

capire



# 2025 Impact Report

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In the spirit of reconciliation Capire acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



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# Capire joins the RSK Group, strengthening our impact, scale and social value

This year marked a defining milestone for Capire as we joined the RSK Group: a global leader in sustainable solutions comprising over 200 specialist businesses across more than 40 countries.

This partnership represents more than growth, it reinforces our commitment to community engagement practice, grounded in social value and aligned with the UN Sustainable Development Goals and our B Corp-driven purpose.

In its **2030 Sustainability Strategy, 'Second Nature'**, RSK sets out its vision to create lasting positive impacts for our planet and its people. This includes making a measurable positive contribution to the communities in which it works through engagement and social impact. Capire's expertise in community and stakeholder engagement will support RSK's goal to contribute to sustainable, thriving communities through its projects, which span water, infrastructure, renewable energy, and the built and natural environment.

Importantly, Capire remains Capire. We continue to operate as an independent consulting firm with the same trusted team, values and approach. Joining RSK simply expands the horizon of what we can achieve. With access to deep technical expertise across engineering, water, energy, climate and environmental services, we have an unprecedented opportunity to bring best-practice engagement into new contexts and new geographies.

Capire's leadership and focus remain unchanged: to support clients, governments and communities with flexible, independent and evidence-based community and stakeholder engagement that builds trust and empowers decision-making. With the backing of a global environmental consulting leader, we are excited to continue expanding our impact across Australia and beyond.

**WELCOME  
TO THE  
RSK  
FAMILY**



Joining RSK Australia marks an exciting new chapter for Capire. It enables us to realise our ambition to create even greater social value through the projects we deliver, introducing our expertise to new markets and continuing our expansion into Queensland, South Australia and beyond.

FOUNDER AND PRACTICE LEAD  
**AMY HUBBARD**



CEO  
**SANDRA JERKOVIC**



# Achievements in 2025



3 student  
casuals/interns

HIRED



112 projects

DELIVERED OR  
IN PROGRESS



8.39 tonnes of CO2-e\*

FROM WORK-RELATED TRAVEL WAS OFFSET  
THROUGH GREENFLEET AND QANTAS  
CARBON OFFSETTING



STAFF DELIVERED

over 23 hours

OF PRO-BONO OR  
VOLUNTEER WORK



100% of staff

RECEIVED SKILLS-BASED  
TRAINING AND PROFESSIONAL  
DEVELOPMENT



1% of  
our net profit

(AFTER TAX) WAS DONATED  
TO CHARITABLE CAUSES



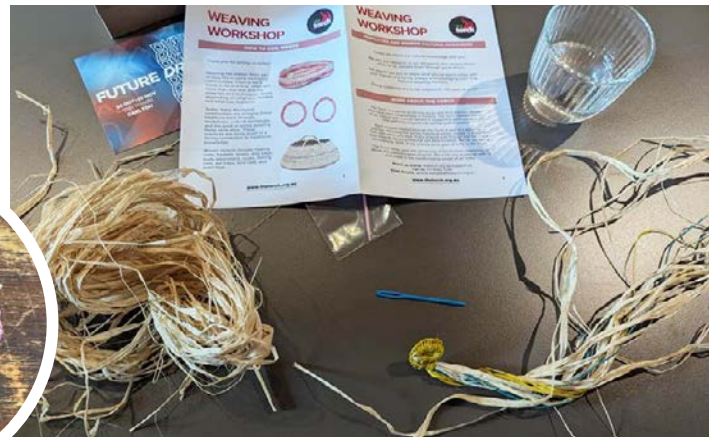
\*Carbon dioxide equivalent, or CO2-e, refers to different greenhouse gases as a common unit.

# Living our values

## Social impact

### OUR RECONCILIATION JOURNEY BEGINS

This year marked the launch of Capire's Reflect Reconciliation Action Plan (RAP), the first step in our formal reconciliation journey. The RAP reflects our commitment to reconciliation and to Voice, Treaty and Truth, as expressed in the Uluru Statement from the Heart. It provides a clear framework to guide our actions through advocacy, education, and employment opportunities for Aboriginal and Torres Strait Islander people. We look forward to the reflection and learning that the RAP will bring, and to creating more opportunities to support reconciliation. At a recent Practice Development Day, First Nations artists from The Torch shared the rich tradition of weaving with the Capire Team.



### BENDIGO MAUBISSE FRIENDSHIP COMMITTEE (BMFC) SCHOLARSHIP PROGRAM

Capire has been a proud supporter of the Bendigo Maubisse Friendship Committee (BMFC) Scholarship Program since its inception in 2015. This program supports students in Maubisse, East Timor, where widespread disadvantage prevents many young people from reaching their educational potential. Specifically, BMFC scholarships help students, particularly girls, to complete high school and pursue further education at university.

In 2025, Capire donated \$1200 to the BMFC Scholarship Program to support Leonizia E.S. Mendonca, who is studying Education / Physics at university. This covered her annual costs associated with accommodation, travel, books, university fees and provision of a laptop computer.

The BMFC Scholarship Program supported 87 high school students and 23 university students in 2025. To learn more or support the BMFC Scholarship Program visit [bmfc.org.au](https://bmfc.org.au).



*Photo credit: BMFC Scholarship Program.  
Ten university students receive their scholarship certificates.*



### LIVE FOR LILY MORNING TEA

In May, our Graphic Designer Anita Layzell hosted a morning tea to support Live for Lily, an Australian charity that raises vital funds for childhood cancer research. The Capire team was treated to sandwiches, cookies and cakes, and invited to donate a gold coin or contribute online. \$929 was raised for this important cause. Learn more about Live for Lily at [liveforlily.org.au](https://liveforlily.org.au).

# Delivering Social Value

## Key projects

### ADDRESSING ENERGY POVERTY AND CLIMATE VULNERABILITY, CITY OF MELBOURNE

Capire facilitated a co-design approach, centring people with lived experience of hardship and disadvantage, to address energy poverty and climate vulnerability in the City of Melbourne. The insights gathered from renters, older adults and culturally diverse communities will inform practical and inclusive solutions to combat energy poverty.

### BUILDING COMMUNITY RESILIENCE TO DISASTER EVENTS, MORNINGTON PENINSULA SHIRE AND SCENIC RIM REGIONAL COUNCIL

In separate projects, Capire engaged with communities and stakeholders regarding disaster resilience and response and recovery efforts in the Mornington Peninsula (Victoria) and Scenic Rim (Queensland). The findings will inform the Mornington Peninsula Shire's first Community Disaster Resilience Plan and Scenic Rim's Disaster Recovery Plan following Ex-Tropical Cyclone Alfred – ensuring both plans reflect the experiences, priorities and needs of their respective communities.

### ENHANCING DEMOCRACY IN VICTORIA'S DIVERSE COMMUNITIES, VICTORIAN ELECTORAL COMMISSION

Capire reviewed the Victorian Electoral Commission's (VEC's) education and engagement programs to understand effectiveness, inclusivity and strategic alignment. We provided evidence-based recommendations to help the VEC build internal capacity, improve accessibility and strengthen community trust – ultimately ensuring that the VEC meets its mandate to support civic participation across Victoria's diverse communities.

### SUPPORTING AIR QUALITY ENGAGEMENT FOR SOUTH AUSTRALIA'S LARGEST INFRASTRUCTURE PROJECTS, DEPARTMENT OF INFRASTRUCTURE AND PLANNING SOUTH AUSTRALIA

Capire is supporting development of a comprehensive engagement plan focused on air quality for the Torrens to Darlington Project, South Australia's largest infrastructure investment. Our role is to build the Department's internal engagement capability by equipping staff with the skills to deliver clear, inclusive and accessible conversations with communities about air quality impacts, monitoring and mitigation.

### EMPOWERING YOUNG PEOPLE FROM REGIONAL AUSTRALIA, OFFICE FOR YOUTH (DEPARTMENT OF EDUCATION)

Capire helped plan and deliver the Youth Hackathon in Canberra, which explored the very real challenges young people from regional, rural and remote communities face. We worked with groups of young people to develop innovative solutions to pressing policy problems such as housing, education and social connection.



### ADVANCING THE CIRCULAR ECONOMY, ARRC GOLD COAST

Capire is working alongside ARRC Gold Coast to engage with communities and stakeholders on the Advanced Resource Recovery Centre (ARRC): an integrated resource recovery, recycling and energy precinct that will transform waste into resources and renewable energy. Ultimately, the ARRC aims to divert up to 97% of waste from landfill – providing South-East Queensland with a sustainable waste management solution.



# Advancing best-practice engagement

## Industry impact



### 2025 ENGAGEMENT INSTITUTE CONFERENCE

This year's Annual Conference was held in Capire's hometown of Naarm/Melbourne on 27–29 October, with many of our team having the privilege to attend. Capire hosted several side-events for delegates, including:

- **Tracks of Change** – a tram journey through Melbourne that explored how community engagement has shaped some of the city's most iconic places, from Federation Square to Queen Victoria Market.
- **Grounds for Truth** – a coffee catch-up and open conversation about misinformation and disinformation, which explored how engagement can help communities stay connected in an increasingly polarised world.

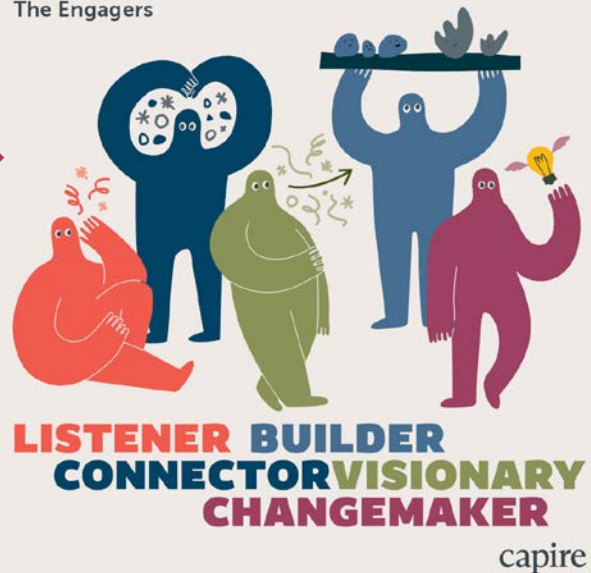
Capire Associate Sarah Roberts joined a panel discussion on **Embedding Inclusion in Engagement Practice**. She spoke about the importance of planning for inclusion from the start, how language can unintentionally shut people out, and how we can measure whether people are actually being included.



Capire also created 'The Engagers', five personas that represent the various strengths demonstrated by best-practice engagement: the **Listener**, the **Connector**, the **Visionary**, the **Builder**, and the **Changemaker**. The Engagers were promoted through tote bags, badges, and an online quiz that allowed people to discover their engagement superpower.



### The Engagers



## VICTORIAN PARLIAMENTARY INQUIRY INTO COMMUNITY ENGAGEMENT

In August 2025, Capire's Amy Hubbard, together with Marion Short from the Engagement Institute and Donna Groves from Comacon, presented at the Victorian Parliamentary Inquiry into Community Engagement. This inquiry is looking into how state and local government, statutory authorities, and essential service providers consult with communities.

"Establishing an independent body to oversee engagement in Victoria would help ensure consistency, integrity, and public trust."

– Amy Hubbard



Amy emphasised that Victoria's current engagement landscape is fragmented, confusing, and difficult for most people to navigate. The minority of people who do participate are typically more educated, resourced and well-connected – while groups such as young people, people with disabilities, First Nations peoples and new migrants remain vastly underrepresented.

## INCLUSIVE AND ACCESSIBLE ENGAGEMENT

In March 2025, Capire partnered with the Engagement Institute to host an insightful panel discussion on inclusive and accessible engagement. Held in Brisbane, the conversation explored practical ways to engage more meaningfully and equitably with communities.

Later in the year, Capire was engaged by the Engagement Institute to develop a toolkit and training session on inclusive and accessible engagement. This toolkit, which is underpinned by evidence-based approaches such as universal design, trauma-informed practice and co-design methods, will be launched in 2026.



## NETWORKING EVENT IN PERTH

In November, Capire joined the Engagement Institute, the City of Stirling and the City of Swan for a networking breakfast and panel discussion in Perth. With more than 50 attendees, we explored some of the biggest challenges facing community engagement and where our practice is heading next.



## URBAN COLLECTIVE INDUSTRY NIGHT

In September, Capire sponsored the Urban Collective Industry Night 2025 at The University of Melbourne. This event brings together organisations and students in the fields of urban planning and design. It allows organisations to share information about their work and employment opportunities, while students can speak to potential employers in a relaxed and friendly environment.



## DELIBERATIVE ENGAGEMENT

### Every four years, local government elections bring a new Council Plan and with it, the opportunity and obligation to engage communities through deliberative engagement.

This year was a busy one for Council Plan deliberatives at Capire. We delivered numerous processes for councils across urban and regional Victoria. Each process was tailored to the specific community, with participants keen to get involved and have their say.



Boroondara Community Plan

In September, Capire brought together a panel of local government professionals and engagement specialists for the '2028 Preparedness' forum. This free online event, which drew more than 130 attendees, was an opportunity to reflect on recent engagements, share learnings, and reimagine how deliberative processes for Council Plans could be designed and delivered next time. Capire followed up with a four-page publication summarising key tips for success and what councils can do now to get ready.



Banyule Community Think Tank

## ONLINE LEARNING OPPORTUNITIES

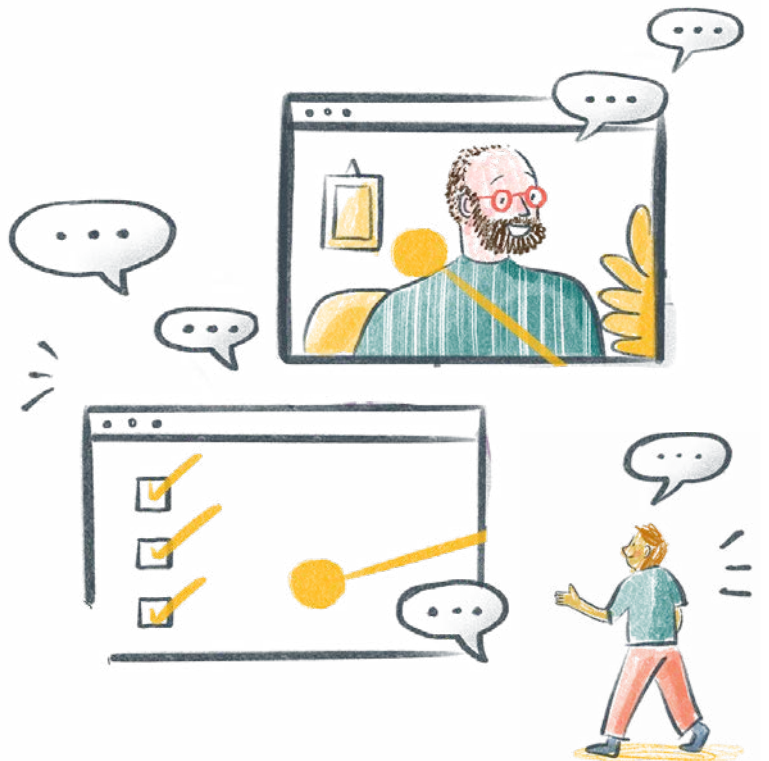
Over the course of 2025, Capire hosted a range of free webinars and online training sessions designed to develop skills and knowledge in community engagement. A few highlights from our online learning program are detailed below.

### → Learning Lab: Strengthening Engagement through Policy Review

This interactive workshop guided local government professionals to strengthen their engagement policy by identifying areas for improvement, applying contemporary best practices, and embedding the policy into their organisational culture.

### → Developing a community engagement framework: a blueprint for meaningful participation

A good community engagement framework helps organisations capture diverse voices and translate them into meaningful actions. This free webinar walked almost 150 participants through the essential steps of designing an impactful engagement framework that fosters collaboration, inclusivity and trust.



# Energy transition: the engagement of our time

Environmental  
impact

## SUPPORTING THE ENERGY TRANSITION THROUGH INCLUSIVE AND ACCESSIBLE ENGAGEMENT

This year, Capire was proud to play a specialist engagement role within the advisory team supporting Victoria's energy transition. Working alongside AECOM and GHD as part of the technical advisory partnership, we continue to apply our engagement practice to Victoria's Renewable Energy Zone and transmission planning coordinator, VicGrid.

Our role focuses on supporting VicGrid in engaging communities and stakeholders impacted by the development of new transmission infrastructure and Renewable Energy Zones, including facilitating constructive dialogue around land use, local benefit, cultural values, and long-term social outcomes. Through our engagement practice, we help Victorian communities understand the change ahead, provide meaningful input, and shape decisions that directly affect them.

Capire is bringing its inclusive and accessible engagement lens to planning and approvals processes, incorporating genuine engagement with landholders, local communities, and Traditional Owners.

## RECENT ENGAGEMENTS

### TILT RENEWABLES

Capire designed and delivered a suite of engagement plans for onshore wind projects across Queensland, New South Wales and Western Australia. This involved identifying stakeholders, mapping Traditional Owner and community relationships, assessing risks, clarifying negotiables, and developing clear engagement pathways across each project lifecycle.

### MEERING WEST WIND FARM

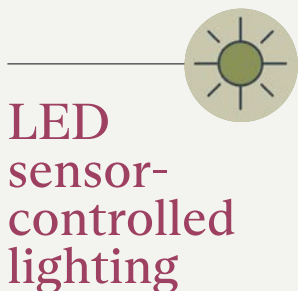
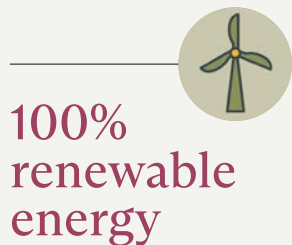
Capire is supporting Virya Energy to develop and deliver the engagement strategy for Meering West Wind Farm. Meering West will be one of Australia's largest clean energy projects, with around 1.5GW of capacity and over 1000MWh of energy storage. Our role includes supporting Virya Energy with event planning, community sessions, and communications, to ensure open, two-way dialogue with stakeholders and residents.



# Embedding sustainable practices at work

Capire is committed to using its purchasing power to support environmental responsibility and influence positive social outcomes.

We consider the environmental, social, and economic sustainability of the materials, products and services we procure, ensuring they align with our values. In June 2025, Capire's Melbourne office moved from The Commons Gipps Street to The Commons Wellington Street, still in Collingwood. We are delighted to continue working in a co-working space, also B Corp certified, that aligns with our values and makes sustainable everyday choices easy. The Commons' environmental initiatives include:



# Thank you

We are grateful to our clients, partners and communities for their collaboration and support over the past year. We look forward to the next chapter as part of the RSK Group. We will continue working with you to deliver meaningful engagement processes that drive positive social and environmental impacts and give every person a voice.

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**capire**  
Giving every  
person a voice