

## GENERAL

|   |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | <b>TITLE</b>      | Biodiversity Working Group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 2 | <b>PURPOSE</b>    | <p>The aim of this group is to set, manage, and measure Biodiversity objectives across the University of Hertfordshire Estate, in particular Net Gain and Nature Positive commitments.</p> <p>The UH Biodiversity objectives (as set out in the Biodiversity Strategy / BAP) are:</p> <ol style="list-style-type: none"> <li>1. To promote biodiversity by conserving, protecting, and enhancing existing wildlife habitats and creating new ones. This will be enabled through specific habitat and key species management plans.</li> <li>2. To avoid or mitigate activities that may damage habitats or key species. This will be managed through our legal and internal compliance obligations.</li> <li>3. To collect and report data on biodiversity for monitoring and to inform action, including a biodiversity baseline assessment.</li> <li>4. To provide biodiversity education and engagement opportunities for the UH community, including students, staff, and other interested parties. To promote links between the biodiversity agenda with health and well-being where appropriate.</li> </ol> |
| 3 | <b>SCOPE</b>      | The scope of this group includes all Biodiversity considerations that come under the EMS scope – all UH managed grounds.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 4 | <b>MEMBERSHIP</b> | <p>The Biodiversity Working Group membership comprises:</p> <ul style="list-style-type: none"> <li>• Head of facilities management (Chair)</li> <li>• Senior Environment and Sustainability Adviser</li> <li>• Campus and contracts manager</li> <li>• Environment and Sustainability Engagement Coordinator</li> <li>• Business Partner for campus grounds</li> <li>• Business Support</li> </ul> <p>Other members of staff will attend from time to time to provide insight and advice:<br/>Assistant Director of Campus Services<br/>Grounds management contractors<br/>Academic staff (LMS)<br/>External consultants</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

## TERMS OF REFERENCE

|   |                        |                                                                                                                                                                                                                                                                                           |
|---|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5 | <b>DECISION MAKING</b> | The Biodiversity Working Group has the authority to make decisions on actions that need to be taken in order to achieve the objectives. Some decisions may need to be taken to the Environment and Sustainability Sub-Committee group (or relevant) for approval.                         |
| 6 | <b>ADVISORY</b>        | <p>The Biodiversity Working Group formulates and makes recommendations to the Sub-Committee / Steering group where appropriate, and seeks advice from external consultants where necessary.</p> <p>The board identifies biodiversity-related priorities and needs relating to the EMS</p> |
| 7 | <b>MONITORING</b>      | The Biodiversity working group monitors progress against targets and objectives as agreed by the sub-committee, and as set out in the Biodiversity Strategy / Action Plan.                                                                                                                |

|    |                             |                                                                                                                                                                                                                                                                                           |
|----|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                             | The group will audit compliance with the EMS                                                                                                                                                                                                                                              |
| 8  | <b>REPORTING</b>            | The Biodiversity Working Group reports on progress and concerns relating to non-compliance or failing to meet KPI to the Sustainability Steering Group. An annual report of Biodiversity action and progress is included in the Environment and Sustainability Annual Performance Report. |
| 9  | <b>STRUCTURE OF MEETING</b> | All meetings to be minuted by Business Support<br>Meetings to be held quarterly.                                                                                                                                                                                                          |
| 10 | <b>DURATION OF MEETINGS</b> | The meetings will normally be no longer than 1 hour                                                                                                                                                                                                                                       |