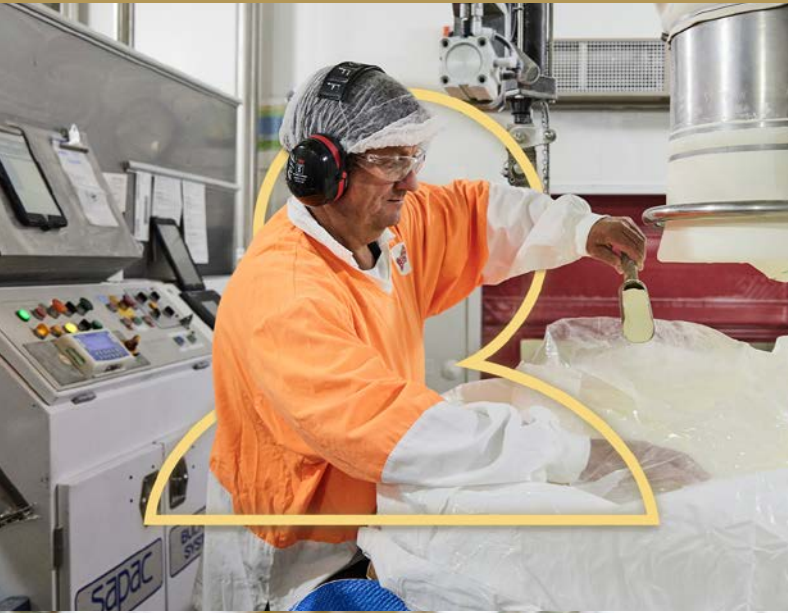




Australian Dairy
Sustainability
Framework



2024 Sustainability Scorecard



Introduction to Sustainability Scorecard 2024

The purpose of the Australian Dairy Sustainability Framework is to transparently address stakeholder sustainability expectations while ensuring industry economic viability and building capacity to deliver positive change.

Through the framework, the dairy industry publicly reports progress against our Dairy Promise – to provide nutritious food for a healthier world.

This report notes progress in 2023/24 against the four sustainability commitments and 11 goals which underpin our promise – to provide best care for animals, strengthen economic viability and dairy communities, improve consumers' wellbeing and protect the environment.

The scorecard is a live document with the most current and credible data, it will be updated when new data is available. We acknowledge there are goals that do not have new data. Some data is only collected every three years, for example the Animal Husbandry and Land Water Carbon surveys which will be conducted in 2025 and 2026 respectively. In order to be transparent with our progress we will continue to report annually and are striving to collect data more frequently.

The Australian dairy industry remains committed to continuous improvement to address evolving community and consumer expectations and emerging issues.

In 2024, we completed a double materiality assessment to understand which sustainability topics the dairy industry should prioritise – indicating where the framework needs to evolve. A consultative forum was held in September 2024 to hear from stakeholders, industry and specialists on sustainability trends about challenges, opportunities and emerging issues, while highlighting possible solutions and areas for collaboration.

In 2025 the Australian Dairy Sustainability Framework will be reviewed and enhanced to respond to a changing world, ensuring that it continues to serve the industry and remains aligned to priority areas identified through consultation. Development of target metrics and/or baseline metrics for goals where they have yet to be identified will be a key area of focus.

Acknowledgement of Country

The Australian dairy industry acknowledges the Traditional Owners of Country where we work throughout Australia and recognises their continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures, and to Elders both past, present and emerging.

A healthier world. For everybody. Every day.

At the heart of sustainability in the Australian dairy industry is a promise: to provide nutritious food for a healthier world. This Promise is underpinned by four commitments and 11 goals:



ENHANCING ECONOMIC VIABILITY AND LIVELIHOODS

Creating a vibrant industry that rewards dairy workers and their families, communities, business and investors



1 Increasing competitiveness and profitability



2 Increasing community resilience and prosperity



3 Everyone home safely, every day



4 Providing a productive and rewarding workplace

Alignment of Framework with the UN SDGs:



IMPROVING WELLBEING OF PEOPLE

Providing nutritious, safe, quality dairy food



5 Ensuring safe dairy products



6 Contributing to improved health outcomes

Alignment of Framework with the UN SDGs:



PROVIDING BEST CARE FOR ANIMALS

Striving for health, welfare and best care for our animals throughout their lives



- 7** Providing best care for animals for whole-of-life
- Full compliance with animal welfare standards
 - Recommended practices adopted by all industry
 - Antimicrobial Stewardship – the dairy industry uses antibiotics responsibly

Alignment of Framework with the UN SDGs:



REDUCING OUR ENVIRONMENTAL IMPACT

Meeting the challenges of climate change and providing good stewardship of our natural resources



8 Improving land management



9 Increasing water use efficiency



10 Reducing GHG emissions intensity



11 Reducing waste

Alignment of Framework with the UN SDGs:



June 2025

Progress report

Commitment 1

Enhancing economic viability and livelihoods

Goal		Data source	Baseline	2022	2023	2024	2030 Target	Progress
Goal 1. Increase the competitiveness and profitability of the Australian Dairy Industry								
1.1	More than 50% of farm businesses achieve at least \$1.50 EBIT/kg MS over a rolling five year average	DairyBase, Dairy Farm Monitor Project	20% (2018)	46%	60% (2022/23)	NDA	>50%	<div></div>
1.2	Increase the Australian dairy industry's share of global dairy trade to 10% by volume	In Focus	6% (2018)	5%	5%	4%	10%	<div></div>
1.3	Increase R&DE expenditure in the dairy sector by 2% per annum ⁱ	Dairy Australia Annual Reports	\$47m (2019)	NDA	\$56.2m (2022/23)	\$50.9m (2023/24)		<div></div>
	% dairy farmers constantly looking for new information to improve farm business ⁱⁱ	National Dairy Farmer Survey	79% (2018)	91%	NDA	NDA		<div></div>
	% dairy farmers reporting new farming ideas were very important to them ⁱⁱ	National Dairy Farmer Survey	74% (2018)	88%	NDA	NDA		<div></div>
	% dairy farmers reporting they were amongst the first in their area to try new ideas and products ⁱⁱ	National Dairy Farmer Survey	46% (2018)	48%	NDA	NDA		<div></div>
1.4	Provide consumers with greater choice and access to a variety of dairy products and/or ingredients to meet their specific nutritional needs	Trust Tracker	85% (2018)	87%	85%	NDA – Removed from June Survey		<div></div>
Goal 2. Increase the resilience and prosperity of dairy communities								
2.1	Increase the contribution the dairy industry makes to supporting the economy of dairy regions							
	The total value of payments made to dairy farmers in Australia	In Focus	\$4.3b (2018)	\$4.9b	\$6.1b	\$6.2b		<div></div>
	The number of people directly employed in the dairy industry	In Focus	42,600 (2018)	34,700	33,500	31,300		<div></div>
2.2	Increase the recognition of the dairy industry's benefit to regional communities							
	% of people in regional areas who think dairy is an essential part of their community	Trust Tracker	88% (2018)	85%	85%	84%	95%	<div></div>
	% of farmers who agree people in my region appreciate the role that dairy farmers like myself play in our community	National Dairy Farmer Survey	67% (2018)	76%	77%	75%	90%	<div></div>
2.3	Increase the contribution people in dairy make to social capital (community initiatives) in their community							
	% of farmers who say they/their employees actively participate in their local community initiatives	National Dairy Farmer Survey	69% (2019)	74%	76%	74%	100%	<div></div>
	% of farmers who believe it's important for them/their employees to support their local community initiatives	National Dairy Farmer Survey	87% (2019)	91%	92%	93%	100%	<div></div>
	% of dairy companies investing funds and participating in local community initiatives					NIA		
	% of dairy people who feel their community has effective dairy leaders and strong social networks – scale of 1 (strongly disagree) to 7 (strongly agree)	Regional wellbeing survey	4.6 (2018)			NDA		

Goal	Data source	Baseline	2022	2023	2024	2030 Target	Progress
Goal 3. Everyone home safely, every day							
3.1 Zero workplace fatalities on farm and in manufacturing							
Dairy farming	Safe Work Australia	2 (2017)	NDA	NDA	2	0	●
Dairy companies	Safe Work Australia	0 (2017)	NDA	NDA	1	0	●
3.2 100% of dairy farmers and manufacturing facilities to have a documented Work Health and Safety (WHS) Plan							
Dairy farming	Power of People Dairy Workforce Survey	NDA	NDA	NDA	58%	100%	●
Dairy companies		NDA	NDA	NDA	NDA	100%	●
3.3 30% reduction in Lost Time Injury Frequency Rate (LTIFR) for farm and manufacturing workplaces on figures reported in 2017							
Dairy farming	Safe Work Australia	9.3 (2017)	NDA	NDA	12.6	6.5	●
Dairy companies	Safe Work Australia	6.4 (2017)	NDA	NDA	8.8	4.5	●
Goal 4. Provide a productive and rewarding work environment for all dairy people							
4.1 Rates of dairy remuneration are similar to or higher than for other regional industries		NDA	NDA	NDA	NDA	Yes	●
4.2 80% of dairy employees are retained within the industry year-on-year	Power of People Dairy Workforce Survey	71% (2017)	NDA	NDA	78%	80%	●
4.3 Less than 20% of dairy employers report difficulty in sourcing suitable applicants	Power of People Dairy Workforce Survey	70% (2020)	NDA	NDA	48%	<20%	●
4.4 More than 70% of dairy farm owners have an agreed farm transition/succession plan by 2030	Power of People Dairy Workforce Survey	21% (2017)	NDA	NDA	56% (2020)	>70%	●
4.5 Human rights – dairy industry has a national human rights position – indicators to be developed		NIA	NIA	NIA	NIA		●

i Dairy Australia expenditure only – not including government and private contribution

ii No longer asked in survey

Commitment 2

Improving wellbeing of people

Goal		Data source	Baseline	2022	2023	2024	2030 Target	Progress
Goal 5. All dairy products and ingredients sold are safe								
5.1	Zero non-compliant chemical residues found during the Australian Milk Residue Analysis Survey	Australian milk residue analysis survey	0 (2018)	0	0	0	0	●
5.2	Zero product recalls due to food contamination	FSANZ/Product Safety Recalls Australia	8 (2018)	8	8	2	0	●
5.3	95% of consumers agree Australia produces safe and high quality dairy products							
	The dairy industry produces safe products	Trust Tracker	81% (2018)	83%	85%	82%	95%	●
	The dairy industry produces high quality products	Trust Tracker	83% (2018)	86%	85%	89%	95%	●
5.4	Food Safety Culture embedded into the dairy food business – under development					NIA	NTM	
Goal 6. Dairy contributes to improved health outcomes for all Australians								
6.1	Improve consumers’ perception of the health and nutrition benefits of dairy foods							
	90% of consumers believe dairy foods such as milk, cheese and yoghurt play an important role in a healthy well-balanced diet	Trust Tracker	67% (2019)	NDA	NDA	83%	90%	●
	90% of individuals agree ‘Dairy foods are essential for good health and wellbeing’	Trust Tracker	72% (2018)	77%	79%	80%	90%	●
	<20% of individuals agree ‘I’m concerned consuming dairy foods will increase my weight’	Trust Tracker	32% (2018)	40%	39%	21%	<20%	●
6.2	The National Health and Medical Research Council (NHMRC) Australian Dietary Guidelines continue to recommend milk, cheese and yoghurt as part of a healthy diet		Recognised			Recognised	Recognised	●
6.3	Australians meet recommended daily serves for dairy	Australian Bureau of Statistics	NDA	NDA	No	No	Yes	●
6.4	All dairy companies adopt a stated position on responsible consumption by 2020 and publicly report on progress by 2030 – under development					NIA	100%	

Commitment 3

Providing best care for all our animals

Goal	Data source	Baseline	2022	2023	2024	2030 Target	Progress
Goal 7. Provide best care for all animals for whole of life							
7.1	100% ongoing compliance with legislated animal welfare standards						
	% of farmers who have a copy of the AHW Standards and Guidelines	Animal Health and Genetics Survey (AHGS)	47% (2016)	82%	NDA	NDA ⁱⁱⁱ	100% ●
	% of farmers who agree complying with animal welfare standards is an important sustainability requirement	National Dairy Farmer Survey	95% (2018)	NDA Not asked in 2022 Survey	NDA	NDA	100% ●
7.2	All of industry adopting relevant recommended industry practices for animal care						
	No tail docking	AHGS	91% (2016)	NDA	NDA	NDA	100% ●
	No routine use of calving induction ^{iv}	AHGS	90% (2016)	100%	100%	100%	100% ●
	All calves managed appropriately:						
	• sale calves sold at a minimum of 5 days old	AHGS	78% (2016)	93%	NDA	NDA	100% ●
	• sale calves fed within 6 hours of transport	AHGS	96% (2016)	94%	NDA	NDA	100% ●
	All calves disbudded:						
	• prior to two months of age	AHGS	63% (2016)	87%	NDA	NDA	100% ●
	• with pain relief (for calves <2months)	AHGS	76% (2019)	89%	NDA	NDA	100% ●
	All farmers implementing a lameness strategy	AHGS	95% (2016)	96%	NDA	NDA	100% ●
	All farmers where relevant have infrastructure to keep cows cool	AHGS	92% (2016)	96%	NDA	NDA	100% ●
	All farmers have a documented biosecurity plan	AHGS	58% (2019)	62%	NDA	NDA	100% ●
7.3	90% of consumers believe dairy farmers do a good job caring for animals	Trust Tracker	58% (2018)	71%	74%	75%	90% ●
7.4	Antimicrobial Stewardship (AMS) – the dairy industry uses antibiotics responsibly – as little as possible, as much as necessary – to protect the health and welfare of our animals, people and the environment						
	All dairy farmers access antibiotics from a registered vet	AHGS	100% (2019)	100%	NDA	NDA	100% ●
	All dairy farmers use antibiotics responsibly under veterinary direction	AHGS	90% (2019)	NDA	NDA	NDA	100% ●
	Antibiotics of high importance to human Antimicrobial Resistance (AMR) in Australia are only used to treat dairy livestock in exceptional circumstances where no other alternative exists		N/A		NIA	NTM	

ⁱⁱⁱ The Animal Health and Genetics Survey is conducted every three years, with the next survey to be completed in 2025

^{iv} No routine calving induction as of 1 January 2022

Key for data gaps

Where data is not reported it can be for several reasons. These are:

- An indicator is under development (NIA)
- No data available at this time (NDA)
- A target metric is yet to be finalised (NTM)
- A 2030 target has not been set (NTS)
- A data source is yet to be identified (NDS)

Key for progress

- Progress towards 2030 targets against baseline
- Result maintained or marginal change
- Regression

Commitment 4

Reducing environmental impact

Goal		Data source	Baseline	2022	2023	2024	2030 Target	Progress
Goal 8. Improve land management								
8.1	100% of stock excluded from waterways	Land Water Carbon Survey	76% (2015)	NDA	83%	NDA ^v	100%	●
8.2	100% of riparian zones actively managed and maintained	Land Water Carbon Survey	NA			NIA	100%	
8.3	100% of farmers complete and implement a soil and nutrient management plan	Land Water Carbon Survey	49% (2015)	NDA	59%	NDA	100%	●
8.4	100% of farmers have and implement a documented biodiversity action plan	Land Water Carbon Survey	81% (2018)		14%	NDA	100%	●
8.5	Net zero deforestation by 2020 – under development					NIA	NTM	
Goal 9. Increase water use efficiency								
9.1	Reduce the consumptive water intensity of dairy companies by 30% by 2030 (on 2010/11 levels) (ML water consumed per ML of milk processed)	Dairy Manufacturers Sustainability Council	1.75 (2010)	2.03	2.02	NDA	1.22	●
9.2	Improve water use and water productivity to utilise 2.0 tonnes of dry matter per ML used					NIA	2	●
9.3	100% of farmers recycling water from dairy sheds	Land Water Carbon Survey	75% (2015)	NDA	80%	NDA	100%	●
9.4	100% of farmers monitoring water consumption	Land Water Carbon Survey	45% (2020)	NDA	43%	NDA	100%	●
9.5	100% of farmers have a water security risk management plan by 2020 and are implementing it by 2030	Land Water Carbon Survey	60% (2019)	NDA	59%	NDA	100%	●
Goal 10. Reduce greenhouse gas emissions intensity								
10.1	Reduce greenhouse gas emissions intensity by 30% across the whole industry on 2015 levels							
	Manufacturers (tonnes CO ₂ e/ML milk processed)	Dairy Manufacturers Sustainability Council	140 (2016)	134	125.5	116.6	98	●
	Farmers (kg CO ₂ e/kg fat and protein corrected milk (FPCM))	Dairy Farm Monitor Project (DFMP)	1 (2018)	NDA	0.93	NDA	0.72	●
Goal 11. Reduce waste								
11.1	100% diversion rate from landfill (for dairy companies) (tonnes of waste diverted from landfill per tonnes of waste produced)	Dairy Manufacturers Sustainability Council	81% (2018)	88%	85%	85%	100%	●
11.2	100% of silage wrap recycled (for farm)	Land Water Carbon Survey	28% (2015)	NDA	NDA	NDA	100%	●
11.3	All dairy companies participate in the Australian Packaging Covenant (APC) or equivalent scheme	Australian Packaging Covenant Organisation (APCO)	9 (2018)	NDA	23	NDA	All dairy companies	●
11.4	100% of Australian dairy packaging to be recyclable, compostable or reusable by 2025 or earlier		NDA	NDA	NDA	NDA	100%	●
11.5	Halve food waste by 2030	Dairy Sector Food Waste Action Plan	710,000 (2021)	NDA	NDA	NDA		●

^v The Land Water Carbon survey is completed every three years, with the next survey to be completed in 2026

dairy.com.au/industry-and-sustainability/australian-dairy-sustainability-framework

Disclaimer

The content of this publication is provided for general information only and has not been prepared to address your specific circumstances. We do not guarantee the completeness, accuracy or timeliness of the information.

Acknowledgement

Dairy Australia acknowledges the funding from levy payers and contribution by Commonwealth Government.

© Dairy Australia Limited 2025. All rights reserved.

ISSN: 2982-2513 (Print)
ISSN: 2982-2521 (Online)

Dairy Australia Limited ABN 60 105 227 987
T 1800 004 377
dairyaustralia.com.au