



CLIMATE ACTION Barometer Report

2024/2025

Spatial Vision

A **veris** company



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EXECUTIVE SUMMARY

An overview of climate action and preparedness in Australian organisations

Over the past decade, climate-related hazards have increasingly disrupted organisational operations, leading to significant financial and operational challenges. Our recent survey highlights that while the majority of participating organisations have commenced their climate readiness journey to address the climate-related risks, most are still in the planning stages and encounter substantial barriers such as budget constraints, limited resources, and inadequate data.

The Evidence

The Australian Department of Climate Change, Energy, the Environment and Water (DCCEEW) reports that climate change is intensifying existing risks and introducing new ones, including more frequent heatwaves, prolonged droughts, and severe storm surges. These events have tangible consequences on social cohesion, human health, infrastructure, and the economy¹.

In Australia, the 2023 Annual Climate Change Statement revealed that 29 natural disasters were declared, affecting 20% of local government

areas². These events underscore the urgency for organisations to invest in mitigation strategies, engage stakeholders, and comply with emerging reporting frameworks to enhance resilience against evolving climate risks.

Reporting Frameworks

Forward-thinking companies and organisations in Australia and around the world are already incorporating climate change into their operations and strategies by voluntarily reporting under the International Financial Reporting Standards and the earlier framework from the Task Force on Climate-Related Financial Disclosures (TCFD).

The Australian Government has introduced the Australian Sustainability Reporting Standards (ASRS) from 2025. The ASRS aims to improve the quality of climate-related financial disclosures to provide investors with greater transparency and more comparable information about an entity's exposure to climate-related financial risks and opportunities and climate-related plans and strategies.



To navigate these challenges, the DCCEEW emphasises the need for integrating climate risk considerations into policy and decision-making processes. This approach aims to protect communities, the economy, and the environment from the escalating impacts of climate change³.

In conclusion, as climate-related hazards intensify, it is imperative for organisations to proactively address these risks and to think of climate reporting not merely as a compliance exercise, but as an opportunity to integrate climate considerations into strategic decision-making, build organisational resilience, and drive sustainable business practices⁴.

Report Insights

The results presented in this report were drawn from the Spatial Vision Climate Action Barometer Survey, open to public participation during October - November 2024. While participation rates were relatively low overall, we believe they are representative of the broader experience of organisations across Australia. For more information on the participating organisations, please refer to the Appendix at the end of this report.

References:

1. <https://www.dcceew.gov.au/climate-change/policy/adaptation/ncra>
2. <https://www.dcceew.gov.au/sites/default/files/documents/annual-climate-change-statement-2023.pdf>
3. <https://www.dcceew.gov.au/climate-change/policy/adaptation/climate-risk-opportunity-management-program>
4. <https://www.dcceew.gov.au/climate-change>

HOW TO USE THIS REPORT AND WHY?

Start the conversation, facilitate action

The introduction of the Australian Sustainability Reporting Standards (ASRS) from 2025 will require many more companies to consider climate-related risks and opportunities on their financial, operational and strategic direction. Those who contribute to a supply chain, may be at increased exposure and have pressure placed upon them to fulfil the needs of reporting entities.

However, the broader question is, how prepared are Australian organisations for climate-related risks?

Planning for change – our initiative

It is clear that many organisations are already dealing with climate risks at an operational level but what about strategically? Have they considered the potential impacts of more extreme weather events on the market landscape, access to raw materials, supply chains, access to capital and brand reputation.

We've been discussing this challenge with our networks and they've expressed a desire for guidance and insight on how to approach planning and preparation. There appears to be an absence of support and or a pulse, of how organisations are developing a more strategic lens on climate-related risk and how confident they are that they've got accurate data to inform decisions. This is why we've decided to take the initiative.

Why develop a Climate Action Barometer?

Spatial Vision believes there is an immediate need and value in developing a perspective of organisational readiness – it is a matter of national interest to support the life blood of our economy and help them tackle the far-reaching effects of climate changes.

From our 25 years experience, we know it takes time to establish your risk profile – to fully understand the potential and real risks created by climate-related impact, either small or significant. Until you complete an assessment, you are really flying blind and impacting your business sustainability or potentially missing out on opportunities.

Leading the change

So, if you are in a leadership role, and you see the potential for climate-related impact on your organisation (either negative or positive), we hope you find this report useful as a tool to raise awareness, facilitate conversations, and instigate action.

Time is ticking, impacts are in evidence all around us, so the time to act is now.

01

Impact of climate hazards on operations & financials



IMPACT OF CLIMATE HAZARDS ON OPERATIONS & FINANCIALS


How have climate-related hazards impacted the operation of your organisation in the past ten years?

Over the past decade, climate-related hazards have significantly impacted many organisations. Respondents indicated that events such as riverine and flash flooding (25.8%) and storms (19.4%) have caused severe disruptions, while moderate impacts were also reported from rain/hail/wind (45.2%), extreme heat and heatwaves (41.9%), and drought or water scarcity (25.8%).

The financial toll of these climate events has been significant for many organisations. When asked to estimate costs incurred from past climate events, 36% of respondents reported costs of between \$100k and \$500k per event, with 20% facing costs exceeding \$1 million. These figures underscore the growing need for robust mitigation strategies and better planning.

Interestingly, some respondents highlighted additional climate-related impacts such as predator plagues and damage to communication infrastructure, particularly in remote areas. These less commonly acknowledged threats are impeding operations, underlining the complex nature of climate impact.

“Whilst there is a community expectation that they need help with recovery events as a result of climate change (resulting in more extreme events), there is not a lot of Government appetite anymore to fund these recovery programs. Clearly there now needs to be more money spent on resilience and adaptation.”



“Extreme wind and flash flooding has required member councils to devote significant additional resources to respond and recover.”

“Significant riverine floods cut the town in half and caused major damage along with significant operational costs (unable to work, significant delays, significant clean and repair work).”

“In 2021, a 1-in-100-year flood... washed away \$400,000 of my infrastructure and stock.”

“Riverine flooding has required the construction of levees and protection works at our major pump stations on the river.”

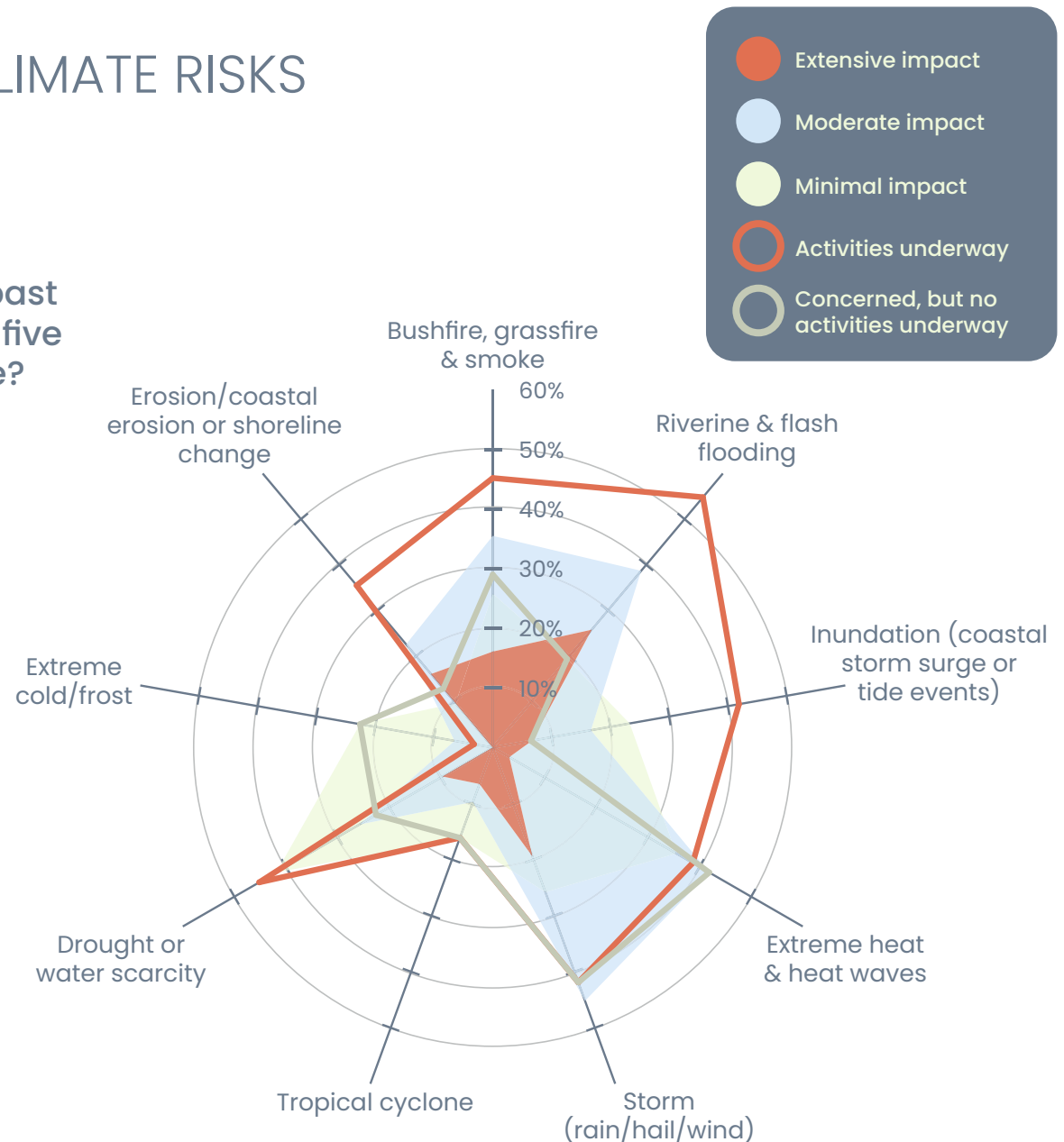
GROWING CONCERNS OVER CLIMATE RISKS

How was your organisation impacted in the past 10 years? What is of most concern in the next five years and are activities underway to mitigate?

The most impactful climate-related events in the past 10 years included riverine and flash flooding, storms (rain/hail/wind) and erosion/coastal or shoreline change. In addition, moderate impacts were experienced from bushfires and extreme heat/heatwaves.

Looking ahead over the next five years, the most concerning hazards are storms (83.8%), extreme heat and heatwaves (80.6%), riverine and flash flooding (74.2%) and bushfires (74.2%), however only 45% of organisations are actively mitigating against these impacts. This suggests that while they are aware of looming threats, a more proactive approach may be necessary to prepare for the full spectrum of climate hazards.

This graph represents past climate-related impacts (shaded areas) and the lines represent current activities and mitigations underway (orange line) or concerns but no action (green line).



02

Allocation of resources
to climate action

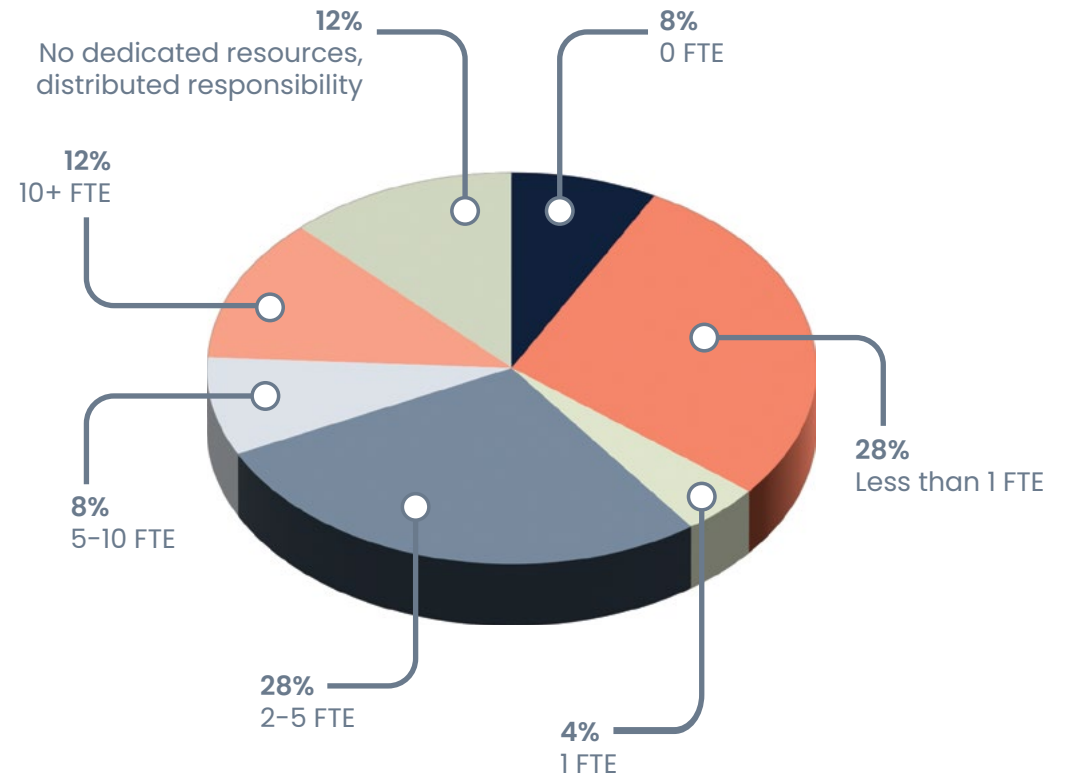


ALLOCATION OF RESOURCES TO CLIMATE ACTION

How many dedicated Full Time Equivalent (FTE) resources are responsible for climate change activities in your organisation?

The survey reveals no surprises when it comes to resource allocation for climate-related initiatives. Just under half (48%) of respondents report dedicating fewer than one resource to climate action – these are typically organisations with up to 200 employees. An equal percentage allocate between two to 10+ resources – organisations with over 200 employees.

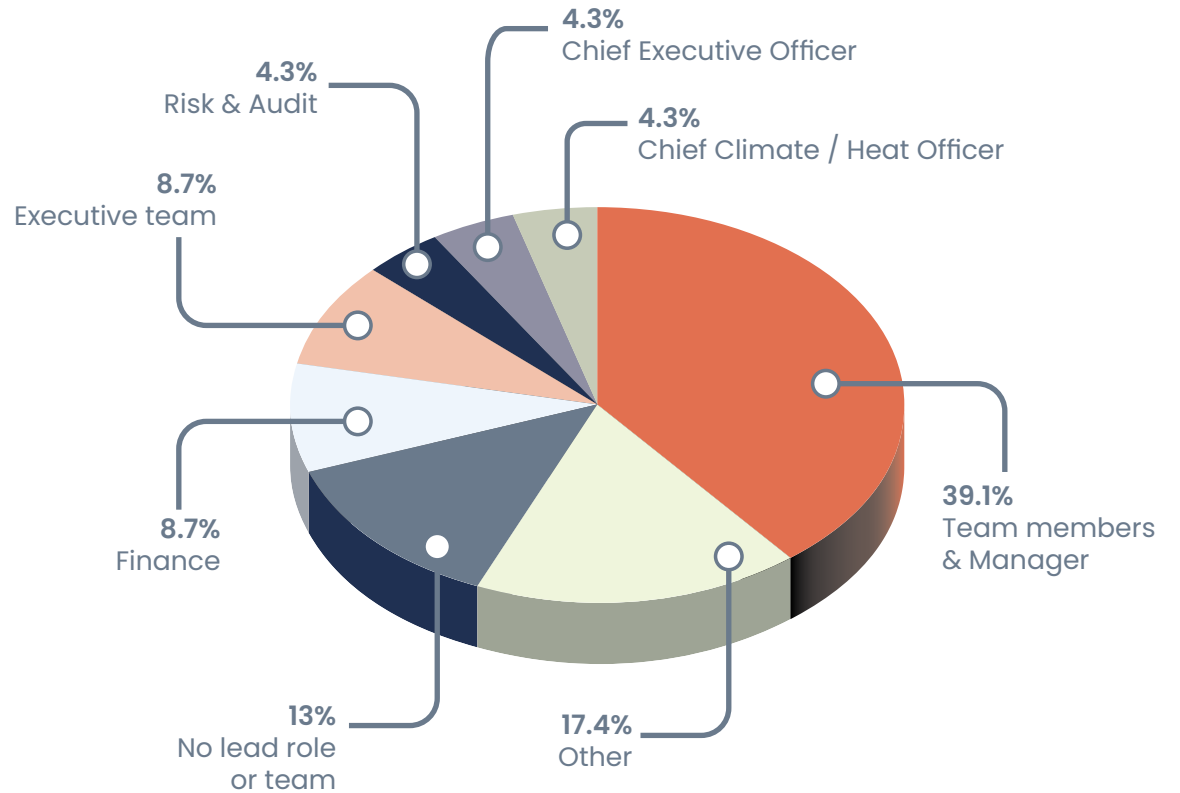
So size does matter when it comes to investment in resourcing for something as contentious as climate action.



In your organisation, who is driving action on climate change?

A striking 39% of respondents noted that climate action within their organisation is primarily driven by team members and managers, underlining the importance of individual initiative in advancing climate strategies.

Additionally, when it comes to trusted sources of climate information, many organisations turn to government bodies (39%) or expert consultants (30%) to guide their decisions.



A photograph of a forest road blocked by a large pile of fallen logs and branches. The scene is set in a dense forest with tall, thin trees. The ground is covered with a thick layer of fallen wood, including large logs and smaller branches, some of which are charred or broken. The road is a dirt path that leads into the distance, partially obscured by the debris. The lighting suggests a bright day, with sunlight filtering through the trees.

03

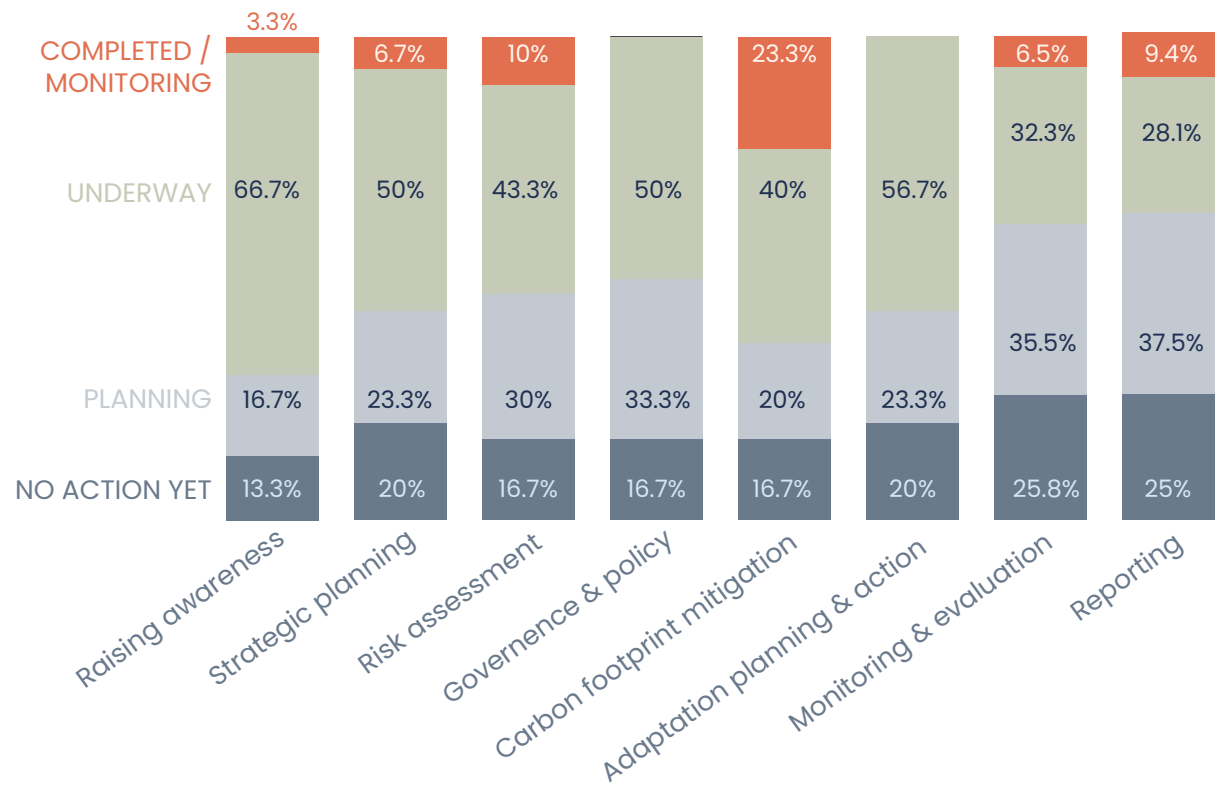
Concerns over climate risks and readiness

CLIMATE READINESS: WHERE DO ORGANISATIONS STAND?

Where is your organisation on its climate readiness journey?

The survey highlights that organisations are at different stages in their climate readiness journey. 45.7% of respondents report that action is already underway, with a primary focus on raising awareness (66.7%) and adaptation planning and action (56.7%). Another 27.6% are in the planning phase, while 19.3% have not yet taken any action.

This indicates that while many organisations are starting to take climate risks seriously, a significant portion still has a long way to go in terms of practical implementation.



DEFINING BEST IN CLASS

What does it take to be well on the road to climate impact readiness? (In our opinion!)

A **best-in-class** organisation in climate readiness demonstrates a proactive and strategic approach to managing climate risks and opportunities. It has already implemented mitigation strategies, workarounds, or adaptive measures and has quantified the financial impact of past climate-related events. Such an organisation is well-informed about the Australian Government's National Climate Risk Assessment program and integrates climate considerations into its core strategy through structured planning, ongoing risk assessments, and active adaptation initiatives. It maintains robust monitoring and evaluation processes to track progress and refine its approach.


At the leadership level, the Board or Executive team acknowledges climate risks—including financial, reputational, safety, and supply chain threats and ensures these risks are formally reported.

Dedicated resourcing is a key differentiator, with at least two Full-Time Equivalent (FTE) staff assigned to climate change activities, ensuring sustained focus and expertise. This level of commitment positions the organisation as a leader in climate resilience, risk management, and long-term sustainability.

Among all our survey respondents, there were just two organisations who ticked all our 'best in class' boxes.

One of them has taken significant strides to integrate sustainability and climate resilience into its operations. In the past 10 years their operations have experienced disruptions due to bushfires, flooding, heatwaves and cyclones. These events caused delays, damaged property and impacted delivery of services. The past impacts and future risks are taken seriously enough for the executive to make building resilience and readiness as strategic priorities for the whole of the business.

Observations and science highlight that the frequency and impact of climate-related events is going to increase. So, organisations need to consider collaborating with sustainability practitioners and consultants to assess the climate-related risks of high-priority assets and make steps to implement mitigation strategies as well as action roadmaps, in order to reduce unplanned costs and disruptions.

A photograph of firefighters in a fire scene. They are wearing red helmets and brown jackets with yellow reflective stripes. The background is filled with bright orange flames and smoke. A white circular graphic is overlaid on the left side of the image, containing the number '04' and the text 'Roadblocks & barriers to action'.

04

Roadblocks &
barriers to action

ROADBLOCKS TO CLIMATE ACTION: BUDGET & RESOURCES

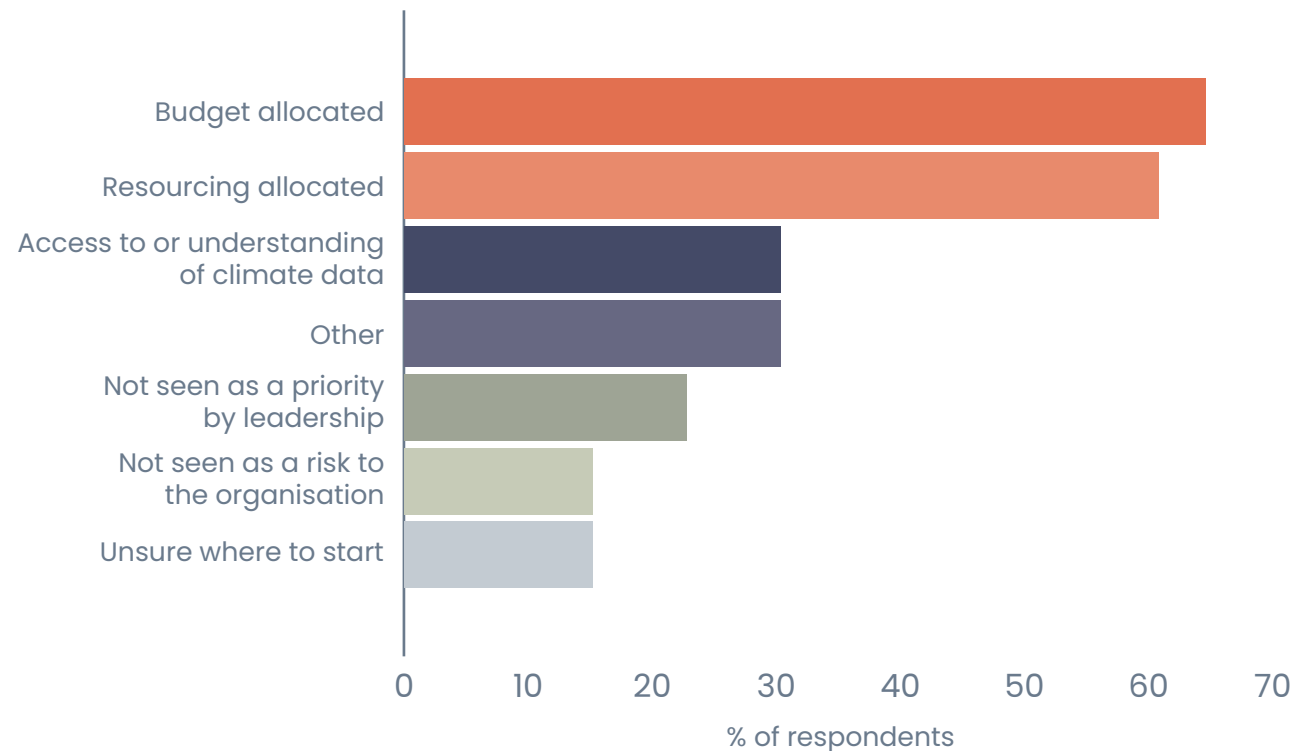
What roadblocks and challenges do you face in embedding or progressing climate change action within your organisation?

One of the main challenges preventing organisations from progressing further with climate action is budget allocation, with 63% of respondents citing this as a key barrier.

Additionally, resource allocation (59.3%) and limited access to climate data (29.6%) were also mentioned as significant roadblocks.

Other reasons included uncertain policy landscape, leadership, affordability and State/ Federal government support.

These obstacles highlight the need for better resource management and improved data access to help organisations make more informed decisions about climate preparedness.

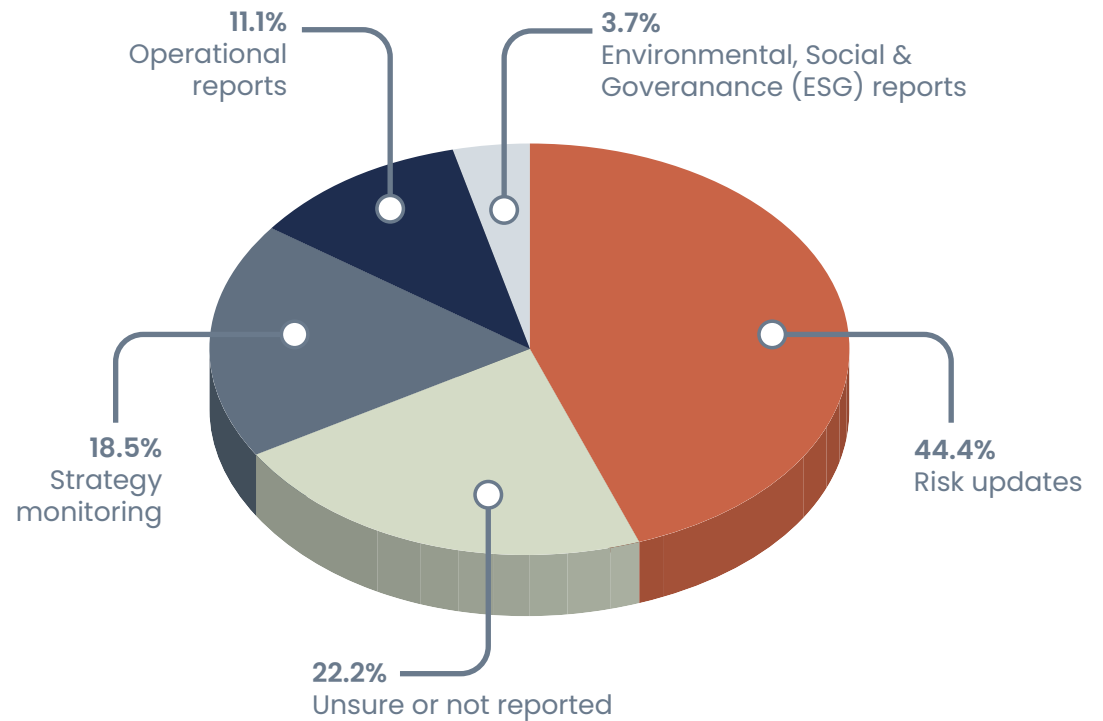


BOARD & EXECUTIVE ENGAGEMENT ON CLIMATE RISKS

How concerned is your Board or Executive team of potential climate risks and how is risk reported?

In terms of executive awareness, around half of respondents felt their boards and executive teams expressed concern about the potential risks climate change poses to their organisation, particularly regarding financial stability, reputation, safety and supply chain integrity.

However, reporting on climate risks remains inconsistent. While over 77% of organisations are providing some level of reporting to the Board or Executive, almost a quarter either doesn't report or remains unsure of how to communicate these risks effectively.



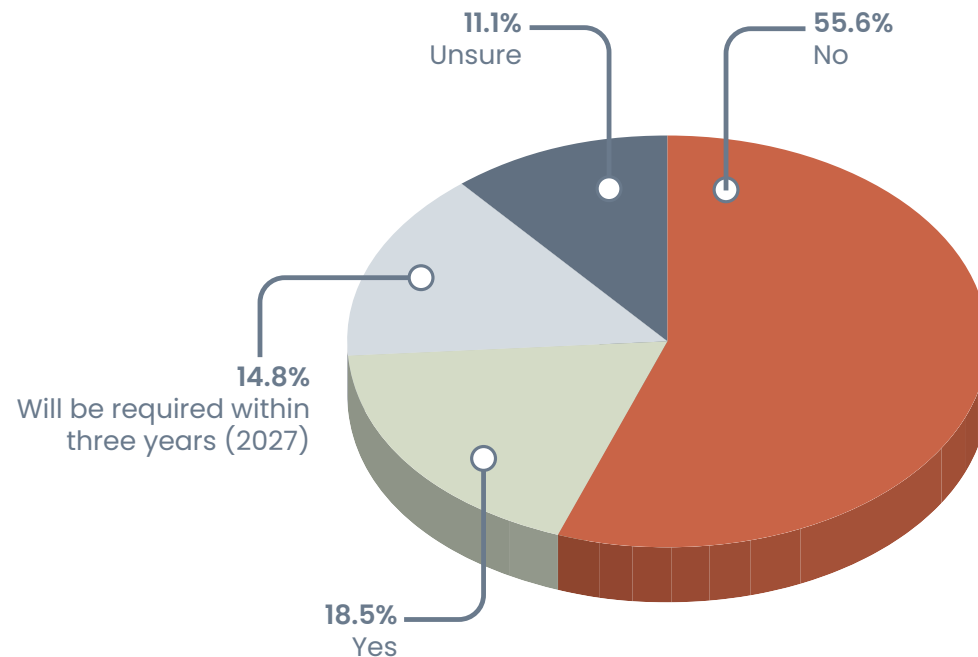
REGULATORY COMPLIANCE

Is your organisation mandated to regularly report on climate risk exposure?

When it comes to reporting against established climate risk frameworks, the majority of organisations (55.6%) do not currently report against any standard frameworks, though 18.5% will need to start within the next three years.

There is also a relatively low level of awareness regarding the Australian Government National Climate Risk Assessment program, with only 35% of respondents expressing familiarity. This points to a gap in regulatory awareness and suggests that more organisations need to get on board with formal reporting and compliance as climate risk disclosure becomes increasingly important.

The obligations on organisations to report on climate risk exposure differs for organisations from government, commercial and not-for-profit. However, the different reporting requirements are typically based on the same international frameworks.

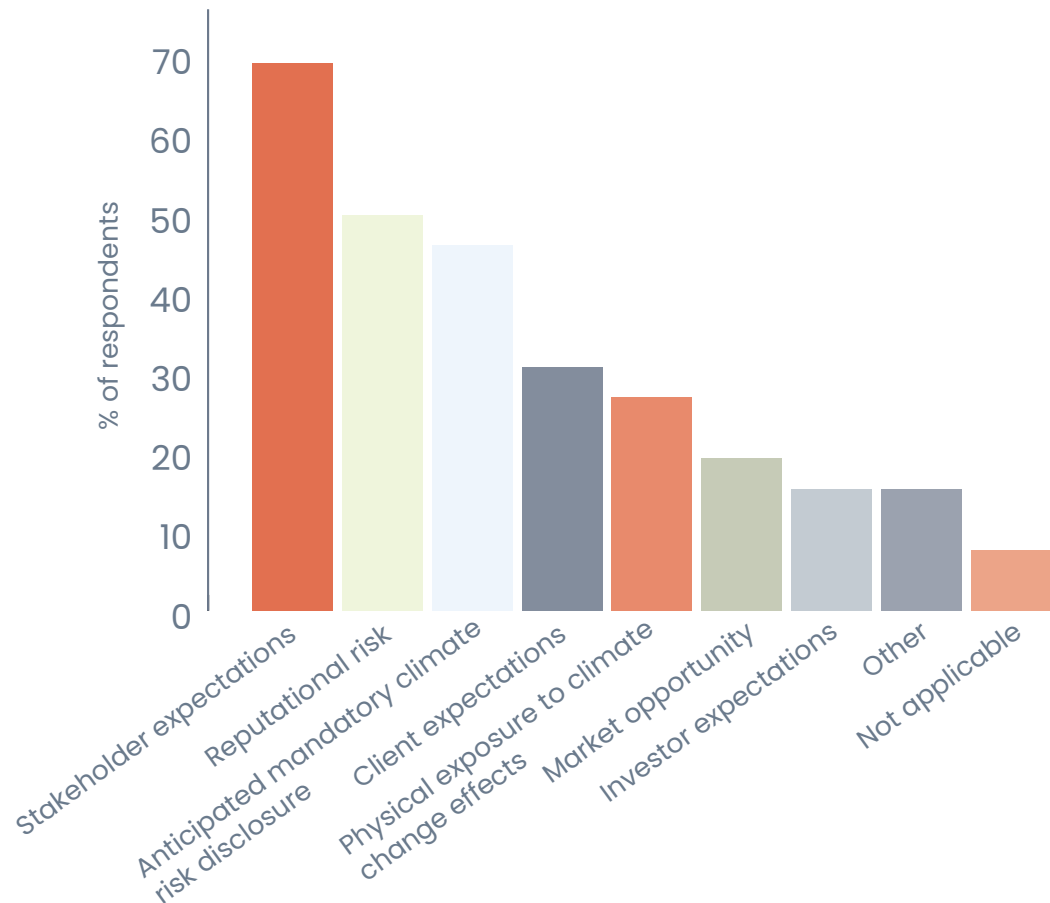


DRIVERS FOR CLIMATE RISK REPORTING

What are/is likely to be the key drivers for your business in reporting on climate risks?

The key drivers for organisations in reporting on climate risks include stakeholder expectations (69.2%), reputation risk (50%), and mandatory risk disclosure (46.2%). These findings highlight the growing importance of climate risk transparency to both external stakeholders and internal governance.

As pressure increases for businesses to align with environmental and sustainability standards, organisations will likely face even more demands for reporting and accountability in the future.





Spotlight on Commercial Sector

COMMERCIAL SECTOR: A QUESTION OF PRIORITIES

While awareness of climate risks is growing in the commercial sector, significant gaps remain in action and preparedness. Businesses face financial uncertainty, leadership inertia, and competing priorities, yet regulatory changes and increasing stakeholder expectations may force a shift toward more proactive climate strategies. The question remains—will organisations act before the next crisis, or will they continue to react as the impacts unfold?

Over the past decade, the commercial sector has faced moderate climate-related impacts, with key concerns including bushfires (50%), riverine and flash flooding (41.7%), extreme heat and heatwaves (41.7%), and storms (66.7%). Despite these risks, only 25% of respondents have actively implemented mitigation strategies, while 41.7% have taken action to some extent. However, more than a third have yet to introduce any measures, leaving them vulnerable to future disruptions. (Obviously risks will relate to the geography and type of operations, hence action and mitigation will vary accordingly).

When climate events have affected businesses, the most common consequences have been interruptions to services, damage to property, and risks to employee well-being. One respondent recalled the Black Summer bushfires, stating, “The inability to undertake in-person engagement in high-risk areas and on Code Red days significantly impacted operations.” Others have taken proactive steps to adapt, such as an engineering firm that learned from past droughts: “The Millennium drought caused potable water shortages

for irrigators. Our company now sizes stormwater harvest facilities to ensure a reliable irrigation supply.”

Extreme weather events have also driven tactical responses, including infrastructure adaptations: “We constructed cover for vehicles to protect against hail damage.” But challenges extend beyond local incidents. A multinational business highlighted the broader impacts of severe weather: “Typhoons in the Philippines have affected our Philippine-based teams - not just from a health and safety perspective, but also their ability to work amidst power outages and stress.”

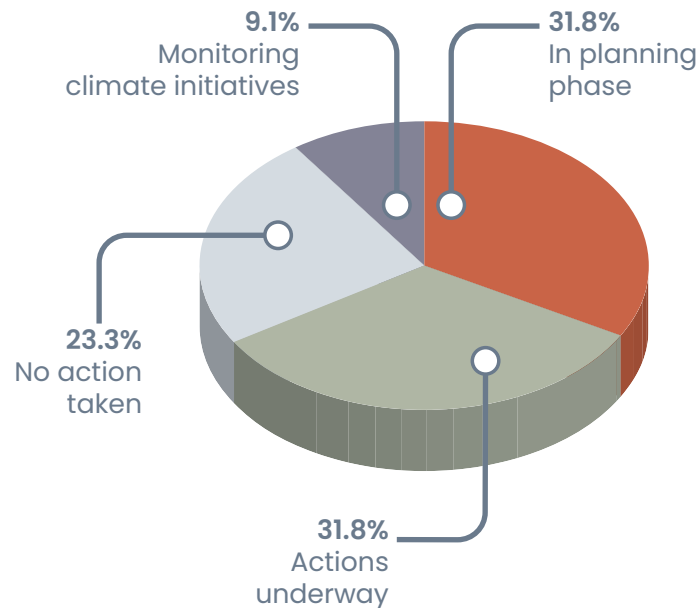
The financial burden of climate impacts remains difficult to quantify. 40% of respondents were unsure of the costs incurred, but among those who provided estimates, 50% reported costs up to \$500,000, while 10% cited damages exceeding \$1 million.

Looking Ahead: Climate Risks on the Horizon

As awareness grows, businesses are preparing for future climate-related hazards. More than 60% of respondents believe their organisation will be affected by climate risks in the next five years. The top hazards of concern, with mitigation efforts already underway, include:

- Bushfire
- Riverine and flash flooding
- Extreme heat and heatwaves
- Storms (rain, hail, wind)
- Tropical cyclones

However, climate readiness remains inconsistent. Responses indicate an even spread across various stages of action:



This lack of urgency underscores the roadblocks to advancing climate action within organisations. Key challenges include:

- 41.7% cite resource allocation as a major barrier
- 33% indicate climate change is not seen as a risk to the organisation
- 25% report a lack of prioritisation by leadership
- 16.7% struggle with access to or understanding of climate data
- 16.7% are unsure where to start.

The Role of Leadership and Regulation

Despite growing climate-related challenges, executive leadership remains largely unconcerned, with only 24% of respondents stating that their Board or Executive team perceives climate risk as a threat to the organisation's future. However, this may change as mandatory risk reporting looms, applying to over 40% of respondents' organisations.

Beyond regulation, external pressures are mounting. 66.7% cite stakeholder expectations as a key driver for action, while 41.7% recognise reputational risk as a growing concern.

Resource Allocation: A Mixed Picture

Despite the challenges, more than 80% of respondents indicated that their organisations have allocated some resources to climate change activities. Larger organisations are more likely to have dedicated teams, with some reporting more than two full-time employees assigned to climate initiatives.



Spotlight on

Local Government

LOCAL GOVERNMENT: CONFRONTING CLIMATE HAZARDS

Over the past decade, local governments have faced increasing challenges due to climate-related hazards, impacting financial stability, resource management, infrastructure, and community well-being. From flash floods to extreme heat, councils across the country are grappling with both the immediate and long-term effects of a changing climate.

Data from local government respondents highlights the widespread impacts:

- 87.5% experienced moderate to extreme impacts from storms (rain, hail, wind).
- 87.5% reported moderate to extreme impacts from coastal erosion and shoreline change.
- 62.5% reported moderate impacts from riverine and flash flooding.
- 62.5% faced moderate impacts from extreme heat and heatwaves.

The financial toll of these events has been significant. Over a third of respondents estimated costs exceeding \$1 million, while 17% reported damages between \$100,000 and \$500,000. However, half of the respondents were unsure of the full financial impact, underscoring the challenge of quantifying the true cost of climate-related disasters.

Responding to Climate Threats

Local governments are not standing idle. 75% have implemented mitigation measures, workarounds, and strategic responses, with an additional 25% making progress to some extent.

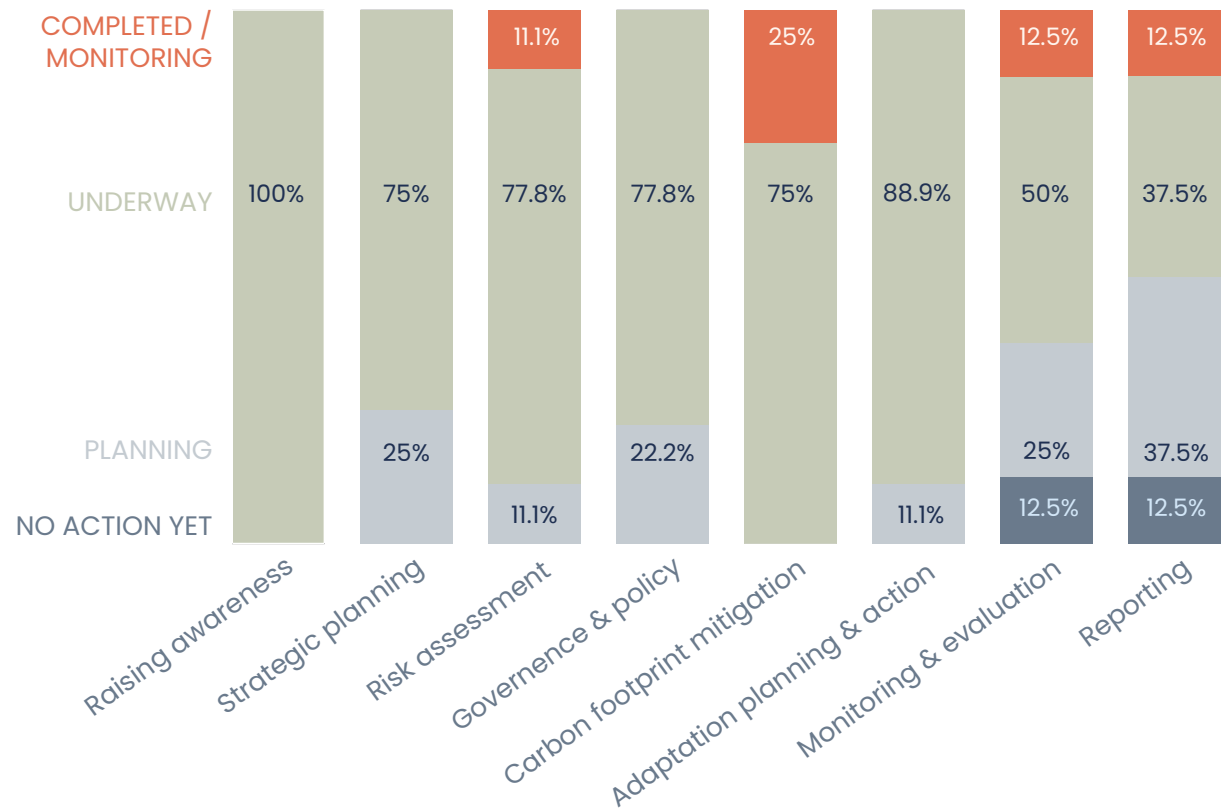
One respondent noted, “Extreme wind and flash flooding has required member councils to devote significant additional resources to respond and recover.” Another pointed to the devastating effects of prolonged drought, stating, “The recent droughts had a huge impact on our recreational spaces, forcing difficult decisions on whether to continue watering some ovals while letting others go dry. This had financial, safety, and reputational consequences, as well as effects on public health.”

A powerful example of climate adaptation came from a coastal shire, where a severe storm reshaped the local shoreline. “A non-cyclonic low caused extensive erosion to the foreshore in one of the city’s coastal localities. This triggered the planning and implementation of a coastal protection and amenity enhancement project. The entire process—from identifying the issue to implementing protection infrastructure—took over eight years.”

Extreme weather has also affected daily operations. Recalling a recent storm, one council described the disruption: “During the February 2024 storm event most of our region experienced power and network outages. Business as usual was interrupted, and Council staff assisted in organising community hubs to provide power and hot water. Teams worked tirelessly to clear fallen trees and repair damage.”

Preparing for the Future

Looking ahead, councils are taking proactive steps to mitigate future risks and the majority of councils have embarked on their climate readiness journey, with initiatives such as risk assessments, strategic planning, governance and policy updates, carbon footprint mitigation, and adaptation measures.



“During the February 2024 storm event most of our region experienced power and network outages. Business as usual was interrupted, and council staff assisted in organising community hubs to provide power and hot water. Teams worked tirelessly to clear fallen trees and repair damage.”

Roadblocks and barriers

Budget constraints remain a major barrier, with all respondents citing funding limitations as a primary restriction on advancing climate initiatives.

87.5% also struggle with resource allocation, and when it comes to staffing, over 60% of local governments have between 2-10 full-time employees dedicated to climate change initiatives. However, much of the momentum is coming from team members and managers, rather than senior executives, with government agencies and expert consultants serving as trusted sources of guidance. Some councils report challenges in accessing or interpreting climate data for informed decision-making.

Leadership and Stakeholder Influence

Despite financial and resource constraints, climate risk is on the radar at the executive level. Local government executives and boards receive regular risk updates, and 87.5% of councils cite stakeholder expectations as their primary driver for climate action.

Reputational risk (75%) and the looming prospect of mandatory climate risk disclosures (62.5%) also play a role in shaping their approach.

Fighting on the Front Lines

Local governments are on the front lines of climate change, navigating its financial, operational, and societal impacts while implementing strategies to build resilience. Despite facing budgetary and resource constraints, councils are making strides in preparedness, adaptation, and stakeholder engagement. As climate risks intensify, their ability to secure funding, access reliable data, and drive meaningful action will determine the resilience of communities in the years to come.



Case study

Corangamite CMA

BUILDING CLIMATE RESILIENCE IN WATERWAY MANAGEMENT

The Corangamite Catchment Management Authority (CMA) is proactively integrating climate adaptation strategies into catchment management. Over the past decade, the CMA has responded to various climate challenges, including floods, fires, coastal inundation, extreme heat, and droughts, while working closely with farmers and other land managers. Their approach embeds adaptive management into ongoing projects to enhance long-term resilience.



Financial Challenges and Funding Strategies

Securing funding for proactive climate adaptation remains a major hurdle. "Most of our funding is for on-ground projects, so it's hard to get money until after an event occurs," explains Chris Pitfield, Investigations & Program Manager. To address this, the CMA is exploring diversified funding sources, including private sector investment, to build sustainable climate resilience beyond government support.

Understanding the Most Appropriate Tools

The availability of numerous climate decision tools presents another challenge. While these tools use similar data, they often produce varying results, leading to confusion in decision-making. The CMA recognises a critical gap in determining which tools are best suited for specific situations, highlighting the need for clarity and reliability in climate adaptation planning.

Key Enablers for Climate Readiness

A strong commitment to climate adaptation has been a cornerstone of the CMA's approach. Chris stresses, "We are already seeing the impacts of climate change so we are applying various approaches to ensure the region's natural assets can adapt to a changing climate." The CMA has taken a leadership role in climate resilience by maximising funding impact and integrating climate mitigation strategies into project designs.

Key initiatives include:

- Applying a climate change adaptation lens to project development.
- Prioritising knowledge-sharing to enhance collective climate action.
- Utilising vulnerability assessments to guide discussions and inform on-ground solutions.
- Recognising the importance of institutional knowledge in sustaining long-term climate efforts.

“We are already seeing the impacts of climate change so we are applying various approaches to ensure the region’s natural assets can adapt.”

Chris Pitfield, Investigations & Program Manager - Corangamite CMA

The Importance of Climate Action

For the CMA, climate change is a present reality rather than a future concern.

Notable climate impacts include:

- Changes to stream flows, fish movement and areas of refugia
- Changes to estuaries and inter tidal habitats
- Modifications to the distribution of vegetation communities (i.e. Cool Temperate Rainforest and Coastal Saltmarsh)
- Changes to ecological fire/flooding regimes
- Decrease in number of wetlands (and rise in salinity)
- Direct impacts to threatened species
- Changes to land use practices (i.e. grazing to cropping) and associated impacts.

CMAs need to plan for complex natural systems, often with conflicting views – adding climate change to the mix adds to this complexity. Planning for climate change requires a shift from normal, traditional planning that leads to one final outcome. There is a need to move towards another approach that considers multiple possible outcomes and addresses the uncertainty of climate change. To combat these challenges, the CMA is applying

adaptation pathways, a climate change planning process that allows for multiple outcomes while allowing for investigating the robustness and flexibility of various options. Ensuring strong partnerships and access to reliable data remains crucial for success.

Conclusion

Through proactive planning, strategic funding approaches and leveraging both historical knowledge and new climate adaptation tools, the Corangamite CMA is positioning itself as a leader in climate resilience. Despite ongoing challenges in funding, data access and resourcing, their commitment to long-term sustainability and innovative adaptation strategies ensures they remain at the forefront of waterway and environmental management in a changing climate.

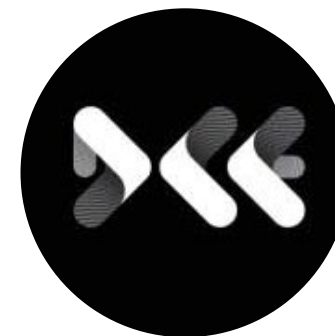
A large concrete structure, possibly a manhole or access point, is being constructed in a deep, earthen trench. The structure is made of grey concrete and has a metal ladder inside. A large pipe is visible in the background, running through the trench. The ground is dry and sandy. The text 'Case study' is overlaid on a dark blue circular background on the left side of the image.

Case study

Dalton Consulting
Engineers

BUILDING CLIMATE RESILIENCE IN CIVIL ENGINEERING

Dalton Consulting Engineers (DCE) is a specialist civil engineering consulting firm, focusing on roads, drainage, and earthworks. The firm also undertakes project management, with a strong expertise in stormwater management. Their clients, many of whom are irrigators, rely on DCE for desktop studies, computer modelling, and strategic advice to address surface water challenges.



Addressing Climate-Related Events

DCE recognises that climate-related impacts require practical design solutions. Water scarcity, particularly during prolonged droughts, significantly influences client needs. The Millennium Drought of the late 1990s into the early 2000s highlighted the necessity of effective irrigation storage.

“We considered the impacts and gave our clients adequate information to inform mitigation and how much storage to allow,” says Julia Baumann, Engineering Manager. In response to shifting demands, the company has seen increased interest in better surface water management, ensuring sustainable water access across industries.

Cost Implications of Climate Events

The financial repercussions of climate events can be substantial. Infrastructure damage following extreme weather events can result in post-event costs reaching millions of dollars. “For example, during the Millennium Drought, lakes and water sources dried up, leading to massive environmental consequences such as fish deaths,” Julia observed. These realities reinforce the importance of proactive planning and mitigation.

Leveraging Government Frameworks

DCE utilises the Australian Government’s National Climate Risk Assessment program to strengthen its advisory services. This regulatory backing ensures that recommendations are based on robust data and scientific analysis.

“We’re not just asking clients to spend money. Our actions are backed by data and science. This approach enhances client trust and justifies investments in climate resilience.”

Barriers to Prioritising Climate Risk

Despite the growing awareness of climate-related risks, DCE acknowledges that corporate offices often operate in a controlled environment where climate challenges feel distant.

“Unlike water authorities, who are highly exposed, many corporates simply meet minimum regulatory requirements and this mindset can hinder more proactive climate adaptation measures.”

“Unlike water authorities, who are highly exposed, many corporates simply meet minimum regulatory requirements and this mindset can hinder more proactive climate adaptation measures.”

Julia Baumann, Senior Manager - Operations / Service Delivery - Dalton Consulting Engineers

Internal Climate Initiatives

DCE has taken steps to address its own climate impact, dedicating personnel to carbon footprint calculations and environmental reporting.

“We have approximately one full-time equivalent (FTE) spread across various climate-related activities,” says Julia. “We aim to respond positively to climate challenges while aligning with stakeholder expectations. However, given the nature of our business, we acknowledge that there is no immediate risk demanding urgent action.”

Sources of Climate Information

DCE primarily relies on internal expertise, including professionals with university training and industry experience. Employees who are passionate about climate-related topics conduct in-depth research to ensure informed decision-making.

“Our most cutting-edge work for ourselves is calculating our own carbon footprint. It underscores our commitment to sustainability and responsible corporate citizenship.”

Defining Success in Resilience

For DCE’s clients, resilience means having reliable water access during droughts without facing difficult trade-offs.

“For instance, racecourses that invest in water storage can ensure tracks remain operational and avoid cancelled meets,” Julia explained. Strategic water management allows organisations to maintain operations without negative public perception.

Incorporating Climate Future Scenarios

DCE is actively developing tools to incorporate climate future scenarios into water management strategies.

“We built tools for irrigation planning, but the current standards for Australian rainfall and runoff are still evolving in their application.” As regulatory frameworks continue to develop, DCE remains committed to staying at the forefront of best practices in climate-responsive engineering.

“Our most cutting-edge work for ourselves is calculating our own carbon footprint. It underscores our commitment to sustainability and responsible corporate citizenship.”

Julia Baumann, Senior Manager - Operations / Service Delivery - Dalton Consulting Engineers

Conclusion

Dalton Consulting Engineers is proactively integrating climate considerations into civil engineering solutions. From improving surface water management to leveraging regulatory frameworks, the firm is helping clients mitigate risks and optimise water use. While broader corporate engagement with climate risk remains a challenge, DCE continues to refine its approach, ensuring its expertise translates into resilient, sustainable outcomes for clients.



Appendix

Survey participation



SURVEY PARTICIPATION FIRMAGRAPHS

Completion Rate: 56.8%

Complete = 25
 Partial = 19
 Total = 44

Who are you responding on behalf of?

Responding for whole organisation = 75%
 Responding for part of organisation = 25%

Organisation type

Private company = 40%
 Government - Local = 32%
 Government - State = 16%
 Other = 8%
 NGO = 4%

Sector

Local Government = 32%
 Professional, Scientific & Technical Services = 20%
 Natural Resource Management = 12%
 Utilities (Communications, Energy & Water) = 12%
 Agriculture, Forestry & Fisheries = 4%
 Retail = 4%
 State Government = 4%
 Transport & Distribution = 4%
 Wholesale Trade = 4%
 Other = 4%

Number of employees

1-50 = 36%
 51-200 = 12%
 201-500 = 16%
 501-1,000 = 20%
 1,001+ = 16%

Jurisdictions where your organisation has a physical presence

ACT = 20%
 NSW = 28%
 NT = 12%
 QLD = 28%
 SA = 12%
 TAS = 12%
 VIC = 72%
 WA = 16%
 New Zealand = 8%

Respondent role title

Executive/C-Suite = 16%
 Director = 24%
 Senior Manager = 32%
 Team Manager = 8%
 Team Member = 20%

Primary department of responsibility

Business Administration = 4%
 Finance = 4%
 Marketing & Business Development = 4%
 Operations / Service Delivery = 20%
 Project Management / Planning = 32%
 Sales = 4%
 Whole of business = 32%

We thank all the respondents who took part in our survey and supported our efforts to shine a light on the current status of organisations on their climate-readiness journey.

Spatial Vision is now a Veris Limited owned company, all future climate related communications will come from Veris.

If you require further information or support on your climate readiness journey, please contact our Climate Specialist, Rhiannan Mundana at Rhiannan.Mundana@spatialvision.com.au.

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