



Bioregional
Championing a
better way to live

City of Fremantle
One Planet Progress Report 2018
Bioregional Review

April 2019

Introduction

With a commitment to One Planet Living since 2014, the City of Fremantle has been a leader in sustainability for many years. In 2015, it became the world's second One Planet City with its One Planet Action Plan endorsed by Bioregional.

One Planet Living, a framework by Bioregional, is a way to make it easy and attractive for all of us to lead happy and healthy lives within the environmental limits of our planet. Unlike certification schemes, it is a simple framework that enables everyone – from the general public to professionals – to collaborate on a sustainability strategy by drawing on their insights, skills and experience. It is based on ten guiding principles of sustainability which can be used to create holistic, joined-up solutions. Many of these principles relate to planetary boundaries (e.g. carbon dioxide emissions), many of which we have already passed and need to take urgent action on. Others refer to social issues that need tackling such as encouraging personal wellbeing and community spirit and reducing local and global inequalities.



One Planet Living's ten principles¹

¹ Bioregional has recently updated the names of the ten One Planet Living principles. City of Fremantle's original action plan uses the previous names, which are referred to in brackets.

A peer-review not an audit

This review is not an audit and is not intended to be. The aim is to provide a peer review of the City of Fremantle's own internal review and:

- critique the council's self-assessment of the One Planet Goals
- identify and highlight where there are positive trends and where targets are being achieved
- suggest ways for the council to improve performance where it is not meeting its targets

While this is a standalone document, it will be best understood if read in conjunction with the City of Fremantle's internal review.

Peer review summary

While this is the third peer review of the City of Fremantle's annual progress report in delivering its One Planet Action Plan, the first year (2016) set the baseline so this is the second year of tracking progress. Bioregional use a simple 'traffic-light' approach to review progress in meeting their targets.

| | |
|--|-----------------------------------------------------------------------------|
| | Substantially/entirely completed, or high degree of certainty over delivery |
| | Likely on track for a long-term target |
| | Substantially incomplete, behind schedule or doubt over delivery |

The specific highlights from 2018 include:

- Council approval of the business plan for the 6MW solar farm that could provide 10% of the energy demand from local homes;
- Successful trial of the Food Organic Garden Organic (FOGO) waste service and council approval for the roll-out to approximately 12,000 residential households in 2019;
- Further increasing the sustainability ambition of the council procurement procedure – sustainability now makes up a minimum of 10% of the selection criteria for all tenders over \$50,000 (previously \$150,000);

- Increased uptake of sustainable transport by City Council employees to almost 40%, compared to 85% using private cars in 2010;
- Winning the Age Friendly Local Government category at the 2018 WA Seniors Awards – a well-deserved recognition of the city’s efforts to become an age-friendly city through the Positive Ageing Program.

An important part of being a One Planet City is demonstrating leadership and influencing greater change. This year City of Fremantle has excelled in this regard particularly in the following areas:

- Supporting the RENEW Nexus project, the first trial in Australia that allows peer-to-peer trading of renewable energy;
- The single-use plastic bag ban pushed by the City of Fremantle since 2013 has now been implemented at state level;
- Leading the way in nature conservation and creating more green spaces by becoming the first Australian city to join the international Biophilic Cities Network.

Areas for improvement in 2018 include:

- Water consumption both in terms of scheme water use and groundwater use has been on the rise this year. A clear action plan and potentially a revision of targets is required to ensure more progress is made in this area;
- Progress has been made in ensuring more information on consumption habits is made available for the community through the One Million Woman app. But a more ambitious and holistic approach to influencing behaviour change on sustainable food, transport and water use would be great to see in 2019.

Overall we are impressed by the progress made and initiatives started this year and look forward to seeing further progress through 2019.

Summary of progress 2018

The table below gives an overview of the performance in the last year and indication of where there has been significant improvement or not. This highlights the progress made in corporate travel, but that corporate groundwater use has increased significantly.

| | |
|----------------------------------------|--|
| Significant progress on 2017 | |
| Similar performance with some progress | |
| Performance worse than 2017 | |

| | Activities and performance in 2018 | Yr on yr progress |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| Zero carbon energy | <ul style="list-style-type: none"> Corporate CO2e emissions decreased 18% from baseline Business plan for the 6 MW solar farm approved Household solar installations increased to 5,621 since 2001 | |
| Zero waste | <ul style="list-style-type: none"> FOGO waste service roll-out to 12,000 households approved Household recycling rate remained at 63% Construction and demolition waste recycling rate 43% | |
| Travel and transport | <ul style="list-style-type: none"> 39% of City staff commute with sustainable travel modes Fremantle Local Bicycle Plan was reviewed including community engagement | |
| Materials and products | <ul style="list-style-type: none"> Procurement tender sustainability criteria lowered to \$50,000 threshold, covering 50% of tenders. Paper use reduced by 48% at the City Council | |
| Local and sustainable food | <ul style="list-style-type: none"> Food purchased for meals at the council offices 100% local and majority organic Continued programme of events promoting healthy food choices to Council staff and the community | |
| Sustainable water | <ul style="list-style-type: none"> Increase in both scheme and ground water use on 2017 Per capita potable water use decreased by 22% since baseline Continued support to RENEW Nexus research project supporting WA's transition to a new water and energy network | |
| Land and nature | <ul style="list-style-type: none"> Over 18,000 trees and plants planted increasing green space and biodiversity Fremantle first Australian city to join the international Biophilic Cities Network | |
| Culture and community | <ul style="list-style-type: none"> Fremantle awarded in the Age Friendly Local Government category at the 2018 WA Seniors Awards My Say Freo online engagement site reached 33,000 people | |
| Equity and local economy | <ul style="list-style-type: none"> 65% of the shops on the High Street and Market Street independently owned and run 'Freo Alternative' allowing the provision of sustainable smaller housing units in suburban areas approved by the City Council | |
| Health and happiness | <ul style="list-style-type: none"> City Council's Health and Wellbeing programme for employees attracting 29 – 234 participants monthly Leisure centre visits risen by 8% since baseline | |

Zero carbon energy

| | Outcome | Target / Indicator | Baseline | 2018 |
|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------------------|----------------------------------------------|
| Corporate | The City of Fremantle will maintain its pledge of carbon neutrality for corporate emissions to 2020 and have in place a plan to power all buildings with 100% renewable energy by 2025 | CO2e emissions | 2016 (re-baselined): 5,898 tonnes CO2e ² | 4,832 CO2e – 18% reduction from baseline |
| Community | The City of Fremantle will support the community to access a range of green power purchase options, renewable energy and energy-efficiency measures with a goal of Fremantle's buildings becoming zero carbon by 2025. | Increase household solar installations | 2016: 389 installations, total of 4,722 since 2001 | 407 installations, total of 5,621 since 2001 |

As part of the implementation of its Corporate Energy Plan, the City of Fremantle reviewed its energy and carbon accounting methodology in 2018. The revised CO2e emissions data has led to a more accurate picture of the city's energy use and carbon emissions, which is great to see. The council approved a business plan for the 6 MW solar farm on council land subject to environmental approvals. This would generate electricity available for sale to the community and could meet the demand of approximately 10% of households in Fremantle.

At a community level the City Council continues to estimate the number of solar installations in Fremantle as a way of measuring community engagement with green energy. They are further supporting the community through the 1 Million Women carbon reduction app, the partnership on the RENEW Nexus trial that allows peer-to-peer trading of renewable energy as well as on low carbon housing projects such as the WGV One Planet Community.

Comment: The City of Fremantle has continued to show great commitment to its energy and carbon targets in 2018 by improving its energy and carbon data accuracy, further progressing ambitious projects on carbon reduction and promoting renewable energy at both corporate and community level.

² Please note that the baseline data was revised in 2018 as part of the carbon accounting methodology review.

Zero waste

| | Outcome | Target / Indicator | Baseline | 2018 |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|------------------------------------------------|--------------------------------------------------------------------------|
| Corporate | The City of Fremantle will aim to reduce its corporate waste by 25% by 2020 and increase its co-mingled recycling and organic waste diversion from landfill to at least 70% in all Council buildings and facilities by 2020. | 25% total waste reduction | Total waste: 343 t, 19 kg/employee/week (2010) | Admin centre: No survey this year (2017 total waste 122 t, 12.8 kg/week) |
| | | Recycling rate: 70% | TBC | No survey this year (2017 80%) |
| Community | The City of Fremantle will support the community to reduce waste generation by 10% against 2015 levels by 2020 and will embark on a city-wide education campaign and waste reduction strategy by 2017 with a goal of a 70% recycling rate by 2020. | 10% total waste reduction | 12,000 tonnes, e.g. 395 kg/capita (2015) | 11,799 tonnes 363 kg/capita (8% reduction) |
| | | Recycling rate: 70% | 63% (2015) | 63.3% |

The annual waste audit in the City Council Main Administration building was not conducted this year due to financial constraints and therefore progress against corporate waste targets could not be measured.

As for the community target, following a successful food waste collection trial in 2017-18 resulting in an overall recycling rate of 66.5% among the households participating in the trials, the council approved the roll out of a Food Organic Garden Organic (FOGO) waste service to approximately 12,000 residential households in the City in the 2019/20 financial year. A community sale at the City's Recycling Centre was held in October 2018 with 87% of participants saying that they are more conscious about waste and understand their role in reducing it.

Comment: No monitoring of City Council's own waste this year, but good progress made in improving construction and demolition waste recycling. The roll out of the FOGO waste service in 2019 is expected to set the City on a good path to achieving its community waste recycling target in 2020.

Travel and transport (Sustainable Transport)

| | Outcome | Target / Indicator | Baseline | 2018 |
|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| Corporate | The City of Fremantle will increase staff sustainable transport use by 15% by June 2016 and 30% by 2020, from a 2010 baseline. | Commuting modes | 2010: 85% private car | 39% by sustainable modes |
| | The City Council will also reduce corporate transport emissions by at least 30% by 2020, (2010 baseline). | Tonnes CO2e | 2016/17 – 852 t CO2e | 917 t CO2e |
| Community | The City of Fremantle will encourage and enable the community to reduce emissions from transport by at least 30% by 2020 in line with the sustainable carbon footprint target | Community commuting mode | 2011: 54% car, 27% 'sustainable' 2015: CAT bus: 1 million passengers 2016: 56% car 29% 'sustainable' | No new survey this year 2018: CAT bus: over 970,000 passengers |

The City Council's staff travel survey results of 2018 showed a significant increase in uptake of sustainable transport modes (walking, cycling, public transport, passenger in a car) which is now almost at 40%, encouraged by the move to a new building where free parking is a 1.2 km walk away. Conversely, the City's fleet carbon emissions have increased slightly from 2016.

As no new census data is available (current data from 2016), it was not possible to measure the change in community travel habits in 2018. The free 'CAT' buses user levels remain high, with a small increase from last year. The City of Fremantle Local Bicycle Plan was reviewed and included a community engagement process, which will inform the new Bike Plan infrastructure and programs. More progress was made on South Terrace traffic calming: one of five identified intersections was upgraded to become more pedestrian friendly.

Comment: Impressive progress has been made this year in improving the travel habits of the City Council's employees. However, improvement is needed in reducing the City's fleet emissions. The City continues to support sustainable transport modes in the community and the review of the Bike Plan is a good example of taking action to review existing transport policies to align them with the goal of promoting sustainable transport.

Materials and products (Local & Sustainable Materials)

| | Outcome | Target / Indicator | Baseline | 2018 |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|------------------------------------|----------------------------------------------------------------------------------|
| Corporate | The City of Fremantle will implement its sustainable procurement procedure for assessing suppliers against relevant sustainability criteria, and it will implement the Sustainable Events Policy to minimise the impact of events. Through the Going Digital project, we will reduce our pages printed by 90% by 2020, based on 2017 levels. <i>NB: updated in 2018 – paper reduction strengthened</i> | % of tenders covered by policy | None | > \$50,000 over 50% of tenders |
| | | 90% reduction in paper use | 2765 reams A4, 110 reams A3 (2017) | 1430 reams A4, 60 A3 |
| Community | The City of Fremantle will encourage and enable the community to achieve high levels of sustainable material use through a range of activities including the opening of a community reuse store at the Fremantle Recycling Centre. The City Council will continue to review and update development policy to show alignment with best practice building standards. | Number / success of initiatives | e.g. 10 responsible cafés (2015) | 2,045 boomerang bags distributed (shopping bags made out of recycled materials). |

The City Council has increased the ambition of its procurement procedure, and now sustainability performance accounts for a minimum 10% of the selection criteria for all tenders above \$50,000 (previously over \$150,000). This now includes more than 50% of all tenders which is a great improvement from last year where 34% were covered. The Sustainable Events Policy prohibits the use of single-use plastic for events run by the City Council and encourages all events to follow suit. The City Council has achieved 48% reduction in paper use thanks to its Going Digital project and upped its ambition on its paper reduction target from a 70% reduction to a 90% reduction by 2020. A community Reuse Store where old items in good condition are resold at low prices was opened at the Recycling Centre.

Comment: Lowering the threshold for procurement tender sustainability criteria to \$50,000 shows true leadership from the City of Fremantle in this area. The state implementation of the plastic bag ban the City has been pushing for since 2013 and Council adoption of a Sustainable Events Policy were other notable achievements this year.

Local and sustainable food

| | Outcome | Target / Indicator | Baseline | 2018 |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-----------|----------------------------------------------------------------|
| Corporate | The City of Fremantle will ensure that 100% of food purchased by Council is sourced from local suppliers and includes both healthy and vegetarian options. In line with our Fair Trade City status, only Fair Trade tea and coffee will be purchased for staff. The City will support community actions to increase local and sustainable food purchase and achieve better nutrition. <i>NB: Updated in 2018 as the guidelines are now in place</i> | Local and organic percentage | Unknown | 100% local, approx. 60% organic (always offer a veggie option) |
| Community | The City of Fremantle will support community actions to increase local and sustainable food purchase and production, community and edible verge gardening and healthy food choices. | Number of community events | N/A | 4 |
| | | % of houses within 400m of community garden | 2017: 26% | 25% |

The City Council's strong sustainable sourcing policy ensures that all food purchased for meals at the council offices continues to be 100% local and mostly organic – with all food purchased for the Councillor's 100% organic. Key food projects in 2018 included Food Sensations run by Foodbank WA that aims to improve knowledge, attitudes and skills around the preparation of healthy foods. Furthermore, The Happiness Project had a focus on Local and Sustainable Food in 2018: students worked on projects focussed on ideas to promote healthy and local food choices that were presented at a public exhibition. One prize-winner was the innovative 'Freo Forages' app and webpage, the project proposes to have an interactive map that pinpoints every fruit tree, veggie patch, herb garden, nut tree, etc. in the city, allowing it to be foraged by others.

Comment: The City of Fremantle has developed an effective system of promoting healthy food choices to its staff and the community. However, it would be great to see even more emphasis on promoting local and sustainable food such as seasonal and plant-based alternatives in addition to promoting healthy eating habits.

Sustainable water

| | Outcome | Target / Indicator | Baseline (2010) | 2018 |
|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------|---------------------------------------------------------|
| Corporate | The City of Fremantle will measure its annual water use and set targets for absolute reduction in line with best practice benchmarks, or at least 50% against 2010 levels by 2020. | Mains water use (m ³) – 50% reduction | 122,500 m ³ | 136,500m ³ – 5% increase |
| | | Groundwater use (m ³) – 10% reduction | 708,500 m ³ | 708,300m ³ – no change |
| Community | The City of Fremantle will encourage and enable the community to achieve a 10% per capita reduction in potable water use by 2020 from a 2010 baseline level. | Mains water use (m ³ , or kL/ person/ year) | 4.1 ml m ³ 154 m ³ / person/ year | 3.9 ml m ³ , 120m ³ /person /year |

Water is an issue of huge importance in Western Australia and the City Council acknowledged this by achieving Waterwise Council Status in 2017. In terms of the council's own water use, there was an increase in scheme water consumption in 2018, the main reason being the demolition of the old Council Administration Building. Groundwater use is within the licensed allocation, but more action is needed to reach the 2020 target. Water use per capita has increased slightly from last year and remains relatively high at 330 litres per person per day, albeit still representing a 22% decrease compared to baseline. To promote water-efficiency in the community, a number of Waterwise garden workshops were held throughout 2018. The City also supports the RENEW Nexus research project that combines data and blockchain technology to integrate distributed energy and water systems. Its findings will support WA's transition to a new water and energy network.

Comment: Reducing water consumptions is an area where City of Fremantle has struggled to make progress on this year. Better detection of leaks, suggested redesign of the Fremantle Golf Course irrigation, and future plans for the new energy and water network should help. But a more ambitious action plan and implementation schedule as well as a possible revision of the targets is needed to accelerate progress.

Land and nature (Natural Habitats & Wildlife)

| Outcome (no differentiation between corporate and community) | Target / Indicator | Baseline | 2018 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|------------------------------------|--------------------------------------------------|
| The City of Fremantle will contribute to increasing levels of biodiversity and space for wildlife through measures carried out on local government owned properties or through staff time or financial support for appropriate conservation groups or community initiatives. | Public open space per resident | 3.5 ha/1,000 residents | One pocket park and 8 residential verges created |
| The City of Fremantle will contribute to increasing levels of biodiversity and space for wildlife through their own strategies, guidelines and practices. The City of Fremantle will progressively increase tree planting across the city to achieve a minimum 20% canopy coverage. The City will deliver the outcomes of the Greening Fremantle: Strategy 2020 and Urban Forest Plan. <i>NB: Updated in 2018 as Forestry Plan now in place</i> | 20% tree canopy cover | 12-13% (2016) | 18,000 trees and plants planted |
| | Plan | 2016: None 2017: plan developed | implementation started 2018 |

The City Council and the wider community have continued to make impressive progress in increasing levels of biodiversity and creating green spaces in Fremantle. Altogether more than 18,000 trees and plants were planted in 2018, of which 12,000 were planted by volunteers at 31 community planting days. Furthermore, as part of the Greening Samson initiative, more than 200 trees were planted on verges in Samson, which was identified as a high-priority area for tree planting in the City's Urban Forest Plan. In 2018, Fremantle was the first Australian city to join the international Biophilic Cities Network. It committed to becoming a city with abundant biodiversity and nature, to work to conserve and enhance that nature, and to provide its residents with opportunities to learn about and connect with the natural environment. As part of the Verge Garden Incentives Program eight residential verges were prepared for planting by the City. The cat owner education and awareness program and the fox tracking program are good initiatives to reduce the impact of these predators on native fauna in urban and peri-urban areas.

Comment: The variety of actions the City Council and the Fremantle residents have taken in 2018 to create space for nature and wildlife in the city show real commitment to ambitious progress in this area.

Culture and community (Culture & Heritage)

| Outcome (no differentiation between corporate and community) | Target / Indicator | Baseline | 2018 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|--------------------------------------------------------------|--------------------------------------------------------------------|
| The City of Fremantle will promote an understanding of the One Planet Council program with its staff and commit to supporting community projects and targets based on increasing the number of community and / or sustainability projects and / or the level of support (financial or staff time) by 2020. | Number of attendees at cultural events | 2017: 200,000 | 115,000 at five major festivals with sustainable events guidelines |
| The City of Fremantle will promote an understanding of the One Planet Council program with the community and commit to enabling at least 3,000 people per year to engagement in one planet related activities (10% of population) - including community and cultural events. | Number of people | 140 people at 6 one-off events, 24/week at two weekly events | > 25 events, each attended by 15-30 people |

Attendance at the five major cultural festivals in Fremantle dropped from last year, but this is partly due to the uptake of a more accurate way of measuring attendee numbers. The City continued to support the Living Smart workshops that promote a culture of sustainability in the community, which were attended by 46 people in 2018.

This year the City was recognised for its efforts to become an age-friendly city by winning the Age Friendly Local Government category at the 2018 WA Seniors Awards. The City also received recognition at the State Arts and Culture Partnership Honours in the Metropolitan Local Government category for its partnership with local arts and health organisation DADAA, which creates access to cultural activities for people with disabilities or mental illness. In 2018 the City's My Say Freo online engagement site reached 33,000 visitors, nearly 2.5 times than 2016.

Comment Fremantle has a vibrant cultural life and it is good to see the City putting a lot of effort in community engagement and ensuring diverse cultural offerings to its community. However, the attendee numbers at events and workshops promoting sustainable lifestyles are not yet at the levels needed to create cultural shift towards a truly sustainable city.

Equity and local economy

| | Outcome | Target / Indicator | Baseline | 2018 |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|-----------------------|--------------------------------------------------------------------|
| Corporate | The City of Fremantle will provide a full package of support, training and engagement mechanisms to foster staff development by 2020 and to support equality in the workplace | Number of initiatives | 2017: two initiatives | STARS-scheme launched, Training programme incl. cultural awareness |
| Community | The City of Fremantle will continue to provide a broad range of support and incentive mechanisms to foster new and existing local business. It will support the community in its drive towards economic, environmental and social sustainability. It will provide a full package of support, training and engagement mechanisms in accordance with its Economic Development Strategy by 2020. | Maintain % of independent shops | 2017: About 70% | 65% |
| | | <5% retail vacancy rate | 2015/16 9.2% | 13% (floor area doubled to 40,000m2) |

Fremantle is well-known for its independent local businesses and is a Fair Trade City. Approximately 65% of shops on High Street and Market Street are independently owned and run, which is a small drop from last year but remains at a high level. In 2018 the City Council gave its final approval to Freo Alternative, an award-winning project aimed at providing sustainable smaller housing units in suburban areas. Internally, following the review of the Reward and Recognition scheme, the new Successes, Triumphs, Awards, and Recognition Scheme (STARS) was established with 74% active engagement in its first three months.

Comments:

The approval of Freo Alternative by the City Council and subsequently by the Minister for Planning as an amendment to the Local Planning Scheme is a great achievement. It will contribute to greater equality in the housing market by allowing access for much needed smaller sustainable housing alternatives in suburban areas.

Health and happiness

| | Outcome | Target / Indicator | Baseline | 2018 |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------|
| Corporate ³ | The City of Fremantle will promote and support health and wellbeing in the workplace by providing increased access to opportunities for staff to participate in programs relevant to their needs and will monitor the success of these programs through annual productivity / days lost to sickness / wellness and wellbeing statistics. | Maintain or increase training and wellness programs | Employee engagement 57% (2015) 3 wellness programmes (2016) | Health & Wellbeing programme 29 – 234 participants monthly |
| Community | The City of Fremantle will promote and support health and wellbeing in the community by providing increased access to opportunities for community members to participate in programs relevant to their needs. The City Council will monitor increase in uptake of relevant health and wellbeing programs on offer through the various City Council and community organisations which offer opportunities. | Increase in leisure centre annual use | 460,000 visits (2015/16) | 496,080 leisure centre visits - 8% increase |

The City Council runs an extensive Health and Wellbeing programme for employees with monthly activities including health checks, nutrition advice, mental health workshops and various fitness courses. In addition, the 19-day work month, social club, free off-peak leisure centre use, and access to free counselling services through the Employee Assistance Program are available to employees.

The leisure centre attendance has increased for the second year in a row and while library visits have dropped slightly, the events at the library's new Makerspace, which showcases ways to engage with the space, attracted more than 450 participants.

Comments: The well-established programmes for the Council's employees and the community, together with broader initiatives supporting culture, sustainable food choices, cycling and walking, form a good basis of supporting healthy lifestyles in Fremantle.

³ A second outcome specifying a survey of well-being needs has been deleted as it was too specific and not deemed the appropriate solution.