University of Portsmouth

Environmental Sustainability Plan

2025-2040

Background Document

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Phil Horton, Sustainability and Utilities Manager	
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1.0 Introduction

This plan should be read in conjunction with the University's Environmental Policy Statement and provides the high-level action plan to deliver on the Policy Statement's objectives. The Environmental Policy Statement is owned by the University Executive Board (UEB) and the Action Plan is owned by the sustainability team.

In 2023 the University published its sustainability strategy and plan, with a target to be net carbon positive by 2030. As time has gone on it became apparent that this was not achievable and that a new approach was required.

However, the University remains committed to playing a leading role in mitigating climate change and improving biodiversity, to address the linked climate and ecological emergencies. As a large and influential organisation within the City of Portsmouth and beyond we recognise that we are a key contributor to a liveable future for our students and our staff and their families.

Since the publication of the previous strategy and plan, the scientific understanding of climate change and biodiversity loss has continued to improve. This has resulted in increased pressure to take rapid action to address both. A clear model that demonstrates the scale of the challenge is that of Planetary Boundaries and this Plan seeks to take account of all aspects of that model.

The University has high ambition for environmental sustainability, and broader sustainability is a core element of its research activity. At the time of writing, the People and Planet University League places us in their 2.2 category, at 96th in the UK and we will seek to significantly improve this position over the coming years.

This Environmental Sustainability Action Plan considers the latest science and the urgency for action then lays out how the University plans to respond.

Targets and actions will be reviewed and updated annually and a report prepared on progress. Regular updates will be provided to the Environmental Sustainability Steering Group and, on a half-yearly basis, to the UEB, Finance and Infrastructure Committee (FIC) and the Board of Governors.

As well as delivering on a core element of the overall University strategy, the plan sits clearly within the Values:

1.1 Ambition

The objectives and targets represent a high level of ambition to address our impact on environmental sustainability and to take a leading role in research, innovation and dissemination throughout our staff body and to our students.

1.2. Responsibility

We take responsibility for our impacts and seek to invest and change behaviours to do our fair share of reducing those impacts.

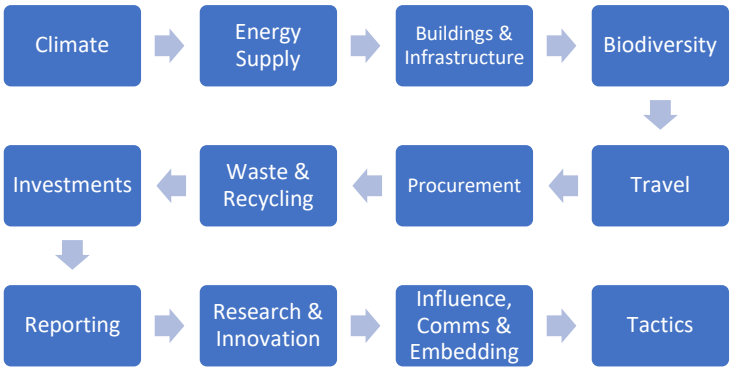
1.3. Openness

Transparent, public reporting and communication about the challenges and successes of our approach are a key element of the plan. Embedding of the plan within the staff and student body will entail open conversations and discussions.

2.0 Executive Summary

This plan seeks to set out high level environmental objectives and targets, with an action plan to deliver them, in the global context of climate, biodiversity and pollution challenges, and the international, national and local context of the University's direct activities and its scope to influence.

The plan has many Targets and Actions. However, the nature of sustainability means that most of these are interlinked and many will be delivered together through the same interventions. Our plan covers the following aspects in the context of the impacts, both positive and negative, of the University:



At the highest level of ambition, the University is committed to rapid action on climate change through being a signatory to the Education Race to Zero and through its membership of the UN Global Compact. These commitments lead directly to the actions required to deliver a liveable future for our staff, our students and their families.

A clear set of objectives, which starts with our students, is laid out below, alongside clear principles that focus on transparency and honesty about the challenges that we face, the importance of embedding sustainability thinking, and the need to avoid actions that could be considered greenwashing. Key to successfully delivering against all the objectives and principles is making use of the skills and knowledge of our academics, researchers and professional services teams, and our stakeholders in the wider community.

The success of this plan will depend on buy-in, and action, by leaders across the University. It cannot be delivered by the environment team alone. There is a clear focus on embedding sustainability thinking across the organisation to enable successful delivery.

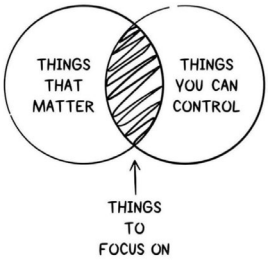
3.0 Overall Objectives of the Environmental Sustainability Plan

- Aim to be seen as a sustainable choice by prospective students making their choice of university, moving up the People and Planet University League rankings and committing to appear on the Times Higher Education Global SDG Impact Rankings list[i].
- Apply long-term thinking to our planning and actions. Recognise that our overarching responsibility is to our students and future generations, taking inspiration from the approach of the Future Generations Commissioner in Wales[ii].
- Improve staff and student wellbeing through creating a sense of place and connection to nature on campus.
- Take rapid action on reducing carbon emissions, in line with the latest science, to mitigate climate impacts from our activities.
- Improve biodiversity across the university estate, in line with the principles of the Kunming-Montreal Global Biodiversity Framework[iii].
- Play our part in addressing all of the Planetary Boundaries and the UN Global Goals through our own infrastructure projects and behaviour, through our engagement with the City as part of our civic duty, and through delivery of our courses
- Make best use of resources, both financial and people
- Use the work that we do to inspire, inform and enable staff and students to make better environmental choices

- Make good use of academic input and research to inform decisions on the future of the estate, and make good use of the estate to support academic research

4.0 Principles

Focus on what is in our power to deliver in pursuit of global objectives.



- Embedding. It is not feasible for a small sustainability team to deliver on all aspects of the plan alone. We will seek to embed thinking throughout the organisation to enable everyone to play their part in delivering against this plan.
- Be open and transparent in all of our communications about the challenges and limitations of our actions. Do not make grand claims that can't be delivered.
- Avoid greenwashing and be cautious about claims to be "net zero".
- Be cautious about carbon offsets and ensure additionality.
- Measure to the level required to inform decisions – collect data to inform future planning but don't get bogged down in the detail.
- A pragmatic, realistic approach that takes tactical action to maximise impact.
- Invest for the long term, balancing the economic, social and environmental aspects of sustainability and taking a Future Generations approach to decision-making.
- Recognise the need to do the visible things, even where their impacts may be less than the bigger projects. This encourages engagement and reduces negative responses to more difficult behavioural change.
- Favour actions that address multiple issues. For example, tree planting and water features can improve biodiversity, air quality, cooling at street level and energy demand of neighbouring buildings while also providing wellbeing benefits.
- A tactical approach. When opportunities arise to make a positive difference, we will make a rapid decision to act.

5.0 Context

5.1 Global Environmental Context

The climate and ecological emergencies are being addressed at a global level through the UN Framework Convention on Climate Change and the UN Global Biodiversity Framework respectively. Annual Conferences of the Parties meet to seek to progress actions to mitigate and reverse the worst anthropogenic impacts on climate and biodiversity.

The Planetary Boundaries approach to measuring anthropogenic impacts brings together climate and biodiversity alongside other aspects of environmental degradation and shows that we have breached at 7 of the 9 identified environmental limits of Climate Change, Biosphere Integrity, Novel Entities (such as plastics and other chemicals), Ozone Depletion, Ocean Acidification, Atmospheric Aerosol Loading, Biogeochemical Flows, Freshwater Change and Land System Change:

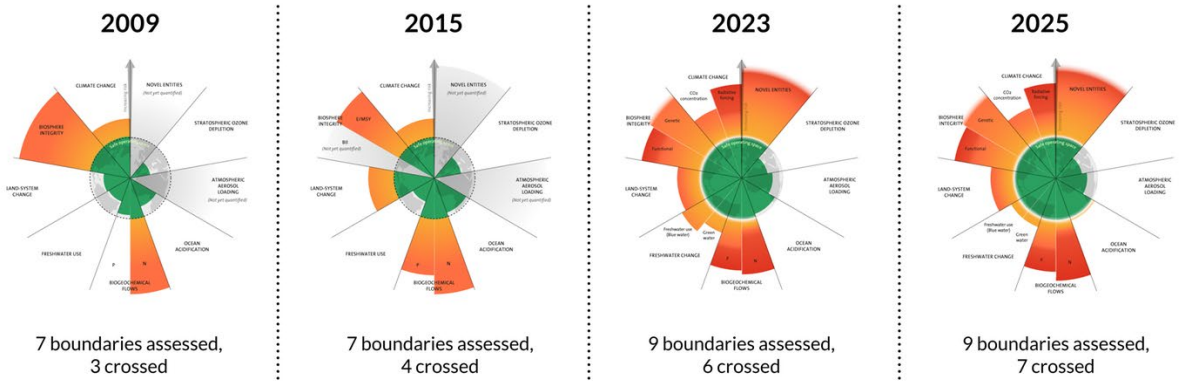


Figure 1: The evolution of the planetary boundaries framework. Licenced under CC BY-NC-ND 3.0 (Credit: Azote for Stockholm Resilience Centre, Stockholm University. Based on Sakschewski and Caesar et al. 2025, Richardson et al. 2023, Steffen et al. 2015, and Rockström et al. 2009)

The Climate planetary boundary is particularly challenging, with the safe operating space being defined as 350ppm CO2 in the atmosphere and /or and additional 1W/m2 radiative forcing at the top of the atmosphereiv. This requires returning to a CO2 concentration last seen in the 1990s, with consequent implications for future mass carbon capture and storage.

The Planetary Boundaries address environmental aspects of sustainability. Combining these with the social foundation leads to an approach characterised by Kate Raworth as "Doughnut Economics[v]", which covers all three "legs" of sustainability – Environmental, Social and Economic:

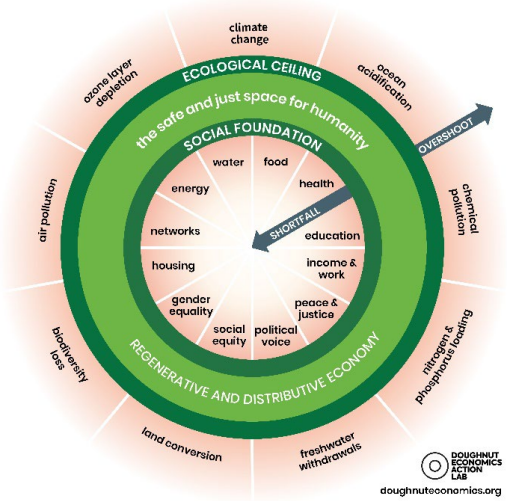


Figure 2: Raworth, K. (2017), Doughnut Economics: seven ways to think like a 21st century economist. London: Penguin Random House.

Key to the Planetary Boundaries and Doughnut Economics approaches are to return all human activities to within the "safe and just space for humanity".

5.2 Environmental Policy Statement

The University's Environmental Policy Statement was updated and reissued in 2025[vi]. It is a key statement of intent for the University both to comply with applicable legal requirements and to take appropriate and sufficient action in response to the global context:

"The University of Portsmouth places environmental sustainability at the heart of its responsibilities, as laid out in the University Strategy 2030[vii] and the redevelopment Masterplan[viii]. The University recognises the linked climate and ecological emergencies and educates, undertakes research, delivers projects and develops policy with Planetary Boundaries in mind.

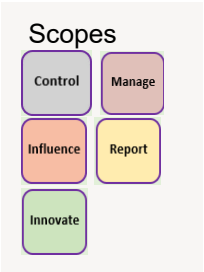
The University will control and manage its own activities in ways which are environmentally sustainable, and economically and socially responsible. We will demonstrate best practice in our own activities and seek to use our

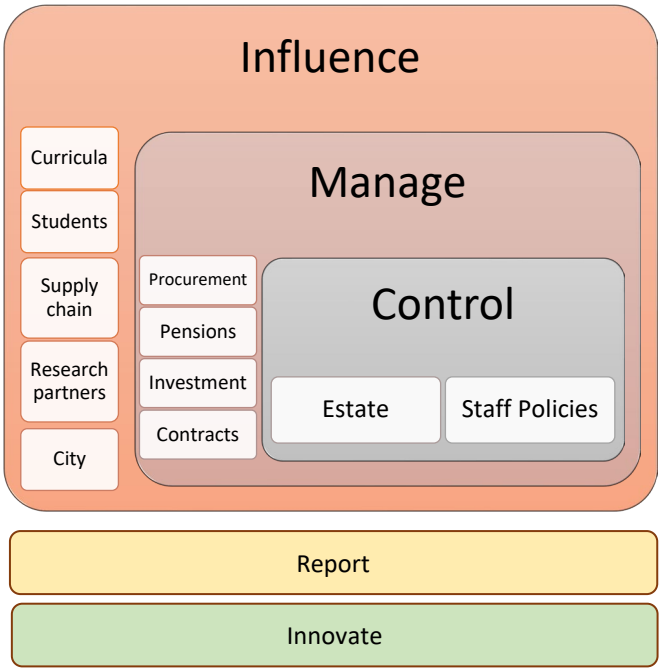
considerable influence to maximise our positive impact within and beyond the University. We commit to transparently report on our performance and will work with our academics and institutes to innovate across all our activities."

Each Target below includes a reference to the relevant clause in the Environmental Policy Statement, to indicate the "golden thread" from policy through to action.

5.3 Scope

The scope of our environmental planning and reporting contains the operations of the University, the activities of its staff, the student population, our supply chains, and the downstream impacts of our products and services.
Key to positive environmental action is to recognise that we must demonstrate best practice in matters that we control and manage, in order to exert influence with our wider stakeholders. The positive impact of that influence will far outweigh the work that we do on our own estate and within our own staff body.
The relevant Scope will be indicated in the sidebar.





5.4 University Research

The university has a strong research focus on sustainability issues. Its Institutes include:

- Agile Centre for Equitable Sustainability[ix] - focused on global justice, equity and scalability of sustainability initiatives
- Centre for Blue Governance[x] - committed to the protection, restoration and sustainable governance of aquatic environments
- Centre for Innovative and Sustainable Finance[xi] - sustainable finance and banking
- Centre for Enzyme Innovation[xii] - tackling plastic pollution
- Global Plastics Policy Centre[xiii] - evidence-based analysis of plastics policies
- Revolution Plastics Institute[xiv] - Supporting the transition to a sustainable plastics future
- Centre for Environmental and Renewable Energy Solutions (CERES)[xv] – operating a renewable energy lab and working in partnership with industry to promote renewables technology
- Institute of the Earth and Environment[xvi] - focuses on integrated study of the Earth system, helping to solve environmental challenges
- Utilising the knowledge of those institutes, and ensuring that the University's physical environment is upgraded to reflect their objectives and their research findings, is key to raising the profile of the University as a sustainable institution.

5.5 Existing Commitments

In addition to publishing its current sustainability strategy, the University has made the following public commitments:

- Maintaining an environmental management system to ISO14001
- Signatory to the UN Principles for Sustainable Management Education, PRME[xvii] since 2011
- Signatory to the UN Global Compact[xviii] in support of the Ten Principles[xix] (see also Appendix 2) and the UN Global Goals since 2023
- Signatory to the Education Race to Zero[xx] (supported by the UNFCCC Climate High-Level Champions)
- Signatory to the Concordat for the Environmental Sustainability of Research and Innovation Practice[xxi] since 2024
- Signed up to the Laboratory Efficiency Assessment Framework (LEAF)

Actions within this Plan reference any relevant UN Global Goals using their standard icons:

Target Categories

6.0 Action Plan

The following sections detail our plan to deliver on the University's Environmental Policy Statement. The Plan sets targets, objectives and actions for:

- high level global goals;
- functions, such as construction, maintenance, energy, water and waste;
- activities, such as events.

The Sustainability Team will co-ordinate all activities in this action plan. However, delivery will require action by all departments, faculties, institutes, groups and committees. Targets therefore have an allocated responsible team or teams as follows[xxii], with the team(s) indicated in the sidebar:

Lead Team(s)

Sustainability	Estates	Finance
IS	Comms	Faculties
Education	Staff Nature Network	People Services

7.0 High Level Climate Targets

In line with our commitments under the Education Race to Zero, our overall target for net zero is 2040, with an interim target of 50% reduction by 2030 compared to baseline.

However, Scopes 1&2 are within our one of control so will be eliminated earlier, Scope 1 is targeted by 2035 (through electrification of heating and transport) and Scope 2 by 2027 (through the purchase of renewable electricity and the development of power purchase agreements with specific generators).

We will model our emissions trajectory, likely residual emissions and, recognising the limits of our ability to act, note what is within and outside of our control. Seek to use our influence to reduce those residual emissions.

We will develop a clear offsetting policy that supports the requirements of our funders[xxiii]. That policy will also consider insetting as a more suitable approach, where the notional offsetting cost is used to invest in reducing climate impacts throughout our supply chain.

Targets		Policy
T1.	Achieve net zero Scope 2 by 2027	1.8
T2.	Achieve net zero Scope 1 by 2035	1.8
T3.	Achieve net zero Scope 3 by 2040, in line with the Education Race to Zero	1.8

Actions

A1.	Continually develop, refine and implement policies to deliver rapid decarbonisation
A2.	Set a 2030 carbon reduction target and develop policies to deliver against it
A3.	Develop a bespoke carbon reporting model to enable interim targets to be set the pathway to net zero understood
A4.	Develop a carbon offsetting and insetting policy based on the work of the Environmental Strategy Steering Group sub-group during the 2025 26 academic year
A5.	To support our Scope 1 commitment, switch to low global warming potential refrigerants[xxiv] by 2035

8.0 Buildings & Infrastructure – “Power Down”

8.1 Energy efficiency

To maximise energy efficiency and to minimise energy costs over the long term, a fabric-first approach will be taken to all new build projects.

For major refurbishments, the building fabric will be a major consideration, with a recognition that some structures may be “hard-to-treat”.

An appropriate metering strategy will both enable issues to be identified, such as heating buildings when not in use, control errors etc., and will assist with further target-setting and monitoring.

Screens and other technology in meeting rooms and teaching spaces is often not in standby mode even when the room is unoccupied. A plan will be put in place to address this.

Consideration needs to be given to the increasing impacts of ICT systems as Artificial Intelligence takes hold, with policies in place that recognise and address increased energy and water use.

8.1.1 Building fabric

Minimising energy use is a key factor during new build and refurbishment. This will reduce emissions, running costs and volatility of spend on energy consumption. A "fabric first" approach will be taken with all new builds, and wherever possible the same principle will be applied to refurbishment.

Targets		Policy
T4.	"Power Down" our building energy use by 10% per year until 2030, through best practice design and delivery of construction and refurbishment projects	1.7
T5.	Reduce emissions per degree-day-m2 by 20% by 2030	1.7

Actions

A6. Commission building decarbonisation reviews to identify opportunities for improvement including building fabric, air tightness, control systems and opportunities for renewables

A7. Review Display Energy Certificates data for all buildings and set overall estate energy use targets per m^2 per annum through to 2040

A8. Comply with the Masterplan Design Guidelines sustainability chapter

A9. Achieve BREEAM Outstanding for new builds

A10. Achieve BREEAM Excellent for refurbishment

A11. Demonstrate PassivHaus on one new building in masterplan phase 1

A12. Demonstrate EnerPhit on one refurbishment in masterplan phase 2

8.1.2 Lighting

In general, replacing existing lighting with LEDs in an office environment will save up to 75% of the energy required for lighting, alongside providing better lighting for building users. LED panel units in suspended ceilings use around 50% of the energy of a tube system, and often only half the fittings are required.

There is a further, more difficult to quantify, benefit of reduced maintenance given the long life of LEDs.

Many current examples exist of lights being on when not required. Lighting controls – PIR detectors, timers and daylight sensors – can all contribute to reduced energy use. Physical controls to turn off the lights completely are also key, especially when cleaners and security patrols move through buildings after hours.

Targets

T6. All internal lighting to be LED and with suitable controls in place by the end of the academic year 2027/28

Actions

A13. Standardise lighting installation and control specifications by end 2026

A14. Apply lighting specification to all new build and refurbishment projects

A15. Retrofit all installations across the estate to comply with lighting specifications by the end of academic year 2027/28

8.1.3 Air conditioning units

Most air conditioning units are controlled through building management system. However, there are many units that are under local control. Training should be given to users to ensure efficient use of these units and, as buildings are refurbished, all units should be shifted to central control to ensure proper management.

8.1.4 Information and Communications Services

Targets

T7.	Reduce the energy demand from ICT equipment when not in use by 10% annually from the 2025 26 academic year until 2029 30.	1.7
T8.	Understand and manage the impact of increased use of AI by measuring and reporting on its use and the related Scope 3 emissions and water use	1.7

Actions

A16.	Develop and implement a plan to automatically switch off computer screens and other technology in all meeting and teaching spaces when not in use. Plan to be in place by end of 2025 26 academic year
A17.	Evaluate current use of AI within the University and establish baseline and rate of growth
A18.	Calculate carbon and water impacts of data storage and forecast for increases in storage and use of AI
A19.	Develop policies to manage the increase in use of AI technologies

8.2 Materials Selection

Given the latest science regarding climate change, the embodied carbon of construction materials needs to be a major consideration.

Materials choice also affects internal air quality, general wellbeing and sense of place. Preference should be given to the use of natural materials and finishes.

The use of PFAS and other “forever chemicals” should be eliminated as research shows their now ubiquitous presence in the environment with unknown potential consequences.

Objectives

T9.	Maximise use of natural materials in new build and refurbishment	1.7
T10.	Report embodied and whole-life carbon for all new builds and major refurbishments	4.3
T11.	Specify WELL or other in-use building standards for new build and refurbishment, to improve staff and student health and wellbeing.	

Actions

A20.	Produce an embodied carbon and whole-life carbon calculation for all new builds in Phase 1 of the Masterplan
A21.	Produce an embodied carbon and whole-life carbon calculation for all major refurbishments in Phase 2 of the Masterplan
A22.	Prefer natural materials in construction and for finishes
A23.	Eliminate the use of materials containing PFAS and other “forever chemicals” through revised specifications to be in place by end 2025
A24.	Implement the WELL standard across the estate masterplan

9.0 Energy Supply – “Power Up”

In terms of reducing emissions, Scopes 1&2 are key. The largest element of both is energy supply. Gas falls within Scope 1 (which also includes fuel for vehicles and generators, plus any F-Gas losses). Electricity is the only component of Scope 2.

The main objective must be to electrify heating and our own transport. This will enable decarbonisation through the purchase of renewable electricity in the short-to-medium term, with the whole of the National Grid targeted for 95% decarbonisation over the next 10 years.

9.1 Gas

Targets

T12.	Reduce gas use on site by 80% by 2035	1.8

Actions

A25.	Identify all uses of gas including heating, catering and bottled gases
A26.	All new builds and major refurbishments to be electric only
A27.	Plan replacement of remaining gas boilers with heat pumps in line with their expected lifespans
A28.	Develop early-stage plans for all boilers to enable tactical response on early failure of equipment

9.2 Electricity Supply

The University currently has an electricity supply backed by Renewable Energy Guarantees of Origin (REGOs). These are increasingly being questioned as to their effectiveness in driving additional renewable energy investment. A recent article in Edie.net questions the value of REGOs and notes that some large companies see them as a form of Greenwashing. [xxv] One of the key principles of this plan is avoid greenwashing, so the target is to move a proportion of our supply to Power Purchase Agreement (PPA) backed supplies over time. In the short to medium term renewals for electricity supply will specify traceable REGOs, i.e. there will be a requirement to identify the original source of the generation.

Targets

T13.	"Power up" our electricity supply ensuring the use of high-quality REGOs by end 2026 adding on- and off-site PPAs to the mix by 2030.	2.5

Actions

A29.	Plan a staged move to Power Purchase Agreements starting in 2027 and targeting 50% of energy by 2030

9.3 Renewables

To stabilise energy costs in an uncertain energy market, and to maximise the environmental benefits of our estate, we will seek to maximise our deployment of appropriate renewables technologies. In the first instance this will be the deployment of solar technology.

Simple payback for a roof-mount solar PV system without allowing for refurbishment of the underlying roof is typically 5-6 years. Such installations therefore result in rapid cost savings, as well as reducing exposure to energy price fluctuations.

The team will also work with the University's Centre for Environmental and Renewable Energy Solutions to look at options for energy storage and optimisation of energy use on site.

Targets

T14.	"Power up" our electricity supply through tripling our deployment of solar PV by 2030	1.8
T15.	Install car park solar canopies where technically and financially feasible by 2030	1.8

Actions

A30.	Re-survey all buildings, car parks and open spaces to provide a full picture of the potential for solar energy
A31.	Develop a programme to deliver the recommendations
A32.	Consider co-benefits of shading (wall mount and solar shades) and biodiversity (for ground mount systems) in the evaluation of projects

A33. Work with the Centre for Environmental and Renewable Energy Solutions to investigate battery (and other technology) storage and optimisation of energy generation and use

10.0 Biodiversity

Improving biodiversity across our estate will have positive impacts including:

- Helping to address biodiversity loss and improving the environment for native species
- Slowing rainwater run-off during storm events, supporting Southern Water in reducing storm overflows
- Likely reduced cooling requirements due to temperature control at street level and on roofs
- Improved air quality at street level
- Improved health and well-being through greater connection with nature

10.1 Projects, including Estates Masterplans

Targets

T16. All construction projects to exceed the regulatory 10% biodiversity net gain, maximising delivery within our own estate. 1.12

T17. An appropriate mix of planting in place suited to a changing climate in support of increased biodiversity, with delivery from academic year 2026 27 onwards 1.12

T18. Paved areas reduced by 10% by end academic year 2027/2028, with on-going targets set beyond then 1.12

Actions

A34. Establish biodiversity baseline using Hampshire and Isle of Wight Wildlife Trust surveys

A35. Undertake trials of depaving, eliminating pesticides and suitable planting during the 2026 growing season

A36. Develop a planting plan for the estate that addresses both climate mitigation and adaptation, selecting plant species that will extend the feeding season for insects and birds, and that are resilient to drought. Plan to be approved by end academic year 2025 26 and implemented from the following year

A37. As part of the above plan, identify suitable areas for de-paving and implement

A38. Engage with UoP academics to measure air quality prior to biodiversity action plan implementation, then follow up in future years to measure impact

A39. Continue to support the Brent Goose strategy through appropriate management of the Langstone site

10.2 Maintenance Contract

Objectives

T19. Improve biodiversity of the site to align with the Biodiversity Action Plan[xxvi] commissioned from the Hampshire and Isle of Wight Wildlife Trust 1.12

T20. Agree a combined plan with Portsmouth City Council to deliver ecological connectivity between Victoria Park and Ravelin Sports Centre 1.12

Actions

A40. Create and maintain a freshwater habitat by the end of 2027

A41. Native planting of hedgerows and trees where appropriate

A42. Appropriate management regimes of grasslands

A43. Removal of any hardstanding where possible and replace with natural habitats

A44. Create and maintain additional habitats for wildlife

A45. Create aesthetically pleasing wildlife rich habitats for staff and visitors to enjoy and encourage engagement

A46. Work with Portsmouth City Council to develop a combined planting plan by end 2026

10.3 Co-benefits

Objective

T21. Improved student satisfaction due to increased wellbeing from the connection between the built and natural environments 1.12

Actions

A47. Ensure student surveys include questions around the natural environment and their response to it

A48. Review survey results over the next 5 years to assess changes resulting from implementing biodiversity policies

11.0 Water

Water will come under increasing pressure in a changing climate. There is a need to minimise the use of treated water, reduce runoff in periods of heavy rain, and ensure minimal pollution of waste water streams.

Water costs are increasing rapidly as the industry attempts to address decades of under-investment both in water supply and storm water / sewage water handling. The UoP sits within a high water stress area, where there is already a shortage of water supply, and where the supply is sourced from groundwater and rare chalk stream habitats.

Most UoP buildings have combined outflows of rainwater / storm water and sewage. This adds to the pressure on treatment plants and their regular overflow into the wider environment.

Targets

T22. Reduced cost of water supply and waste water disposal compared to market movement. Target 10% lower cost increase than the market over the next 5 years.

T23. Reduce volume of water flowing into the combined sewer system by 25% by 2030

Actions

A49. Review water supply contracts, both commercial and retail (the latter applies to Halls). Seek to fix long-term prices.

A50. Review assets to determine opportunities to reduce water use

A51. Develop an upgrade project to reduce water use across the estate

A52. Ensure metering provides sufficient data for decision-making

A53. Work with Southern Water to reduce storm outflows, reducing the UoP exposure to proposed area-based charges, through sustainable urban drainage and other nature-based solutions

12.0 Travel

12.1 University Fleet and Infrastructure

Targets

T24.	"Power up" our transport system with 100% renewables by 2030	2.2

Actions

A54.	Electrify University vehicle fleet by 2028
A55.	Continue to install electric vehicle infrastructure to support EV growth

12.2 Business Travel (Control and Manage)

Business travel is a significant source of emissions and will decarbonise slower than building energy supplies. Policies will be developed to both measure and reduce emissions from this sector.

The most direct approach to emissions reduction is to reduce travel. Careful consideration should be given to the need for travel, while recognising the value of in-person meetings for staff, and experience of travel for students.

The sustainability team will provide advice through policies and guidance notes. Existing guidance includes that from EAUC Scotland on flying to attend conferences.

Once the decision has been made to travel, the travel mode must be carefully considered. Policy will be developed to support flight-free travel within the UK and Europe, and to prefer public transport over personal vehicles. Policies will allow for exceptions, including for those with dependents who have less flexibility on travel times. Exceptions will all be reported to the sustainability team to inform future policy development.

Targets

T25.	"Power down" our business travel demonstrating a 50% emissions reduction from baseline business travel by 2030 and net zero 2040 in line with existing commitments	2.2

Actions

A56.	Develop, approve, implement and manage a sustainable travel policy
A57.	Provide staff guidance to enable action on travel
A58.	Collect data from finance system and reanalyse Scope 3 travel emissions to validate HESCET data
A59.	Conference attendees to complete the EUAC Scotland "Should I Go to the Conference?" form prior to booking, and report results to the sustainability team.

12.3 Staff commuting (Manage and Influence)

Objectives

T26.	"Power down" our staff commuting emissions	2.3
T27.	Improve staff health and wellbeing through increasing active travel	2.3
T28.	Electrify the University bus fleet by academic year 2027 28	2.3

Actions

A60.	Biannually survey staff to understand commuting patterns and reasons for choices made
A61.	Continue to promote the Cycle to Work and Easit travel schemes, alongside season ticket loans
A62.	Continue to improve cycling provision and cycle security
A63.	Communicate regarding air quality and carbon emissions impacts of commuting choices

A64.	Continue to make public transport and active travel the more financially rewarding options through review of parking and other charges
A65.	Complete electrification of the University bus service through engagement with our supplier and specifying electric only in future contracts

12.4 Student Travel

Targets

T29.	Reduce travel impact per student through enabling better transport choices	2.3

Actions

A66.	Measure student transport impacts through annual surveys, including calculating indicative impacts of overseas student travel
A67.	Set targets for reduction of student travel impacts
A68.	Identify and implement a branded app to support car sharing and low carbon travel options for students

13.0 Events

Events have impacts across the whole range of environmental issues in the action plan.

Targets

T30.	Reduce event carbon impacts year on year	1.8
T31.	Reduce event waste impacts year on year	1.10

Actions

A69.	Adopt the Vision for Sustainable Events Green Event Code[xxvii]
A70.	Measure event transport impacts through including travel questions when booking
A71.	Set targets for reduction of travel impacts
A72.	Always offer active travel and public transport options when promoting events
A73.	Identify and implement a branded app to support car sharing and low carbon travel options for all events

See also: 0: 12.0 Travel and 0: 14.3 Catering.

14.0 Procurement

The most significant element of Scope 3 emissions is procurement. In order to address these emissions, we need to collect data from our suppliers and seek to influence improvements in their environmental performance.

Procurement impacts across climate, biodiversity, the UN Global Compact Principles, and many of the Global Goals:

- In terms of carbon emissions, procurement is the major source for most organisations. Controlling those emissions requires including carbon impacts in our supplier selection process.
- Reduced inequalities, decent work and zero corruption are key UN goals that can be addressed through procurement practices.

14.1 Policy

Objectives

T32. Improve procurement policies to incorporate environmental and other sustainability concerns 2.6

Actions

A74. Develop a sustainable procurement annex to the existing procurement policy

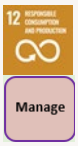
A75. Develop product and service-specific policies for identified key impact areas

A76. Include sustainability team in evaluation of major procurement contracts

A77. Engage with faculties regarding significant equipment purchases to ensure consideration of end-of-life

14.2 Supply Chain Influence

Develop a procedure to collect data from our supply chain, with a view to improving their environmental performance.



Targets

T33. Starting with our largest suppliers by value, improve our understanding of supply chain emissions and risk levels around the Principles of the UN Global Compact. 2.6

T34. Our top 50 suppliers to have been evaluated by end 2026 27 academic year 2.6

T35. Improve our Scope 3 reporting by engaging with suppliers to obtain data and encourage accurate reporting of their environmental impacts 4.2

Actions

A78. Identify top 20 suppliers by value and engage to obtain their environmental and wider sustainability policies during 2026

A79. In 2027 expand evaluation to the UoP's top 50 suppliers

A80. Use the supplier engagement process to improve Scope 3 reporting by obtaining supplier-specific carbon emissions data and confirmation of compliance with employment requirements

14.3 Catering

Food supply is a key factor in both carbon emissions and biodiversity loss through land use and land use change, fertiliser and pesticide use, and enteric fermentation (ruminant animals emitting methane).

Food choices are therefore an important aspect of the University's environmental impact.

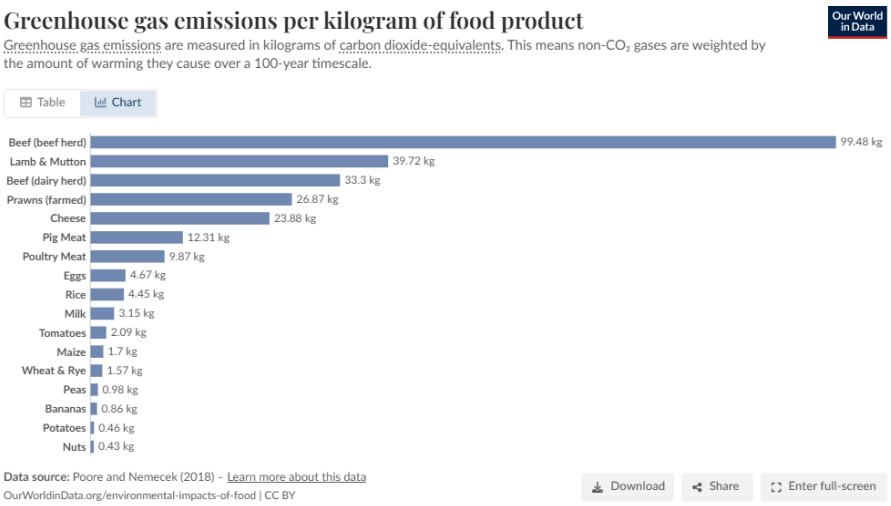


Figure 3: Greenhouse Gas Emissions from Food, Our World In Data[xxviii]

Targets

T36.	Reduce catering-related carbon emissions by 10% per annum in line with our overall carbon reduction targets	1.11
T37.	Increase the proportion of local, seasonal and plant-based options	1.11
T38.	Educate our staff and students about the benefits of more plant-based diets	3.1
T39.	Achieve accreditation under the Food for Life Served Here[xxix], Green Kitchen Standard[xxx] or other sustainable catering award by end 2027	1.11

Actions

A81.	Review existing catering contracts and seek to improve environmental requirements
A82.	Provide emissions and other supply chain data on menus to inform purchasing decisions
A83.	Review catering provision against existing standards and put an action plan in place to achieve a sustainability accreditation by end 2027

15.0 Waste and Recycling

Recycling rates are reasonably high but static at around 45% for standard waste collections plus specialist collections bringing the total recycled by weight to 70%. To reduce the impact of our waste streams needs a two-pronged approach. There is an education element, to increase proper use of the recycling bins and reduce contamination, and there is a behavioural element around reducing overall tonnage. The latter will also reduce costs.

The Estates Masterplan requires significant construction and demolition. These waste streams are outside of the main waste management contract, currently with Suez, and hence are not tracked as closely.

Targets

T40.	Reduce overall waste tonnage per capita by 10% by 2026 27 through procurement policies and re-use policy
T41.	Reduce waste tonnage per capita going to energy plant by 10% by 2026 27 by improving reuse and recycling
T42.	Consider move of all waste management, including construction and demolition, to our main waste contractor to better manage those waste streams

Actions

A84.	Develop a procurement policy to include reduced packaging waste
A85.	Develop re-use policy, particularly for furniture and lab equipment, and enable through implementation of an app

A86. Run education programme on use of recycling bins

A87. Follow other Universities in insisting that contractors use our main waste service to handle all construction and demolition waste

16.0 Finances and Investments

16.1 Fair Tax[xxxi] and Sustainable Cost Accounting[xxxii]

Transparency around how organisations manage their tax affairs, and the impacts of their activities on the environment, are key to driving behaviour change.

Tax avoidance has a negative impact on the social aspect of sustainability by under-funding the public services on which we all rely. The University will seek accreditation under the Fair Tax Mark to demonstrate that it pays its fair share of funds into the common good and does not participate in, for example, schemes to minimise tax through opening operations in low tax jurisdictions solely for that purpose.

Sustainable Cost Accounting (SCA) is an approach pioneered by Richard Murphy, Professor of Accounting at Sheffield University Management School. The aim of SCA is to properly reflect the cost of reaching net zero in an organisation's accounts, by costing the transition and showing that the organisation can afford to undertake the necessary investment. The organisation would then declare whether it is carbon solvent or carbon insolvent in its annual accounts. The University will engage with Professor Murphy and the Corporate Accountability Network to explore how the University could best use this approach, and the implications, and will communicate its findings.

16.2 Investments

Investments are a significant indirect source of emissions. While the University can commit to acting to reduce its own emissions, those of its investments are also important.

Some elements of our investments, such as historic pension funds, are outside of direct control and difficult to influence. However, new pensions and all direct investments can be managed and influenced by the University

Objectives

T43. Update investment policies to align with the Environmental Sustainability policy and plan, and with the objectives of the UN Global Compact, by end academic year 2026 27

T44. Align our investments with the policy by 2030

T45. Minimise fossil fuel investments by 2030

T46. Report annually on impacts of the University's financial operations in line with external accreditations

Actions

A88. Assess current investments for their impacts on climate and biodiversity, and their alignment with the Principles of the UN Global Compact

A89. Update investment policies for UoP cash & reserves and pensions during academic year 2026 27

A90. Implement revised policy from academic year 2028 29

A91. Accredit the University with the Fair Tax Mark for 2026 27 academic year

A92. Work with the University's Centre for Innovative and Sustainable Finance to produce a parallel financial report in line with the Sustainable Cost Accounting methodology from academic year 2027 28

A93. Publicly report annually on progress on sustainable financial management

Manage

Influence

Report

17.0 Research and Innovation

The University has a world-class research programme supported by world-class academics, research groups, research centres and research institutes. At present there is limited communication and knowledge-sharing between the academics, their research, and the development of the University estate.

Opportunities should be taken to both use the University estate as a “Living Lab” to support research, and to use the outcomes of that research to inform estate developments.

The University is signed up to the *Concordat for the Environmental Sustainability of Research and Innovation Practice.* The concordat is hosted by the Wellcome Trust, who required all organisations applying for funds to be signed up by the end of 2024. See also

23.0 Appendix 3, which contains the Wellcome Fund sustainability requirements.

Other funders, such as Cancer Research UK, require accreditation of lab activities under LEAF or My Green Lab for future funding.

Objectives and Targets

T47.	Develop the concept of the "Living Lab", using the University estate and activities to support research, and using the outcomes of that research to inform University estate developments
T48.	Make the University estate a demonstrator for the latest sustainability thinking, and make the outcomes readily available
T49.	Accelerate progress on the UN Sustainable Development Goals through interdisciplinary research
T50.	Embed sustainability in research practice and culture
T51.	Ensure compliance with the UKRI Concordat by end 2026
T52.	Accredit 50% of labs under LEAF by end 2027
T53.	Accredit all labs under LEAF by end 2028

Actions

A94.	Sign and then actively contribute to the delivery of the UKRI Concordat for the Environmental Sustainability of Research and Innovation Practice, aligning our approach with national best practice.
A95.	Implement the Laboratory Efficiency Assessment Framework (LEAF) in an initial tranche of laboratories in 2026
A96.	Extend the rollout of LEAF across all relevant labs and technical spaces to support lower-impact research operations by the end of 2027
A97.	Continually improve LEAF performance, achieving silver for all labs by end 2028 and gold by end 2030
A98.	Identify and address the environmental impact of high-intensity research activities, such as energy-demanding computing, large datasets, artificial intelligence and clinical trials, through carbon reduction strategies and alternative design approaches.
A99.	Provide researchers with access to clear guidance, tools and data to integrate sustainability into project design, bid development and ongoing practice, enabling compliance, attracting funding, and modelling leadership.
A100.	Create effective mechanisms and provide integrated support to ensure that our research becomes embedded at the earliest opportunity within our estate and business practices, and that these practices help to inform and shape the research that we do.
A101.	Sustainability team to support the sustainability pillar of the research culture programme through co-chairing the working group

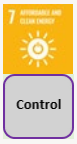
18.0 Measurement and Reporting

Transparent reporting of progress is key to credibility and to inspiring further action.

18.1 Metering Strategy

Data collection and analysis is key to understanding energy and water use and to targeting actions to reduce wastage and costs. However, it is important to design the metering strategy to deliver useful intelligence rather than sub-metering every circuit.

Centralising data collection so that it is readily accessible in one location will aid consistency and data analysis. This includes monitoring of generation as well as consumption.



Target

T54. All electricity, gas and water metering and sub-metering to be automated by end 2026

Actions

A102. Energy and Carbon manager in post by Q4 2025

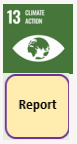
A103. Develop metering strategy to appropriate level of detail by end 2025

A104. Implement metering strategy during 2026

A105. Set annual energy reduction targets for 2026 27 academic year onwards

A106. Set annual water reduction targets for 2026 27 academic year onwards

18.2 Carbon Emissions



Targets

T55. Transparent reporting across all aspects of our sustainability plan

T56. Accurate reporting of carbon and other greenhouse gas emissions across all scopes in line with the Greenhouse Gas protocol by 2026/7 reporting year

Actions

A107. Continue annual commitment to Race to Zero and set interim carbon targets

A108. Enhance HESCET data and validate our Scope 3 carbon reporting

A109. Report fully on Scope 3 for the 2025 26 year onwards

A110. Use travel share app to improve carbon reporting of staff commuting and event travel

A111. Validate materiality of carbon reporting externally during 2026 27

A112. Externally validate Scopes 1&2 from 2026 27

A113. Externally validate Scope 3 from 2027 28

18.3 Environmental Sustainability Rankings

People and Planet publish an annual league table of universities from an environmental perspective.

Targets

T57. Move up People and Planet rankings, targeting top 60 by end 2026, 1st class by 2027 and top 15 by 2030

T58. Appear on the Times Higher Education (THE) Global SDG Impact Rankings list by 2027

T59. Receive a Green Gown Award[xxxiii] by end 2027

Actions

A114. Improve the University website environmental presence to improve our People and Planet rankings as we implement the rest of this plan

A115. Apply to the THE SDG rankings in 2026, respond to feedback and make changes to achieve a listing in 2027

A116. Submit nominations for the Green Gown Awards annually from 2026

18.4 Broader Sustainability

The University is signed up to the UN Global Compact (UNGC) but, at the time of writing, is listed as "non-communicating."[xxxiv] The UNGC is a global network of organisations committed to broad sustainability goals and membership is a clear statement of the University's commitments locally, nationally and internationally.

Report

Targets

T60. Re-engage with the UN Global Compact and be listed as communicating by the end of the 2025 26 academic year

T61. Continue to produce an open and transparent annual sustainability report

Actions

A117. UN Global Compact annual Letter of Commitment and Communication on Progress to be signed by a member of the Senior Management Team

A118. Publish University of Portsmouth Annual Sustainability Report, with a summary in the Annual Report

18.5 Risk Management

Underpinning the action plan is the need to ensure continued legal compliance and to assess and address future risks and opportunities. This is achieved through maintaining our ISO14001 Environmental Management System (EMS) accreditation and keeping its related registers up to date. Annual external audit ensures that the EMS remains fit for purpose.

Manage

Objectives		Policy
T62.	Maintain an Environmental Management System to ISO14001	1.1, 1.3

Actions

A119. Continue to train ISO14001 auditors and maintain a minimum of 4 people able to undertake internal audits

A120. Regularly review ISO14001 aspects, risks, opportunities and legal register

A121. Maintain a subscription to an external ISO compliance system, including legal updates

A122. Integrate ISO14001 aspects, objectives and actions into our centralised reporting

19.0 Influence, Communications and Embedding

We aim to Inspire, Inform and Enable all of our stakeholders to make decisions that balance environmental and social issues with economic concerns.

We also aim to work with Portsmouth City Council, other major local businesses and public bodies to further our joint commitments to an improved civic environment, as a key employer and land owner within the city centre.

19.1 Communicating stories

The Sustainability Team works with the University Comms Team to communicate our activities across the University and beyond. A brand is being developed to sit alongside all sustainability comms, to help promote these activities.

19.2 Embedding – Staff

The Sustainability team does not have the capacity to deliver all aspects of this plan alone. To be successful in achieving our targets we need to embed sustainability thinking throughout the organisation. It needs to become the norm for staff to consider sustainability when making decisions.

Influence

Report

Targets

T63. Embed sustainability thinking among staff over the 2025 26 and 2026 27 academic years

T64. Continue a programme of informing and enabling staff on an ongoing basis

T65. Target a measurable increase in staff understanding and application of environmental sustainability following the initial programme

Actions

A123. Create a Brand Identity for the Sustainability Team by end 2026

A124. Run a series of workshops to reach all departments, institutes and student bodies. Learn from these where key actions need to be developed.

A125. Work closely with academics on behaviour change assessments and change course as required

A126. Continue to develop the workshop approach for new staff and students - include an induction module for new staff and students

A127. Develop and run ongoing “lunch and learn” sessions for staff and students to attend

A128. Run an annual Environment Day

A129. Run regular campaigns to encourage behaviour change – The Ocean Starts Here, Turn It Off!, Think Before You Buy, etc.

A130. Develop special interest groups as part of the Environmental Sustainability Steering Group to bring together academics, professional services and external stakeholders

19.3 Embedding – Students

We recognise that the greatest influence that we can have for the longer term is via our students. They will go out into the world informed and enabled by their time with the University.

The University has been a signatory to the UN Principles for Responsible Management Education (PRME) programme since 2011. This programme is closely related to the UN Global Compact and is specifically for education institutions.

We will seek to embed Education for Sustainable Development across our curricula, both through incorporation into existing modules and through developing standalone modules, either credit-bearing or not.

Influence

Targets

T66. All students to be undertaking 8 hours of Education for Sustainable Development during their time with the University by 2027 28

T67. All students to be included in environmental inductions and engaged in sustainability discussions by 2026 27 academic year

Actions

A131. Work with the curriculum development teams to embed Education for Sustainable Development

A132. Develop a standalone environmental sustainability module during academic year 2026 27 for delivery from 2027 onwards

A133. Work closely with the Students Union, recognising the significant opportunities to reduce broader impacts through student action

A134. Continue to develop the workshop approach for new students - include an induction module for new students

A135. Involve students in the annual environment day

19.4 Communicating success

Storytelling is key to getting people on board with the sustainability programme.

Having a clear brand for sustainability activities will help to spread a consistent message that the University takes these matters seriously. This should cover all environmental activities across the University, whether conceived, delivered and managed by the sustainability team or not.

19.5 Wider Engagement

Influence

Targets

T68. In line with UoP Strategy, fulfil our commitment to our civic duties through active engagement with Portsmouth City Council and others on joint initiatives.

T69. Ensure that the University Masterplan aligns with broader city objectives, particularly around improved health and wellbeing.

Actions

A136. Engage with the Portsmouth City Council (PCC) Green Partnership of major employers

A137. Engage with the PCC Green Forum

A138. Engage with PCC on the masterplan – details are included in the relevant sections of this document

A139. Consider opportunities to help deliver on City objectives, including around air quality and active travel

A140. Engage with PCC to share research outcomes and to use the City as part of the Living Lab concept

20.0 Tactics

We will use opportunities that arise, whether through maintenance programmes, research programmes or funding availability, to progress our sustainability goals. This may mean making tactical decisions to change focus in response to those opportunities and we will flex our plans as needed.

We will not get “hung up” on the accuracy of, in particular, our emissions calculations. While such calculations inform decisions, the most important result is to take action to reduce our impacts.

Control

Objectives

T70. Be agile and respond to opportunities to reduce our environmental impacts as they arise

Actions

A141. Maintain a horizon-scanning function to monitor risks and opportunities

A142. Measure to an effective level of accuracy, but focus on action over detail

21.0 Appendix 1: UN Global Compact Letter of Support

UNIVERSITY OF PORTSMOUTH

Professor Jeremy Howells
Deputy Vice-Chancellor
Research, Innovation and External Engagement
T +44 (0)23 9284 4472
jeremy.howells@port.ac.uk

University House
Winston Churchill Avenue
Portsmouth PO1 2UP
T +44 (0)23 9284 8484
port.ac.uk

Monday 20th February 2023

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that the University of Portsmouth Higher Education Corporation supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption. With this commitment, we express our intent to support the Global Compact advancing these principles, and will make a clear statement of this commitment to our stakeholders and the general public.

We will participate and engage with the UN Global Compact by conducting applied research and thought leadership to advance best practice. As an organisation we will also demonstrate engagement and alignment with the UN Global Compact Ten Principles.

We recognize that a key requirement for participation in the Global Compact is the submission of a Communication on Engagement (COE) that describes our organisation's efforts to support the implementation of the ten principles and to engage with the Global Compact. We support public accountability and transparency, and therefore commit to report on progress within two years of joining the Global Compact and every two years thereafter according to the Global Compact COE policy.

Yours sincerely

Professor Jeremy Howells
Deputy Vice-Chancellor (Research, Innovation, and External Engagement)

22.0 Appendix 2: The Ten Principles of the UN Global Compact

In signing up to the UN Global Compact in 2023, the University committed to its 10 Principles:

22.1 Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

22.2 Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

22.3 Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

22.4 Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

23.0 Appendix 3: Wellcome Trust: What we expect of the organisations we fund[xxxv]

Our policy recognises that the organisations we fund share obligations to address environmental damage caused by research. However, it does not require all organisations to share these obligations equally. Organisations based in high-income countries are asked to do more than others.

To support researchers reduce their environmental impact, all organisations must:

- Ensure all laboratories achieve the minimum level of accreditation offered by LEAF, My Green Lab or equivalent by the end of 2025. In future we will expect a higher level of accreditation. Applicants can request the subscription cost of adding their laboratory to these initiatives in their applications.
- Provide training and access to expert advice and tools to support them with the measurement and monitoring requirements of this policy (training costs are allowable under our Continual Professional Development policy).
- Have arrangements to purchase third party accredited carbon credits (for example, Gold Standard, Verra, Woodland Carbon Code or Plan Vivo provider(s) Organisations may find the Environmental Association for Universities and Colleges's (EAUC) carbon coalition useful to fulfil this requirement.
- Where carbon offsetting is not part of an organisation's sustainability strategy, they must seek prior approval from Wellcome to use our funding to support other sustainability initiatives. We will not pay for alternative initiatives that only provide benefit to the organisation itself (such as decarbonising its buildings or providing grants to its students). Initiatives must:
    - have a method of calculating carbon emissions that arise from Wellcome grant-funded travel
    - have an evidence-based mechanism for costing those emissions

In addition, to address the environmental impact of their research activity, organisations based in high-income countries must:

- By the end of 2024 be signatories of the Concordat for the Environmental Sustainability of Research and Innovation Practice where they are based in the UK. Organisations in other high-income countries should follow the principles of the concordat.
- Have an organisation-wide sustainability policy with science-based targets to reduce scope 1 and 2 carbon emissions to net zero and by the end of 2024 they must have a plan for achieving this. In future we will also expect organisations to have plans for Scope 3 emissions.
- Maintain logs of existing and left-over resources (for example, equipment, including freezers and other cooling equipment, materials and consumables) that researchers can check before purchasing new items.
- Take advantage of available initiatives to ensure useful items are reused and made available to researchers who can make use of them.

24.0 Appendix 4: Environmental Policy Statement (numbered[xxxvi])

The University of Portsmouth aims to place environmental sustainability at the heart of its responsibilities, as laid out in the University Strategy 2030[xxxvii] and the redevelopment Masterplan[xxxviii]. The University recognises the linked climate and ecological emergencies and educates, undertakes research, delivers projects and develops policy with Planetary Boundaries[xxxix] in mind.

The University will control and manage its own activities in ways which are environmentally sustainable, and economically and socially responsible. We will demonstrate best practice in our own activities and seek to use our considerable influence to maximise our positive impact within and beyond the University. We commit to transparently report on our performance and will work with our academics and institutes to innovate across all our activities. The University will:

1.0 Control our direct impacts

1.1 Comply with applicable legal requirements, accreditations and other formal commitments.
1.2 Ensure that necessary resources are available to meet the requirements of this policy statement and that effective governance structures are in place to oversee relevant actions.
1.3 Develop, implement and monitor annually a detailed environmental sustainability plan and related policies that deliver against this statement.
1.4 Maintain an Environmental Management System to ISO 14001[xl] to ensure compliance and to measure and continually improve our environmental performance.
1.5 Reduce the risk of, and minimise the impact from, all forms of pollution by controlling emissions and implementing emergency response procedures.
1.6 Minimise the impact of noise and nuisance on the environment and local community from the University's activities.
1.7 Continually measure and improve energy and water efficiency, reducing consumption through appropriate design criteria and investment during construction, refurbishment and maintenance.
1.8 Integrate sustainable construction methods, materials and renewables into our new build and refurbishment programmes to mitigate, and adapt to, climate change specifying, as a minimum, BREEAM[xli] 'outstanding' for new buildings and 'excellent' for refurbishment. Seek to go beyond these standards where possible.
1.9 In line with our external commitments we will rapidly electrify our heating and transport systems targeting net zero Scope 2xlii greenhouse gas emissions by 2027 and net zero Scope 1 by 2035.
1.10 Calculate whole life financial, carbon and resource costs to inform decisions around building design and technology choices.
1.11 Promote and facilitate the application of the waste hierarchy (reduce, reuse, recycle, recover, dispose) through procurement and waste management policies, continuing to avoid landfill and reducing reliance on energy recovery.
1.12 Develop and apply a catering policy for internal and contracted services, aiming to provide a range of sustainable, local, seasonal food meeting a range of dietary requirements.
1.13 Protect and enhance the biodiversity of the University estate, including through the delivery of the Estates Masterplan and integration into estate grounds maintenance contracts

2.0 Manage our indirect impacts

2.1 Target net zero emissions across all aspects of Scope 3 by 2040.
2.2 Promote and facilitate sustainable modes of travel including walking, cycling, travelling by public transport and car sharing.
2.3 Monitor the University's business and commuter travel (students and staff), seeking options to reduce its environmental impact and explore options for reducing the need to travel.
2.4 Enforce car parking permit restriction zones to staff and restrict student car parking.
2.5 Purchase electricity from certified renewable energy suppliers, preferring suppliers that make direct investment in renewables PPAs over traded REGO certificates wherever possiblexliii.
2.6 Ensure that sustainability is embedded in the University's end to end procurement process.
2.7 Ensure that University pension and investment criteria match our values and objectives.

3.0 Influence our Stakeholders

3.1 **Inspire** staff, students and visitors to make positive changes through promoting our sustainability actions, including displaying energy use and generation within buildings and providing interpretation of biodiversity and other activities around the estate.

3.2 **Inform** staff, students and our wider community about key environmental issues, raising the profile of sustainability, ensuring that environmental responsibilities are clearly understood and actions to positively contribute are encouraged.

3.3 **Enable** staff and students to take action by making better environmental choices obvious. Embed sustainability thinking through staff engagement. Promote education for sustainability to provide students with the skills and knowledge to progress a sustainable lifestyle and future, recognising that this will be the most important legacy of our activities.

3.4 **Share:** Actively engage with other institutions to share our experience and knowledge and to learn from them.

4.0 Report Transparently

4.1. Continue our commitment and reporting to the United Nations Global Compact, signed up to in 2023, in support of their 10 Principlesxliv and the Global Goalsxlv.

4.2. Set annual greenhouse gas reduction targets that align with our commitments under the Education Race to Zeroxlvi, and report annually our emissions across all Greenhouse Gas Protocol scopes.

4.3. Communicate the University's broader environmental sustainability performance annually, both internally and externally. Be open about challenges and celebrate successes.

5.0 Innovate

5.1. Promote dialogue between the academic and professional services teams within the University to transfer knowledge and skills.

5.2. Work with the University's academics and research groups, centres and institutes to apply their findings to the operations of the University.

5.3. Where opportunities arise, use the University estate as a Living Lab to test technical and behavioural innovations and communicate the results.

Signed: Date:

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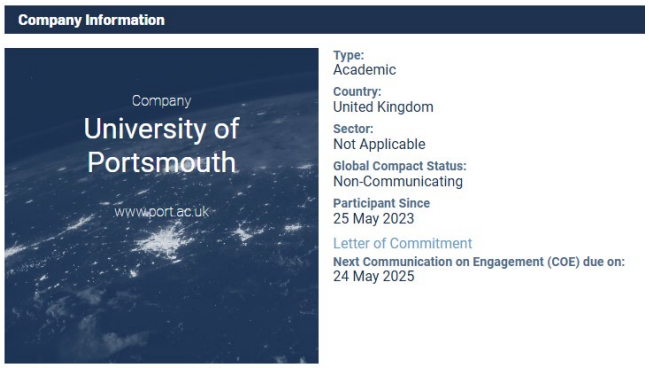

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