| Foyer Foundation Ltd | Foyer advantage forum | \$6,000 | – |
| Gadigal Information Service Aboriginal Corp | Yabun 2025 | \$10,000 | – |
| Glebe Rowing Club Inc | Supporting disadvantaged junior rowers | \$4,260 | – |
| Glebe Youth Service as auspice for Scarred Tree Indigenous Ministries | Glebe NAIDOC | \$10,000 | – |

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| Name in application | Project name | Cash amount | Value-in-kind amount |
|---|---|--------------------|-----------------------------|
| Gondwana Choirs | Gondwana Voices' ABC recording | \$5,000 | – |
| Guillermo Fernandez-Abascal | A Good Idea | \$3,500 | – |
| Jason Jefferies | IRL by Lewis Treston | \$3,500 | – |
| Kerfew AU Inc | No Kerfew presents Jaubi | \$4,000 | – |
| Kit Spencer | Castrati | \$5,000 | – |
| Kurranulla Aboriginal Corp | Eora mini elders olympic committee | \$8,500 | – |
| Lifeline Direct Ltd t/a Lifeline Eastern Suburbs | Suicide Safer Sydney | \$5,000 | – |
| Metropolitan Local Aboriginal Land Council as auspice for for Biyanga | Biyanga – fathers event | \$10,000 | – |
| Milk Crate Theatre | MCT and Improv Theatre Sydney collaboration | \$8,000 | – |
| Miracle Babies Foundation | Miracle Moon Walk | \$2,500 | – |
| Miss Jenny Kim | Echoes | \$5,000 | – |
| Mr Inocencio Maquirang | 2025 Jin Sei Ryu Karate-do Australia benefit tournament | \$2,591 | – |
| Mr Redmond Reyes | Multi-Arts residency with Brand X | \$4,000 | – |
| Mr Ryan Whitworth-Jones | Anomalies | \$5,000 | – |
| Mr Sebastian Vasquez | Hayden Lane revitalisation project | \$5,000 | – |
| Mr Tim Doubinski | Caesura Ensemble presents "Detached" | \$4,436 | \$564 |
| Ms Anwyn Brook-Evans | Maze Manor X Lord Gladdy | \$4,300 | – |
| Ms Emma Kew | The Rehearsal | \$1,700 | – |
| Ms Erica Lovell | The Female of the Species | \$5,000 | – |
| Ms Sexy Galaxy | Ken's Dream House | \$3,867 | – |
| Mx Lucia Moon | The shape – shift anthology | \$5,000 | – |

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| Name in application | Project name | Cash amount | Value-in-kind amount |
|--|---|--------------------|-----------------------------|
| New Ghosts Theatre Company Inc t/a as Old Fitz Theatre | Fitz 2025 | \$8,500 | – |
| NSW Police Legacy | Big Blue Swim | \$6,018 | – |
| Redfern All Blacks Rugby League Football Club Inc as auspice for Redfern All Blacks Cricket Club | Redfern All Blacks Cricket Club Imparja Cup | \$9,982 | – |
| Revolve Recycling Foundation Ltd | Kids bikes for Woolloomooloo | \$2,500 | – |
| Romney Hamilton | The Children's Hour by Lillian Hellman | \$5,000 | – |
| Settlement Services International Ltd | Pathways to Possibilities – report launch event | \$5,000 | \$1,570 |
| Souths Cares PBI Ltd | Souths Cares Boys leadership and cultural camp | \$0 | – |
| St John's Anglican Church Glebe as auspice for Scarred Tree Indigenous Ministries | Aboriginal cultural space support | \$573 | – |
| Sydney FC Foundation | Sydney FC powerchair football activation | \$2,000 | – |
| The Girls & Boys Brigade | Freezer replacement for food support program | \$1,500 | – |
| The Haymarket Foundation Ltd | Easy read resources | \$9,000 | – |
| The Marmalade Foundation Ltd | Unite Against Violence – No More Empty Shoes | \$9,660 | – |
| Tribal Warrior Aboriginal Corp as auspice for Miss Amaali Gordon-Roqica | Amaali Gordon-Roqica – sporting future | \$6,500 | – |
| Tribal Warrior Aboriginal Corp as auspice for Ms Marlene Cummins | Common Ground Blues – Part 1 | \$10,000 | – |
| Walking Football Federation Australia Inc t/a as WalkSoccer NSW | Walk soccer for seniors, people with disabilities and the socially isolated | \$3,000 | \$1,755 |

| Name in application | Project name | Cash amount | Value-in-kind amount |
|---|---|------------------|----------------------|
| Weave Youth and Community Services Ltd | Weave's Youth Week celebrations for Woolloomooloo and Redfern communities | \$8,100 | – |
| Weave Youth and Community Services Ltd as auspice for the family of Lesley Caldwell | Sorry business family travel | \$5,000 | – |
| Womens and Girls Emergency Centre Inc as auspice for Mrs Alina Camiller | Inflorescence – growth, connection and empowerment | \$5,000 | – |
| Total | | \$365,307 | \$10,195 |

Street banner sponsorship

| Name in application | Project name | Cash amount |
|--------------------------------------|---|-----------------|
| Art Gallery of New South Wales | Magritte exhibition | \$9,000 |
| Art Gallery of New South Wales | Yolŋu power – the art of Yirrkala | \$4,800 |
| Art Gallery of New South Wales Trust | Archibald, Wynne and Sulman Prizes 2025 | \$5,100 |
| National Art School | Wear the Change – Refugee Week campaign | \$7,680 |
| Opera Australia | RENT the musical | \$9,600 |
| QTOPIA Ltd | Pride Fest | \$3,840 |
| The Bell Shakespeare Company Ltd | Henry 5 | \$9,000 |
| The Social Outfit Inc | Wear the Change – Refugee Week campaign | \$1,792 |
| Total | | \$50,812 |

Venue support grants and sponsorship

| Name in application | Project name | Cash amount |
|--|---------------------------------------|-------------|
| Adult Children of Alcoholics Australia | Weekly meeting Glebe Friday night | \$513 |
| Australian Sustainable Finance Institute Ltd | Australian Sustainable Finance Summit | \$3,728 |

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| Name in application | Project name | Cash amount |
|---|--|--------------------|
| Australian Tattoo Arts Ltd | Sydney Tattoo Convention | \$42,928 |
| Australian Youth Climate Coalition | 2 day climate action retreat for young people | \$734 |
| Back to Ultimo | An annual event for current and previous residents of Ultimo | \$233 |
| CareerSeekers New Australian Internship Program Ltd | CareerSeekers Spotlight 2025 | \$7,194 |
| Chronology Arts Ltd | Inclusive improvised contemporary performance series | \$4,304 |
| City of Sydney Basketball Assoc | NAIDOC week free basketball tournament | \$2,330 |
| Climate Action Network Australia Ltd as auspice for Climate Writers | Meet ups to look at climate education and advocacy | \$2,786 |
| Code for Sydney | Group meetings to discuss civic problems | \$1,851 |
| Country Women's Assoc of NSW | Development of creative skills in community | \$4,051 |
| Crystal Meth Anonymous | Self help group meetings | \$210 |
| Crystal Meth Anonymous NSW Area Inc | Twelve Step meeting | \$791 |
| Dirty Feet Ltd | DirtyFeet inclusive dance program | \$2,690 |
| Disability Rocks Inc | Weekly dance class | \$6,826 |
| Gamarada | Spirituality and traditional healing | \$5,369 |
| Greek Orthodox Community of NSW Ltd | 50 years of the Hellenic Republic celebration | \$1,009 |
| Greek Orthodox Community of NSW Ltd | Celebrating Greek Independence Day | \$8,464 |
| Heartfulness Institute | Weekly meditation Sundays 10am | \$1,050 |
| Indonesian Welfare Association | Weekly meetings Fridays | \$4,079 |
| Macquarie University | National Indigenous science education program | \$2,466 |
| Mandala Community Counselling Service Inc | Training new counsellors | \$917 |
| Milk Crate Theatre | Milk Crate Theatre artistic program | \$8,927 |

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| Name in application | Project name | Cash amount |
|--|---|--------------------|
| Narcotics Anonymous | Monday night meetings, Benledi House | \$974 |
| Narcotics Anonymous | Monday meetings, Erskineville Town Hall | \$1,421 |
| Narcotics Anonymous | Wednesday meetings, Reginald Murphy Community Centre | \$1,229 |
| Narcotics Anonymous | Thursday night meetings, Glebe Town Hall | \$788 |
| Narcotics Anonymous | Thursday meetings, Redfern Community Centre | \$9,258 |
| Narcotics Anonymous | Friday night meetings, Rex Centre | \$963 |
| Narcotics Anonymous | Friday night meetings, Glebe Town Hall | \$3,242 |
| Narcotics Anonymous | Friday meetings, Reginald Murphy Community Centre | \$1,991 |
| Narcotics Anonymous | Saturday meetings, Brown Street Community Hall | \$2,289 |
| Narcotics Anonymous | Sunday men's meeting, Brown Street Community Hall | \$1,832 |
| Newtown Breakaways Inc | Newtown Breakaways presents the 'Rainbow 80s Prom' fundraiser | \$287 |
| NSW government schools | 2024 Recognition Day | \$3,273 |
| Radio Community Chest Inc | Handel's Messiah Sydney | \$11,455 |
| Redfern Alcoholics Anonymous | Tuesday meeting, Redfern Town Hall | \$541 |
| Regional Service Body of Australia Ltd | Friday meeting | \$650 |
| S-Anon | Saturday meeting | \$1,216 |
| Schizophrenia Fellowship of NSW | Art exhibition and launch | \$976 |
| Serving Our People Inc | Serving our People concert | \$6,136 |
| Shelter NSW Inc | Shelter NSW annual general meeting and 50th celebration | \$1,401 |
| SLAA Augustine Fellowship | 12 step fellowship program | \$974 |
| Spanish Community Care Assoc | Spanish Seniors group get together at Abraham Mott Hall | \$3,285 |

Annual Report – Statutory Returns

| Name in application | Project name | Cash amount |
|--|---|--------------------|
| Sydney Chinese Classical Poetry Assoc | Weekly gatherings for cultural experiences | \$6,500 |
| Sydney Community Foundation (as the trustee for Impact100 Sydney) | 11th Annual Maybanke lecture | \$611 |
| Sydney Eisteddfod | Music productions | \$1,706 |
| Sydney Male Choir Inc | Annual fund raising concert | \$16,398 |
| Sydney U3A | Weekly and fortnightly classes | \$4,795 |
| Sydney U3A | Weekly Spanish class | \$6,890 |
| Sydney University Graduate Choir Inc | Sydney Sings | \$35,825 |
| Team Sydney Inc | Gay and lesbian martial arts Newtown – self defence | \$12,635 |
| Team Sydney Inc | LGBTIQA+ martial arts tournament | \$1,399 |
| The Australian Remembrance Foundation | Lest We Forget Anzac Day tribute | \$21,465 |
| The Quilters Guild | Piecemakers quilt making | \$1,985 |
| The Sydney Fringe Inc | 2024 program launch – Sydney Fringe Festival | \$1,262 |
| Tytus Iskandar | Indonesian and Chinese community celebrations | \$2,472 |
| United Nations Youth Australia | National finals – United Nations competition for high school students | \$588 |
| VietAus Cultural Exchange Organization (VACEO) Inc | VietAus cultural exchange concert | \$7,290 |
| Women's Reconciliation Network | Yarning circles | \$1,128 |
| Total | | \$290,580 |

External bodies exercising functions

NSW Local Government (General) Regulation 2021 s 217 (1) (a6)

During 2024/25 there were no external bodies exercising functions delegated by the City.

Controlling interests

NSW Local Government (General) Regulation 2021 s 217 (1) (a7)

During 2024/25 the City held no decision-making controlling interest in any corporation, partnership, trust, joint venture, syndicate or other body.

Partnerships

NSW Local Government (General) Regulation 2021 s 217 (1) (a8)

During 2024/25, the City of Sydney took part in the corporations, partnerships, trusts, joint ventures, syndicates and other bodies below.

City West Housing Pty Ltd

City West Housing is a registered tier 1 not-for-profit community housing provider that develops, owns and manages affordable housing. It was established in 1994 to provide affordable housing in the Ultimo / Pyrmont redevelopment area.

The operational areas of City West Housing have expanded over the years to provide affordable housing all over the City of Sydney local area. Funding sources for City West's operations include affordable housing contributions collected by the City for the purpose of providing affordable housing. We also partner with St George Community Housing and Bridge Housing. Like City West Housing they are nominated in the City's distribution plan to receive affordable housing contributions.

Waterloo Renewal Project

This partnership includes Stockland, Link Wentworth Housing, City West Housing and Birribee Housing. The project at Waterloo South is to develop more than 1,000 new social homes, over 600 new affordable homes and around 1,500 private homes in a mixed and integrated community. Its focus is on cultural inclusion, housing outcomes and greater support for Aboriginal people. This includes working with Birribee Housing to deliver 20% of all new social homes and 15% of all new affordable homes for Aboriginal tenants. The project also includes community facilities and a two-hectare urban park – the largest delivered in the city in recent times.

City Recital Hall Ltd

City Recital Hall opened in 1999 as a purpose-built chamber music venue with a capacity of 1,246. It is the only such venue in Sydney, serving companies such as Musica Viva Australia, Australian Chamber Orchestra, Sydney Symphony Orchestra, Pinchgut Opera and Australian Brandenburg Orchestra.

In 2015, the City endorsed the establishment of the not-for-profit organisation, City Recital Hall Ltd, to be constituted as a public company. The City established a governance structure, a company constitution, appointed company directors and established the City Recital Hall Ltd Board.

The City has provided financial support to the City Recital Hall Ltd since 2015. The current 5-year funding agreement and the sublease will expire in June 2030.

Resilient Sydney

The Resilient Sydney program is a collaboration of all 33 metropolitan councils of Sydney with the NSW Government, business and the community, and is aligned to the global Resilient Cities Network. The City of Sydney has hosted the program since 2015, which is funded by the local governments of Greater Sydney.

A metropolitan steering committee is chaired by the chief executive officer (CEO) of the City of Sydney and guides the Resilient Sydney program. The committee includes local government CEOs from Greater Sydney councils and key state government agencies, including the NSW Reconstruction Authority, and business and community leaders.

In 2024 the implementation of the first Resilient Sydney strategy (2018) was completed and a program report was published outlining the achievements under the strategy. In April 2025 the second Resilient Sydney strategy (2025–2030) was published. The strategy identifies the key risks facing metropolitan Sydney and provides a roadmap for collaborative action to ensure our city is inclusive, connected and resilient. The development of the strategy was funded under the joint Australian Government-NSW Government National Partnership Agreement on Disaster Risk Reduction. The Resilient Sydney strategy can be viewed and downloaded at cityofsydney.nsw.gov.au

How the strategy is implemented

The new strategy is aligned with the global Resilient Cities Framework and will be implemented through the existing Resilience Ambassadors local government network and through partnerships with government, business and the community sectors. In 2024 the Resilient Sydney data platform had more than 380 local government users accessing workshops and standardised and consistent data for disaster risk decision making across Sydney.

The Resilient Cities Network is a global city-led not-for-profit organisation that brings together knowledge, practice, partnerships, and funding to empower cities to help them build a safe, equitable and sustainable future for all. The organisation works together with city based chief resilience officers to mobilise communities, city governments, urban practitioners and partners to produce impact-driven resilience strategies and projects. The network includes more than 100 member cities in 40 countries. It is funded by the Rockefeller Foundation and other partners.

As a member of the Resilient Cities Network, Resilient Sydney and the City of Sydney gain:

- access to world's best practice knowledge and practitioners on strategic city resilience planning
- capacity building for City employees through attending and engaging in global and regional city focused events to share best practice in urban resilience
- access and support to use methodologies and resilience tools provided by the network
- access to potential global and local partners in business and philanthropy with an interest in investing or funding city resilience activities.

Other collaborative / cooperative arrangements

Throughout the year the City also worked with others in collaboration and cooperation to achieve shared outcomes. Details of those arrangements are below.

The food regulation partnership

The City has a partnership with the NSW Food Authority.

The partnership's objectives are to:

- clarify the responsibilities of enforcement agencies for food regulation
- improve food safety coordination between enforcement agencies, including food inspections
- provide faster responses to food emergencies and food recalls
- enable all enforcement agencies to recover the costs of food regulation enforcement
- provide a food regulation forum for consultation with enforcement agencies and the retail food sector.

This partnership guides food regulation across NSW by providing a consistent reporting approach and employee training for monitoring and enforcing food safety.

C40

C40 is a global network of 96 member cities that collaborate, share knowledge, and drive meaningful, measurable, and sustainable action on climate change. Sydney has been a member since 2007. City staff participate in a number of networks on specific topics and join webinars to share learnings with other cities. Staff can also access guidance and resources on best practice in city-led climate action.

University of Sydney and the University of Technology memoranda of understanding

The City of Sydney has established memoranda of understanding (MOU) with the University of Sydney and the University of Technology Sydney.

These MOUs align with the objectives of the City's vision and the strategic directions of each institution. This establishes a

collaborative and visible partnership around areas of shared mutual interest.

It includes a shared commitment to a sustainable, globally connected Sydney with vibrant, diverse precincts of liveable, learning and strong communities where each person can realise their potential, regardless of their social or cultural background.

The agreements focus on project and research partnerships, professional development opportunities, student learning opportunities, sustainability partnerships, data exploration, international student wellbeing and work-integrated learning, and city and urban planning.

High-level steering committees comprising City of Sydney and university representatives develop annual programs of projects based on identified priority areas of mutual interest.

Coordination is jointly managed by the City and the respective universities, with task groups established on a project-by-project basis.

Welcoming Cities Network

Welcoming Cities is a national network of cities, shires, towns and municipalities who are committed to an Australia where everyone can belong and participate in social, cultural, economic and civic life. Members have access to a community of like-minded local councils through knowledge-sharing, the development of partnerships, and sharing and celebrating successes.

Welcoming Cities is an initiative of Welcoming Australia, supported by the Scanlon Foundation.

Visitor Economy Greater Sydney Local Councils Group

Destination NSW has convened the Greater Sydney East Visitor Economy Local Government Working Group, which the City of Sydney participates in alongside other local councils including Waverley, Northern Beaches, Inner West, Woollahra and Randwick. The group's purpose is to enable Destination NSW to engage with Greater Sydney councils, and to share and collaborate in achieving the NSW Government's vision to be the premier visitor economy in Asia Pacific.

This group ensures visitor economy strategies and initiatives are coordinated across government and between councils, monitors performance against targets and responds to emerging issues. The group meets quarterly and operates under agreed terms of reference.

Sustainable Destination Partnership

The Sustainable Destination Partnership is a collaboration with leading accommodation and entertainment providers and cultural institutions aiming to improve the sustainability performance in the accommodation and entertainment sector.

The partnership produces resources and tools to tackle the challenges facing the sector and helps Sydney become recognised as one of the world's top sustainable cities in the annual Global Destination Sustainability Index.

The partner members are: Accor Hotels, Amora Hotel Jamison Sydney, Art Gallery of NSW, Australian Museum, Australian National Maritime Museum, Disney Studios, EVT cinemas and hotels, Grace Hotel, Hilton Sydney, Furama Darling Harbour, Hyatt Regency, InterContinental Hotel Sydney, International Convention Centre Sydney, Merlin Entertainments, Museum of Applied Arts and Sciences, Museum of Contemporary Art, Park Royal Sydney, Pier One, Salter Brothers, Schwartz Family Co, Shangri-La, Sheraton Grand Hyde Park, State Library of NSW, Sydney Fish Market, Sydney Harbour Marriott, Museums of History, Sydney Opera House, TFE Hotels, The Langham, The Star Entertainment Group, YHA Australia and Pro-Invest. Associate members are Business Events Sydney, Earthcheck, Green Building Council of Australia, My Green Butler, NABERS, OzHarvest, Accommodation Australia, Tourism and Transport Forum, Good Environmental Choice Australia, Destination NSW and Eco-Tourism.

Innovation District Alliance

The City of Sydney is a member of the Innovation District Alliance, a coalition of government, private sector and university stakeholders representing innovation precincts across Sydney. The alliance is focused on place-based economic development that builds on the cumulative

strengths of NSW's innovation network. The group meets monthly and in 2025 provided a signed shared submission to the NSW Government requesting funding to give effect to the NSW Innovation Blueprint.

Joint use of facilities memorandum of understanding and project deeds with NSW Department of Education

Under the 2017 Memorandum of Understanding for Joint Use Projects between the City of Sydney and the NSW Department of Education, 3 project deeds are in place for joint use of sporting facilities and community spaces. These deeds cover Alexandria Park Community School and Alexandria Park, Inner Sydney High School and Prince Alfred Park, and Green Square Public School and community spaces.

The redevelopment of the Alexandria Park Community School was completed in early 2023. It provides for shared use of a new competition-size sports field, 2 outdoor multipurpose sports courts, a multipurpose indoor sports hall and amenities. Shared sports facilities at the Inner Sydney High School include an indoor gymnasium, fitness training areas and associated amenities. The project was completed in late 2020.

The Green Square Public School and community spaces is under construction in the Green Square community and cultural precinct, Zetland. The project is being jointly funded by the City of Sydney and the Department of Education and includes a 600-place primary school integrated with facilities designed for both school and community use. It includes a community hall, a multipurpose court, courtyard and multipurpose community spaces. The school will open in late 2025.

SSROC Procure Recycled – Paving the Way initiative

The Procure Recycled memorandum of understanding (MOU) focuses on working together to develop a framework for regional procurement of recycled material in infrastructure. Under the MOU the City, along with 15 other councils, participated in the Southern Sydney Regional Organisation of Councils' Paving the Way coordinated tender for sustainable road construction materials. The tender, which was the largest council-led procurement of its type in NSW, aggregated

demand and created a closed-loop market for around one third of kerbside domestic glass per year as a substitute for natural sand and was finalised in 2021. The City continues to use the arrangement and as part of the same working group. Other materials are being considered including working with the tyre industry to make incorporating crumb rubber from old tyres a viable inclusion into asphalt mixes.

Regional waste working group

The City works closely with the Southern Sydney Regional Organisation of Councils (SSROC) and 11 of its participating councils to implement a regional waste strategy and actions. The City's CEO is the chair of the waste working group.

In December 2023 the City, as part of SSROC and Resilient Sydney, other regional organisations of councils and the NSW EPA, formed the Greater Sydney Waste Leadership Forum. The forum met 4 times in 2024 and culminated in a NSW Circular Economy Summit, hosted by NSW Environment Minister Penny Sharpe and NSW Environment Protection Authority CEO Tony Chappel. The focus of the summit was an acknowledgement of reducing availability of landfill and the lack of clear planning pathways for new waste and recycling infrastructure development. The first chapter of the draft NSW Waste and Circular Infrastructure Plan was released in May 2025.

These projects were also completed by the SSROC working group in 2024/25:

- created and facilitated, through a NSW EPA grant, Retread: Bike Reuse and Recovery Project to support councils to host bike collection events, bike repair workshops and free bike check-up and tune stations
- curated and hosted a Buying In Buying Back summit in April 2025 for industry and councils about the processing and subsequent use of products derived from organic waste
- partnered with Product Stewardship of Excellence to carry out research and advocacy project investigating stewardship pathways for large household appliances, including

whitegoods such as refrigerators, freezers, washing machines, dryers and dishwashers

- developed resources for staff and executives on available and potential residual waste treatment options
- coordinated and chaired metropolitan Sydney textiles steering group to deliver Textiles Action Plan
- coordinated responses to state and federal consultations about the new soft plastics stewardship application to the Australian Competition and Consumer Commission, NSW draft Infrastructure Plan, NSW Energy from Waste Options Paper
- facilitated discussions with NSW EPA on temporary storage areas for disaster recovery planning.

Sydney Harbour and Cooks River coastal management programs

The Outer Sydney Harbour coastal management program project is managed by the Sydney Coastal Council Group (SCCG) in collaboration with councils and other stakeholders across the catchment. This coastal management program builds on earlier work completed under the Greater Sydney Harbour coastal management program. In late 2024/25 SCCG appointed consultants to carry out technical studies.

The Cooks River coastal management program project team is managed by the Cooks River Alliance. The alliance brings together stakeholders from across the catchment to develop a coastal management program to improve the health of the Cooks River. In 2024/25 the project team began to develop mitigation options for the hazards that were identified in the previous stage of the project.

Green Square town centre water treatment plant

The City of Sydney has entered into a contractual agreement with Sydney Water to operate the Green Square town centre water treatment plant. This agreement may form part of the City of Sydney's broader strategic partnership with Sydney Water in the future,

looking to increase recycled water production within the local government area.

Better Buildings Partnership

The Better Buildings Partnership is a collaboration of leading institutional building owners working to improve the sustainability performance of existing commercial and public sector buildings in Sydney. One of the key objectives of the partnership is to work collaboratively to improve the sustainability of Sydney's commercial buildings and to help facilitate the achievement of Sydney's environmental targets, including net zero carbon emissions by 2035. It also drives national change across corporate portfolios and the broader commercial sector.

The partnership is focused on climate action, circular economy solutions and resilience by producing practical resources and tools to tackle shared challenges facing the commercial property sector, to help Sydney become one of the world's top sustainable cities. The current members are: Brookfield Office Properties Australia, Charter Hall, Lendlease, the City of Sydney, DEXUS Property Group, the GPT Group, Investa Property Group, Mirvac, ISPT, Stockland and the University of Technology Sydney. The partnership is supported by government and industry members including GBCA, Property Council of Australia, NABERS and the City of Melbourne as well as associate members engaged in property management – JLL, CBRE and Colliers.

CitySwitch National Steering Committee

CitySwitch is a free, national program supporting Australian businesses to simplify and structure their journey to net zero.

CitySwitch produces nationally consistent resources and campaigns through local engagement to drive climate action (scope 1, 2 and 3), waste reduction and circular economy outcomes, building performance ratings and accreditations and sustainability leadership in the commercial sector.

The program is governed through a National Steering Committee managed by the City of Sydney. The committee includes: North Sydney Council, City of Melbourne, City of Port Phillip, City of Yarra, City of Ballarat and the NSW Government (NABERS).

Residential Apartments Sustainability Reference Group

The City leads a residential apartments sustainability reference group which was established in 2014. Its purpose is to inform, coordinate and advocate to achieve better sustainability and resilience outcomes in the strata residential sector.

Organisations represented include Ausgrid, Australian Resident Accommodation Managers Association, City Futures Research Centre, City of Melbourne, Facilities Management Association, Homes NSW, Jemena Gas, NSW Department of Climate Change, Energy, the Environment and Water, NSW Department of Customer Service, NSW Department of Planning, Housing and Infrastructure, NSW Fair Trading, Owners Corporation Network, PICA Group, Strata Community Australia NSW and Sydney Water.

World Cities Culture Forum

The World Cities Culture Forum is the leading global network of more than 40 creative cities. The network shares a belief in the importance of culture for creating thriving cities. It provides global leadership on culture through evidence, inspiration and global collaboration.

Beginning in 2012 as an initiative of the Mayor of London for the 2012 Olympics and Paralympic Games, the 12 original participating cities of London, New York, Shanghai, Paris, Tokyo, Sydney, Johannesburg and Istanbul, has now grown to 44 members including Melbourne. The forum brings together senior policymakers to consider new trends, challenges and ideas, conduct comparative research and build a strong evidence base about the impact of culture on world cities and their residents.

The City has been a member of the forum since 2014 and has been actively participating in the yearly World Cities Culture Summit since 2017.

The forum enables the City to share information with other global cities, including benchmarking data and best practice policy frameworks. The City's membership has already provided significant value allowing the City to showcase its innovative work and

gain valuable insights to improve policy objectives.

The 2024 summit was held in Dubai, Saudi Arabia from 30 October to 1 November under the theme 'Tomorrow's Culture: How Will The Next Generation Shape Our World?'

The forum has also invested in other initiatives between summits. The latest initiative was the publication of the Creative Land Trust Handbook and the inaugural Creative Land Trust Summit held in San Francisco in May 2025. The City participated in the summit and contributed to the handbook.

Homes NSW

The City of Sydney and Homes NSW work together to improve services, safety and amenity for social housing residents in the local area.

The City of Sydney is a member of the Waterloo Human Services Collaborative, chaired by Homes NSW, Counterpoint Community Services and NSW Health. City staff attend all Homes NSW Neighbourhood Advisory Boards in the local area, including chairing the Waterloo Wellbeing Safety Action Group and attending the Waterloo Redevelopment Group.

Monthly meetings are hosted with Homes NSW for updates on the Waterloo redevelopment, resident relocations and supports.

Social housing operational meetings with Homes NSW are hosted by the City and held monthly to respond to operational and systemic issues including cleansing and waste, rodent management and other health, wellbeing and safety issues.

TAFE NSW

The City has developed partnership agreements with TAFE NSW to present free courses in our community centres to provide lifelong learning outcomes for community members. This includes English classes for new and older migrants at Ultimo Community Centre.

Music Cities Network

The international Music Cities Network actively works to support live music and performance and contemporary music policy at a local level. The network includes local government agencies and city-focused music advocacy organisations. It provides opportunities for sharing research, and knowledge, and works cooperatively to explore policy and advocacy. The group meets monthly and has a yearly summit in a host-city. Recent years have focused on shared strategies for mitigating the ongoing impact of the COVID-19 pandemic on the live performance sector. Future projects are focused on building an international network of music businesses and promoters across the member cities, and shared research on the creative spaces needed to support the music ecosystem.

Domestic Violence NSW and NSW Police

The City, in partnership with Domestic Violence NSW and NSW Police, coordinates quarterly domestic and family violence forums, to support collaboration and coordinate efforts across the sectors working to respond to, prevent and reduce violence. This includes producing domestic and family violence prevention and ally training for residents in the local area to build their understanding of gender-based violence, domestic and family violence, where to get help, and how to have safe supportive conversations.

This year's forums included discussions led by the Aboriginal Women's Advisory Network, Wirringa Baiya Aboriginal Women's Legal Centre, Asylum Seekers Centre and Immigration Advice and Rights Centre. This year's work focused on primary prevention and building a whole of community response to address gender-based violence and economic safety.

Department of Communities and Justice

In 2024/25 the City produced programs under a funding agreement with the NSW Department of Communities and Justice as part of the targeted earlier intervention program.

The program supports children, young people, families and communities experiencing, or at risk of vulnerability. The City is funded under the program's community strengthening stream for activities that facilitate an increased sense of belonging and community participation, and the empowerment and self-determination of communities. In 2024/25 the City's programs and initiatives included Connect Sydney skills and capacity building (including a dedicated workshop series for Aboriginal and Torres Strait Islander organisations and communities), Youth Week, and Youth Opportunities training, co-design and skill development.

Intersectoral homelessness health strategy

The intersectoral homelessness health strategy improves health outcomes for people experiencing homelessness by facilitating a formalised strategic approach to the coordination of planning, delivery and evaluation of homelessness health services.

Partners in the strategy are South Eastern Sydney Local Health District, Sydney Local Health District, St Vincent's Health Network, Department of Communities and Justice, Central Eastern Sydney Primary Health Network and the City of Sydney.

HART

The Homelessness Assertive Outreach Response Team (HART) is made up of

Homes NSW, the City and specialist health, homelessness and other non-government services. A collaborative approach between services results in better outcomes for both people sleeping rough and the wider community.

Youth Week programs and events

Youth Week takes place annually in April. Each year the City partners with local youth service organisations and young people to co-design a suite of programs and initiatives to engage, entertain and educate young people.

Seniors Festival

Seniors Festival celebrates the role seniors play and the contributions they make to the community. The City participates in the festival each year and provides older people with opportunities to engage and connect with their community through a suite of social, health and wellbeing programs and activities. This includes the annual Seniors Festival Comedy Show, produced in partnership with the NSW Department of Communities and Justice.

Refugee Week programs and events

Refugee Week provides opportunities for communities to learn more about and celebrate the talents, skills, contributions and cultural diversity of refugees and people seeking asylum. The City supports Refugee Week through a range of events and extensive promotion.

Our membership of the Refugee Council of Australia's Refugee Welcome Zone initiative was highlighted and showcased during Refugee Week, with street banners, billboards and display panels across the city promoting messages of welcome.

Equal employment opportunity

NSW Local Government (General) Regulation 2021 s 217 (1) (a9)

The City takes its equal employment opportunity (EEO) obligations seriously. The City is an organisation that is recognised for its efforts in diversity and inclusion. In 2024/25 the following initiatives were carried out.

The City continued to achieve its actions in the people strategy 2022–2026 which is underpinned by an EEO, diversity and inclusion action plan.

The City continued its dedicated support for Aboriginal and Torres Strait Islander employees and communities. The Stretch Reconciliation Action Plan (RAP) includes actions to celebrate Aboriginal and Torres Strait Islander culture, to support Aboriginal and Torres Strait Islander owned businesses and to recruit, develop and retain Aboriginal and Torres Strait Islander employees.

In line with the Aboriginal and Torres Strait Islander workforce strategy, the City worked to improve Aboriginal and Torres Strait Islander employment outcomes through recruitment, engagement, career development and retention. The City achieved its 2024 Stretch RAP target of 3.5% Aboriginal and Torres Strait Islander employment. Aboriginal and Torres Strait Islander cultural awareness training was implemented, with all employees due to complete this training by end of September 2025.

The City began developing an anti-racism framework for all employees, to be launched in 2025/26. Work completed to date included executive briefing sessions, executive learning and development, employee consultation and the development of draft action-oriented goals.

The City continued to support and promote its 6 employee networks to grow in numbers and maturity: the Aboriginal and Torres Strait Islander employee network, City Women's network, City Pride, DiverseCity – culturally diverse employee network, Young Professionals network and the renewed InclusiveCity – network for people with disability.

Multiple events were held to improve awareness and understanding of issues relevant to the City's diverse employees.

- In February, 120 employees joined a Lunar New Year lunch featuring artists Andrew Yee and Chrissy Lau, deepening cultural awareness.
- In March, 180 staff attended International Women's Day under the theme "For ALL women and girls," with keynote Div Pillay highlighting barriers faced by diverse women. Feedback showed employees felt encouraged to reflect on careers, self-worth, and networks.
- April's City Pride event at Qtopia welcomed new starters with a keynote from Chantell Martin and a performance by Coco Jumbo, reinforcing allyship and inclusion.
- In May, 130 staff marked World Day for Cultural Diversity with Luli Adeyemo's keynote on difference as strength. A Domestic and Family Violence Prevention Month session engaged 45 employees, with 90% reporting improved knowledge and confidence.
- National Reconciliation Week saw the launch of the Stretch Reconciliation Action Plan, supported by Aboriginal and Torres Strait Islander staff.
- City Pride also marked LGBTIQ+ Domestic Violence Awareness Day with a program on healthy cultures, policy updates, and support services.

Alongside these major events, ongoing initiatives continued to engage staff. Young Professionals Network hosted quarterly sessions on career development and intergenerational perspectives, with panels of senior leaders sharing career journeys and discussing workplace preferences. City Women ran Mindful Art sessions every 2 months, encouraging mindfulness through creative activities. A special NAIDOC Week weaving session led by artist Nikita Hickey gave employees an opportunity to connect while learning new skills.

In 2024/25 the City provided the following programs to raise awareness of diversity, inclusion and EEO, and to build skills for employees and managers.

| Program name | Number of employees |
|--|----------------------------|
| Aboriginal and Torres Strait Islander cultural awareness program | 973 |
| Aboriginal and Torres Strait Islander cultural awareness program – face to face | 132 |
| Access and inclusion – Disability (MAJEV) | 17 |
| Cultural safety workshop | 51 |
| Diversity and inclusion at the City of Sydney | 379 |
| Hidden Disabilities Sunflower | 494 |
| Inclusion (Disability) Awareness eLearning | 278 |
| Let's Talk Disability – Disability awareness and inclusion training | 16 |
| Voices of Oxford Street | 7 |
| Webinar – Building resilience and preventing burnout: strategies for thriving in demanding times | 9 |
| Webinar – Embracing neurodiversity: A strengths-based approach | 20 |
| Managing mental health risks at work | 214 |
| Managing psychosocial hazards in the workplace | 68 |
| Mental health first aid | 59 |
| Workers with mental health illness – A practical guide for managers | 6 |
| Total | 2,723 |

The City enhanced its approach to employ Aboriginal and Torres Strait Islander candidates, people with disability, and young people holding refugee status who continue to face barriers to employment through various measures, including earning Disability Confident Recruiter status for successive years, ensuring Aboriginal and Torres Strait Islander representation on recruitment panels, and fast-tracking applicants to interview.

The City continued developing identified employment opportunities with support from Anti-Discrimination NSW. Identified positions improve access to specific jobs, programs or services for certain groups of people. The City has continued to offer access to a pool of available positions to support diversity and inclusion efforts through talent led recruitment initiatives for Aboriginal and Torres Strait Islander peoples and people with disability.

Key relationships developed to support equal employment opportunities included:

- continuing the long working relationship with Career Seekers and appointing people who have become refugees
- partnering with the Aboriginal Employment Service to increase candidate pools
- participating in the Australian Human Rights Commission's IncludeAbility program as a member of its employer network.

General manager remuneration

NSW Local Government (General) Regulation 2021 s 217 (1) (b)

The total remuneration comprised in the remuneration package of the general manager (CEO) in 2024/25 is below.

| Description | Amount |
|--|-----------|
| (i) the total value of the salary component of the package | \$490,177 |
| (ii) the total amount of any bonus payments, performance payments or other payments made to them that do not form part of the salary components of their packages | \$0 |
| (iii) the total amount payable by the Council by way of the employer's contribution or salary sacrifice to any superannuation scheme to which any of them may be a contributor | \$58,821 |
| (iv) the total value of any noncash benefits for which any of them may elect under the package | \$0 |
| (v) the total amount payable by the Council by way of fringe benefits tax for any such non-cash benefits | \$154 |

Senior staff remuneration

NSW Local Government (General) Regulation 2021 s 217 (1) (c)

The total remuneration comprised in the remuneration packages of all senior employees (other than the general manager) employed during the year 2024/25 is below. This is expressed as the total remuneration of all the senior employees concerned (not individuals) and includes totals below.

| Description | Amount |
|--|-------------|
| (i) the total value of the salary component of the package | \$2,896,314 |
| (ii) the total amount of any bonus payments, performance payments or other payments made to them that do not form part of the salary components of their packages | \$0 |
| (iii) the total amount payable by the Council by way of the employer's contribution or salary sacrifice to any superannuation scheme to which any of them may be a contributor | \$393,329 |
| (iv) the total value of any noncash benefits for which any of them may elect under the package | \$40,766 |
| (v) the total amount payable by the Council by way of fringe benefits tax for any such non-cash benefits | \$21,530 |

Persons performing paid work

NSW Local Government (General) Regulation 2021 s 217 (1) (d)

Details of persons performing paid work for the City of Sydney on Wednesday 4 December 2024 are below.

| On 4 December 2024: | Number |
|--|--------|
| (i) persons employed by the Council on a permanent full-time, permanent part-time or casual basis or under a fixed-term contract | 2,250 |
| (ii) persons employed by the Council as senior staff members ¹⁷ | 9 |
| (iii) persons engaged by the Council, under a contract or other arrangement with the person's employer, wholly or principally for the labour of the person ¹⁸ | 286 |
| (iv) persons supplied to the Council, under a contract or other arrangement with the person's employer, as an apprentice or trainee | 2 |

Stormwater charge

NSW Local Government (General) Regulation 2021 s 217 (1) (e)

In 2024/25, the net income received by the City from the stormwater levy was \$2,135,648. In this period, the City delivered stormwater management services mainly in 2 categories:

1. Planning, construction and maintenance of drainage systems
2. Planning, construction and maintenance of stormwater treatment measures, including gross pollutant traps and raingardens

The City's total capital expenditure on drainage and stormwater treatment projects was \$8,138,074. The City also spent \$179,574 on maintenance of gross pollutant traps to remove and dispose of pollutants captured from the stormwater network.

In 2024/25, the City completed the below stormwater treatment measure works, including renewal, upgrade and new stormwater treatment assets.

| Work location | Drainage work |
|--------------------------|--------------------------|
| Broughton Street, Glebe | New gross pollutant trap |
| Wolseley Grove, Zetland | Raingarden renewal |
| Hutchinson Walk, Zetland | Raingarden renewal |
| Morris Grove, Zetland | Raingarden renewal |

¹⁷ Executive staff inclusive of the CEO and directors

¹⁸ Includes agency personnel engaged through labour hire/employment services providers. Excludes personnel employed by companies that tender for City of Sydney major services contracts

| Work location | Drainage work |
|----------------------------|----------------------|
| Levy Walk, Zetland | Raingarden renewal |
| Leyland Grove, Zetland | Raingarden renewal |
| Crown Street, Surry Hills | Raingarden renewal |
| Myrtle Street, Chippendale | Raingarden renewal |

The City completed the below stormwater drainage works.

| Work location | Drainage work |
|---------------------------------|----------------------|
| Abercrombie Street, Darlington | Drainage renewal |
| Bourke Street, Surry Hills | Drainage renewal |
| Burton Street, Darlinghurst | Drainage renewal |
| Christies Lane, Zetland | Drainage improvement |
| Cooper Street, Waterloo | Drainage renewal |
| Gardeners Road, Rosebery | Drainage renewal |
| Joynton Avenue, Zetland | Drainage improvement |
| Judge Street, Woolloomooloo | Drainage improvement |
| Leichhardt Street, Darlinghurst | Drainage renewal |
| Lower Avon Street, Glebe | Drainage renewal |
| McAlister Lane, Chippendale | Drainage improvement |
| McDonald Street, Potts Point | Drainage renewal |
| Orwell Street, Potts Point | Drainage renewal |
| Crooks Lane, Newtown | Drainage improvement |
| Potter Street, Waterloo | Drainage renewal |
| Primrose Avenue, Rosebery | Drainage renewal |
| Railway Lane, Newtown | Drainage renewal |
| Regent Street, Paddington | Drainage renewal |
| Reserve Street, Beaconsfield | Drainage renewal |
| Rochford Street, Erskineville | Drainage renewal |
| Thomas Street, Haymarket | Drainage renewal |

| Work location | Drainage work |
|-------------------------------|------------------|
| Wentworth Avenue, Surry Hills | Drainage renewal |
| Wentworth Park Road, Glebe | Drainage renewal |

The City completed or partially completed planning for the below future drainage and stormwater treatment measure works, including investigations, CCTV inspections and design solutions.

| Work location | Drainage work |
|--------------------------------|--------------------------|
| Elizabeth Street, Redfern | Investigation and design |
| Botany Road, Alexandria | Investigation and design |
| Curtin Place, Sydney | Investigation and design |
| Gerard Street, Alexandria | Investigation and design |
| Minogue Crescent, Forest Lodge | Investigation and design |
| Victoria Street, Potts Point | Investigation and design |



Image 7. New gross pollutant trap under construction, Broughton Street, Glebe. Photo by Adrian Smit / City of Sydney

Coastal protection charge

NSW Local Government (General) Regulation 2021 s 217 (1) (e1)

The City did not levy an annual charge for coastal protection services in 2024/25.

Companion animals

NSW Local Government (General) Regulation 2021 s 217 (1) (f) and NSW Companion Animals Act 1998

The City's activities in enforcing and ensuring compliance with the provisions of the *NSW Companion Animals Act 1998* and Regulation are detailed below.

Companion animal regulation

Pound data

From 1 July 2024 to 30 June 2025, 177 animals were collected by the City from streets in the local area (46 cats and 131 dogs).

Of these, 22 dogs and 2 cats were returned to their owners without being impounded. 148 animals were transferred to the Sutherland Shire Council Animal Shelter and 5 dogs

were transferred to other facilities. The City has a shared services agreement with the shelter to care for impounded animals.

Of the animals at the shelter during the year:

- 5 cats and 45 dogs were reclaimed by their owners
- 2 cats and 1 dog were euthanised due to illness or poor suitability for rehoming due to temperament
- 52 cats and 60 dogs were rehomed by animal shelter employees.

Dog attacks

There were 147 reported dog attacks in the City of Sydney area in 2024/25 resulting in:

- 29 penalty notices
- 8 cautions (minor incidents)
- 64 had no action taken due to the offending dog not being able to be identified
- 46 are still under investigation
- 6 menacing dog orders
- 4 dangerous dog orders
- 4 nuisance dog orders
- 4 were euthanised due to attack.

Some incidents saw an owner of a dog being reported in more than one of the above categories.

Off-leash dog areas

The City of Sydney has 50 off-leash dog areas in its parks and reserves. A list of these areas is available at cityofsydney.nsw.gov.au/dog-parks-in-sydney and displayed on the below map.

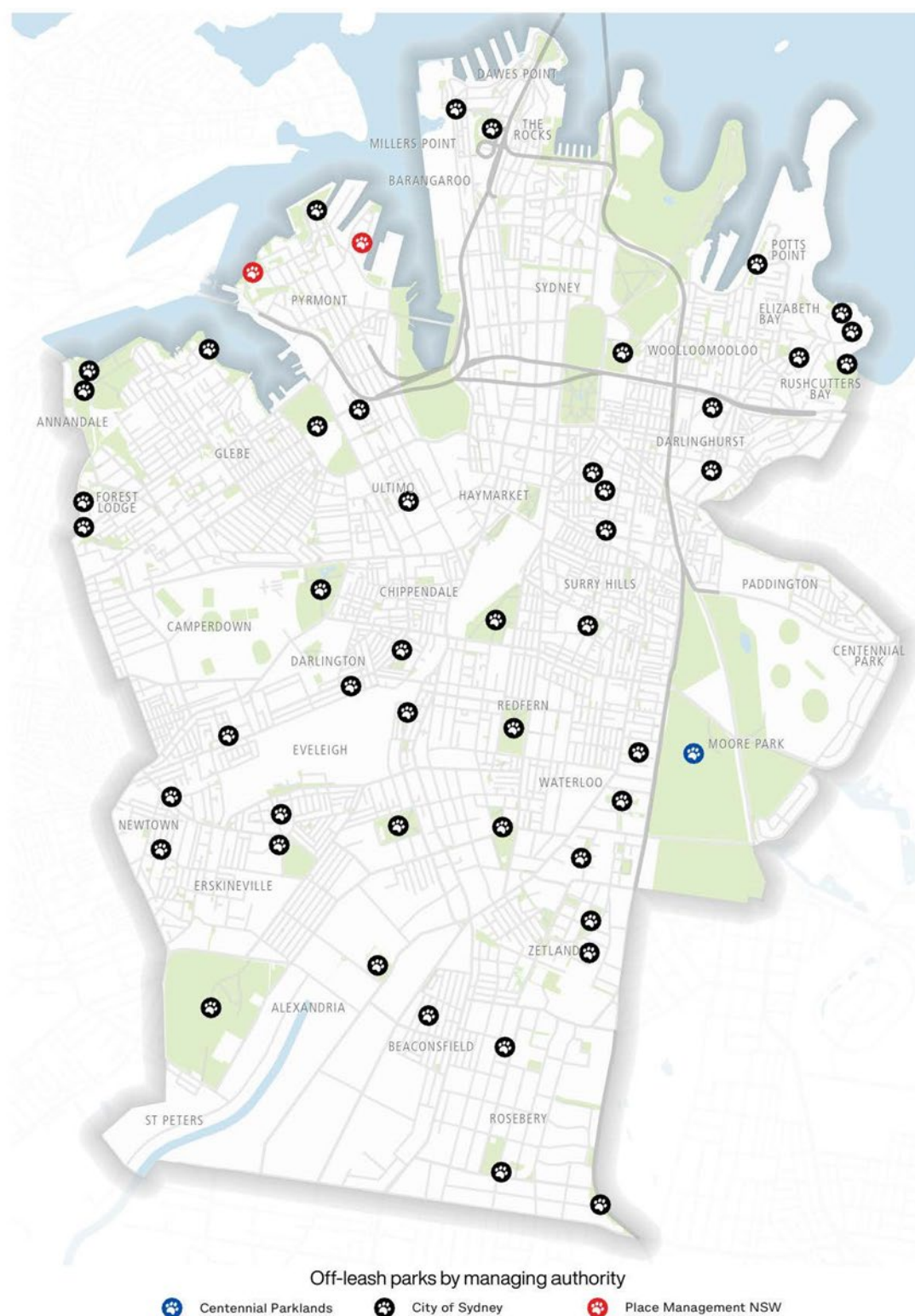


Figure 1. Off leash dog parks in the City of Sydney local area

Companion animal community education programs

City of Sydney rangers and companion animal officers visit local parks and open spaces on a regular basis to remind park visitors about their rights and responsibilities under the *Companion Animals Act*. The City provides educational material to residents about responsible pet ownership, and leashes and clip-on dog waste dispensers. This is to encourage owners to clean up after their dogs and keep them on-leash when required.

Companion animals community events

Butterscotch Park responsible pet ownership pop-up event

On 9 November 2024, the City set up a responsible pet ownership tent in Butterscotch Park with a focus on ensuring dog owners were aware that the park is on-leash and to ensure they are aware of the responsibility of picking up and disposing of dog waste in the area. Educational material handed out on the day included:

- keeping dogs on-leash when not in a designated off-leash area
- picking up dog waste.

On the day, 10 pet owners were assisted with updating information on the NSW Pet Registry including:

- 6 owner details updated, including pet registration
- 4 change of address applications.

Handouts included:

- 69 responsible dog ownership bags with information about responsible dog ownership, a leash and dog waste dispenser, torch and dog waste dispenser and silicon dog water bowl
- 3 responsible cat ownership bags with information about responsible cat ownership and 2 cat toys.

Councils United for Pets

Councils United for Pets (CUPS) is a group of councils from all over NSW that meet to discuss legislative changes, share information on programs and grants that are being offered and services available to pet

owners. Meetings are held quarterly and hosted by a different council. The City hosted the CUPS meeting held on 25 March 2025.

The City organised guest speakers from the pet industry and the Office of Local Government (OLG) presented a session on feedback on the discussion paper for the Companion Animals Act review. 90 people attended the meeting – 55 people attended face to face and 35 people attended remotely.

Uni Vets and City Pets pop-up event

On 16 November 2024, the City collaborated with the University Veterinary Teaching Hospital Sydney to host a free vaccination pop-up event.

The aim of the pop-up event was to reach residents with pension or healthcare cards, who live in the local area, struggling to afford pet care. Of the 63 animals seen on the day, 53 received free vaccinations.

Through this event, 8 dogs and 6 cats were desexed, and 3 dogs and 1 cat were microchipped for free.

Northcott Surry Hills and Redfern and Waterloo pet days

Northcott Pet Day was held in September 2024 and Redfern Waterloo Pet Day was held in June 2025.

These annual events are designed to educate the community about responsible pet ownership as well as allowing access to desexing, microchipping, veterinary health checks and parasite control. These events also aim to promote a sense of community for all pet owners while offering support and advice.

In 2024/25, 16 dogs and 26 cats were desexed, while 38 dogs and 55 cats were microchipped for free through the City's pet day services.

Promoting desexing and microchipping

The City continues to have a partnership with 3 local veterinary clinics and the Cat Protection Society of NSW to provide subsidised pet desexing for pet owners under the City's subsidised pet desexing and microchipping program. The resident is provided with a voucher number they can use to access the service through one of the

subsidised clinics. The resident pays the subsidised amount to the clinic and the City funds the remainder of the cost.

The City offers subsidised pet desexing and microchipping to eligible pet owners year-round. Residents must hold a pension, concession or healthcare card to access this service.

Desexing and microchipping is provided free to residents holding a concession card attending the City's pet day events.

Dogs

For dog owning residents with pensioner concession or health care cards, the City provides subsidised desexing and microchipping year-round. Residents can have their male dogs desexed and microchipped for \$147 and \$202 for a female dog.

In total 3 dogs were desexed and 4 were microchipped as part of the subsidised desexing and microchipping program.

Cats

To assist residents on low incomes or pensions, the City has been working with the Cat Protection Society of NSW and the University Veterinary Teaching Hospital Sydney to provide a subsidised desexing service. Residents can have their cats desexed and microchipped for \$57.

In 2024/25, 4 cats were desexed and 4 were microchipped as part of the subsidised desexing and microchipping program.

Total number of animals desexed and microchipped

Under the City's program and pet day events, a total of 36 cats were desexed and 60 cats were microchipped, while 27 dogs were desexed and 45 microchipped.

Glebe cat management program

In 2019, the City collaborated with rescue groups to implement a pilot cat management program for a colony of cats in Glebe that are cared for by local residents. The trap desex adopt release program involved trapping, desexing, vaccinating, and microchipping cats from the colony.

Before implementing the program the City consulted with RSPCA NSW on the best

model and protocol to meet legislative requirements under both the *Prevention of Cruelty to Animals Act 1979*, and the *Companion Animals Act 1998*. It was decided that the trap desex adopt release program would be the best to use in an urban ecosystem where the impact of native wildlife is low, and where residents can provide ongoing care, feeding, and management of any cats that were returned to the colony site.

The objectives of the program were to stabilise the colony in terms of cat numbers and physical health, minimise and manage the level of complaints from residents about the cat colony and empower local residents through education and training to manage the cat colony.

Of the 9 adult cats that were released into the care of the residents that had been feeding them, 5 are still being cared for and monitored by the residents. The City provides ongoing food and veterinary care for this colony and all of the cats have been desexed.

This model of cat management has prevented unwanted kittens from being born and ending up at the shelter, reduced the likelihood of cats marking their territory, reduced cat fights, and, as a result, has reduced the number of complaints about unowned cats, in the area.

Street cat rehoming program

In 2024/25 the City continued to allocate funding towards the street cat rehoming program. The funding covered the costs to desex, microchip, and provide medical treatment for 42 kittens that were rescued from streets in the local area. The kittens were then rehomed through rescue groups and veterinary hospitals acting as satellite shelters for the City. Positive feedback from residents, rescue groups and veterinary hospitals has been received. This program is important for cat and stakeholder management.

Assistance dog program

In 2024/25 the City continued its partnership with MindDog Psychiatric Service Dog Association (NSW) to provide the City's assistance dog program. The program provides an opportunity for residents with disability to train their dog as an assistance

animal. The City subsidises the cost of this program for dog owners who are local residents and hold a valid pension card.

This program has enabled the City to develop its own assistance animals' accreditation process and provide clear guidance on what is required of residents to have their dog certified as an assistance animal. The participants are enrolled in the program for 12 months until they sit for their public access test for certification. There are currently 6 owners and dogs undergoing training, with 2 of these owners passing the test and receiving certification.

Pets in Need DFV program – Domestic and family violence pets and animals' welfare support (DFV PAWS) grant

In November 2020, the City, in conjunction with the Sutherland Shire Council Animal Shelter's support, successfully applied for the domestic and family violence pets and animals welfare support grant through the

NSW Department of Communities and Justice. This program provides emergency temporary accommodation for pets to support victims of domestic and family violence.

In 2024/25 the City continued to fund this program for pet owners living in the City of Sydney local area. This program provided temporary accommodation and medical care to 2 dogs and 1 cat. All of the animals have now been reunited with their owners. The City allocated \$1,364 of funding towards this program.

Strategies

The City has a shared services agreement with the Sutherland Shire Council to use its animal shelter – a low-kill facility with the lowest euthanasia rate in NSW. The focus for the agreement is to re-home all suitable animals and work together to provide a state-of-the-art animal adoption facility. The animals available for adoption are promoted in the City's weekly employee newsletter.



Image 8. A man with his dog. Photo by Jake Duczynski / City of Sydney

Companion animal services financial report

The City spends more than \$300,000 annually on companion animal services, for which the NSW Office of Local Government (OLG) provides a rebate to cover specified companion animal services.

In 2024/25 the City spent \$154,167.15 on those services specified by the OLG. Details of that expenditure is below. In 2024/25 the City received a rebate of \$39,412 from the OLG.¹⁹

| Program | Amount spent |
|---|---------------------|
| Pet desexing for cats and dogs – includes Pet Day and UVTHS Pop up events, subsidised pet desexing program and cat desexing and microchipping ²⁰ | \$18,495.40 |
| Glebe cat program – cost for food, parasite control and veterinary care | \$8,194.34 |
| Street cat rehoming program – funding for desexing, microchipping, vaccination and veterinary care for kittens rehomed and rescued | \$9,708.60 |
| Uni Vets and City Pets pop-up event – cost for vaccinations and booster vaccination services | \$4,226.00 |
| Northcott Pet Day 2024 – cost to run the event including event company, health check forms, treats, flea and worming supplies, and vaccines | \$31,149.05 |
| Councils United for Pets (CUPS) meeting – catering | \$3,612.00 |
| Redfern and Waterloo Pet Day – event company hire, health check forms, treats, flea and worming supplies, and vaccines | \$50,515.99 |
| Face painters for Sutherland Shire Council Animal Shelter Open Day | \$618.75 |
| Assistance dog program – application fees, training and public access tests | \$4,400.00 |
| Promotional material for companion animal events – collars, leashes, dog waste dispensers, bags, bowls, enrichment toys, Google Ads to promote the shelter, animal transport vehicle livery, and pet tags | \$14,691.32 |
| Training and equipment for rangers for the management and control of companion animals | \$8,555.70 |
| Total | \$154,167.15 |

¹⁹ Note the OLG's rebate is not always paid in the year the expenditure is incurred

²⁰ Includes invoices from the previous financial year receipted in 2024/25 financial year

Environmental upgrade agreements

NSW Local Government Act 1993 s54P (1)

The City fulfilled all its obligations and concluded 2 environmental upgrade agreements in 2024/25.

These agreements enable building owners to access finance through a tripartite agreement between a building owner, a finance provider and the Council. The NSW Government is no longer actively supporting these agreements due to low uptake over time and other forms of finance being available. The environmental upgrade agreement policy was rescinded by Council with the adoption of the Environmental Strategy 2025–2030 in June 2025. The Environmental Strategy 2025-2030 can be viewed and downloaded at cityofsydney.nsw.gov.au

Local strategic planning statement

Environmental Planning and Assessment Act 1979 s3.9

City Plan 2036: Local Strategic Planning Statement was published with approval from the Greater Sydney Commission (later the Greater Cities Commission) in March 2020.

This City of Sydney planning statement sets out a 20-year land use vision. It balances the need for housing and economic activities while protecting and enhancing local character, heritage, public places and spaces. It links NSW and local strategic plans with our planning controls to guide development.

This report describes our progress against the statement's 13 planning priorities in 2024/25.

Infrastructure 1 – Movement for walkable neighbourhoods and a connected city

The City progressed or finalised planning proposals that deliver through site links at 383 Kent Street, Sydney, 232-238 Elizabeth Street, Surry Hills, 56 Pitt Street, Sydney and O'Connell Street Precinct, Sydney.

The City has adopted updated planning controls that ensure parking in new developments is in line with current levels of car use and ownership and reflects access to new public transport such as the light rail and metro. Updates have also been adopted to support bicycle parking, electric vehicle charging and freight and servicing.

Infrastructure 2 – Align development and growth with supporting infrastructure

The City exhibited a new contributions plan for Pyrmont as part of the implementation of the NSW Government's Pyrmont Peninsula Place Strategy and a review of the planning controls.

The City executed 12 new planning agreements. The agreements will deliver new and upgraded public infrastructure including widened footpaths, new roads, new laneways and extensions to parks in Alexandria, Beaconsfield, Glebe, Rosebery, Surry Hills, Woolloomooloo and Zetland.

Infrastructure 3 – Supporting community wellbeing with social infrastructure

Planning for Pyrmont Peninsula identified social infrastructure and open space to support the community's needs.

Liveability 1 – A creative and socially connected city

The City prepared new planning controls to manage entertainment sound which ensures new residential development is built so residents are protected from existing noise in the neighbourhood. Council also resolved to establish special entertainment precincts to encourage live performance. The City has proposed to heritage list 3 places of social significance to LGBTIQA+ communities in the Oxford Street precinct with 3 more places under investigation.

Liveability 2 – Creating great places

The City exhibited new planning controls and a contributions plan for Ultimo–Pyrmont in response to the NSW Government's Pyrmont Peninsula Place Strategy. The new planning controls facilitate opportunities to increase publicly accessible open space, widen footpaths, accommodate more than 250 new trees, 2,000 square metres of new green roofs, and minimise overshadowing to existing residents and important public parks and places.

Council approved planning control updates including new and improved controls for green roofs, tree planting and protection of sunlight in Gunyama Park and Cook + Phillip Park.

Council approved for exhibition proposed heritage listings for 9 modern period residential flat buildings, 3 buildings with social significance in Chinatown and an expansion of the listing of the Powerhouse Museum.

Liveability 3 – New homes for a diverse community

The City exhibited draft planning controls for Ultimo–Pyrmont to assist in accommodating the 4,100 homes targeted by the NSW Government Pyrmont Peninsula Place Strategy. It includes increases in floor space and height for residential flat buildings, mixed use developments and small lot housing.

Council approved and finalised new planning controls to support the availability and diversity of housing in the local area in response to a trend for redevelopment of existing apartment buildings with smaller

dwelling for new apartment buildings that have larger and fewer dwellings.

The City carried out a review of the affordable housing contribution rates. Council approved draft changes to the affordable housing program and planning controls. These simplify a rezoning contribution requirement to a consistent rate, enable Council to require a rezoning contribution be satisfied through the dedication of built dwellings, and increase the equivalent monetary contribution rates.

At June 2024, the City of Sydney is on track to meet its targets under the housing strategy, with 41% of the 2036 dwelling target achieved with 22,947 dwellings built. Another 16,261 dwellings are in the pipeline. The built and pipeline dwellings make up 70% of the 20-year target.

Productivity 1 – Growing a stronger, more competitive Central Sydney

Planning in Central Sydney is guided by the Central Sydney planning strategy which ensures future growth occurs where it respects our special places, spaces and parkland, and is highly sustainable, resilient and responsive to climate change.

The City progressed 3 site specific planning proposals under the planning strategy throughout the year. The proposals facilitate more productive floor space, protect the quality of public spaces, provide shared loading docks for surrounding businesses and have higher sustainability targets consistent with the strategy. The proposals are for 383 Kent Street, 56 Pitt Street and the O'Connell Street precinct.

Productivity 2 – Developing innovative and diverse business clusters in city fringe

Draft planning controls for Ultimo–Pyrmont will assist accommodating up to 27,000 jobs to be serviced by the future Pyrmont metro station and in the types of commercial buildings that are in demand.

The City has progressed 3 planning proposals for sites on the eastern edge of Central Sydney to provide more work space for innovation and creative businesses. These proposals include sites on Elizabeth and Kippax streets in Surry Hills and Riley Street, East Sydney.

Productivity 3 – Protecting industrial and urban services in the Southern Enterprise Area and evolving businesses in the Green Square-Mascot Strategic Centre

The City's planning controls continue to protect industrial and urban services in the Southern Enterprise Area.

Sustainability 1 – Protecting and enhancing the natural environment for a resilient city

The City adopted new planning controls in the Local Environmental Plan and Development Control Plan update which will enhance biodiversity, tree canopy and water sensitive urban design throughout the City of Sydney area.

The City continues to participate in the development of the Sydney Harbour and Cooks River coastal zone management plans. The plans will provide a coordinated management framework across government to improve the health of Sydney Harbour, the Cooks River and their catchments.

Sustainability 2 – Creating better buildings and places to reduce emissions and waste and use water efficiently

New planning controls for water efficiency in non-residential buildings as well as requirements for electric indoor appliances in

new residential buildings have been adopted as part of the update to the Local Environmental Plan and Development Control Plan.

Following community and industry consultation through a discussion paper, Council approved the exhibition of draft controls for new medium to large offices, hotels and serviced apartments to be all-electric.

Sustainability 3 – Increasing resilience of people and infrastructure against natural and urban hazards

The City's floodplain management controls have been updated as part of the Local Environmental Plan and Development Control Plan update. Draft planning controls have also been adopted to reduce heat in the urban environment by requiring reflective roofs and requiring shading of windows exposed to direct summer sunlight.

Governance 1 – Open, accountable and collaborative planning

The City continues to collaborate with a range of organisations in its planning functions on housing, including Resilient Sydney and the Southern Sydney Regional Organisation of Councils.

Voluntary planning agreements

Environmental Planning and Assessment Act 1979 No. 203

s7.5 (5)

The voluntary planning agreements (VPA) below were in force in the year 2024/25.

| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|-----------------------|------------|---|---|---------------|
| VPA/2018/24 | 11 Birmingham Street | Alexandria | Ozimex International Pty Ltd and Marina Royal Pty Ltd | D/2018/871 – dedication and embellishment of land for 1.4m footpath widening | 02/07/2020 |
| VPA/2018/17 | 1-17 Euston Road | Alexandria | Erolyarn Pty Ltd | D/2017/1297 – dedication of 29.3m ² along Euston Lane frontage and embellishment for footpath widening | 21/08/2020 |
| VPA/2019/6 | 132-138 McEvoy Street | Alexandria | Stormac Pty Ltd | D/2018/1615 – dedication and embellishment of 108m ² of land for widened footpath and a monetary contribution of \$412,639 towards community infrastructure | 02/07/2020 |
| VPA/2023/6 | 132-138 McEvoy Street | Alexandria | Stormac Pty Ltd | D/2023/267 – dedication and embellishment of 108m ² of land for widened footpath and a monetary contribution of \$397,904 towards community infrastructure in Green Square | 8/10/2024 |
| VPA/2019/7 | 135-139 McEvoy Street | Alexandria | Ms Judith Adrienne Adler | D/2018/1581 – dedication of 94m ² of land and embellishment for footpath widening and a monetary contribution of \$497,537.50 towards community infrastructure in Green Square | 13/10/2020 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|----------------------|------------|--|--|---------------|
| VPA/2018/21 | 15 Bourke Road | Alexandria | Vasilaki Pty Ltd and Hraklis Pty Ltd | D/2018/56 – dedication of 148m ² land, embellishment for footpath widening and green link and a monetary contribution of \$37,663 towards community infrastructure | 28/02/2022 |
| VPA/2015/45 | 15 Bowden Street | Alexandria | Alexandria JV Development Holdings Pty Ltd | D/2015/960 – monetary contribution of \$67,444, land dedication of 75.4m ² and works in kind for footpath widening | 13/03/2017 |
| VPA/2017/14 | 15 Ralph Street | Alexandria | Lenland Alexandria Pty Ltd | D/2017/839 – dedication of 67m ² of land embellishment for footpath widening | 04/12/2018 |
| VPA/2020/10 | 15-17 William Street | Alexandria | Mrs Katharine Jackson and Mrs Georgia Findlay and Mr David William Findlay | D/2020/1059 – monetary contribution of \$230,109 towards community infrastructure in the Green Square urban renewal area | 26/05/2025 |
| VPA/2013/73 | 158 Botany Road | Alexandria | Denning Real Estate Pty Ltd | D/2014/201 – dedication and embellishment of 163.5m ² of land for footpath widening and monetary contribution \$227,174 towards community infrastructure | 14/09/2017 |
| VPA/2024/8 | 158 Botany Road | Alexandria | Denning Real Estate Pty Ltd and Blueshore Development Group Pty Ltd | D/2023/1012 and D/2024/803 – land dedication for future laneway, landscaping to road widening and future laneway, and a monetary contribution to Green Square community infrastructure | 18/06/2025 |
| VPA/2018/2 | 200 Bourke Road | Alexandria | Equinix Australia Pty Ltd | D/2017/1797 – dedication of 2,244m ² of land for future road reserve | 20/08/2018 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|------------------------|------------|---|--|---------------|
| VPA/2023/13 | 216-220 Wyndham Street | Alexandria | City West Housing Pty Ltd | D/2023/884 – dedication and embellishment of 126m ² of land for footpath widening to McEvoy Street, embellishment and transfer of 318m ² of land for future shared zone laneway and a monetary contribution of \$268,563 towards community infrastructure in Green Square urban renewal area | 19/11/2024 |
| VPA/2019/16 | 22 O'Riordan Street | Alexandria | Markham Real Estate Partners Green Square Pty Ltd | D/2019/686 – dedication of land and developer's works for footpath widening to O'Riordan and Johnson streets and a monetary contribution towards community infrastructure in Green Square | 21/08/2020 |
| VPA/2019/19 | 22-28 Mandible Street | Alexandria | Sincourt Pty Ltd | D/2019/578 – dedication and embellishment of 1,060m ² for footpath widening to Mandible Street, new public road and landscaping to the liveable green network | 12/08/2020 |
| VPA/2019/20 | 25 Bourke Road | Alexandria | Skylife Bourke Pty Ltd | D/2019/817 – dedication and embellishment of 343m ² land for footpath widening to Bourke Road and Bowden Street and a monetary contribution of \$651,784 towards community infrastructure in Green Square | 27/08/2020 |
| VPA/2024/7 | 27-31 Doody Street | Alexandria | The Trust Company (Australia) Ltd | D/2024/238 – dedication of land and construction of a liveable green network and a 6m wide through-site link | 10/04/2025 |
| VPA/2022/13 | 28 Bourke Road | Alexandria | Centuria Prime Partnership No. 2 Pty Ltd | SSD-38600121 – dedication of land and construction of a widened footpath to the Bourke Road frontage, the embellishment and future transfer of land for new public roads and a | 15/08/2024 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|---------------------|------------|--|--|---------------|
| | | | | monetary contribution of \$292,372 towards community infrastructure in the Green Square urban renewal area | |
| VPA/2021/11 | 284 Wyndham Street | Alexandria | Emerald City Property Investments Pty Ltd | D/2021/319 – dedication of land and embellishment for footpath widening to Bourke Street, an easement for public access for footpath widening to Botany Road and a monetary contribution of \$7,325,587 towards community infrastructure in Green Square | 25/03/2024 |
| VPA/2018/25 | 290-294 Botany Road | Alexandria | Angreb Pty Ltd and Sentra Investments Pty Ltd | D/2018/1500 – dedication of 102m ² land, developer's works for widened footpath, through site link and monetary contribution of \$752,148 for community infrastructure | 22/08/2019 |
| VPA/2019/10 | 320-324 Botany Road | Alexandria | TOGA Development No 15 Pty Ltd and TOGA Project Services Pty Ltd | Dedication of 583.6m ² of land for transport plaza and 150.5m ² of land for footway widening to Botany Road and O'Riordan Street, the construction of transport plaza, footway widening, green infrastructure for recycled water and energy efficiency and a monetary contribution of \$4,440,000 towards community infrastructure | 30/03/2022 |
| VPA/2019/14 | 326-328 Botany Road | Alexandria | Leading Group Development Pty Ltd | D/2019/657 – dedication and embellishment of 66m ² of land for footway widening to Botany Road and O'Riordan Street and a monetary contribution of \$740,433 towards community infrastructure in Green Square | 26/08/2020 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|------------------------|------------|---|---|---------------|
| VPA/2022/3 | 330 Botany Road | Alexandria | City West Housing Pty Ltd | D/2021/1484 – land dedication and embellishment of footway widening to all street frontages and a monetary contribution to infrastructure in the Green Square urban renewal area | 29/08/2023 |
| VPA/2019/15 | 338 Botany Road | Alexandria | SGCH Portfolio Ltd | D/2019/87 – dedication and embellishment of 74m ² of land for footway widening to Botany Road and new Green Square to Ashmore connector road and a monetary contribution of \$955,245 towards community infrastructure in Green Square | 26/02/2020 |
| VPA/2017/19 | 444-450 Gardeners Road | Alexandria | The Owners – Strata Plan No 34780 | D/2017/240 – dedication 120m ² for footpath widening and 337m ² for future road widening | 12/10/2018 |
| VPA/2021/7 | 552-554 Botany Road | Alexandria | The Big Bocconcini Ball Pty Ltd | D/2019/1488 – dedication and embellishment of footway widening to Botany Road | 06/04/2022 |
| VPA/2018/22 | 5-7 Bourke Road | Alexandria | Alan Yazbek Investments Pty Ltd and Orfanos Investments Pty Ltd | D/2018/1208 – dedication of 298m ² for footpath widening and future green link, construction of widened footpath and monetary contribution of \$321,160 for community infrastructure | 02/07/2019 |
| VPA/2019/26 | 59-99 Belmont Street | Alexandria | Aqualand Belmont Development Pty Ltd | D/2019/1249 – dedication and embellishment of 34.48m ² of land for pedestrian footpath and cycleway and a monetary contribution of \$425,146.50 towards community infrastructure in Green Square | 21/09/2021 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|---------------------------|--------------|---|--|---------------|
| VPA/2019/18 | 634 Botany Road | Alexandria | Ralph TA Pty Ltd and BR Alexandria Pty Ltd and Ralph NA Pty Ltd | D/2019/684 – dedication and embellishment of a 1.4m setback to Botany Road and a 6m wide through site link to northern side boundary | 29/05/2020 |
| VPA/2021/12 | 110 Victoria Street | Beaconsfield | Taren Point Pty Ltd | D/2021/1054 – monetary contribution of \$36,100 towards community infrastructure in Green Square | 27/08/2024 |
| VPA/2024/10 | 95 Victoria Street | Beaconsfield | Victoria Street Invest Pty Ltd | D/2024/920 – monetary contribution of \$32,775 towards community infrastructure in Green Square | 12/05/2025 |
| VPA/2018/12 | 1 Missenden Road | Camperdown | George Hay Pty Ltd and OARE no 3 Pty Ltd | D/2018/73 – allocation of advertising time on sign for public information, community messages and promotion of council events and initiatives | 10/02/2020 |
| VPA/2015/9 | 51-55 Missenden Road | Camperdown | Pignataro Properties Pty Ltd | X000797 – planning proposal – heritage conservation and environmental sustainability works | 16/06/2016 |
| VPA/2022/16 | 169-173 Darlinghurst Road | Darlinghurst | JCDecaux Australia Pty Ltd and PG Wealth Pty Ltd | D/2022/911 – allocation of advertising time on sign for public information, community messages and promotion of council events and initiatives | 07/03/2024 |
| VPA/2021/9 | 56-78 Oxford Street | Darlinghurst | AM Darlinghurst Investment Pty Ltd | D/2021/1071 and D/2021/1072 – upgrade of Foley Street to a shared zone | 14/07/2022 |
| VPA/2015/3 | 1 Metters Street | Erskineville | Golden Rain Development Pty Ltd | D/2015/154 – dedication of 2,309.5m ² of land and construction of new roads and public domain works for portions of Zenith and Metters streets, Coppersmith Lane and a monetary contribution of \$40,525 towards a future pedestrian link | 19/10/2015 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|-----------------------|--------------|---|---|---------------|
| VPA/2015/39 | 149 Mitchell Road | Erskineville | Greenland Golden Horse Investment Pty Ltd and Greenland Golden Horse Investment No. 5 Pty Ltd | D/2015/966 – land dedication and developer's works to deliver Kooka Walk, McPherson Park, Macdonald Street, Alpha and Foundry streets, Stovemaker and Nassau lanes and a stormwater trunk drain | 25/07/2017 |
| VPA/2016/30 | 13A Garden Street | Eveleigh | Eveleigh Precinct Pty Ltd | SSD7317 – embellishment and dedication of public domain as part of the redevelopment of the Australian Technology Park | 12/10/2017 |
| VPA/2022/1 | 357 Glebe Point Road | Glebe | Vision Land Glebe Pty Ltd | D/2021/711 – dedication and embellishment for footway widening to Ferry Lane | 05/05/2025 |
| VPA/2020/5 | 187-189 Thomas Street | Haymarket | Greaton Thomas Pty Ltd | Planning proposal – monetary contributions to community infrastructure in Central Sydney and affordable housing, and a restrictive covenant on the use of below ground floor space | 06/08/2021 |
| VPA/2022/6 | 410 Pitt Street | Haymarket | Australian Village No 13 – Pitt Street Pty Ltd | D/2020/1387 – securing the allocation of 403m ² heritage floor space or a monetary contribution to the heritage conservation fund | 11/06/2024 |
| VPA/2021/1 | 413-415 Sussex Street | Haymarket | Elegant Dixon Property Pty Ltd | D/2020/1386 – allocation of the upper floors of the heritage building, including contents for a public purpose that recognises the heritage significance and connections with the Chinese migrant community | 22/02/2022 |
| VPA/2022/5 | 757-759 George Street | Haymarket | Samprian Pty Ltd | Planning proposal – monetary contributions to community infrastructure, public art and heritage conservation works | 26/04/2023 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|----------------|------------------------|---------------|--|---|----------------------|
| VPA/2021/6 | 14-26 Wattle Street | Pymont | Landdream Pymont Pty Ltd | D/2019/649 – construction of new footpath to Jones Street | 15/12/2021 |
| VPA/2016/23 | 6 Baptist Street | Redfern | Surry Hills Project Pty Ltd | X003324 – planning proposal – land dedication and embellishment of 1,389m ² for Marriot Street footway widening, new pedestrian/cycle laneway, new park, sustainability measures for the building, and provision of a community bus for the duration of construction | 20/12/2017 |
| VPA/2017/11 | 102-106 Dunning Avenue | Rosebery | Kubis Rosebery Pty Ltd | Planning proposal – provision and dedication of affordable apartments to a community housing provider and dedication of Jones Lane | 06/12/2018 |
| VPA/2020/6 | 16 Rothschild Avenue | Rosebery | Deicorp Projects (Rosebery) Pty Ltd | D/2020/549 – dedication and embellishment of a pedestrian link, an easement for public access and a monetary contribution to infrastructure in the Green Square urban renewal area | 05/05/2021 |
| VPA/2024/6 | 22-40 Rosebery Avenue | Rosebery | Georgia Mackenzie Pty Ltd and Filetron Pty Ltd | SSD-49320959 – dedication and embellishment of 731m ² of land for a new laneway, creation of a public access easement for a through site link and a monetary contribution of \$3,989,557 towards community infrastructure in Green Square urban renewal area | 02/04/2025 |
| VPA/2017/21 | 5-15 Dunning Avenue | Rosebery | Stockland Development Pty Ltd | D/2017/1528 – through site link and monetary contribution of \$1,465,090 towards community infrastructure in Green Square urban renewal area | 18/09/2018 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|---------------------------|-------------|---|---|---------------|
| VPA/2021/15 | 657-657A Botany Road | Rosebery | Pico Alfa Pty Ltd | D/2021/1335 – dedication and embellishment of 62.9m ² of land for road and footpath widening and a monetary contribution of \$4,776 towards community infrastructure in Green Square | 17/11/2022 |
| VPA/2013/14 | 67 Epsom Road | Rosebery | Overland Consolidated Pty Ltd | D/2008/102 – land dedication of 10,604m ² and construction of new roads, monetary contribution of \$1,670,000 towards community infrastructure in Green Square town centre and a monetary contribution of \$17,400 for local cycleways | 28/09/2010 |
| VPA/2021/4 | 74 Rosebery Avenue | Rosebery | Sydney Catholic Schools | D/2020/529 – upgrade of public domain Infrastructure in Morley and Rosebery avenues including pedestrian crossings and street lighting | 06/09/2021 |
| VPA/2013/1 | 87-103 Epsom Road | Rosebery | Reachdaze Pty Ltd and The Warehouse Pty Ltd | D/2005/1340 – land dedication of 16,332.8m ² and construction of new park, roads, cycleway and modification of the intersection at Epsom and Link roads | 16/09/2011 |
| VPA/2023/14 | 232-236A Elizabeth Street | Surry Hills | Stasia Holdings Pty Ltd | Planning proposal – construction and dedication of a pedestrian laneway between Reservoir Street and Foster Lane | 13/03/2025 |
| VPA/2016/17 | 1 Alfred Street | Sydney | Lendlease (Goldfields Residential) Pty Ltd and Lendlease (Goldfields Hotel) Pty Ltd | D/2015/1049 – dedication of 400m ² of land and embellishment for footpath widening, pedestrian through site links and public art | 30/03/2017 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|---------------------|--------|---|--|---------------|
| VPA/2020/7 | 1 Alfred Street | Sydney | Lendlease (Goldfields Hotel) Pty Ltd and Lendlease (Goldfields Residential) Pty Ltd | D/2015/882 – securing the allocation of heritage floor space or a monetary contribution to the heritage conservation fund | 24/01/2023 |
| VPA/2021/5 | 15-17 Hunter Street | Sydney | FT Sydney Pty Ltd | Planning proposal – through site link, public art, sustainability commitments and a monetary contribution to community infrastructure in Central Sydney | 30/05/2023 |
| VPA/2016/9 | 180 George Street | Sydney | Lendlease (Circular Quay) Pty Ltd | S108395 – planning proposal – land dedication for 2 public plazas, a community building and expanded laneway network. Construction of the public plazas and laneways including fitting out the basement level below the George Street plaza as a public bicycle facility. The construction and fitting out of a community building including a cafe. Installation of public art on the George Street plaza. The leasing of 3 floors in the commercial tower as a business innovation space | 25/07/2016 |
| VPA/2021/13 | 2 Chifley Square | Sydney | The Trust Company (Australia) Ltd | Planning proposal – monetary contribution towards community infrastructure in Central Sydney, public art, sustainability commitments and an easement for access to adjoining property basement | 29/08/2022 |
| VPA/2017/8 | 23-33 Bridge Street | Sydney | Pontiac Land (Australia) Pty Ltd and Property NSW | D/2016/1641 – upgrade of Farrer Place and surrounding public domain, and stratum lease over a tunnel under Loftus Street | 28/02/2018 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|-----------------------|--------|--|--|---------------|
| VPA/2013/68 | 33 Alfred Street | Sydney | Kent Street Pty Ltd and QQT Investment 1 Pty Ltd and Qqt Investment 2 Pty Ltd and others | Planning proposal – S088527 and S106946 – construction of public domain work, through site links, dedication of air stratum, public access easements, heritage conservation work, public art and a monetary contribution towards other public domain renewal works | 02/06/2014 |
| VPA/2022/10 | 331-337 Kent Street | Sydney | 333 Kent St Pty Ltd | D/2021/35/A – securing the allocation of 1,037m ² heritage floor space or a monetary contribution to the heritage conservation fund | 11/09/2023 |
| VPA/2018/6 | 4-6 Bligh Street | Sydney | 4TO6 Bligh Street Tst Co Pty Ltd | Planning proposal – monetary contributions towards affordable housing and infrastructure delivery in Central Sydney and environmental excellence initiatives | 24/09/2018 |
| VPA/2015/49 | 505-523 George Street | Sydney | CFT No 4 Pty Ltd | S121075 – planning proposal – childcare facility 2,600m ² , community meeting facility 250 m ² , environmental performance and publicly accessible toilet facilities | 07/08/2015 |
| VPA/2016/15 | 55 Pitt Street | Sydney | Mirvac Capital Pty Ltd and Mirvac Commercial Sub SPV Pty Ltd | S123324 – planning proposal – laneway activation, through site link, public domain upgrades, public art, a monetary contribution of \$5,000,000 towards tech startups action plan, \$7,988,080 to community infrastructure in Central Sydney and a monetary contribution to affordable housing | 30/06/2021 |
| VPA/2019/13 | 59 Wentworth Avenue | Sydney | 59 Wentworth Ave Developments Pty Ltd | D/2017/1720/C – securing the allocation of heritage floor space or a monetary contribution to the heritage conservation fund | 02/11/2021 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|--------------------------|----------|--|---|---------------|
| VPA/2022/11 | 9 Hunter Street | Sydney | Sydney Metro | Planning proposal – early payment of 3% development contribution, additional public art to the value of 0.5% and commitments for environmental sustainability | 28/09/2023 |
| VPA/2019/3 | 9-25 Commonwealth Street | Sydney | WR Sydney Pty Ltd | D/2014/1323/C – securing the allocation of heritage floor space or a monetary contribution to the heritage conservation fund | 26/08/2020 |
| VPA/2019/21 | 385 Wattle Street | Ultimo | TQK Pty Ltd | D/2019/811 – dedication and embellishment of a 4m footway widening to Blackwattle Lane | 21/09/2021 |
| VPA/2013/57 | 485-501 Wattle Street | Ultimo | West Apartments Pty Ltd | D/2002/971 – dedication of 81m ² for footpath to Blackwattle Lane, through site link from Wattle Street to Blackwattle Lane, and public domain improvements, monetary contribution of \$750,559 for community infrastructure | 08/11/2010 |
| VPA/2019/24 | 1049 Bourke Street | Waterloo | Grand Village Pty Ltd and Good Village Pty Ltd | D/2019/1082 – dedication and embellishment of 159m ² land for footpath widening and a monetary contribution of \$308,588 towards community infrastructure in Green Square | 31/10/2022 |
| VPA/2020/14 | 209-219 Cope Street | Waterloo | New South Wales Land and Housing Corporation and Minister for Planning | X030481 – planning proposal for Waterloo South – dedication and embellishment of new roads, open spaces and public domain | 23/02/2023 |
| VPA/2016/3 | 219-231 Botany Road | Waterloo | Waterloo 1 Pty Ltd | D/2015/1358 – dedication and embellishment of 98.6m ² of land for footpath widening and a monetary contribution of \$1,128,150 towards community infrastructure | 05/10/2017 |

Annual Report – Statutory Returns

| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|-----------------------------|----------|---|---|---------------|
| VPA/2021/3 | 25 Lachlan Street | Waterloo | 25 Lachlan St Waterloo Pty Ltd and Pacific Oasis Lachlan Street Waterloo Developments Pty Ltd | D/2020/1457 – dedication and embellishment of footway widenings | 31/08/2023 |
| VPA/2016/35 | 2A Reed Street | Waterloo | Crown W48 Pty Ltd and The Owners – Strata Plan No 44338 | D/2016/1450 – dedication and embellishment of 6,656m ² of land to deliver new public infrastructure including Archibald Avenue, Reed and Tung Hop streets and Hatbox Place | 08/08/2017 |
| VPA/2013/49 | 857 South Dowling Street | Waterloo | Summerside Group Pty Ltd | D/2012/186 – dedication and embellishment of 110.64 m ² of land for footpath widening and landscaping, a monetary contribution of \$160,987.47 towards public domain improvements in the local area and a monetary contribution of \$58,850 towards community infrastructure in the Green Square town centre | 12/05/2015 |
| VPA/2020/1 | 881-893 Bourke Street | Waterloo | Jeffman Pty Ltd and Red Breast Pty Ltd | D/2020/45 – dedication and embellishment of 6,901 m ² of land for new east-west road, pedestrian links, shared zones, public park and footway widening to Bourke Street | 11/03/2022 |
| VPA/2015/55 | 895-901 Bourke Street | Waterloo | City West Housing Pty Ltd | D/2015/941 – dedication of 3m wide land at front for footpath widening, embellishment of footpath and dedication of 12m wide land at rear for future road | 17/02/2021 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|-------------------------|---------------|--|--|---------------|
| VPA/2016/16 | 903-921 Bourke Street | Waterloo | Dahua Group Waterloo Project Pty Ltd | S115125 – dedication and works in-kind for road, park and pedestrian through site link | 26/03/2019 |
| VPA/2022/14 | 923 Bourke Street | Waterloo | Fabcot Pty Ltd and Triton Atlas Corp Pty Ltd | Planning proposal – affordable housing, environmental performance initiatives and payment of contributions at construction certificate | 18/01/2024 |
| VPA/2023/2 | 164-172 William Street | Woolloomooloo | William Street Nominee Pty Ltd and Gwynvill Trading Pty Ltd and Kenmure Holdings Pty Ltd | D/2022/139 – dedication of 355m ² of land and construction of new pedestrian laneway between Dowling Street and Judge Lane | 12/09/2024 |
| VPA/2013/43 | 13 George Julius Avenue | Zetland | Lincon Epsom Projects Pty Ltd | D/2015/913 – dedication and embellishment of 5,654m ² of land for construction of roads including Peters and Letitia streets, Rose Valley Way and George Julius Avenue, footpath widening to Epsom Road, construction of trunk drainage and dedication of 6,234m ² for future road and park (Gunyama Park) | 10/06/2016 |
| VPA/2013/3 | 13 Joynton Avenue | Zetland | Cronos Corporation Pty Ltd | D/2004/225 – dedication and embellishment of 7,691.7m ² for new park (Mary O'Brien Reserve), new laneway, footpath widening, through site link, stormwater and public domain infrastructure, and monetary contribution of \$1,636,771.39 | 07/07/2010 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|--------------------------|---------|--|--|---------------|
| VPA/2023/4 | 130 Joynton Avenue | Zetland | Deicorp Projects (Joynton Ave) Pty Ltd | D/2024/514 – dedication of land and embellishment as new roads, parks and public domain including completion of Zetland Avenue, extensions of Grandstand and Victoria Park parades, George Julius, Ascot and, Defries avenues, Woolwash Park, Biyanbing Green and Zetland Avenue open space | 29/01/2025 |
| VPA/2013/70 | 1-7 Sonny Leonard Street | Zetland | GMNT Properties Pty Ltd and Korifi Pty Ltd and Petao Pty Ltd | D/2014/1757 – monetary contribution of \$1,631,135 for community infrastructure in Green Square town centre, dedication and embellishment of 498m ² for roads, footpaths and associated public domain work and public access easements | 05/11/2013 |
| VPA/2013/26 | 301 Botany Road | Zetland | Crown Green Square Pty Ltd and Sathio Investments Pty Ltd and Crown Cornerstone Investment | D/2014/1758 – dedication and embellishment of 347.5m ² for footway widening to Bourke Street and Botany Road, dedication of 231m ² to the City for the Green Square Plaza, construction of a publicly accessible path linking the public parking on the site to the Green Square library, a monetary contribution of \$11,890,907 towards the delivery of Green Square town centre, and the design and construction of any proposed building to connect to the City's green infrastructure network | 20/10/2011 |
| VPA/2018/18 | 33A George Julius Avenue | Zetland | Karimbla Properties Pty Ltd | D/2019/976 – dedication of 3,126m ² of land and developer's works to construct portions of Rose Valley Way, George Julius Avenue, Epsom Road widening and the Green Square trunk drain | 01/05/2020 |

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| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|--------------------------|---------|---|--|---------------|
| VPA/2013/67 | 411 Botany Road | Zetland | Landcom and Mirvac Green Square Pty Ltd | R/2013/30 – dedication of land for new public domain, roads and plazas, works in-kind for essential infrastructure and public domain, design and construction of buildings to be capable of using recycled water, requirements for space heating and cooling and monetary contributions towards community infrastructure | 20/08/2013 |
| VPA/2013/83 | 499 Botany Road | Zetland | Bridgehill (Zetland) Pty Ltd and Waverley Council | R/2013/29 – dedication and embellishment of 27m ² of land for footpath, 189m ² of land for the extension of Emanuel Lane and construction of a pedestrian path and cycleway, 1,965m ² of land for public road, construction of a pedestrian through-site link and a monetary contribution of \$1,014,630.04 | 25/11/2014 |
| VPA/2018/11 | 888 Bourke Street | Zetland | 888 Place Pty Ltd | D/2017/1723 – land dedication of 1257m ² , construction of widened footpath and new road and a monetary contribution of \$837,541.50 towards community infrastructure | 2/03/2019 |
| VPA/2015/2 | 890-898 Bourke Street | Zetland | Baozheng Development Pty Ltd | D/2015/98 – land dedication of 210m ² on Bourke Street for future footpath widening and monetary contribution of \$1,233,575 for community infrastructure | 05/09/2016 |
| VPA/2022/18 | 905 South Dowling Street | Zetland | Karimbla Properties (No 60) Pty Ltd | Planning proposal – dual reticulation in buildings for recycled water, a minimum 4% non-residential gross floor area, exceedance of BASIX targets for water and energy and provision for EV charging capable parking | 18/03/2024 |

| VPA No. | Street address | Suburb | Party to the agreement | Description of works | Date executed |
|-------------|--------------------------|---------|-------------------------------------|--|---------------|
| VPA/2023/10 | 905 South Dowling Street | Zetland | Karimbla Properties (No 60) Pty Ltd | D/2023/724 – dedication of land and embellishment for new parks, roads, road widening, through site link and extension of Green Square trunk drainage system | 24/06/2024 |

Development contributions – planning agreements

Environmental Planning and Assessment Regulation 2021 cl 218A

Contributions received

Land, works and monetary contributions received through planning agreements in the year 2024/25 are below.

| VPA No. | Address | Land (m ²) | Attributed land value | Land purpose | Works in kind (WIK) | Attributed WIK value | Monetary contribution | Contribution purpose |
|-------------|----------------------------------|------------------------|-----------------------|------------------|---------------------|----------------------|-----------------------|---|
| VPA/2015/45 | 15 Bowden Street, Alexandria | 75.40 | \$15,080 | Footway widening | – | – | – | – |
| VPA/2019/20 | 25 Bourke Road, Alexandria | 343.00 | \$68,600 | Footway widening | Footway widening | \$124,166 | – | – |
| VPA/2020/10 | 15-17 William Street, Alexandria | – | – | – | – | – | \$230,109 | Community infrastructure in Green Square urban renewal area |

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| VPA No. | Address | Land (m ²) | Attributed land value | Land purpose | Works in kind (WIK) | Attributed WIK value | Monetary contribution | Contribution purpose |
|-------------|---------------------------------------|------------------------|-----------------------|--|---------------------|----------------------|-----------------------|---|
| VPA/2021/12 | 108-112 Victoria Street, Beaconsfield | – | – | – | – | – | \$36,100 | Community infrastructure in Green Square urban renewal area |
| VPA/2024/10 | 95 Victoria Street, Beaconsfield | – | – | – | – | – | \$32,775 | Community infrastructure in Green Square urban renewal area |
| VPA/2016/23 | 6 Baptist Street, Redfern | 889.0 | – | Footway widening and new road | – | – | – | – |
| VPA/2020/6 | 16 Rothschild Avenue, Rosebery | 296.10 | \$59,220 | New pedestrian laneway | Pedestrian laneway | \$228,422 | – | – |
| VPA/2018/11 | 888 Bourke Street, Waterloo | – | – | – | – | – | \$1,011,302 | Community infrastructure in Green Square urban renewal area |
| VPA/2013/70 | 501-509 Botany Road, Zetland | 673.60 | – | Footway widening, new road and pedestrian link | – | – | – | – |

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| VPA No. | Address | Land (m ²) | Attributed land value | Land purpose | Works in kind (WIK) | Attributed WIK value | Monetary contribution | Contribution purpose |
|--------------|-------------------------------|------------------------|-----------------------|---------------|---------------------------|----------------------|-----------------------|----------------------|
| VPA/2013/67 | 77-93 Portman Street, Zetland | – | – | – | Extension of Portman Lane | \$268,947 | – | – |
| VPA/2013/43 | 106 Epsom Road, Zetland | 111.60 | \$22,320 | Road widening | – | – | – | – |
| Total | | 2,388.70 | \$165,220 | | | \$621,535 | \$1,310,286 | |

Contributions expenditure

Expenditure of planning agreement monetary contributions in the year 2024/25 is below.

| Purpose | Amount |
|--|---------------------|
| City North public domain masterplan (including public domain in Bridge / Loftus Street vicinity) | \$13,000,000 |
| Heritage Conservation Fund works to Hyde Park lighting, Chinatown Gates restoration, City Centre Sydney Square upgrade, public art restoration, and Hyde Park tree replacement works | \$6,341,190 |
| Sydney University to Redfern station public domain improvements | \$2,000,000 |
| Community infrastructure | \$1,291,299 |
| New roads, stormwater drainage and facilities in the Green Square town centre and urban renewal area | \$650,000 |
| George Street business innovation space – fitout works and operating costs | \$100,000 |
| Total | \$23,382,489 |

Development contributions – s7.11 contributions and s7.12 levies

Environmental Planning and Assessment Regulation 2021 cl 218A

The City of Sydney administers 2 development contribution plans.

The Central Sydney Development Contributions Plan 2020 is a section 7.12 plan that applies to development in Central Sydney. Residual contributions also continue to be received and managed for developments to which the Central Sydney Development Contributions Plan 2013 applied. This was a contributions plan under section 61 of the City of Sydney Act 1988 which has now been repealed, but it preceded the start of the 2020 plan.

The City of Sydney Development Contributions Plan 2015 is a section 7.11 contributions plan that applies to the remainder of the City of Sydney local government area.

Contributions received

The total amount of contributions received under contributions plans for 2024/25 financial year was \$70,689,721, comprising monetary contributions of \$48,243,931 and works in kind of \$22,445,790.

Contributions expenditure

The total amount of monetary contributions expended under contributions plans for 2024/25 financial year was \$48,243,931.

The below provides a breakdown of section 7.11, section 7.12 and section 61 contributions expended during the 2024/25 financial year, against works list items detailed within the respective plans. Both plans are currently in recoupment, meaning that contributions received are applied to works previously undertaken. Accordingly, amounts expended under each plan are limited to the extent of contributions received during the financial year.

The percentage of cost funded by contributions reflects contributions expended to date as a proportion of total project cost. For projects with a status of 'recoupment' or 'underway', the per cent of cost funded by contributions is subject to change in future years as works are completed and/or further contributions are received. Only works list items from each plan that used development contributions during the financial year are shown in the table below.

Annual Report – Statutory Returns

| Contributions plan (CP) | Project ID (per CP) | Project description | Type of public amenity or service | Monetary amount expended from development contributions | Contributions expended to date | Project status | Cost funded by contributions |
|---|---------------------|--|-----------------------------------|---|--------------------------------|----------------|------------------------------|
| Central Sydney Development Contributions Plan 2015 (Section 7.11) | OS2 | Embellishment – embellishment of acquired land, 0.45 ha approx. | Open space | \$1,645,138 | \$3,145,138 | Underway | 100% |
| Central Sydney Development Contributions Plan 2015 (Section 7.11) | OS4 | Upgrade – install shading at various existing playgrounds e.g. Oatley Road Reserve, Paddington | Open space | \$36,682 | \$236,682 | Underway | 66% to date |
| Central Sydney Development Contributions Plan 2015 (Section 7.11) | OS6 | Acquisitions – southern precinct – 4.61 ha approx. – various locations | Open space | \$5,633,223 | \$68,757,647 | Underway | 68% to date |
| Central Sydney Development Contributions Plan 2015 (Section 7.11) | OS25 | Embellishment – Drying Green, Zetland, 0.62 ha | Open space | -\$16,252 ²¹ | \$8,894,050 | Complete | 39% to date |

²¹ A correction due to finalisation of project costs resulted in credit adjustments to the contribution expenditure

Annual Report – Statutory Returns

| Contributions plan (CP) | Project ID (per CP) | Project description | Type of public amenity or service | Monetary amount expended from development contributions | Contributions expended to date | Project status | Cost funded by contributions |
|--|---------------------|---|-----------------------------------|---|--------------------------------|----------------|------------------------------|
| Central Sydney Development Contributions Plan 2015 (Section 7.11) | OS38 | Upgrade – Alexandria Park community school – upgrade playing fields, subject to community support | Open space | -\$8,242 ²² | \$1,863,678 | Complete | 23% to date |
| Central Sydney Development Contributions Plan 2015 (Section 7.11) | TT68 | New road – east-west relief route – west of Green Square town centre (land acquisition, 0.481 ha) | Traffic and transport | \$427,506 | \$5,150,837 | Future | 100% |
| Central Sydney Development Contributions Plan 2015 (Section 7.11) | TT73 | New road – east-west boulevard (Zetland Avenue) – within Green Square town centre (works) | Traffic and transport | \$355,796 | \$7,775,978 | Recoupment | 96% to date |
| Central Sydney Development Contributions Plan 2013 (Section 61 City of Sydney Act) | 32 | Embellishment – Harbour Village North Public Domain | Public domain | \$250,000 | \$14,722,895 | Recoupment | 83% to date |

²² A correction due to finalisation of project costs resulted in credit adjustments to the contribution expenditure

Annual Report – Statutory Returns

| Contributions plan (CP) | Project ID (per CP) | Project description | Type of public amenity or service | Monetary amount expended from development contributions | Contributions expended to date | Project status | Cost funded by contributions |
|--|----------------------------|---|--|--|---------------------------------------|-----------------------|-------------------------------------|
| Central Sydney Development Contributions Plan 2013 (Section 61 City of Sydney Act) | 33 | Public domain improvements (principally footways) – Chinatown | Public domain | \$2,241,657 | \$12,666,727 | Recoupment | 93% to date |
| Central Sydney Development Contributions Plan 2020 (Section 7.12) | 11 | Light Rail-related George Street public domain upgrade and ancillary works – CBD to southeast | Public domain improvements | \$10,000,000 | \$22,000,000 | Recoupment | 10% to date |
| Central Sydney Development Contributions Plan 2020 (Section 7.12) | 16 | Land acquisition – Town Hall Square | Public domain improvements | \$9,000,000 | \$23,000,000 | Recoupment | 37% to date |
| Central Sydney Development Contributions Plan 2020 (Section 7.12) | 20 | Redevelopment – Prince Alfred Park and Pool | Community facilities | \$6,759,649 | \$8,759,649 | Recoupment | 41% to date |
| Central Sydney Development Contributions Plan 2020 (Section 7.12) | 26 | Works package – Cook & Phillip Aquatic and Fitness Centre | Community facilities | \$1,000,000 | \$1,000,000 | Underway | 93% to date |

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| Contributions plan (CP) | Project ID (per CP) | Project description | Type of public amenity or service | Monetary amount expended from development contributions | Contributions expended to date | Project status | Cost funded by contributions |
|---|---------------------|--|---|---|--------------------------------|----------------|------------------------------|
| Central Sydney Development Contributions Plan 2020 (Section 7.12) | 28 | Acquisition – Customs House | Community facilities | \$5,000,000 | \$7,000,000 | Recoupment | 26% to date |
| Central Sydney Development Contributions Plan 2020 (Section 7.12) | 30 | Cycleway – Liverpool Street | Roads, traffic and transport facilities | \$3,182,532 | \$4,304,674 | Recoupment | 47% to date |
| Central Sydney Development Contributions Plan 2020 (Section 7.12) | 32 | Cycleway – Castlereagh Street, central and south | Roads, traffic and transport facilities | \$2,736,242 | \$3,236,242 | Recoupment | 33% to date |

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The following are non-monetary contributions (land and works in kind) received/recognised during 2024/25.

| Contributions plan (CP) | Project ID (per CP) | Project description | Type of public amenity or service | Value of land dedication | Value of material public benefit provided ²³ | Contribution received to date | Project status | Cost funded by contributions |
|---|---------------------|--|-----------------------------------|--------------------------|---|-------------------------------|----------------|------------------------------|
| City of Sydney Development Plan 2015 (Section 7.11) | OS16 | Dedication – McPherson Park, Erskineville, 0.74 ha | Open space | – | \$7,522,431 | \$7,522,431 | Future | 0% |
| City of Sydney Development Plan 2015 (Section 7.11) | OS18 | Dedication – Kooka Walk, Erskineville, 0.74 ha | Open space | – | \$4,407,121 | \$4,407,121 | Future | 0% |
| City of Sydney Development Plan 2015 (Section 7.11) | SD2 | New trunk drain – Ashmore to Alexandra Canal | Stormwater drainage | – | \$5,695,181 | \$5,695,181 | Future | 0% |
| City of Sydney Development Plan 2015 (Section 7.11) | SD1 | New trunk drain – Green Square and Joynton Avenue to Alexandra Canal | Stormwater drainage | – | \$4,821,058 | \$4,821,058 | Future | 0% |

The following field was not applicable for the City of Sydney in the 2024/25 financial year and have not been included in the table above:

- amounts expended temporarily borrowed.

This category will be reported in future years as applicable.

²³ Material public benefit contributions (i.e. works in kind) are recognised at the earlier of: 1) receipt of a bond/bank guarantee securing the value of works; or 2) acceptance and transfer of completed works (where value not previously secured)

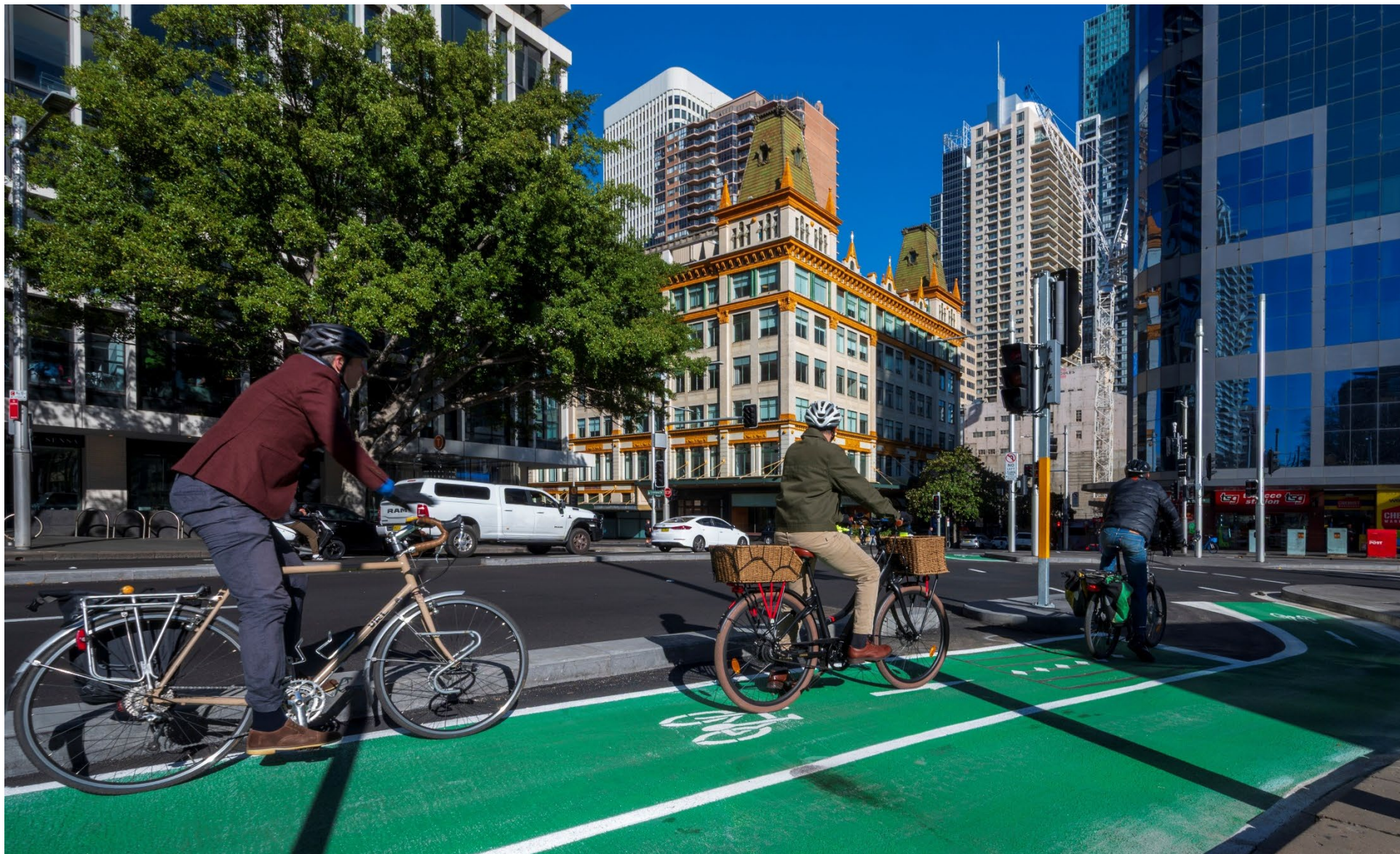


Image 9. Liverpool Street cycleway. Photo by Will Jones / City of Sydney

Public access to government information

Government Information (Public Access) Act 2009

No 52 Part 7 s 125 and NSW Government Information (Public Access) Regulation 2018 CI 8(d) and Schedule 2

This report includes information on the City's proactive disclosure program, our program of informal access to information through information access requests, and information in the form required by clause 8 and Schedule 2 of the *Government Information (Public Access) Regulation 2018* on section 41 (formal) access applications and section 82 review applications.

1. Review of proactive release program – Clause 8(a)

Under section 7(3) of the *Government Information (Public Access) Act 2009*, each year the City must review its program for the release of government information. This identifies the kinds of information it holds that should, in the public interest, be made publicly available and that can be made publicly available without imposing unreasonable extra costs.

Our program for the proactive release of information involves 4 broad activities:

Activity 1 – providing information, which is not statutorily required to be provided, through extensive publication on our website

Activity 2 – maintaining and promoting to employees a practice of openness and accountability about the information for which they are stewards

Activity 3 – identifying both information that is requested most often and opportunities for future self-service access to that information

Activity 4 – planning and implementing open data initiatives.

As in previous years, this year's review of the program identified information that the City proactively disclosed, the platforms on which publication occurred, and high level data about website and social media use. The latter demonstrates high levels of access to

the information disclosed proactively by the City.

Activity 1 – Examples of providing information, which is not statutorily required to be provided, through extensive publication on our website

Cataloguing, digitising and publishing archival records

The online catalogue, Archives and History Resources, continues to provide enhanced access to the City's increasing archival resources.

The catalogue now provides online descriptive information for around 1,071,242 items.

In 2024/25 more than 31,000 digital items were added to the catalogue through our ongoing digitisation and volunteer programs.

New collections added to the catalogue included:

- Town Clerk's correspondence 1899 – 1913 Vols 2-9 Letters Sent (6,000 items)
- Michael Yates photograph collection (237 items)
- Paul Patterson Sydney Squares and Precincts (32 items)
- Paul Patterson Light rail photographs Part 1 (555 items)
- Katherine Griffiths Photographs of City models (15 items)
- Survey plots (96 items)
- Protocol photographs (132 items)
- C. Moore Hardy Fair Day 2012 (242 items)
- C. Moore Hardy Mardi Gras 2012 (526 items)
- Town Hall ephemera (58 items)
- Community ephemera (58 items)
- Paddington Town Hall photographs (191 items)
- Demolition Book albums (17 items)

Scans were added to the following collections:

- Town Clerk's correspondence folders (12,900)

- Finance Committee reports (534)
- Staff cards 1900–1920 (10,000)
- Video and film series (188 items)

New curated 'collection tiles' were added to improve access to archival resources.

Several series were made more accessible due to volunteer projects to enhance descriptive information. Volunteers have also compiled 3,000 index entries this year for the Surveyor's Field Books (24,000 in total).

At 30 June 2025 there were 11,520 registered catalogue users. Indicative figures demonstrate consistently that users are represented from all age groups with 25 to 34 year olds being the most common users.

In the year the catalogue saw:

- 231,550 total users
- 1,935,405 page views
- 385,977 sessions
- 51,308 downloads.

[Specific records that were proactively disclosed, by name on webpage](#)

Community support and funding

- LGBTIQ+ services
- Food support grants

Cultural support and funding

- Innovation and idea grants
- Festivals and events sponsorship

Public health and safety programs

- Food support directory for the 2024/25 holiday season
- Mobile cooling hubs

Outdoor events filming

- Holding small gatherings in parks and public spaces
- Holding wedding ceremonies and marriage proposals in parks and public spaces

Waste and recycling services

- Get recycling help
- Using recycling stations

Parks

- Garraway Park

Building and facility upgrades

- Eternity Playhouse maintenance works
- Jubilee Oval upgrade
- Victoria Park Pool maintenance

Building new infrastructure

- Building the new Huntley Street Recreation Centre, Alexandria

Improving streets and public spaces

- Building new cycleways on Wellington Street, Waterloo
- A cycling link between King and College streets, Sydney
- Improving Darghan Street Steps, Glebe
- Managing waste on Dixon Street
- New raised intersection with Progress Pride flag in Darlinghurst
- Planting more trees on Dibbs Street, Centennial Park
- Planting more trees on Walker Street, Redfern
- Two-way cycling on some one-way streets

Park and playground works

- Building Gunyama Park stage 2 and George Julius Avenue North, Zetland
- Greening McConville Reserve, Beaconsfield
- Improving neighbourhood parks in Redfern
- Upgrade works for Cooper Street Reserve and Adelaide Street Reserve, Surry Hills
- Upgrade works for Douglas Street Playground Redfern
- Upgrading Edgely Street Reserve, Surry Hills
- Upgrading lighting and power in Hyde Park
- Upgrading Observatory Park exercise equipment
- Upgrading Robyn Kemmis Reserve, Glebe

City of Sydney submissions

- WestConnex and related projects – response to the NSW Government’s work and alternative solutions

Council governance and administration

- Australian Life Photography Competition 2025
- Child safe code of conduct – facilities and venues
- Complaint management procedure
- Contracts awarded over \$150,000
- Councillor meeting records with registered lobbyists and property developers
- Councillors’ expenditure reports
- Delegation registers
- Development contributions register
- Grants and sponsorship program guidelines
- KGV fitness centre membership
- Library conditions of entry
- Open access information
- Our child safe reporting process
- Our risk management principles
- Outdoor dining guidelines
- Pecuniary interest returns
- Sydney Lunar Festival 2026 Banner Gallery expression of interest
- Sydney (re)Imagined competition 2024 terms and conditions

Policy and planning changes

- Draft deed of variation to planning agreement: 200 Bourke Road & 504A–506 Gardeners Road, Alexandria
- Draft planning agreement: 9–13 Bourke Road, Alexandria
- Draft planning agreement: 15-17 William Street, Alexandria
- Draft planning agreement: 20 Bourke Road, Alexandria
- Draft planning agreement: 22-40 Rosebery Avenue & 108 Dalmeny Avenue, Rosebery

- Draft planning agreement: 25–27 Dunning Avenue, Rosebery
- Draft planning agreement: 27–31 Doody Street, Alexandria
- Draft planning agreement: 95 Victoria Street, Beaconsfield
- Draft planning agreement: 132–138 McEvoy Street, Alexandria
- Draft planning agreement: 158 Botany Road & 158 Wyndham Street, Alexandria
- Draft planning agreement: 174, 174A & 180 George Street & 11-15, 12-22 & 17-23 Sai Ying Lane, Sydney
- Draft planning agreement: 216-220 Wyndham Street, Alexandria
- Draft planning agreement: 290–294 Botany Road, Alexandria
- Draft planning agreement: 723 Botany Road, Rosebery
- Draft planning agreement 903-921 Bourke Street Waterloo
- Draft planning agreement: 130 Joynton Avenue, Zetland
- Have your say on our car sharing policy
- Have your say Central Sydney on-street parking policy
- Have your say on changes to the display of goods on the footway policy
- Have your say on changes to the managing waste in public places – local approvals policy
- Have your say on our neighbourhood on-street parking policy
- Have your say on hoisting and construction activities on and above roads
- Have your say on proposed planning controls in Ultimo and Pyrmont
- Have your say on our revised environmental strategy
- Have your say on standards for construction-related temporary structures
- Have your say on our updated community strategic plan
- Proposed heritage listing of 3 buildings in Chinatown

- Your feedback on changes to planning controls for 56–60 Pitt Street and 3 Spring Street, Sydney
- Your feedback on our new inclusion (disability) action plan
- Your feedback on our pesticide use notification plan and weed management policy
- Your feedback on proposed changes to planning controls for 1–25 O’Connell Street and 8–16 Spring Street, Sydney
- Your feedback on proposed changes to planning controls to support all-electric new development
- Your feedback on proposed changes to reduce the loss of housing across the City of Sydney area
- Your feedback on proposed planning controls for heritage conservation areas
- Your say on our delivery program, operational plan and resourcing strategy
- Your say on our draft councillors’ expenses and facilities policy
- Your say on our draft mobile food vending vehicles local approvals policy
- Your say on flooding in Sydney City, Darling Harbour and neighbouring suburbs
- Your say on our new environmental strategy
- Your say on proposed amendments to managing entertainment sound and trading hours
- Your say on proposed changes to the Central Sydney development contributions plan 2020
- Your say on proposed planning changes for 232–240 Elizabeth Street, Surry Hills
- Your say on proposed planning changes for 383-395A Kent Street, Sydney
- Your say on proposed planning control changes 8-24 Kippax Street, Surry Hills
- Your say on proposed planning control changes for 47-51 Riley Street Woolloomooloo

- Your say on proposed planning control changes for 242-258 Young Street, Waterloo
- Your say on special entertainment precincts
- Your say on our Stretch reconciliation action plan 2025-2028
- Your say on the updated busking and Aboriginal and Torres Strait Islander cultural practice policy
- Your say on our updated grants and sponsorship guidelines
- Your say on updates to planning controls related to greening, amenity, parking and design excellence
- Your say on updating our register of significant trees

Proposed works and maintenance

- Your feedback on new exercise equipment at Observatory Park
- Your feedback on Redfern Park Playground, Redfern
- Your feedback on new fencing at The Crescent Synthetic Sportsfield
- Your feedback on the proposed design for Mountain Street Reserve, Ultimo
- Your feedback on seating in Hyde Park
- Your feedback on upgrading Jubilee Oval public toilets
- Your say on increasing tree canopy on Rosebery Avenue, Rosebery
- Your say on Kirsova 3 Playground, Glebe
- Your say on May Pitt Playground, Forest Lodge
- Your say on parking changes to Arundel, Catherine, Seamer, Mount Vernon and Westmoreland streets, Glebe
- Your say on planting more trees on Tweedmouth Avenue, Rosebery
- Your say on the proposed design for Ward Park, Surry Hills
- Your say on Thomas Portley Reserve Playground, Glebe
- Your say on upgrading Observatory Park exercise equipment

Vision setting

- Your say on our new economic development strategy
- Your feedback on all-electric new development
- Your say on developing our new inclusion (disability) action plan
- Your say on shaping your city

Public notices

- 2023/24 annual financial statements
- Ad hoc grant – The Nest
- Land classification proposal – 57C Ashmore Street, Erskineville
- Land classification proposal for 895–901 Bourke Street, Waterloo
- Proposal to reclassify 10 lots of operational land
- Proposed land classification – 22 O’Riordan Street, Alexandria
- 2023/24 annual financial statements
- Proposed lease to City North Men’s Shed for Abraham Mott Community Space, 2 Watson Road, Millers Point
- Proposed lease to Flowers on Martin Place
- Proposed lease to Habibi Juice Belmore Park, Haymarket
- Proposed lease to Wildflower, Gardens for Good for Harry Jensen Centre, 2 Watson Road, Millers Point
- Proposed licence for temporary storage of sports equipment at Bicentennial Park
- Proposed traffic changes at Tweed Place, Green Square
- Proposed works licence for Jones Street Pocket Park, Pyrmont
- Your say on the proposed name Darangara Park
- Your say on the proposed name Frog Lane
- Your say on the proposed name Heckle Lane
- Your say on the proposed name Ngana gili Plaza

- Your say on the proposed name Wiryagan Place, Alexandria
- Your say on a proposed outdoor alcohol-free zone on Jones Bay Road, Pyrmont
- Your say on renaming Erskineville Oval grandstand

Policies

- Asset management policy
- Car sharing policy
- Central Sydney on-street parking policy
- Child safety policy
- Code of conduct procedures
- Code of meeting practice
- Complaint management policy
- Council-related development applications policy
- Councillor meetings with registered lobbyists and property developers policy
- Councillors’ expenses and facilities policy
- Investment policy
- Investment property policy
- Managing asbestos policy
- Mobile food vending vehicles policy – local approvals policy
- Modern slavery policy
- Neighbourhood parking policy
- Privacy management plan
- Revenue policy: Fees and charges
- Work, health and safety policy

Guides

- Bike sharing
- Business bicycle fleet toolkit
- Exemptions for pruning and removing trees
- Guidelines for speakers at meetings
- Library membership and your City of Sydney account
- Managing an apartment building’s waste and recycling
- Prepare for an emergency: residents, workers, visitors

- Programs and support for older people
- Support for carers
- How we're saving water

Opportunities

- Apply to hire our synthetic sports fields in Alexandria
- Become the broadcast partner for Sydney New Year's Eve
- Become a storyteller at one of our spaces
- Bring your creative and community ideas to life in Green Square
- Build and run an affordable residential aged care facility in Redfern
- Create a living museum: Redfern Terrace
- Create the midnight soundtrack for Sydney New Year's Eve 2025
- Expression of interest – 2 multipurpose spaces offered for community use
- Expression of interest – creative live/work spaces
- Expression of interest: NAIDOC in the City event management
- Expression of interest – creative work space
- Hire Eternity Playhouse for productions
- Join the anti-racism allyship network
- Join our changemakers launchpad program
- Join our floodplain risk management committee
- Join the international student leadership and ambassador program
- Join one of our advisory panels
- Join the Sydney Lunar Festival community performance program
- Join our youth civic participation program
- Major events and festivals charity partnerships
- Nominate to join our design and public art advisory panels
- Perform at Sydney Streets
- Register your interest to run a Christmas market in Martin Place

- Register your interest to run a market in Taylor Square north
- Share your experiences working in the creative sector and in creative spaces
- Show your artwork super-sized
- Sydney (re)Imagined artist callout

NSW Government projects

- Centennial Parklands and Callan Park regulation

Research and reports

- Affordable and diverse housing update
- Annual report
- Approved grants
- City economic insights
- City monitor reports
- Community insights report 2024
- A community vision for Wentworth Park
- Creative City cultural policy and action plan 2014-2024 highlights and achievements
- Danks Street south precinct: concept design summary
- Engagement report – inclusion (disability) action plan 2025-2029
- Floor space and employment survey 2022
- Green report
- Inclusion (disability) action plan annual report
- Inner Sydney Regional Bicycle Network: Demand assessment and economic appraisal
- Insights report on community gardens policy review
- Mapping summer microclimates
- Millers Point traffic and transport study
- Open field agency: public domain and public art strategy report for the Danks Street south precinct
- Smart green apartments annual report
- Stretch reconciliation action plan annual report

Case studies

- Arkadia apartments

- BaptistCare
- Billyard Gardens
- Moore Park Gardens
- Oasis apartments
- Parc Belvoir
- Presidio apartments
- Rhodes House apartments
- Verve apartments
- Wharf Terraces
- Zenix apartments
- Zinc apartments

Strategies and action plans

- Access strategy and action plan: continuing the vision
- City Art public art strategy
- City centre public art plan
- 'A City for Walking' strategy and action plan – continuing the vision
- Community engagement strategy and community participation plan
- Cultural strategy 2025–2035
- Cycling strategy and action plan
- Economic development strategy
- Green Square public art strategy
- Local emergency management plan
- Operational plan
- Reconciliation action plan
- Resourcing strategy
- A city for all – towards a socially just and resilient Sydney

Lists, maps and inventories

- Bike hire, shops and pumps
- Coach parking zones map
- Construction approvals: End of year exclusion zones
- Fees and charges for outdoor venue hire
- Fees and charges for joining or using a library
- Mobility parking
- Parking permit area maps

- Sydney cycling map
- Tree species list

History

- History of Arthur McElhone Reserve
- History of Erskineville Oval
- History of Glebe foreshore parks
- History of Hollis Park
- History of Observatory Park
- History of Shannon Reserve

Walks and rides

- House and building histories guide
- History walks

Affordable housing contributions

- City of Sydney affordable housing program
- Green Square affordable housing program

Things to see and do

- Town Hall House city model

Sports facilities

- Alan Davidson Oval
- Alexandria Park Oval
- Erskineville Oval
- Federal Park Sportsfield
- Gunyama Park Synthetic Sportsfield
- Jubilee Oval
- Outdoor courts, Maybanke Community Centre
- Redfern Oval
- Reg Bartley Oval
- Turruwul Park Sportsfield
- Waterloo Oval
- Alan Davidson Oval
- Wentworth Park Sportsfields

Hireable indoor spaces

- Community Room 3, Pyrmont Community Centre
- Darlington Activity Centre
- Meeting room, Perry Park Recreation Centre

- Conference venue hire
- Hireable outdoor spaces
- Sports facility booking and services
- General
 - How to lodge electronic files for development, building and public domain applications
 - Request flood model information for a floodplain catchment
 - Living colour displays
 - KGV Recreation Centre pickleball competition
 - Sydney Christmas

Environment support and funding

- Reusable furniture drop-off trial
- Green building grants

Libraries

- Access printing, copying and scanning services

Methods of public access to proactively disclosed information

Owned media

The City's main owned distribution platforms are:

Websites:

- Corporate website:
cityofsydney.nsw.gov.au
- What's On:
whatson.cityofsydney.nsw.gov.au
- City of Sydney News:
news.cityofsydney.nsw.gov.au

Email newsletters:

- City of Sydney News
- What's On
- Libraries
- Sydney Your Say
- Community centres
- CitySwitch
- Sustainable apartments
- Green Square
- Sydney City Farm

Printed materials

- Letters
- Signs
- Posters
- Hoardings

Paid media

Above the line platforms, including:

- Communications pylons
- Outdoor media
- Press
- Out of home
- Radio

Digital advertising, including:

- Display
- Search engine marketing
- Social media advertising
- Discovery platforms
- Native advertising
- Podcast advertising
- Content partnerships

Social media

- LinkedIn
 - 636 published posts and messages
 - 62,217 followers
- Facebook
 - 10,897 published posts and messages
 - 301,574 followers
- X (formerly Twitter)
 - 741 published posts and messages
 - 267,549 followers
- Instagram
 - 6,846 published posts and messages
 - 259,789 followers
- YouTube
 - 46 published posts and messages
 - 16,075 followers

Website access

The development application search page received:

- 1,190,241 views
- 120,803 users
- 327,977 sessions
- 100,041 referrals to eplanning.cityofsydney.nsw.gov.au/Pages/XC.track/SearchApplication.aspx from cityofsydney.nsw.gov.au

The City of Sydney website (cityofsydney.nsw.gov.au and online.cityofsydney.nsw.gov.au) received:

- 8,591,632 views
- 2,353,966 users
- 4,209,647 sessions
- 399,907 downloads.

Indicative figures demonstrate consistently that users are represented from all age groups with 25 to 34 year olds being the most common users.

Activity 2 – Maintaining and promoting to workers a practice of openness and accountability for information and decision making

Under the access to information guideline for City of Sydney employees, subject matter experts throughout the City continued to apply principles of openness and accountability by locating information and providing it to the information access and archives teams to meet requests by members of the public.

Activity 3 – Identifying information requested most often

As in previous years, the City identified that most requests received for records and information were related to development applications and decisions, namely open access information.

The City's website and the Archives and History Resources catalogue provided access to a significant amount of this information with search tools to facilitate public self-serve

access. As described above new information was added to the catalogue in 2024/25.

Activity 4 – Open data

In 2024/25 we published 6 open data sets in the City of Sydney data hub:

- Parks
- Sports and recreation facilities
- Library accessible features
- Car sharing usage 2023
- Floor Space and Employment Survey 2022
- Free tree giveaway 2025

2. Information access (informal) requests

We have an online service for information access requests, section 41 access applications and section 82 internal review applications. Requests and applications can also be made by email and letter.

The City's information access and archives teams received 2,904 information access requests in 2024/25. Most of the information was provided by email and other digital means.

The City continued to provide a reading room service on level 21 of Town Hall House when access to the hard copy of records was required, for example when copyright prevented sending copies. There were 168 visits to the reading room recorded for the year. A virtual online reading room also continued to operate.

3. Access applications received – Clause 8(b) Government Information (Public Access) Regulation

In 2024/25 the City of Sydney received 78 formal access applications (including withdrawn applications but not invalid applications which remained invalid).

4. Access applications refused – Clause 8(c) Government Information (Public Access) Regulation

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Statistical information about access applications

Table A: Number of applications by type of applicant and outcome²⁴

| | Access granted in full | Access granted in part | Access refused in full | Information not held | Information already available | Refuse to deal with application | Refuse to confirm/deny whether information is held | Application withdrawn |
|---|------------------------------|------------------------------|------------------------------|-------------------------|-------------------------------------|---------------------------------------|--|--------------------------|
| Media | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Members of Parliament | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Private sector business | 5 | 0 | 0 | 1 | 1 | 0 | 0 | 5 |
| Not for profit organisations or community groups | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Members of the public (application by legal representative) | 32 | 0 | 0 | 2 | 0 | 0 | 0 | 4 |
| Members of the public (other) | 21 | 3 | 0 | 1 | 0 | 0 | 0 | 2 |

²⁴ More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B

Table B: Number of applications by type of application and outcome

| | Access granted in full | Access granted in part | Access refused in full | Information not held | Information already available | Refuse to deal with application | Refuse to confirm/deny whether information is held | Application withdrawn |
|--|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------|--|--|---|----------------------------------|
| Personal information applications ²⁵ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Access applications (other than personal information applications) | 54 | 3 | 0 | 4 | 1 | 0 | 0 | 12 |
| Access applications that are partly personal information applications and partly other | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

The total number of decisions in Table B should be the same as Table A.

²⁵ A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual)

Table C: Invalid applications

| Reason for invalidity | No of applications |
|---|---------------------------|
| Application does not comply with formal requirements (section 41 of the Act) | 5 |
| Application is for excluded information of the agency (section 43 of the Act) | 0 |
| Application contravenes restraint order (section 110 of the Act) | 0 |
| Total number of invalid applications received | 5 |
| Invalid applications that subsequently became valid applications | 0 |

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 to the Act

| | Number of times consideration used²⁶ |
|---|--|
| Overriding secrecy laws | 0 |
| Cabinet information | 0 |
| Executive Council information | 0 |
| Contempt | 0 |
| Legal professional privilege | 0 |
| Excluded information | 0 |
| Documents affecting law enforcement and public safety | 0 |

²⁶ More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E

Annual Report – Statutory Returns

| | Number of times consideration used²⁶ |
|--|--|
| Transport safety | 0 |
| Adoption | 0 |
| Care and protection of children | 0 |
| Ministerial code of conduct | 0 |
| Aboriginal and environmental heritage | 0 |
| Information about complaints to Judicial Commission | 0 |
| Information about authorised transactions under Electricity Network Assets (Authorised Transactions) Act 2015 | 0 |
| Information about authorised transaction under Land and Property Information NSW (Authorised Transaction) Act 2016 | 0 |

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of the Act

| | Number of occasions when application not successful |
|--|--|
| Responsible and effective government | 0 |
| Law enforcement and security | 0 |
| Individual rights, judicial processes and natural justice | 3 |
| Business interests of agencies and other persons | 0 |
| Environment, culture, economy and general matters | 0 |
| Secrecy provisions | 0 |
| Exempt documents under interstate Freedom of Information legislation | 0 |

Table F: Timeliness

| | Number of applications |
|--|-------------------------------|
| Decided within the statutory timeframe (20 days plus any extensions) | 63 |
| Decided after 35 days (by agreement with applicant) | 2 |
| Not decided within time (deemed refusal) | 0 |
| Total | 65 |

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

| | Decision varied | Decision upheld | Total |
|--|-----------------|-----------------|----------|
| Internal review | 2 | 0 | 2 |
| Review by Information Commissioner ²⁷ | 0 | 1 | 1 |
| Internal review following recommendation under section 93 of Act | 0 | 0 | 0 |
| Review by NCAT | 0 | 0 | 0 |
| Total | 2 | 1 | 3 |

Table H: Applications for review under Part 5 of the Act (by type of applicant)

| | Number of applications for review |
|---|-----------------------------------|
| Applications by access applicants | 1 |
| Applications by persons to whom information the subject of access application relates (see section 54 of the Act) | 2 |

²⁷ The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner

Table I: Applications transferred to other agencies under Division 2 of Part 4 of the Act (by type of transfer)

| | Number of applications transferred |
|--------------------------------|---|
| Agency-initiated transfer | 0 |
| Application-initiated transfer | 0 |



Image 10. Cliff Noble Centre, Alexandria. Photo by Abril Felman

Recovery and threat abatement plans

Fisheries Management Act 1994 s 220ZT (2)

The City was not identified as responsible for the implementation of any recovery plans for threatened species, populations and ecological communities or threat abatement plans prepared under the *Fisheries Management Act* during 2024/25.

Donations – public space improvements

City of Sydney Act 1988 s63(3)

In 2024/25 the City received 7 donations for public space improvements towards planting of trees and park benches. These donations are shown below.

| Date | Donor | Amount |
|--------------|----------------------------|-----------------|
| 18 Jul 2024 | Bethany Bartos | \$1,000 |
| 15 Aug 2024 | Julian Parry (Arbor Pride) | \$1,000 |
| 16 Sep 2024 | Ruth Bearpark | \$1,000 |
| 13 Dec 2024 | Maureen Macfarlan | \$10,000 |
| 7 Feb 2025 | Sally Tingle | \$1,000 |
| 28 Feb 2025 | Rachael Tsang | \$1,000 |
| 20 Mar 2025 | Shaluka Dsilva | \$1,000 |
| Total | | \$16,000 |

The donations were used to plant trees in Ethel Turner Reserve, Victoria Park, Giba Park, Sydney Park and Tarakan Reserve.

Capital expenditure

Office of Local Government and Department of Premier and Cabinet – Capital Expenditure Guidelines December 2010 s12

The capital works projects listed below meet the criteria for reporting under the NSW Office of Local Government's Capital Expenditure Guidelines (December 2010) in 2024/25:

- Sydney Park Brick Kilns – renewal works

Service review

Integrated Planning and Reporting Guidelines 2021 Essential Element 5.3

The City is committed to improving the quality of services to our communities. We also have a commitment to simplify and improve internal processes and services. We progressed reviews of internal corporate service processes, with the intent of freeing up employee time and improving employee satisfaction.

A review of the operating model for property services was carried out. The review resulted in a changed operating model, focused on improved portfolio management, asset management and stakeholder engagement.

A review of the procurement and contract management service was completed. The review resulted in recommendations to increase the value for impact through procurement activity.

Council processes are continually being improved, with a current focus on simplifying and digitising all application forms. These forms will improve the community experience of residents and business when requesting City services.

Corporate sponsorship

City of Sydney Corporate Sponsorship Policy

All sponsorships, including the name of the sponsor and the sponsorship asset sponsored in the financial year 2024/25 are below.

Art & About

- OM Digital Solutions – support partner

Reboot Webinar Series

- Service NSW – leadership partner

Sydney Christmas

- Australian Radio Network – media partner

Lord Mayor's Welcome for International Students

- Premier's Department, Study NSW – leadership partner

Sydney New Year's Eve

- Australian Radio Network – media partner
- Australian Broadcast Corporation – leadership partner

Sydney Lunar New Year Festival

- Australian Radio Network – media partner
- Hong Kong Economic and Trade Office – support partner
- The Special Broadcasting Service – associate partner
- TorchMedia – associate partner
- Transdev – associate partner

Of the \$1,791,238 total corporate sponsorship revenue received, \$152,000 was made up of cash and \$1,639,238 was value in kind.

Public interest disclosures

Public Interest Disclosures Act 2022 S78

The City's public interest disclosure policy outlines the procedures for reporting serious wrongdoing, dealing with disclosures and protections against detrimental action. The policy is modelled on the NSW Ombudsman's guidelines and model policy and applies to all public officials at the City.

The policy ensures that as a public authority, the City meets its responsibilities when receiving and dealing with public interest disclosures under Part 5 of the *Public Interest Disclosures Act 2022*.

The City carried out a number of actions to ensure public officials associated with the City are aware of the policy and the protections under the legislation for a person who makes a public interest disclosure. These actions included training and information sessions, internal communications and content on the intranet.

| Voluntary public interest disclosures | | | | | |
|---|--------------------------------------|--|---------------------------|-----------------------|---|
| Public officials who made public interest disclosures to the City of Sydney | | | | | |
| 4 | | | | | |
| Public interest disclosures received | | | | | |
| 4 | | | | | |
| Total public interest disclosures finalised | | | | | |
| 5 | | | | | |
| Disclosures received primarily about: | | | | | |
| Corrupt conduct | Government information contravention | Local government pecuniary contravention | Corrupt maladministration | Privacy contravention | Serious and substantial waste of public money |
| 4 | 0 | 0 | 0 | 0 | 0 |

Swimming pool regulation

NSW Swimming Pools Act 1992
s22F (2) and
NSW Swimming Pools Regulation 2018
cl 23

The activities below took place during the year to ensure compliance with the provisions of the *NSW Swimming Pools Act 1992* and its regulations.

| Description | Number |
|---|--------|
| Inspections of tourist and visitor accommodation | 17 |
| Inspections with more than 2 dwellings | 100 |
| Inspections resulting in the issue of a certificate of compliance 22D | 271 |
| Inspections resulting in the issue of a certificate of non-compliance | 0 |
| Inspections with single dwellings | 205 |



Image 11. City of Sydney lifeguard watching over swimmers at Gunyama Park and Aquatic Centre pool. Photo by Chris Southwood / City of Sydney

Carers recognition

Carers Recognition Act 2010 No. 20 s 8 (2)

The City maintained its strong commitment to supporting people with carer responsibilities. It responds to the diverse and changing needs of employees who are carers by providing flexible and inclusive work practices that support individual life situations. In 2024/25 the City met its obligations under the *Carers (Recognition) Act 2010* through a range of initiatives and programs.

We were named one of Australia's best places to work by the Australian Financial Review. We maintained our certification as a family friendly workplace by UNICEF Australia and Parents at Work, and we were recognised as an inclusive employer by the Diversity Council of Australia.

Notable initiatives and provisions include:

- introducing gender neutral parental leave of 26 weeks full pay and 52 weeks half pay
- supportive return to work provisions following parental leave
- extending personal and carers leave allowing employees to support someone who is ill or needs care in an emergency
- maintaining care and culture leave giving employees 3 extra days to participate in health and wellbeing and care, cultural or religious days, or other events of significance
- increasing domestic and family violence leave to support employees impacted by domestic and family violence
- responsive flexible working arrangements which help individual employees and teams meet the increasing demands of family life and social commitments
- maintaining the network of trained peer support employees with the skills and lived experience to assist employees who may be experiencing an issue that is affecting their mental health and wellbeing
- maintaining internal employee networks who identify, support and drive initiatives

that raise awareness, offer insight and increase responsiveness to the needs of carers and other priority groups

- reviewing resources for managers to support employees with disability and caring responsibilities.

Inclusion (disability) action plan

Disability Inclusion Act 2014 s13 (1)

The City's ongoing commitment to making Sydney truly inclusive and welcoming is embodied in the inclusion (disability) action plan 2021–2025. The plan contains the long-term vision for the City to meet its obligations under the *Disability Discrimination Act 1992* and the *NSW Inclusion Act 2014*, amended by the *Disability Inclusion Amendment Act 2022*.

The inclusion (disability) action plan recognises the City's ongoing social responsibility to address barriers faced by people with disability and to build on the success of previous plans. The plan is overseen by the Inclusion (Disability) Advisory Panel, who play a vital role in monitoring its implementation.

Each year we develop a detailed report of the City's progress in meeting its targets and goals in the plan, which is provided to the NSW Minister for Families and Communities and Minister for Disability Inclusion and the Disability Council of NSW. Our annual reports on the inclusion (disability) action plan can be viewed and downloaded at cityofsydney.nsw.gov.au.

The City has achieved much in the past 12 months across the 4 key direction areas.

Direction 1: Positive community attitudes and behaviours

The City produced a diverse range of programs to celebrate International Day of People with Disability 2024 over a 2-week period including:

- The Activate Inclusion Sports Day (Youth and Children) and Adults Unleashed Adults Sports Day at Perry Park

Recreation Centre. The events were produced in collaboration with Disability Sports Australia and Variety Australia, the children's charity. The day offered multisport stations catering for participants with mental health conditions and/or learning, physical, intellectual or sensory disabilities. The events were attended by 150 participants

- Good access is good for business breakfast showcased the business case for access and inclusion, which increases profits, diversifies customer bases and builds more brand loyalty to more than 50 businesses
- Connect Sydney provided training on intersectionality and the City of Sydney youth opportunities program co-designed workshops on disability awareness and how to be an active ally
- More than 120 City of Sydney employees attended the 'Are you pulling my leg' comedy show which explored access and inclusion through a lived experience lens and raised awareness and understanding of the many facets of disability
- Short videos titled 'It's time to spill the tea on some pet peeves of people with disability', were produced in collaboration with members of the Inclusion (Disability) Advisory Panel. They were viewed 33,838 times and a video was created in collaboration with Guide Dogs NSW / ACT with 3 tips for businesses to increase access and inclusion, which was viewed 27,994 times
- The City captured 140 new images of people with disability and added them to the City's image library. Storytelling and shared lived experience of disability and caring were featured in City of Sydney News, and disability inclusive events content on QMS screens year-round as part of our suite of evergreen content. It has recently been refreshed to include more imagery options including diverse disabilities and non-visible disabilities
- 364 employees completed the inclusion (disability) awareness training, 499 employees completed diversity and inclusion training, 491 employees completed Hidden Disabilities Sunflower training and 41 employees completed

specialist disability training relevant for their roles. The training increased understanding, empathy and built capacity for greater disability inclusion.

- More than 88 programs to promote positive community attitudes towards people with disability were produced at community centres, and 59 creative projects and festivals were funded for and with people with disability, including:
 - more than 3,600 disability-inclusive events and activities
 - 184 artists with disability and 281 people with disability participated in creative activities.

Direction 2: Liveable communities

- \$21,005,164 was spent on upgrades to pedestrian access with 18,478m² of footpath installed. 162 access and inclusion improvements were built, including new kerb ramps, continuous footpath treatments and raised pedestrian crossings. In addition, in June the Sydney Streets Code was undergoing review and a focus group was conducted with Vision Australia and Guide Dogs NSW to provide targeted accessibility feedback for consideration.
- 4 new parks and playgrounds were updated to be inclusive and welcoming of people with diverse disabilities and sensory needs. The City website was updated to provide access and inclusion features of parks and playgrounds, and Access Keys were developed for 6 aquatic and recreation centres to provide detailed access and inclusion information for people with diverse disabilities, which were viewed almost 3,000 times.
- 4 new mobility parking spaces were installed.
- There were 4,925 views of the accessibility map, and public access technology, water bubblers, quiet spaces and accessible play in parks were added to the map.
- The City updated its planning controls to increase the requirement for accessible housing in the Sydney Development Control Plan 2012 to require all dwellings be delivered to a minimum Liveable

Housing Design silver performance standard. In larger new residential developments, 15% of dwellings will continue to be delivered to the Australian Standard (Adaptable Housing).

- The City developed a campaign with Guide Dogs NSW/ACT to promote access and inclusion tips and the legal access rights of people with assistance animals. The campaign targeted businesses and organisations to improve access and inclusion for people who are blind or have low vision, which was viewed 27,994 times. The City also presented the new inclusion (disability) action plan 2025–2029 to 11 NSW councils at the Zero Barriers communities of practice.
- The City participated in the Settlement Services International communities of practice, to share ideas and collaborate on providing best-practice and promoting more meaningful employment for people with disability, supporting their storybook project and Pathways to Possibilities launch.
- 166 programs promoting social inclusion, connection and participation were designed to empower people to manage their stressors and social and emotional wellbeing across community centres with 140,007 attendees. City aquatic centres also provided the Take Charge mental health exercise program, a disability-inclusive open day held in collaboration with national advocacy partners, a series of inclusive health and wellbeing days offering allied health services and accessible activation spaces, and weekly inclusive tennis programs and school holiday camps. Collectively, these programs achieved more than 1,000 attendances at sport and recreation centres.
- 17 inclusive Auslan storytime sessions were held for Deaf people with more than 135 people attending. Seven cultural programs with content about or delivered by people with disability also had 121 attendees.
- Major events were produced in line with the inclusive and accessible event guidelines. Accessibility features included quiet spaces, sensory tents at all

Christmas concert events, accessible adult change facilities, accessible viewing platforms, staffed accessible drop off and pick up points and promotion of accessibility features to ensure the community has access to all accessible elements of City events.

Direction 3: Meaningful employment

The City's ongoing commitment to fostering a diverse and inclusive workplace is reflected in its continued leadership and collaboration to provide for more meaningful employment for people with disability. The following demonstrates the City of Sydney's commitment to being an inclusive employer:

- The Diversity Council Australia listed the City as an inclusive employer, embedding the values of 'Better Together' results in its 2023/24 Inclusive Employer Index, which surpassed the national benchmark when measuring how employees feel about their employer and how diversity and inclusion is embedded in key systems across the organisation.
- The City is undergoing reaccreditation as a Disability Confident Recruiter by the Australian Network on Disability for its third successive year.
- The City is participating in the Australian Human Rights Commission's Equality at Work program aiming to provide best practice employment and development opportunities for employees with disability.
- Partnered with disability employment providers to create meaningful employment opportunities for people with disability.
- Trialled a reverse mentoring program to use learnings and apply them to promote greater awareness and understanding, as well as leadership and development opportunities for employees with disability in the coming year.
- Opportunities to recognise and reward accessible and inclusive behaviour were created through the annual employee recognition awards.
- Inclusive City disability employee network experienced steady growth and had 7 meetings and developed a draft action

plan to commence disability-led change in the coming year.

- The number of employees with disability increased from 2.4% last year to 2.5% this year.

Direction 4: Equitable access to mainstream services

Grants and sponsorship programs approved 7 projects that enhance access and inclusion for people with disability with \$44,273 in funding. Projects included a Disability Pride celebration at Sydney Town Hall, a conference showcasing Autistic Pride, and research into best-practice for neurodiverse-friendly public open spaces. The grants and sponsorship program was also reviewed to simplify and improve accessibility of grants for people with disability.

The inclusion (disability) action plan 2025-2029 was developed with extensive targeted and inclusive engagement approaches from August until November 2024. This included capturing the feedback and ideas of more than 350 people through a Sydney Your Say online survey with 160 respondents and 5 peer-led focus groups with a total of 53 people attending, including:

- people with intellectual disability, in collaboration with the Council for Intellectual Disability
- people of diverse sexualities and genders with disability, in collaboration with Sydney Queer and Disability Community Group
- people with disability from multicultural backgrounds, in collaboration with Multicultural Disability Advocacy Association, Ethnic Community Services Co-operative and Settlement Services International
- Aboriginal and Torres Strait Islander people with disability, in collaboration with First Peoples Disability Network Australia

- people who are neurodivergent, in collaboration with Autism Spectrum Australia
- An additional focus group with 12 representatives from disability service providers who are members of the City of Sydney and Eastern Sydney Ageing and Disability Interagency network
- A co-design roundtable workshop attended by 90 people, which included people with disability, family members and carers, disability service providers, disability representative organisations, City employees – the table-based workshops were peer-facilitated by members of the Inclusion (Disability) Advisory Panel and the Inclusive City disability employee network
- Multiple, in-person pop up engagements at R U OK Day, Wear it Purple and Lunar Moon festival events at community centres were also held. 12 internal workshops were delivered to refine the actions, and the draft plan was open for feedback on the City's website from 13 May to 11 June 2025. A total of 16 submissions were received, which were all addressed by actions within the new plan. The plan's 29 actions are integrated into the operational and business unit plans for governance with bi-annual reporting required, and an annual report developed for Council, the NSW Minister for Families and Communities and Minister for Disability Inclusion and NSW Disability Council
- Recruitment was carried out for the Inclusion (Disability) Advisory Panel, with a refreshed terms of reference with 12 new panel members appointed in June to provide strategic advice to advance access and inclusion across the City.

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