Annual Performance Report 2024 - 25

Environmental Sustainability

University of Hertfordshire UH

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Contents

INTRODUCTION

The reporting period covers 1 August 2024 to 31 July 2025, an eventful year shaped by notable developments and challenges in the environmental sustainability landscape, both globally and at the University of Hertfordshire.

GLOBAL CONTEXT

From August 2024 to July 2025, the global sustainability landscape was shaped by accelerating climate impacts alongside heightened policy and market momentum. 2024 was confirmed as the warmest year on record, around 1.55°C above the 1850–1900 baseline, with record ocean heat and rising sea level reinforcing the urgency of adaptation and resilience planning. At COP29 in Baku (November 2024), countries agreed a new collective quantified goal on climate finance. At the same time, the energy transition continued to gather pace: global renewable power capacity additions reached a record high in 2024 (driven mainly by solar and wind), supporting ongoing shifts in electricity systems even as demand growth and grid constraints remained key challenges.

UK CONTEXT

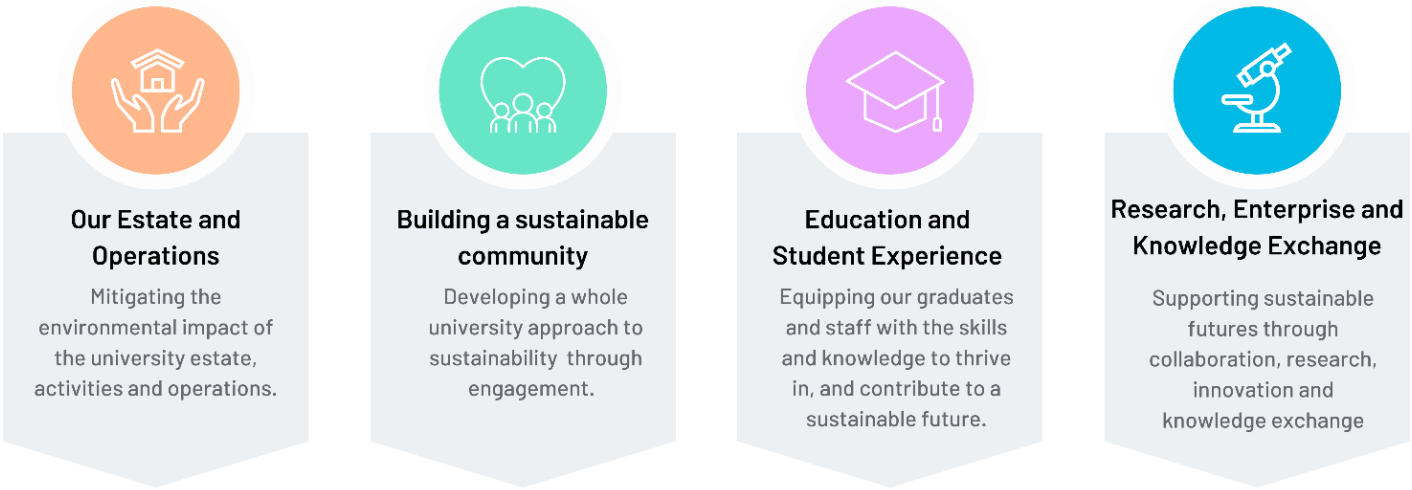
In the UK, the 2024/25 reporting period combined growing physical climate impacts with significant policy and regulatory change. The country continued to experience a higher frequency of disruptive extremes, including episodes of heavy rainfall and flooding alongside periods of unusual warmth, consistent with the Met Office's assessment that the UK is becoming warmer and that wetter winters and more intense downpours are increasing flood risk. Following the July 2024 General Election, the new Government signalled a renewed focus on "green growth" and energy security, including plans to deliver clean power by 2030 and accelerate investment in renewable generation and grid infrastructure. Internationally, the UK used COP29 to announce a strengthened 2035 target, committing to reduce emissions by 81% by 2035, reinforcing longer-term direction of travel toward net zero. On nature and the environment, delivery continued under the Environment Act framework and the Environmental Improvement Plan, with Local Nature Recovery Strategies and Biodiversity Net Gain policy intended to help progress toward the 30-by-30 commitment, although oversight bodies continued to highlight risks that key targets remain off track without faster implementation. Alongside this, expectations on transparency and green claims tightened: the FCA's Sustainability Disclosure Requirements regime and anti-greenwashing rule began to reshape how investment products are named, marketed and evidenced, while the Government's Sustainability Disclosure Requirements programme progressed toward UK Sustainability Reporting Standards aligned to ISSB/IFRS, raising the bar for climate-related disclosure and governance across the economy.

HE SECTOR CONTEXT

Across the UK higher education sector, 2024/25 saw sustainability continue to move from 'good practice' into core institutional strategy, while delivery pressures sharpened. Many universities maintained or strengthened net zero and climate adaptation programmes, supported by sector frameworks such as the Climate Commission for UK Higher and Further Education's HE Climate Action Toolkit and associated resources, which emphasise leadership, campus management, teaching, research and engagement as interconnected drivers of progress. Estates decarbonisation remained a major focus, with institutions progressing heat decarbonisation plans and retrofit programmes and seeking external capital support (including the Public Sector Decarbonisation Scheme delivered by Salix) at a time when competition for funding and project delivery capacity remained challenging. Alongside operational action, expectations on transparency continued to rise: universities faced increasing stakeholder demand to publish robust, comparable emissions and climate risk information (for example through SECR where applicable, and in anticipation of wider UK sustainability reporting reforms aligned to ISSB/IFRS). Student and staff influence remained a strong driver of change, including continued scrutiny of ethical investment and links to high-carbon industries, reflected in the People & Planet University League and ongoing divestment and fossil-fuel recruitment campaigns. Overall, the sector combined meaningful momentum—particularly in governance, estates programmes and student engagement—with an increased need to evidence outcomes and value for money amid wider financial constraints.

ENVIRONMENT AND SUSTAINABILITY AT UH

2024/25 marked a significant period of implementation for many of the objectives outlined in the 2023–2028 Environment and Sustainability Framework, and according to the pathways as described below:



Within Estates, dedicated working groups and targeted action plans continued to reduce the environmental impact of the university's estate, activities, and operations, with a focus on the following key impact areas:

- Carbon and climate change
- Waste and resource management
- Biodiversity

Unfortunately there was no engagement team employed in the period so opportunities for engaging with staff and students have been limited.

Also relevant to this report are changes in the number of staff and students, as well as the size of the campus. Staff and student numbers, measured as FTE equivalent, remained largely unchanged for the period, growing only by 1% compared to the previous year, but still representing a 50% increase on 2018/19 baseline figures. Our campus Gross Interna Area (GIA) remained largely unchanged at 192,879 m^3.

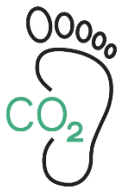
KEY PROGRESS UPDATES

1. Successful ISO14001 recertification audit.
2. Working groups continued for waste, biodiversity, decarbonisation, and travel
3. Scope 1 & 2 emission reductions of **33 %** against 2018/19 baseline
4. **11 %** reductions in emissions from energy compared to previous year
5. **53 %** reduction in emissions from energy per FTE compared to 2018/19 baseline
6. **4%** reduction in emissions from procurement compared to previous year
7. **2 %** increase in emissions from procurement per FTE since 2019/20
8. Stable water consumption, remaining at **38 %** lower than baseline period 2018/19
9. **13 %** increase in total waste, 12% increase per FTE
10. Reduction in recycling rates from 57% to **47%** compared to the previous period
11. 14% increase in total waste against 2018/19 baseline.
12. Big Hog-Friendly Silver Award

More detail on these metrics can be found in relevant sections of this report.

OUR ESTATE AND OPERATIONS

CLIMATE CHANGE



In 2023 we signed up to the United Nations Race to Zero campaign and published our Net Zero Action Plan, detailing our commitments and road map to reaching Net Zero by 2050. By adopting an integrated approach and setting ambitious targets, the University aims to reduce its carbon impact in line with science-based targets while empowering positive action within the community. Progress against our carbon targets are summarised below, for more details on our achievements and plans in each of the areas.

Objective: Reduce the impact of university operations and estate on climate change.

➢ ***Target:*** *To become Net Zero by 2050 at the latest, with a 50% reduction by 2028, and a 78% reduction by 2035 against our 2018/19 baseline (Scope 1 & 2).*

PROGRESS AND ACHIEVEMENTS

In 2024-25, the University of Hertfordshire emitted **11,300 tonnes of CO^2e**. This represents a 6% decrease on the previous period, emissions are still down 25% on baseline levels, and down 50% when staff and student numbers are considered.

EMR & KPI	18 / 19	19 / 20	20 / 21	21 / 22	22 / 23	23 / 24	24/25
Carbon Scope 1 & 2 - tCO2e	17,044.80	13,487.66	12,044.50	13,591.05	12,389.23	12,745.94	**11,331**
change against baseline		-21%	-29%	-20%	-27%	-25%	**-33%**
Year on year		-21%	-11%	13%	-9%	3%	**-11%**
Carbon (kg CO2) / FTE	848.7	641.26	527.67	531.65	415.45	422.83	397.39
change against baseline		-24%	-38%	-37%	-51%	-50%	**-53%**
change year on year		-24%	-38%	-37%	-51%	2%	**-6%**

The scope 1 & 2 emissions reported above include:

- Energy (Gas and electricity)
- Fuel (UNO Bus and UH-owned vehicles)

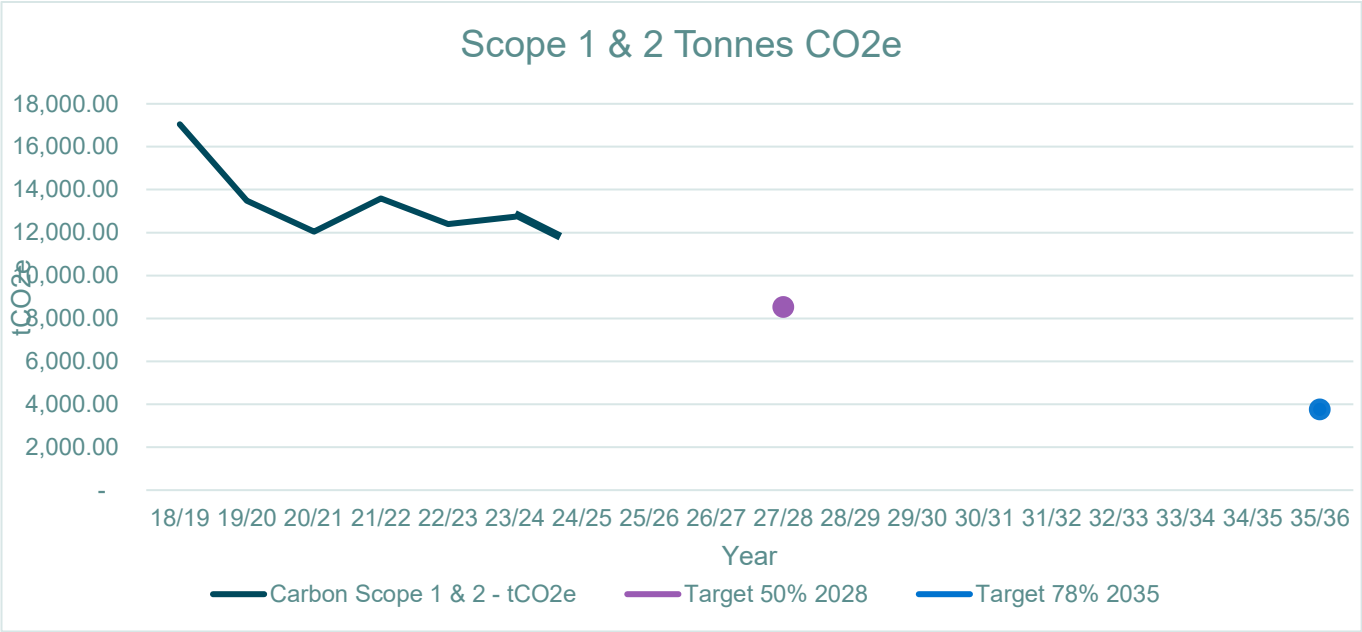
Electricity still accounts for the largest share of emissions at 39% (4,459 tonnes of CO^2e), although emissions from both gas and electricity have fallen slightly since last year. Emissions from Uno also fell in the period due to the commencement of the electrification of their fleet. Overall, we are making good progress towards our interim targets.

ENERGY

Objective: Reduce the demand for energy and improve energy efficiency on campus.

➢ ***Target:*** *To achieve reductions in carbon from energy against our 2018/19 baseline of 85% by 2035 and 95% by 2050.*

Figure 2 -2024-25 Scope 1&2 emissions since baseline period



Emissions from energy have fallen 33% against the baseline period 2018/19, and by 11% compared to the previous period. This reduction is largely attributed to decreased electricity and gas consumption, which is particularly noteworthy given that the SPECTRA building was completed toward the end of this period, coinciding with the outgoing SPECS accommodation being fully operational.

The reduction in both electricity and gas consumption has been enabled by the technical, operational, and behaviour change interventions and initiatives undertaken during this period, such as:

- LED lighting improvements through various projects
- Improvements to the College Lane boiler house
- LRC shutdowns during holidays
- BMS adjustments through our partner Carbon Numbers
- Energy audits awareness campaigns
- Implementation of new Heating and Cooling policy

LOOKING AHEAD

We will continue to reduce emissions from energy in line with our Estate Decarbonisation Plan. Having identified the main sources of emission, and carried out feasibility studies on campus, we have identified a number of projects that will continue to reduce emissions from energy:

- Design and build all-electric new buildings
- Installing air source heat pumps or alternative low-carbon technology in campus buildings
- Continue with the roll-out of LED lighting across campus
- Upgrade campus-wide building management systems including remote management

It is worth noting that as we continue to electrify the estate and move away from gas, the electricity consumption is likely to increase over the next few years. The overall impact from energy should continue to decline however, especially as the grid continues to decarbonise.

FUEL - UNOBUS & UH FLEET

Objective: Reduce the impact of our transport and logistics operations on the environment

Emissions from university-owned ICE (internal combustion engines) vehicles contribute to our scope 1 carbon footprint. At the University of Hertfordshire, there are 2 main sources of scope 1 fuel emissions: Uno Bus and university-owned vehicles.

UNO BUS

In 2024-25, UNO Bus carried over 3 million passengers across 3.9 million km of road. While helping to significantly reduce regional emissions from private travel (it is estimated that 1 bus can replace up to 30 cars on the road[1]), the fuel from UNO Bus operations is considered as scope 1 emissions and is therefore included in our reporting.

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
tCO^2e	5,260	-	-	4,185	3,354	4,044	3,309
change against baseline	-	-	-	-20%	-36%	-23%	-37%

CO2e emissions from UNO Bus operations have fallen steadily, and in 24/25 emissions were down by 37% against the 2018/19 baseline.

LOOKING AHEAD

UNO Bus is committed to reducing emissions from its operations over the coming years and have set a target to reach Net Zero by 2050 at the latest. A UNO Bus Decarbonisation Roadmap is being developed and will be published soon.

As part of this commitment, UNO Bus has secured funding from the University of Hertfordshire and the Department for Transport to purchase 27 electric buses over the next 3 years under the ZEBRA programme (Zero Emission Bus Regional Areas). This project has commenced and the first tranche of buses are due to be put into service from September 2026. The long-term plan is to convert all vehicles to zero emissions; however, this process will be less incremental than the energy decarbonisation plan due to the capital requirements as well as depot size and energy supply constraints.

F-GAS

Objective: Reduce the impact of university operations and estate on climate change.

While emissions from F-Gas on campus are not included in the overall Scope 1 & 2 carbon reporting as this is not requested by HESA for the EMR (Estates Management Reporting) - the framework that we currently align our reporting with, we do measure and track our emissions from F-Gas and report on these separately.

	2018-19	2019-20	2020-21	2021-22	2022-23*	2023-24**
tCO2e	343.64	112.16	116.77	234.75	56.18	120
change against baseline	-	-67%	-66%	-32%	-	-65%

** NB. the 2022/23 figure is based on reactive works only for split units and chillers. Due to a change in contractors, PPM only started in March 2023, meaning that the 22-23 value is not representative.*

*** NB. Only from DBS, no data from Blue Flag*

[1] ACEA - European Automobile Manufacturers' Association "***Buses: what they are and why they are so important***"

LOOKING AHEAD

In the coming months, a plant condition survey will be carried out on all assets, and a replacement programme developed accordingly. Split units and chillers that are beyond their economic life will be removed where possible or replaced with units with lower (Global Warming Potential (GWP) gases where the units are still needed. Shorter cycles in the planned preventative maintenance programme (PPM) will further help reduce emissions from leaks. When F-Gas becomes incorporated into standardised carbon reporting, we will include this in our Scope 1 & 2 calculations.

SCOPE 3

PROCUREMENT

Our Procurement emissions fall under the Scope 3 category as while they are outside our direct control, they arise as a result of our activities and operations. Procurement emissions are reported under 2 categories:

Goods and Services includes:

- Business services
- Paper products
- Manufactured chemicals
- Fuels and gases
- Food and catering (we also measure the carbon footprint of food sold based on ingredients rather than spend, but this is reported separately – see section below)
- Medical and precision instruments
- Other procurement
- Unclassified

Capital Goods includes:

- Information and communication technologies
- Construction

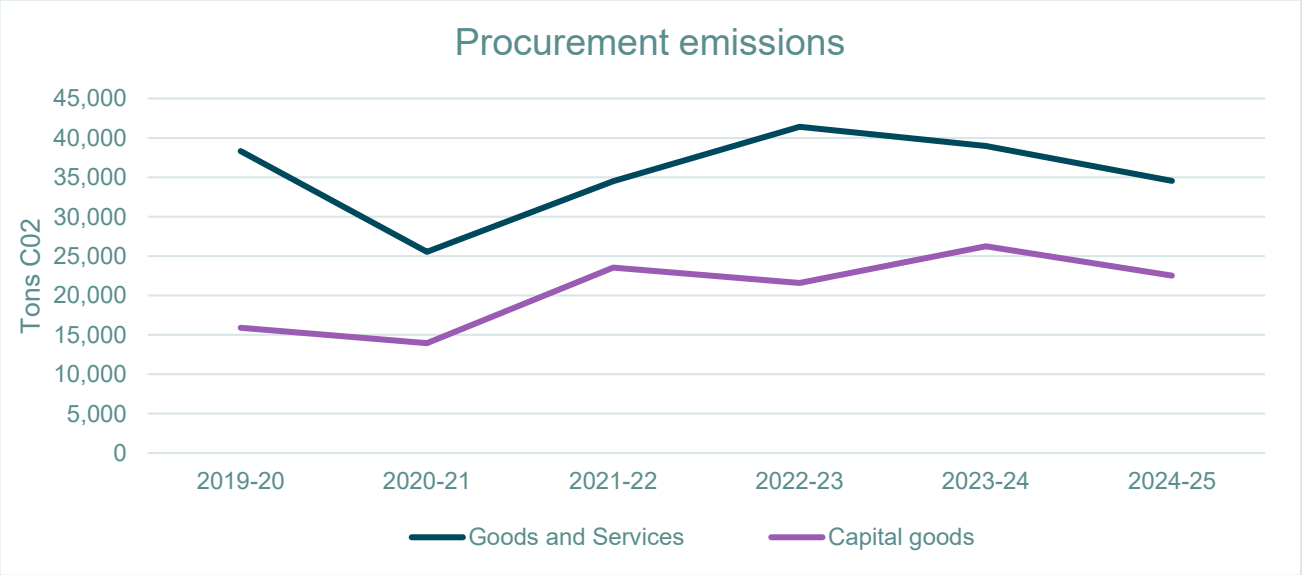
As per the sector standard, procurement emissions are calculated by the Southern Universities' Procurement Consortium (SUPC) using a spend-based rather than product / service-based methodology in each sub-category, using GHG Protocol conversion factors.

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Goods and Services	not available	38,333	25,547	34,519	41,419	39,003	34,539
Change against 19/20			-33%	-10%	8%	2%	-9%
Capital goods	not available	15,914	13,955	23,534	21,601	26,250	22529
Change against 19/20			-12%	48%	36%	65%	42%
Total	**60,000***	**54,247**	**39,502**	**58,053**	**63,020**	**65,253**	**57068**
Change against 18/19		-10%	-34%	-3%	5%	9%	-4%

tCO2e per FTE		2.58	1.73	2.27	2.11	2.16	2.00
Change against 19/20		-14%	-33%	--12%	-18%	**-16%**	**-22%**

*Estimate based on 2019-20 taking into account the university closure in the latter part of the 19-20 academic year due to Covid.

Emissions from procurement for 24-25 are down 4% on the baseline figure of 60,000 tonnes of CO^2e, which is pleasing at a time during a period when staff numbers and student numbers have increased.



This has been helped by the publication of a new Sustainable Procurement Policy that sets out guidance on making sustainable purchasing decisions, as well as a new structure in Procurement enabling category managers to better manage and support procurement in specific areas.

LOOKING AHEAD

Going forward, we will undertake a comprehensive supplier audit, identifying the top 10 "emitters" in each category, and requesting environment and climate commitments from suppliers. This will then help inform the setting of SMART targets and further action relating to procurement scope 3 emissions.

FOOD AND CATERING

Aramark, our food contractor continues its Carbon Foodprint initiative in collaboration with Nutritics which calculates and displays a score for all the meals served in our outlets[2]. This not only allows us to accurately measure the emissions from our catering service, but it also helps encourage users to consider the environmental impact of their food choices, nudging them towards more sustainable menus.

[2] Product-based carbon emissions from the food sold through tills in the canteens, excluding Premier Shops, Subway, and hospitality. The proportion of food sold through the tills is around 49% of total food sales on campus, so the data applies to around 50% of our catering service.

A Sustainable Food Policy was published in 2025 which details the University's commitment to sustainable food and operations in its catering outlets.

https://www.herts.ac.uk/__data/assets/pdf_file/0004/370516/2023-UH-Sustainable-Food-Policy-v1-commitments.pdf

Looking ahead we are targeting achieving the following KPIs

- Target and KPI Action Standards and Accreditation Food for Life (FFL) Served Here bronze standard - Achieve and maintain by 2026 *produce feasibility study by 2025
- Green Kitchen Standard - Achieve and maintain by 2026 *as above
- Marine Conservation Society (MCS) Sustainable Fishing guidelines - Achieve and maintain by 2028
- Sustainable Restaurant Association (SRA) - Explore criteria & economical investment required for accreditation 2025
- Good Egg Awards - Achieve and maintain by 2025
- 90% score or above for the university on Sustainable Food section of the People and Planet (P&P)
- Fairtrade University - Accreditation A

STAFF AND STUDENT COMMUTING

Staff and student commuting contributes significantly to our Scope 3 emissions, and the university continues to consider ways in which this could be reduced.

A number of initiatives to help reduce emissions from commuting are in place such as:

- Active Ride – free bike hire
- Discounted bus fares
- Dozens of UNO Bus routes
- Bike training and route guides
- Secure bike storage and shower facilities

BUSINESS TRAVEL

We currently report on emissions arising from business travel through HESA's EMR framework. In 2021 we started collecting product-based business travel data from our partners Diversity Travel (air and train) and Enterprise (car hire). In 2022-23 we included emissions from miles travelled for business purposes in own cars. Figures for 2018 – 2021 are estimated based on FTE numbers and travel frequency before and during Covid. As can be seen below, emissions from business travel have been steadily increasing as we emerged from the pandemic (2021-22).

	2018-19*	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Tonnes CO^2e	1,910	887.10	500	887.10	1,240.24	1,978.47	1967
Vs previous year		-54%	-44%	+77%	+40%	+60%	**-0.6%**
Change against baseline		-54%	-74%	-54%	-35%	+4%	**+2.7%**

* Estimated

Looking ahead, we will be taking steps to both improve the data collection and reduce the emissions derived from business travel. We are planning to develop a new sustainable business travel policy in 2025 which will set out targets and objectives to address the environmental impact of business travel.

CLIMATE CHANGE - CONCLUSION

As can be seen from the table below, we are making good progress against our Scope 1, 2 and 3 targets, particularly when the increase in staff and student numbers is considered. While 2024-25 saw a slight increase in total scope 1, 2 and 3 emissions of 2%, we are making significant progress in reducing the emissions directly within our control, as demonstrated by the 32% reduction per FTE since 2018/19 (scope 1 and 2).

	2018-19	**2019-20**	**2020-21**	**2021-22**	**2022-23**	**2023-24**	**2024-25**
Scope 1 & 2 - tCO^2e	17,044.80	13,487.66	12,044.50	13,591.05	12,389.23	12,745.94	11,331
Scope 3 - tCO^2e	62,903.11	56,994.39	40,936.87	59,513.42	64,799.92	69,107.46	57,068
Total	**79,947.91**	**70,482.05**	**52,981.36**	**73,104.47**	**77,189.16**	**81,853.40**	**68399**
Change against baseline		-12%	-34%	-9%	-3%	2%	-14%
FTE - tCO^2e	3.98	3.35	2.32	2.86	2.59	2.72	2.39
Change against baselines FTE		-16%	-42%	-28%	-35%	-32%	-40%

Looking ahead, we will continue to focus on reducing the emissions that we have direct control over and ensure that we meet our Scope 1 and 2 targets. We will also continue to improve our Scope 3 accounting methodologies and data collection practices so that meaningful SMART targets can be set, and action plans developed to reduce our Scope 3 emissions in line with internal, sector, and national commitments.

WASTE & RESOURCE MANAGEMENT

The University's Waste and Resource Management Strategy is based on the principles of waste hierarchy which sets out the order in which waste management measures should be prioritised based on environmental impact. Our Environmental policy statement lists the following objectives related to waste:

- *Reducing University waste production and promoting resource efficiency through its Waste and Resource Management Strategy.*

OUR PROGRESS AND ACHIEVEMENTS

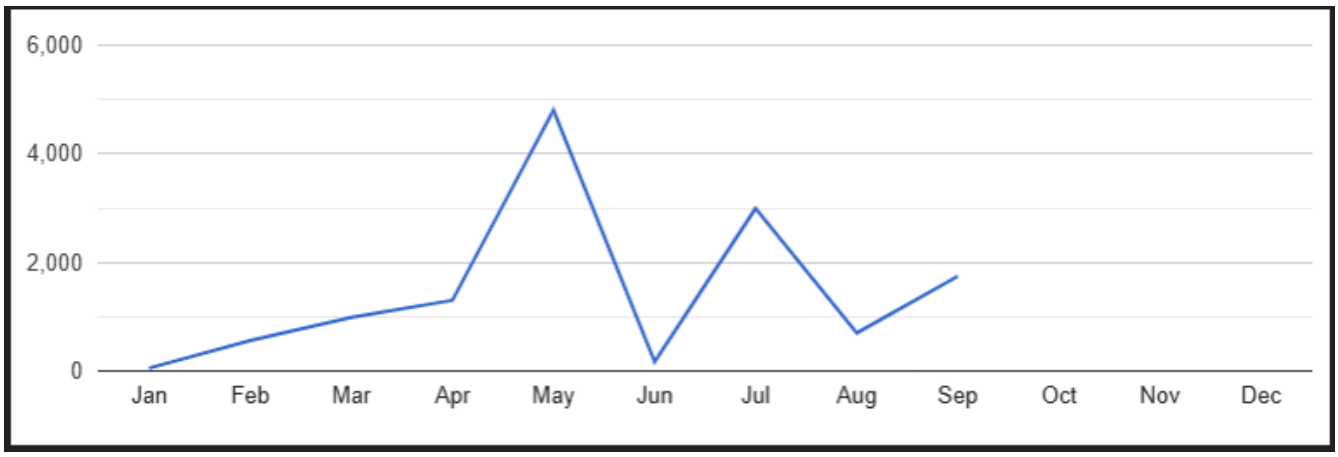
	Waste Output (tonnes)	Waste per head (kg)	Waste to landfill (t)	Waste to landfill %	Waste Recycled %*	Waste to Energy %	CO2e (t) from waste
2018 - 19	895.62	44.60	13.55	1.51 %	59 %	39 %	25.35
2019 - 20	621.65	29.55	9.86	1.59 %	72 %	27 %	16.64
2020 - 21	564	24.7	7.34	1.30 %	50 %	49 %	14.68
2021 - 22	622.44	24.34	8.7	1.4 %	65 %	34 %	16.0
2022 - 23	726.44	24.36	9.9	1.37%	61 %	37.8%	18.74
2023 - 24	819.94	27.20	9.3	1.13%	57%	41.79%	10.33
2024-25	1024	27.84	9.6	0.94%	47%	28.2%	Not available

** total recycling rate includes source segregated recycling, Mixed Recycling Facility (MRF) recovery, composting and anaerobic digestion.*

An increase in total waste output for 2024-25 compared to the previous period is noted. This is fairly stable in terms of kg per head, but we hope to reduce waste further. Levels of waste to landfill has improved but recycling levels have reduced. There is an opportunity to work with our new FM provider in 2026 to improve recycling rates.

LOOKING AHEAD

The university subscribes to Warp-It, a re-homing service for furniture. This has been very successful, and the following shows the estimated carbon savings in 2025 from re-use:

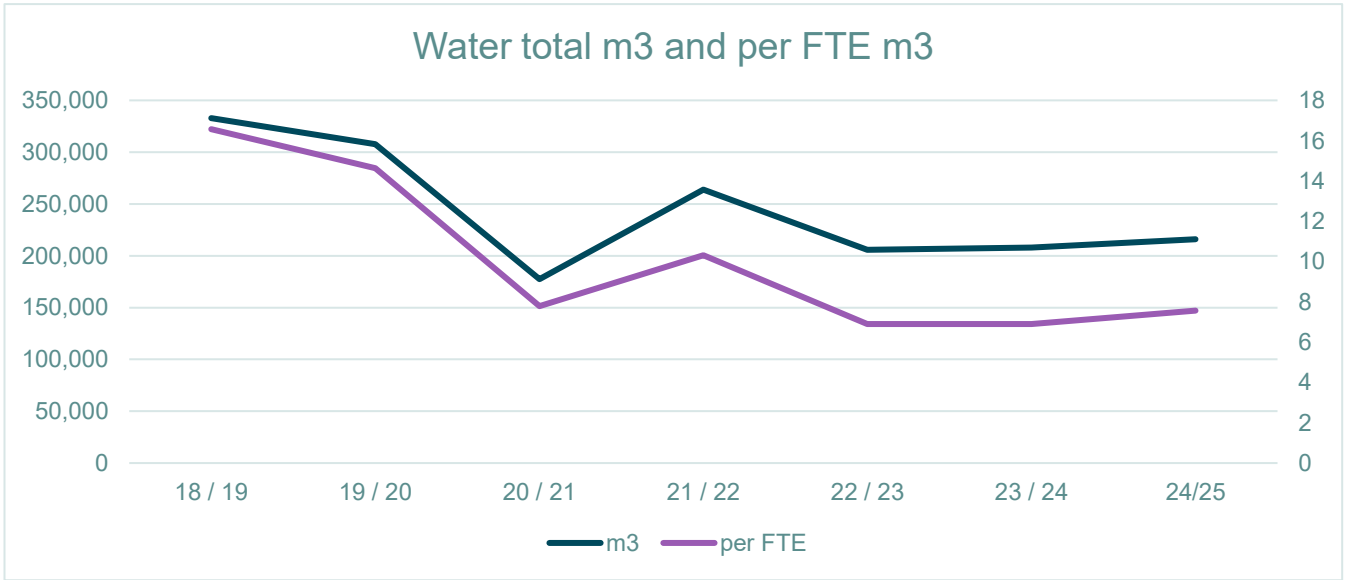


WATER

Objective: Reduce the impact of water usage on the environment

We have continued to reduce both our absolute and per FTE water consumption on campus. While hybrid working can be attributed to some of this improvement, much of it is down to extensive leak detection and rectification works completed at the College Lane Campus.

Water	18 / 19	19 / 20	20 / 21	21 / 22	22 / 23	23 / 24	24/25
m3	332,847	307,664	177,478	263,909	205,667	207,846	215,873
per FTE	16.57	14.63	7.78	10.32	6.90	6.90	7.57
change on baseline 18/19		-8%	-47%	-21%	-41%	-37%	-35%



BIODIVERSITY

With three campuses spanning 97 hectares, the university has a key role in protecting and enhancing biodiversity. Biodiversity is a core component of our Sustainability agenda and Estates Vision. Our Biodiversity objectives continue to be managed through the Biodiversity Action Plan published in 2021, sets the following commitment relating to biodiversity:

- *To promote biodiversity by conserving, protecting, and enhancing existing wildlife habitats and creating new ones*

We are establishing SMART targets following the baseline survey for biodiversity and this work will continue into 2025/26. In 2024-25 we undertook a number of activities to help protect and enhance Biodiversity on campus, including:

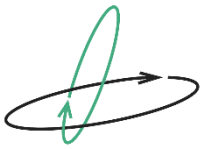
- Carrying out our annual hedgehog surveys
- Running engagement activities such as litter picks, bird watches, butterfly counts, and conservation days and nature photo competitions
- Big Hog-Friendly Silver Award
- Allotment working group established with U-Living at the Residences Allotments

LOOKING AHEAD

In 2024-25 we undertook a Biodiversity Baseline Assessment across our three campuses. This will assist in setting targets and measuring progress easier and more meaningful.

We will also review our tree management plan to ensure that we can protect as much of our green asset base as possible.

MANAGING OUR RISKS AND COMPLIANCE OBLIGATIONS



Managing our environmental risks and obligations is a key priority at the University of Hertfordshire. We have a robust Environmental Management System (EMS) which continues to be governed, managed, and reported on through our working and steering groups, and according to our terms of reference. As per our Environmental Policy statement, we aim to:

- Preventing Pollution
- Complying with environmental legislation
- Striving for continual improvement
- Reducing its impact on the climate by becoming Net Zero by 2050
- Protecting and enhancing Biodiversity
- Reducing the impact of its waste and resource utilisation
- Building a sustainable community through education, skills development, student experience, research, enterprise, and partnerships.

While our management system provides the strong foundations upon which to deliver our environmental commitments, it is our demonstration of continual improvement that enables us to be Eco Campus Platinum certified. Our risks, obligations, and commitments, are managed through our EMS, enabling us to mitigate our impact on the environment as much as possible.

In September 2025, we were externally audited by Interface as part of the ISO:14001 cycle: recertification audit.

The audit observed

- There is good practice in clear alignment to the university wide strategy (2025-2030 recently published) for net zero carbon policies evidenced in activities viewed and development of future plans for building projects, biodiversity of campuses and travel in liaison with relevant parties.
- Across the College Lane Campus, ongoing measures implemented for waste segregation, provision for public transport / cycling travel options and grounds maintained for biodiversity including information were seen with two observations identified for consideration (OFI) 03 & 04
- In the completed “Spectra” building, the planned initiatives for sustainability and compliance to a high standard were demonstrated including plant / facilities for energy management with solar panels / BMS software, nest boxes for Swifts, management of waste streams and storage / controls related to COSHH.
- From this surveillance audit, no non-conformity was raised and continued certification is recommended with the scope unchanged.
- There were no non-conformances or Opportunities for Improvement (OFIs) raised. Overall, the management system was found to meet the requirements, and we were recommended recertification to ISO14001:2015.

BUILDING A SUSTAINABLE COMMUNITY

With a community of over 30,000 staff and students, we have a significant opportunity to drive positive change both at Herts and beyond. However, in 24/25 both our Engagement Co-ordinators left and there has not been the opportunity to recruit. Therefore engagement activities have been limited to those carried out by interested individuals and societies rather than led from the department.

This included setting up a Teams Channel for sharing of environmental initiatives and activities, litter picks, and Hedgehog friendly campus activities.

Due to limited resource the Green Teams Challenge did not run in 2024/25.

TEACHING, LEARNING AND SKILLS FOR LIFE

SUSTAINABLE CURRICULUM

Following the adoption of the new graduate attributes and the introduction of the Herts Learning principles in 2022, all programmes (297) have now been mapped against the attributes, including “sustainability-driven”. Going forward, the team are working with their partners to extend the same consideration and process to their programmes, and it is part of business as usual in our expectations of internal programme development.

Herts also continues to offer a number of courses in environmental sustainability, both at undergraduate and postgraduate level, including in subject areas such as Transport, Planning, Environmental Management and Ecology.

RESEARCH, ENTERPRISE AND KNOWLEDGE EXCHANGE

Our Research, Enterprise and Knowledge Exchange Pathway helps drive sustainability through engagement with external partners such as councils, businesses and regional partnerships, and in 2022-23, the Enterprise and Business Development (EBD) team set the following commitments:

- Departmental Terms of Reference for a Sustainability Group and Action Plan
- Introduction to Sustainability at Herts and training opportunities to be included in EBD's induction pack from 23-24.
- Sustainability training to be discussed during appraisals
- IHASCO sustainability training to be added to our list of mandatory training.
- Sustainability-focused and trackers to be incorporated into the various departmental activities as appropriate.

CONCLUSION

While 2024-25 saw progress in many areas relating to our environmental sustainability aims, particularly carbon from energy and engagement, it was disappointing not to be able to progress engagement activities.

As identified in the ISO14001 audit, our frameworks and governance structures provide a good connection between strategic oversight and operational control and improvement, and we are making good progress against sustainability objectives.

We will have a continued focus on de-carbonising our buildings as opportunities arise (current examples are the Todd Building and FMM Building projects)

Looking ahead, we hope to reinvigorate our work engaging staff and students by use of the Graduate scheme and focus on People & Planet actions to improve our rankings.

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