



CIRCULAR ECONOMY DEEP LEARNING COMMUNITY - 2025-26

The Circular Capability Toolkit for Social Enterprise

All enterprises can take practical steps towards a more circular economy

JUNE 2026

greencollect

What's inside this kit

Introduction	4
How to use this kit	7
01 Understand circular economy, how it connects to our organisation, and where we contribute	8
Tool 1.1 Introduction to CE Principles and Frameworks	9
Tool 1.2 Mapping Your Enterprise to CE Frameworks	11
02 Choose goods and services that support a circular economy	13
Tool 2.1 Social and Environmental Procurement Procedure	14
Tool 2.2 Supplier Directories	16
Tool 2.3 Supplier Assessment Checklist	18
03 Introduce more circular, ethical and sustainable practices into our enterprise	20
Tool 3.1 Asset Register	21
Tool 3.2 Waste Audit Guide	23
04 Circular economy frameworks	25
The Australian Indigenous Doughnut (Dinadj)	28
Credits and funders	31

ACKNOWLEDGEMENT OF COUNTRY

The Circular Economy Deep Learning Community acknowledges the Traditional Owners of Australia and their continuing connection to the land, waters and culture. We recognise that these lands were stolen and that sovereignty was never ceded. We pay our respects to Elders past, present and emerging.

We would also like to acknowledge the contributions of **Paul Paton** and **Damien Melotte** at **Dinadj**, for deepening our learning by sharing the Australian Indigenous Doughnut: A Country-Centred Economy Framework. They reminded us that if we care for Country, it will care for us.

This kit was created on Country belonging to the Wurundjeri Woi-wurrung and Bunurong people of the Kulin Nation, and contributed to by members of social enterprises operating on Country across Australia.



Does your enterprise have a focus on circular economy activities (or sustainability more generally)?

Or would you like your enterprise to adopt more circular practices in the way you operate, plan and make decisions? This kit was built by practitioners: social enterprises that live the circular economy every day.

What is a circular economy?

Australia's Circular Economy Framework defines it as:

"One where products are designed to be reused, repaired, and recycled, minimising waste and maximising resource efficiency. It aims to create a closed-loop system where materials are continuously circulated and repurposed rather than being discarded as waste."

This kit has been collated and developed by a group of social enterprises who do exactly that. Our daily work sees us working right at the grassroots of circular economy: we don't just advocate for change, we are practitioners. We make a circular economy happen by keeping resources in circulation through reuse, repurpose and repair, and by educating our communities and customers about what they can do.

What this kit will help you explore

- What is a circular economy and how can you be part of it?
- Examples of what social enterprises are doing, key tools and frameworks.
- Tangible actions you can take to make your enterprise more circular.
- How to collaborate with other social enterprises offering circular goods and services.

INTRODUCTION

Through collective knowledge and experience, we have created a set of practical resources to help social enterprises adapt aspects of their daily running towards more circular ways of operating.

We know you're busy, and don't have time to spend months researching, analysing and planning your move towards circularity. That's why this guide is designed to give you practical tools to make quick, tangible, easy changes to how you run your business and how you make decisions.

Whatever your social enterprise type, you will find simple and practical actions to further your enterprise's journey towards circularity. At a time of climate crisis, we can all adapt aspects of the running and decision-making of our enterprises to be more effective in protecting planetary boundaries.

About this kit

Over the course of the year, a group of circular economy focused enterprises connected regularly as a Learning Community. Funded by the Department of Social Services, this program is supported by the Social Enterprise Development Initiative. We have drawn on a range of publicly available resources and refer to these wherever relevant so that you can view original sources and learn more. We also acknowledge where participating enterprises have generously contributed their own tools for wider use.

Inspired by the [DIY \(Development Impact and You\) Toolkit](#) by Nesta: practical, modular, immediately useful. Pick up any section and start there.

BUILT WITH

The Learning Community

Shaped by twelve practitioners across Australia's social enterprise sector, each bringing direct, operational experience of circular economy in action.

Aruna Venkatachalam

Catalysr and Local Impact, migrant and refugee entrepreneurship

Jayne Clarke

Imagine Re-Evolution, creative reuse and upcycling education

Kirsten Junor

Reverse Garbage, Australia's oldest reuse enterprise

Peter Flugge

P&G Purpose, purpose-led strategy and corporate sustainability

Fiona Meighan

STREAT, training and employment through hospitality and food

Karin Lee

Florapeutic, therapeutic horticulture and sustainable gardening

Kylie Flament

Social Enterprise Council of NSW and ACT, sector capacity

Scott Douglas

Green Lab Futures, circular systems innovation

Ishani Chattopadhyay

Social Enterprise Network of Victoria, sector development

Katrina Naish

A Fitting Connection, inclusive employment and clothing repair

Nick Savaidis

Etiko, Fair Trade and organic footwear and apparel

Usman Iftikhar

Catalysr, enterprise programs for migrant and refugee founders

CREATED BY GREEN COLLECT

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Content and project coordination

HOW TO USE THIS KIT

This kit in particular is designed to be practical, to help you do things differently, more effectively, and make changes quickly and easily. It is designed around a series of three high-level objectives you may want to achieve, each supported by a range of actions to choose from, and easy to use tools. With plenty to discover along the way, explore the links and dive in as deep as you wish. It looks like this:

Objective → What we want to achieve | **Action** → How we get there | **Tool** → What helps us do it

OBJECTIVE: WE WANT TO...	ACTION: WE CAN DO THIS BY...	TOOLS THAT WILL HELP
1 Understand circular economy, how it connects to our organisation, and where we contribute	1.1 Learning about the basic foundational principles and some commonly used frameworks	Presentation: Introduction to Circular Economy Principles
	1.2 Mapping our activities to a circular economy framework	Templates: CE framework mapping (5 frameworks)
2 Choose goods and services that support a circular economy	2.1 Updating our processes and guidelines about what we buy, and where from	Template: Procurement Procedure
	2.2 Choosing to support other businesses that use circular, ethical and sustainable practices	Directory: Supplier Directory
	2.3 Understanding how we can assess potential suppliers	Matrix: Supplier Assessment Checklist
3 Introduce more circular, ethical and sustainable practices into our enterprise	3.1 Keeping track of our assets so we can make better, longer use of what we already have	Template: Asset Register
	3.2 Reducing our landfill waste	Guide: Waste Audit (by Moving Feast)

01

Understand circular economy, how it connects to our organisation, and where we contribute

Tools to build your foundation: a presentation covering key frameworks and principles, and a set of mapping templates to position your work within the circular economy.



Introduction to Circular Economy Principles and Frameworks

WHY CIRCULAR ECONOMY MATTERS

Circular economy is not a defined 'sector', and it is not yet mainstream. This can make it difficult to find your place, refine your business model and define what you have to offer. It can help to understand the most commonly used frameworks and clarify which areas you work in. It's also helpful to know what's happening in the Australian policy and industry landscape. Understanding what a circular economy is, and why it's an important part of reaching sustainability goals, can give you new language to speak about what you do, why you do it, and the impact your work has. It can also help staff and volunteers connect their work with the bigger picture, adding meaning to what they do each day.

INTRODUCTION TO THE CIRCULAR ECONOMY

A comprehensive introduction to the circular economy: what it is, why it matters, and how Australia's social enterprise sector sits within it. It includes major frameworks in accessible language, suitable for staff education sessions or leadership strategy discussions.

QUICK WIN

Schedule a 45-minute team session using the presentation as a guide. Ask staff to share one example from their daily work that connects to a circular economy principle.



REAL EXAMPLE

Green Collect introduced circular economy training for all staff, to raise awareness and understanding of why their work is important, and the impact it has. Afterwards, staff reported that the training made them feel validated, and like they are advocates of the circular economy. Some described it as being very familiar, giving them new words to describe their work to customers. Many came away from the training with a feeling of 'awe' about how big the ecological challenges are, but a strong sense of pride that they are part of the solution.

HOW TO ACCESS

Google Slides Presentation: you can make a copy to your Drive
[GC Circular Economy Toolkit - Introduction to CE Principles and Frameworks](#)

CONTENT COVERS

- Circular economy: definitions and Australian policy context
- Ellen MacArthur Foundation 3 Principles · 10R Framework
- Linear to circular shift · The Value Hill · Seven Pillars
- The Australian Indigenous Doughnut (Dinadj)

Mapping Your Enterprise to CE Frameworks

WHY THIS MATTERS

The benefits of looking at your work alongside a framework include: new insight into how your work contributes to a circular economy; ideas for how to adapt your products, services, decisions and daily operations to be more sustainable; new ways to communicate about your work, your mission and your impact with staff and volunteers, customers and prospective funders.

WHAT IT IS

Five framework mapping templates to help enterprises understand and articulate how their activities relate to the circular economy. Each includes instructions for use. Choose the framework that resonates most. You may want to try two and compare. We recommend completing templates as an activity for staff or volunteers, to increase awareness and help them to connect their work with circular economy. You could also use them to help brainstorm and plan ways to introduce more sustainability in your organisation.

THE FIVE FRAMEWORKS

- **3 Principles** (Ellen MacArthur Foundation)
- **10R Framework**: R0 Refuse → R9 Recover
- **Linear to circular shift**
- **The Value Hill** (Circle Economy, 2016)
- **Seven Pillars** (Metabolic)



HOW TO ACCESS

Google Doc: you can make a copy to your Drive. Contains five framework-mapping templates.

[GC Circular Economy Toolkit - Templates: Mapping your enterprise to CE Frameworks](#)

REAL EXAMPLE

When social enterprises mapped against the 10R framework, they uncovered: **Rethinking**: hand tools instead of power tools (Imagine Re-Evolution); **Reducing**: ewater systems replacing chemicals (STREAT); **Repurposing**: discarded materials into face shields during Covid-19 (Reverse Garbage).

QUICK WIN

Run 10R mapping as a 60-minute workshop. Ask each participant to identify three activities they already do and map onto the framework.

02

Choose goods and services that support a circular economy

Three tools to help you make more circular purchasing decisions: a procurement procedure template, a supplier directory, and a supplier assessment checklist.



Social and Environmental Procurement Procedure

WHY THIS MATTERS

This procedure template is best suited to medium-sized enterprises that regularly purchase products, materials and services. The procedure can be created as a supporting document to implement any policy you may have related to procurement, circular economy or sustainability. You can use the template to either create a new procedure, or update an existing one. If having a procurement procedure is too formal for your needs, you could still use the content to help guide your decisions. In particular, it includes a flowchart and a checklist to help guide you through purchasing decisions, without taking the extra steps to make a formal assessment of potential suppliers.

PROCUREMENT CHECKLIST: QUESTIONS TO ASK

- Can we purchase items that have been used before? (secondhand, refurbished)
- Can we purchase items that will be used more and for longer? (designed to last, repairable)
- Can we purchase items made to be made again? (recyclable, compostable, take-back)
- Can we purchase through sustainable, ethical or local suppliers?

QUICK WIN

Add the checklist as a standing agenda item at meetings involving purchasing decisions.



HOW TO ACCESS

Word document template (.docx): you can download and edit in Word or Google Docs

[GC Circular Economy Toolkit - Template: Procurement Procedure](#)

REAL EXAMPLE

When Imagine Re-Evolution and Reverse Garbage need office and fit out materials, they first do a call out to local businesses and community, via social media and other networks. This way, they can source items from groups who would otherwise dispose of the items.

TEMPLATE CONTAINS

- Background and purpose statement
- Sustainable procurement definition and CE principles
- Decision-making flowchart for common purchasing
- Checklist for circularity across reuse, durability, materials and supplier ethics
- Roles and responsibilities placeholder

Sources: This Procedure is based on a template provided by Green Collect, and informed by the Ellen MacArthur Foundation.

Supplier Directories

There are a lot of social enterprises and other ethical businesses out there, but finding them isn't always easy. Here, we've collated a 'directory of directories': a selection of peak bodies, membership organisations, state-based social enterprise councils and networks to help you find purpose-led suppliers who focus on people and planet first. We also include a list of certifications and standards that businesses can gain in order to verify their ethical, sustainable status.

ONLINE DIRECTORIES

DIRECTORY	ORGANISATION / NOTES
Built Environment CE Directory	FTD Circular: connects businesses with CE suppliers in the built environment. Search by asset, action, location.
Buy Recycled Victoria	Sustainability Victoria: directory for products containing recycled materials.
Ethical Clothing Australia	Accredits textile, clothing and footwear businesses, mostly in relation to the rights of workers.
Ethical Suppliers Register	Victorian Government: directory of suppliers of uniforms and PPE, accredited by Ethical Clothing Australia or other independent party.
GECA	Good Environmental Choice Australia: ecolabel covering environment, human health, social impacts and fit for purpose.
GreenTag	Ecolabel: GHGs, biodiversity, health, ecotoxicity, life cycle analysis, social responsibility. Global.
People and Planet First	International verification and global collective of organisations building an economy that puts people and planet first. Search by country.
Recycling Near You	Planet Ark: search by material and suburb/postcode to find recycling services for households and business.

SOCIAL ENTERPRISE DIRECTORIES - BY STATE

DIRECTORY	ORGANISATION / NOTES
Social Enterprise Finder	Social Traders: directory of accredited social enterprises. Many aim for sustainable, ethical practices. Australia-wide.
Industry Member Directory	Social Enterprise NSW & ACT: search by category, impact area or locations serviced.
Member Directory: NT	Impact North: search by location. Northern Territory.
Social Enterprise Finder: QLD	Queensland Social Enterprise Council: search by impact area or region.
Social Enterprise Directory: SA	South Australian Social Enterprise Council: search by service area, category or link with UN Sustainable Development Goals.
Social Enterprise Collective of Tasmania	Note that SECTas is in a period of change and does not have a directory at the time of creating this resource. Follow their site for updates.
Social Enterprise Directory: VIC	Social Enterprise Network Victoria (SENVic): search by location or browse by category.
WA Social Enterprise Directory	WA Social Enterprise Council: search by location, region, industry and impact area.

ONLINE DIRECTORIES (CONTINUED)

DIRECTORY	ORGANISATION / NOTES
Seamless	Seamless Australia: clothing brands and retailers who have joined Australia's clothing product stewardship scheme.
Sustainable Screens Australia	Service directory considering sustainable practices, B Corp certification and more. Originally for the screen industry.

FULL SPREADSHEET

[GC Circular Economy Toolkit - Supplier Directories](#)

REAL EXAMPLE

Reverse Garbage works with The Social Outfit, a local social enterprise that works with women refugees to teach them retail and sewing skills. Social Outfit makes bags for customers to use while shopping at Reverse Garbage.

QUICK WIN

Search your state's directory for one regular supplier type you currently source from outside the sector. Making even one switch per year meaningfully grows the circular ecosystem.

Supplier Assessment Checklist

WHY THIS MATTERS

Choosing where to buy the things you need often feels like a balancing act, with so many factors to consider like cost, quality, product features, location, environmental impact and social impact. This checklist includes criteria to identify whether a business is operating according to circular economy principles. Since it's not always easy or quick to find out these details, we have also included a list of some of the most common certifications and standards, though the rigorous process to achieve some of them means that not all ethical and sustainable suppliers, particularly smaller ones, may have had the opportunity to obtain these.

HOW TO INTERPRET RESULTS

- If they meet most criteria in column A and B: consider as a supplier
- If they meet some criteria in column A or B: you may want to consider just some particular products
- If they have none of the criteria, consider using them if there are no good alternatives at the time.

The goal is not perfection, but to move towards **better**, not **perfect**.

QUICK WIN

Apply the checklist to your top five suppliers by spend. You'll quickly see where your supply chain is strong and where there's room to improve.



HOW TO ACCESS

Google Spreadsheet: you can make a copy to your Drive to record assessments for specific suppliers

[GC Circular Economy Toolkit - Supplier Assessment Checklist](#)

REAL EXAMPLE

While most of what Green Collect sells in its stores is either secondhand or repurposed, they also sell a select range of new items. The supplier matrix in this kit helps with decisions about which products to stock, and ensures they are created by ethical, local suppliers who also focus on sustainability.

CRITERIA COVERED

Climate and environmental

- GHG emissions reporting
- Renewable energy use
- Sustainable packaging

Social impact

- Social enterprise or purpose-led
- Fair wages and safe conditions
- Employs people facing barriers

Extended product lifecycle

- Products designed to last
- Repair options available

End of life

- Take-back scheme available
- Recyclable / compostable

REAL EXAMPLE

Reverse Garbage is currently reviewing their bank, to see if they can divest some of their reserves from the bigger banks and move to a bank with more ethical principles.

03

Introduce more circular, ethical and sustainable practices into our enterprise

Two tools to help you track what you have and reduce what you throw away: a circular asset register and a practical waste audit guide from Moving Feast.



Asset Register

WHY THIS MATTERS

Asset management enables more circular practices by giving you a new way to think about the lifecycle of your assets: how long are you keeping items? How often do you replace them? Are there alternatives to frequent replacement? Do you have a plan for what happens to them when you no longer need them? It gives you visibility and documentation to help you remember and track purchase dates, warranties, repair and maintenance schedules, so that you can be more thoughtful about what and when you buy. It can give you an overall view of what proportion of your assets are long-lasting, made of sustainable materials, or purchased secondhand or from an ethical supplier. This overall view can then help you identify areas for improvement.

HOW TO GET STARTED

You can use this template to begin an asset register from scratch if you don't already have one, or consider adding some of the categories to your existing register. Don't try to complete the register for every single asset, all at once. Break the work into chunks: **By category** (IT, furniture, kitchen equipment, warehouse equipment, vehicles) or **by space** (office, retail area, warehouse or other production areas, storage areas, kitchen, bathroom).

QUICK WIN

Start with IT equipment. Note purchase date, warranty expiry and repair history. You'll likely find items still under warranty that have been replaced unnecessarily.



HOW TO ACCESS

Google Spreadsheet: you can make a copy to your Drive to use as a live register. One tab relies on another, so keep them together.

[GC Circular Economy Toolkit - Asset Register](#)

WHAT THE REGISTER TRACKS

Basic asset details

- Name and category
- Purchase date and cost
- Location / department

Lifecycle and sustainability

- Supplier ethics rating
- Warranty and maintenance
- End-of-life plan

REAL EXAMPLE

Green Collect uses its register to monitor cost, depreciation and lifespan across vehicles, IT, furniture and warehouse equipment. Three examples:

- **Vehicle:** When reviewing the need for a larger vehicle, the register showed the existing small truck had low resale value but also low maintenance costs. The decision was made to keep it as a backup, helping manage growth and assisting community members when moving.
- **Laptop:** A laptop flagged for replacement was checked against the register and found to be still under warranty with a repairable fault. Saved an unnecessary purchase; kept in use two more years.
- **Monitors:** The end-of-life tab prompted donation of two replaced monitors to a local community organisation instead of e-waste.

Waste Audit Guide

WHY THIS MATTERS

If you want to reduce the amount of waste your organisation sends to landfill, you first need to know what's being thrown away. You could guess, but actually looking at what's going in to your landfill bin gives you a more accurate idea of whether any items are being disposed of incorrectly, whether anything new or unused is being thrown away, whether reusable alternatives exist, or whether items could be repaired instead. Knowing what's happening gives you clues to behaviours in your workplace, that are opportunities for making changes or awareness-raising through:

- Making sure you have things in place to make it easy for people to do the right thing: eg having all the right bins, clear signage to explain what goes where, and plenty of reusable alternatives
- Staff and volunteer education
- Brainstorming opportunities to change behaviours, using the template for Mapping Our Activities Using the 10R Framework.

WHAT IT IS

The Waste Audit template provided here is courtesy of Moving Feast, a network of for-purpose social enterprises and individual and group collaborators working as catalysts for a connected, fair and regenerative Victorian food system. It includes audits for food and for solid waste such as plastics, metal, paper and glass.



HOW TO ACCESS

Download the Waste Audit Guide from Moving Feast:
movingfeast.net/blog/open-sauce-waste-audit-guide

Connect audit findings with the Waste Mapping in Tool 1.2 to identify the specific R activities you can adopt for each waste stream.

REAL EXAMPLE

In an effort to reduce the waste generated by takeaway coffee and food, STREAT runs an annual campaign called 'Siptember', encouraging their customers to use reusable cups, shopping containers, dining plates and utensils instead of disposables.

WHAT THE GUIDE INCLUDES

- **Food waste audit:** tracking and categorising discarded food by meal type and reason
- **Solid waste audit:** sorting and weighing plastics, metal, paper, glass, textiles
- **Audit record sheets:** printable forms for documenting findings
- **Next steps guidance:** how to use findings to drive change

QUICK WIN

Run a 30-minute "bin audit" at the end of a working day. Photograph what's in the landfill bin. Share at a team meeting and ask: what could have gone elsewhere, been reused, or been avoided entirely?

04

Circular economy frameworks

The conceptual foundations behind this toolkit: five internationally recognised frameworks and one Australian Indigenous lens that together offer a comprehensive picture of what circularity means and how to get there.



FRAMEWORKS

1. The three principles of a circular economy

Source: Ellen MacArthur Foundation

Eliminate waste and pollution

Design out waste and pollution from the start.

Circulate products and materials

Keep materials in use at their highest value.

Regenerate natural systems

Return valuable nutrients to ecosystems.

3. Shift from linear to circular

Take renewable

Source from regenerative systems

Make better

Design for durability and repairability

Use longer

Extend life through sharing, repair, reuse

Recapture value

Recover materials at highest quality

Regenerate

Return nutrients to natural systems

2. The 10R framework

A hierarchy of circular activities: R0 (Refuse) is most circular; R9 (Recover) is least but better than landfill.

LINEAR BASELINE: Take → Make → Dispose

R0 Refuse

Make the product redundant by abandoning its function

R1 Rethink

Make product use more intensive, e.g. via sharing platforms

R2 Reduce

Increase efficiency, consuming fewer natural resources

R3 Reuse

Reuse by another consumer of a discarded product still in good condition

R4 Repair

Repair and maintenance of a defective product

R5 Refurbish

Restore an old product and bring it up to date

R6 Remanufacture

Use parts of a discarded product in a new product, same function

R7 Repurpose

Use a discarded product or parts in a new product, different function

R8 Recycle

Process materials to obtain same or lower quality material

R9 Recover

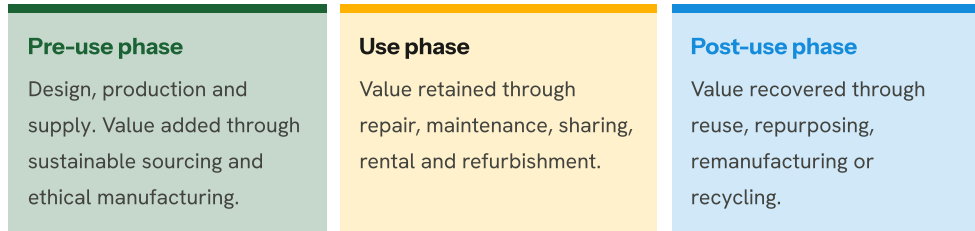
Incineration with energy recovery, as a last resort before landfill

FRAMEWORKS

4. The Value Hill

Source: Achterberg, Hinfelaar and Bocken, 2016 - Circle Economy.

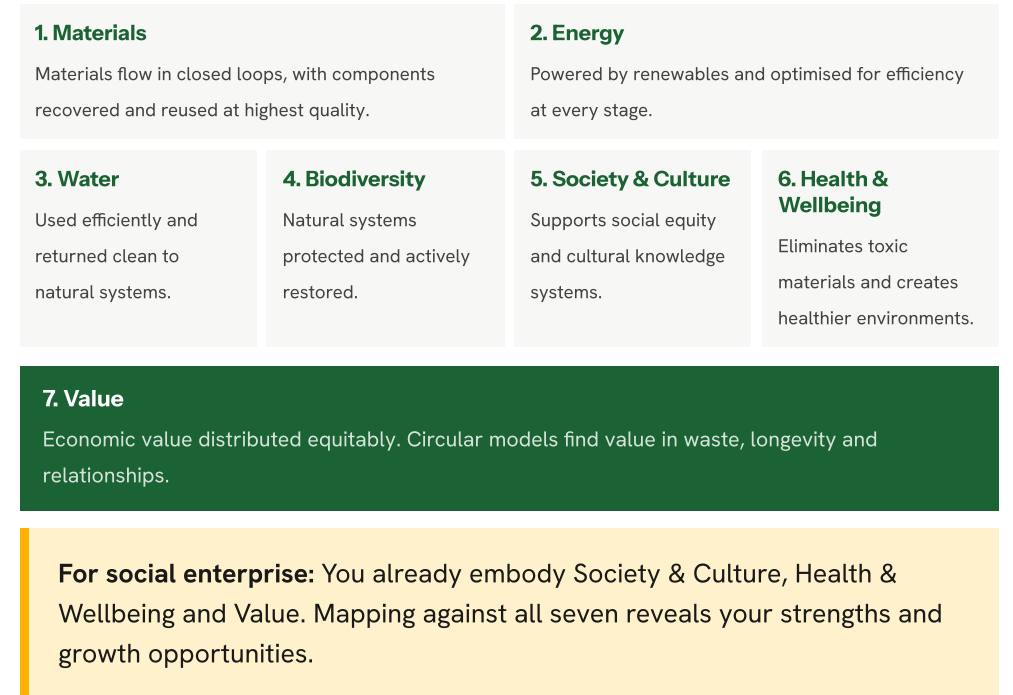
A tool for articulating how activities add, retain or recover value across a product's life. The goal is to slow the descent and recover as much value as possible in the post-use phase.



5. Seven Pillars of the Circular Economy

Source: Metabolic (Netherlands) - metabolic.nl

Goes beyond waste and materials to describe what a genuinely circular economy looks like across all dimensions of society and natural systems.



The Australian Indigenous Doughnut: A Country-Centred Economy Framework

Developed by **Paul Paton** and **Damien Melotte** at **Dinadj**, this framework extends the global [Doughnut Economics](#) model of Kate Raworth through an explicitly Australian Indigenous lens, centring Country, kinship and reciprocity. Explore [Dinadj's Australian Indigenous Doughnut](#) in full.

Where standard CE frameworks tend to position people and nature as separate actors to be balanced, the Indigenous Doughnut asks: *what does it mean to care for Country, and what does Country require of us?*

If we care for Country, it will care for us.

The foundational principle shared by Paul Paton and Damien Melotte with the Learning Community. Circularity, from this perspective, is not a technical innovation. It is a practice of relationship and reciprocity that Indigenous peoples have maintained since long before the term was coined.

The Doughnut's inner ring describes the foundations every person needs to thrive. The outer ring describes the ecological ceiling we must not breach. The space between, a just and safe space for humanity, is where the circular economy operates.

The Indigenous Doughnut adds a third dimension: the deep relationality between people and Country that Aboriginal and Torres Strait Islander knowledge systems have developed over 65,000 years.

Sovereignty and connection

The framework centres the ongoing sovereignty of First Nations peoples over Country, and the continuing relevance of Traditional Ecological Knowledge to how we manage land, water and materials in Australia.

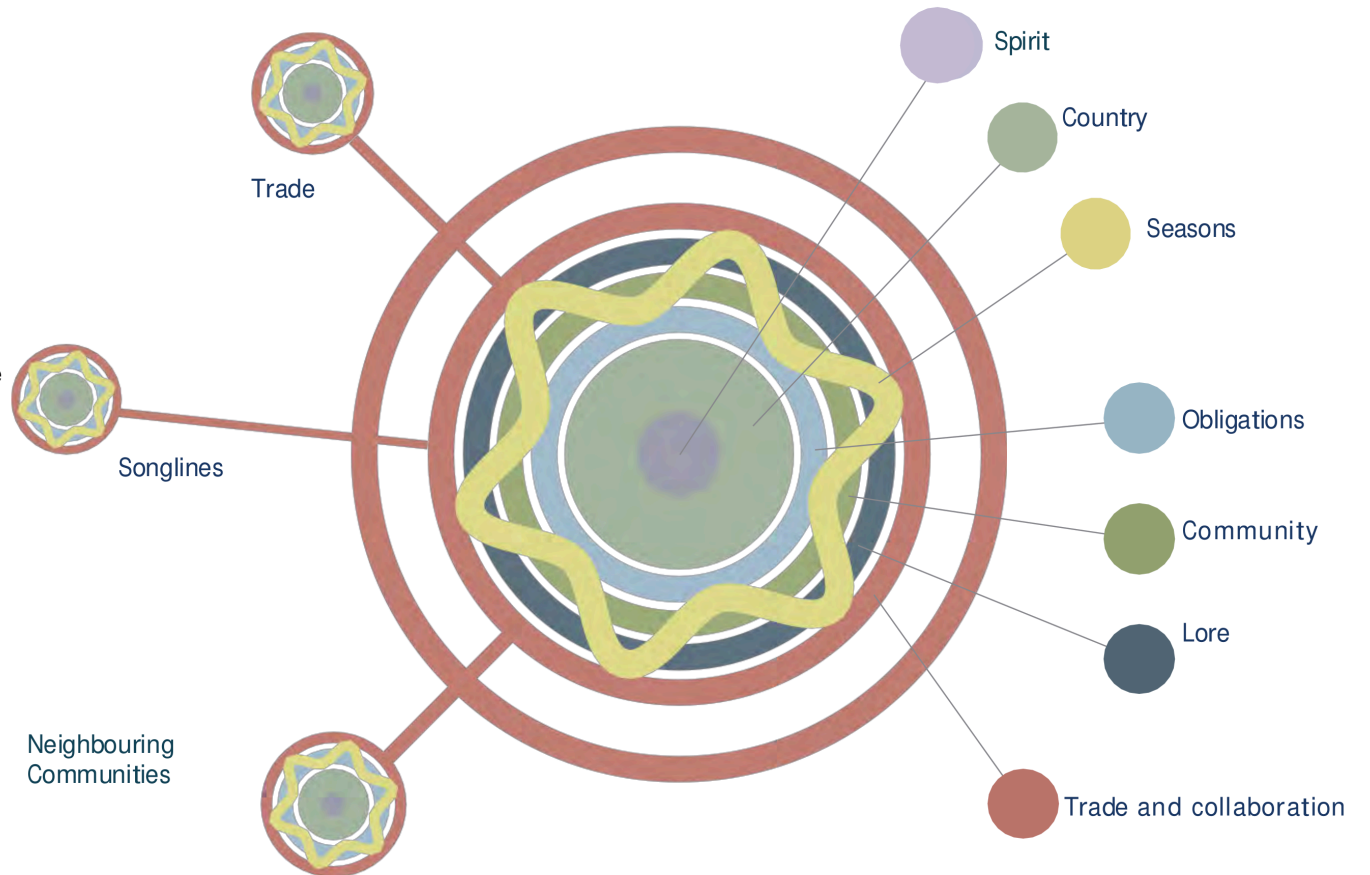
Credit: The Australian Indigenous Doughnut was developed by Paul Paton and Damien Melotte at Dinadj. The Circular Economy Deep Learning Community is grateful for their generosity. We encourage all practitioners to engage directly with Dinadj for the most current thinking.

The Country Centred Economy Framework

Developed by Paul Paton and Damien Melotte at Dinadj. The framework operates as a system across three interdependent dimensions, Country, Community and Culture, where changing one changes the others. Source: [Dinadj's Australian Indigenous Doughnut](#).

The CCE framework at a systems level (Country–Community–Culture)

- **Country:** life-support system, law/limits, seasonal intelligence, species relations.
- **Community:** livelihoods, wellbeing, governance, enterprise capability.
- **Culture:** values, lore, story, protocols, identity, continuity.
- “When you change one, you change the others—so strategy must be designed as a system, not a silo.”
- **The Participation loop (how the model “moves” at a systems level)**
- **Participate / listen / be on Country** (sensing what’s needed)
- **Co-design** (with Country + people, not for them)
- **Learn / adapt** (feedback loops, long time-horizons)



The 12 'S Strategies'

Actioning the Country Centred Economy. The 12 S Strategies can be used as a design guide for product, service, system and strategy development in any sector. Source: [Dinadij's Australian Indigenous Doughnut](#).

1. Stewardship - An obligation to care for Country. Regenerative and moderate use of resources.
2. Seasons - Understand Seasonal indicators and considerations.
3. Species - Know local Species and ecosystem relationships. Local species as Participants.
4. Source - Identify indigenous sustainable Sources. E.g. Original water tables.

5. Sharing - Sharing and Reciprocity. E.g. Share abundant seasonal crops with neighbours.
6. Social Impact - Actions that contribute to societal health and well-being.
7. Supply chains - Sustainable, regenerative, fair and transparent supply chains.
8. Systems - Systems not Silos. Systems dynamics. Develop collaborative business systems.

9. Scale - How does it operate on Country at different scales? Macro, Meso and Micro.
10. Sense and Respond - Feedback Loops. Capture and respond to real needs.
11. Synergy and Time - Take a broader and longer view of time. Yesterday, Today & Tomorrow.
12. Songlines and Stories - Traditional Owner Cultural authority, knowledge and Lore.

ACKNOWLEDGEMENTS

Credits and funders

CREATED BY GREEN COLLECT

This toolkit was created by the team at **Green Collect**, a Melbourne-based social enterprise specialising in sustainable workplace transitions and diverting workplace waste from landfill.

Sally Quinn · Darren Andrews · Kathryn Boin

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Thank you to **Paul Paton** and **Damien Melotte** at **Dinadj** for sharing the Australian Indigenous Doughnut. Their contribution enriched the learning of the entire community.

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