



Environmental Management System

Objectives and Targets 2025/26

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Approved by:

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Environmental Objectives, Targets & Monitoring

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Each action point will be monitored by the action owner throughout the academic year, with reporting provided to SIG. Any additional resource implications required will be assessed by the action owner and funding sought where appropriate. Progress will be reported to the SIG through the annual Management Review.

Objective	Target	Responsibility/Resources/Threats	Measure including Source	Evaluation Methods/Comments	Frequency of Monitoring	Target Duration (academic year)
T1	Compliance Ensure compliance with all relevant legislation and obligations associated with our activities and prevent the pollution of the natural environment and demonstrate compliance	Campus Wellbeing <u>Resources</u> <ul style="list-style-type: none"> Audits, reviews and inspections of documentation, processes, and sites TCP – authoritative source of legislative information and updates Professional colleagues and the EMS <u>Threats to target:</u> <ul style="list-style-type: none"> Loss of qualified/knowledgeable staff Outsourcing and lack of supervision of contractors Lack of knowledge and understanding at local level Fly-tipping and acts of others outside our control Lack of resources/funding <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> Prosecution Breach of licenses Failures against ISO14001:2015 Bad publicity 	<u>Radiation</u> <ul style="list-style-type: none"> Outcomes of external audits by RPA and by Natural Resource Wales (pass/qualified pass/fail) <u>Authorisations</u> <ul style="list-style-type: none"> Appropriate licenses, permits and exemptions in place from NRW for discharges and waste storage Conservation designations in place and adhered to Wildlife protections recognised and adhered to (NRW protected species license) 	Demonstrate compliance and systems to ensure compliance, as: <ol style="list-style-type: none"> Did we achieve the target? Do we understand how we achieved the results? Could we have done more? Is a future target still necessary? Are there any foreseeable challenges in the future? How have we communicated our target and performance? 	The EMS and the audit schedule will deliver throughout the year, with an annual review against this target	2025-26

			<ul style="list-style-type: none"> • EMS auditing and inspection schedules <p><u>Contractor Control</u> (third-party duties)</p> <ul style="list-style-type: none"> • Campus Services internal contract management systems for compliance • EMS Auditing and inspection schedules <p><u>Fly-tipping and acts of others outside our control</u></p> <ul style="list-style-type: none"> • University security systems and awareness 			
T2	<p>Waste</p> <p>Achieve Zero waste to landfill and 70% re-use and recycling by 2026</p>	<p>Campus Services – Facility Operations</p> <p><u>Resources</u></p> <ul style="list-style-type: none"> • Staff time • Data from construction projects <p><u>Threats to target:</u></p> <ul style="list-style-type: none"> • Loss of qualified/knowledgeable staff • Inconsistency of service – including system management • Lack of time to develop and begin to implement agreed process • Lack of buy-in/support • Lack of data • Lack of consistency in collecting and reporting waste streams <p><u>Impacts of not achieving:</u></p> <ul style="list-style-type: none"> • Financial • Reputational 	<p>Provided by contractors and verified by Circular Economy and Waste Reduction Manager</p> <ul style="list-style-type: none"> • Overall tonnages and types of waste produced • Disposal method used for each type of waste 	<ul style="list-style-type: none"> i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance? 	Annually	2025-26

T3	Procurement a. Produce a sustainable procurement training package suitable for all procurement activities	Finance Services – Procurement <u>Resources</u> <ul style="list-style-type: none"> • Staff time <u>Threats to target:</u> <ul style="list-style-type: none"> • Loss of qualified/knowledgeable staff • Inconsistency of service – including system management • Lack of time to develop and begin to implement agreed process • Lack of buy-in/support <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> • Financial • Reputational 	<ul style="list-style-type: none"> • Delivery of staff training pack suitable for all procurements 	i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance?	Annually	2025-26
	b. Update Supplier Guide to inform suppliers of the University's sustainability objectives	Finance Services – Procurement <u>Resources</u> <ul style="list-style-type: none"> • Staff time <u>Threats to target:</u> <ul style="list-style-type: none"> • Loss of qualified/knowledgeable staff • Inconsistency of service – including system management • Lack of time to develop and begin to implement agreed process • Lack of buy-in/support <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> • Financial • Reputational 	<ul style="list-style-type: none"> • Delivery of updated Supplier Guide 	i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance?	Annually	2025-26
T4	Utilities – Water a. Reduce water consumption by 2% compared to 2024/25, as a function of i) m2 useful floor area and ii) FTE students & staff (through staff and student promotion)	Digital & Estates Infrastructure and Development/ Campus Wellbeing <u>Resources</u> <ul style="list-style-type: none"> • Billing data • HESA data <u>Threats to target:</u> <ul style="list-style-type: none"> • Loss of qualified/knowledgeable staff • Weather extremes • Water leakage/loss • Increased water intensity of research activities (cooling) 	Provided by: Campus Wellbeing <ul style="list-style-type: none"> • Cubic metres of water per useable floor area • FTE for staff/students – as per HESA submission 	i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance?	Annually	2025-26

		<ul style="list-style-type: none"> • Failure of monitoring • Lack of useable data • Lack of resources/funding <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> • Financial • Reputational 				
	b. Review and evaluate the implementation of the Water Conservation Standards across the University	Digital & Estates Infrastructure and Development/ Campus Wellbeing <u>Resources</u> <ul style="list-style-type: none"> • Accurate water data • Communications • Budget • Staff Resources/Time <u>Threats to target:</u> <ul style="list-style-type: none"> • Lack of time to develop • Lack of funds to implement measures • Lack of buy-in/support • Insufficient data platforms • Loss of qualified/knowledgeable staff <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> • Unable to aid achieving Net Zero by 2050 • Reputational damage • Missed opportunities 	<ul style="list-style-type: none"> • Conduct an audit to determine the degree of implementation of the Water Conservation Standards. 	i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance?	Annually	2025-26
T5	Travel and Transport a. Establish a network of sustainable travel champions, including senior staff and managers, who routinely promote and model active and sustainable travel behaviour in line with the sustainable travel hierarchy	University Health & Wellbeing Operational Board / EDI & Wellbeing Committee / University Executive <u>Resources</u> <ul style="list-style-type: none"> • Communications • Staff Resources/time <u>Threats to target:</u> <ul style="list-style-type: none"> • Lack of buy-in/support • Lack of plan • Insufficient communication or collaboration • Lack of understanding regarding the criteria outlined in the North Wales Healthy Travel Charter <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> • Missed opportunities 	<ul style="list-style-type: none"> • List of sustainable travel champions 	i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance?	Annually	2025-27

		<ul style="list-style-type: none"> Impacts on carbon targets 				
b.	Communication - agree and use regular and consistent messaging with staff and students on active and sustainable travel, and to reduce unnecessary travel	<p>University Health & Wellbeing Operational Board/ Health & Wellbeing Project Manager/ Marketing/ Press Office</p> <p><u>Resources</u></p> <ul style="list-style-type: none"> Communications Staff Resources/time Financial constraints <p><u>Threats to target:</u></p> <ul style="list-style-type: none"> Lack of buy-in/support Lack of planning Insufficient communication or collaboration Lack of understanding question set <p><u>Impacts of not achieving:</u></p> <ul style="list-style-type: none"> Missed opportunities Impacts on carbon targets 	<ul style="list-style-type: none"> Measure and score communications specific to sustainable travel in Bulletins and on social media channels 	<ul style="list-style-type: none"> i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance? 	Annually	2025-26
c.	Provide training for staff who drive fleet vehicles to promote responsible and considerate driving and to enable safe walking and cycling.	<p>Human Resources/ Digital & Estates Infrastructure and Development</p> <p><u>Resources</u></p> <ul style="list-style-type: none"> Communications Staff Resources/time Financial constraints <p><u>Threats to target:</u></p> <ul style="list-style-type: none"> Lack of buy-in/support Lack of planning Insufficient communication or collaboration <p><u>Impacts of not achieving:</u></p> <ul style="list-style-type: none"> Missed opportunities Impacts on carbon targets 	<ul style="list-style-type: none"> Evidence of training given to staff driving fleet vehicles 	<ul style="list-style-type: none"> i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance? 	Annually	2025-26
d.	Promote public transport discounts for sustainable travel by securing discounts for staff and students on Transport for Wales rail	<p>Human Resources/ Digital & Estates Infrastructure and Development</p> <p><u>Resources</u></p> <ul style="list-style-type: none"> Communications Staff Resources/time 	<ul style="list-style-type: none"> Documented evidence of communication regarding liaison with public 	<ul style="list-style-type: none"> i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? 	Annually	2025-26

	services and with other local transport providers	<u>Threats to target:</u> <ul style="list-style-type: none"> • Lack of buy-in/support • Lack of plan • Insufficient communication or collaboration • Lack of understanding question set <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> • Missed opportunities • Impacts on carbon targets 	transport companies	v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance?		
	e. Promote cycling training and bicycle maintenance sessions	Human Resources/ Students Union/ Digital & Estates Infrastructure and Development <u>Resources</u> <ul style="list-style-type: none"> • Communications • Staff Resources/time <u>Threats to target:</u> <ul style="list-style-type: none"> • Lack of buy-in/support • Lack of plan • Insufficient communication or collaboration <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> • Missed opportunities • Impacts on carbon targets 	<ul style="list-style-type: none"> • Evidence of cycling training and maintenance sessions held during the year 	i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance?	Annually	2025-26
T6	Biodiversity a. Establish a further 5 sites for 30x30, bringing the total number to 15	Digital & Estates Infrastructure and Development <u>Resources</u> <ul style="list-style-type: none"> • Staff Resources/Time • Communication • Accurate land data <u>Threats to target:</u> <ul style="list-style-type: none"> • Lack of time to develop • Lack of funds to implement measures • Lack of buy-in/support • Insufficient data • Loss of qualified/knowledgeable staff <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> • No gains in biodiversity across the Estate 	<ul style="list-style-type: none"> • 30x30 sites to be agreed by Grounds and Gardens Team 	i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance?	Annually	2025-26

		<ul style="list-style-type: none"> • Missed opportunities • Increased resource costs due to changes in land management 				
	b. Complete baseline biodiversity surveys for initial 15 sites for 30x30	Digital & Estates Infrastructure and Development <u>Resources</u> <ul style="list-style-type: none"> • Staff Resources/Time • Communication • Accurate land data <u>Threats to target:</u> <ul style="list-style-type: none"> • Lack of time to develop • Lack of funds to implement measures • Lack of buy-in/support • Insufficient data • Loss of qualified/knowledgeable staff <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> • No gains in biodiversity across the Estate • Missed opportunities • Increased resource costs due to changes in land management 	<ul style="list-style-type: none"> • Biodiversity baseline surveys completed by external ecological consultants or University staff and students to determine species richness and abundance for: <ul style="list-style-type: none"> ○ Vegetation ○ Small mammals ○ Birds ○ Invertebrates ○ Fungi 	i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance?	Annually	2025-26
	c. Publish the Biodiversity Enhancement Plan on the University's website	Digital & Estates Infrastructure and Development <u>Resources</u> <ul style="list-style-type: none"> • Staff Resources/Time • Communication • Accurate land data <u>Threats to target:</u> <ul style="list-style-type: none"> • Lack of time to develop • Lack of funds to implement measures • Lack of buy-in/support • Insufficient data • Loss of qualified/knowledgeable staff <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> • No gains in biodiversity across the Estate • Missed opportunities • Increased resource costs due to changes in land management 	<ul style="list-style-type: none"> • Completion of webpages outlining the University's Biodiversity Enhancement Plan 	i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance?	Annually	2025-26

T7	Carbon Reduce Scope 1 CO2e fossil fuel heating emissions by, on average, at least 3% per annum	Digital & Estates Infrastructure and Development <u>Resources</u> <ul style="list-style-type: none"> • AMMT system • Billing data • Finance data <u>Threats to target:</u> <ul style="list-style-type: none"> • Restructuring and loss of qualified/knowledgeable staff • Weather extremes • Increased energy intensity of research activities • Failure of monitoring • Lack of useable data • Lack of resources/funding <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> • Financial • Reputational 	<ul style="list-style-type: none"> • Calculate Scope 1 CO2e fossil fuel heating emissions from metering and bill data 	i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance?	Annually	2025-26
T8	Construction a. All new buildings to be designed to operate at net zero carbon in regulated energy use based on current Passivhaus / LETI standards	Digital & Estates Infrastructure and Development <u>Resources</u> <ul style="list-style-type: none"> • Staff Resources/Time • Communication • Accurate data <u>Threats to target:</u> <ul style="list-style-type: none"> • Lack of time to develop • Lack of funds to implement measures • Lack of buy-in/support • Insufficient data • Loss of qualified/knowledgeable staff <u>Impacts of not achieving:</u> <ul style="list-style-type: none"> • Reputational damage for lack of progress on low carbon construction/refurbishment and achieving high environmental standards for construction projects • Missed opportunities • Increased resource costs through less carbon efficient construction 	<ul style="list-style-type: none"> • Building performance model demonstrates ≤ 35 kWh/ m²/year energy intensity 	i. Did we achieve the target? ii. Do we understand how we achieved the results? iii. Could we have done more? iv. Is a future target still necessary? v. Are there any foreseeable challenges in the future? vi. How have we communicated our target and performance?	Annually	Jan. 2026 - 2028

	<p>b. Major refurbishments to achieve $\geq 40\%$ reduction in operational carbon emissions compared to pre-refurbishment baseline, delivered through fabric-first and systems upgrades</p>	<p>Digital & Estates Infrastructure and Development</p> <p><u>Resources</u></p> <ul style="list-style-type: none"> • Staff Resources/Time • Communication • Accurate data <p><u>Threats to target:</u></p> <ul style="list-style-type: none"> • Lack of time to develop • Lack of funds to implement measures • Lack of buy-in/support • Insufficient data • Loss of qualified/knowledgeable staff <p><u>Impacts of not achieving:</u></p> <ul style="list-style-type: none"> • Reputational damage for lack of progress on low carbon construction/refurbishment and achieving high environmental standards for construction projects • Missed opportunities <p>Increased resource costs through less carbon efficient construction</p>	<ul style="list-style-type: none"> • Post-occupancy energy monitoring data 	<ol style="list-style-type: none"> Did we achieve the target? Do we understand how we achieved the results? Could we have done more? Is a future target still necessary? Are there any foreseeable challenges in the future? How have we communicated our target and performance? 	Annually	2025-28
	<p>c. Conduct whole-life carbon assessment (A1-C4) for all major projects in line with RICS and LETI benchmarks</p>	<p>Digital & Estates Infrastructure and Development</p> <p><u>Resources</u></p> <ul style="list-style-type: none"> • Staff Resources/Time • Communication • Accurate data <p><u>Threats to target:</u></p> <ul style="list-style-type: none"> • Lack of time to develop • Lack of funds to implement measures • Lack of buy-in/support • Insufficient data • Loss of qualified/knowledgeable staff <p><u>Impacts of not achieving:</u></p> <ul style="list-style-type: none"> • Reputational damage for lack of progress on low carbon construction/refurbishment and 	<ul style="list-style-type: none"> • Assessment target $\leq 500 \text{ kgCO}_2\text{e/m}^2$ GIA embodied carbon for each new build 	<ol style="list-style-type: none"> Did we achieve the target? Do we understand how we achieved the results? Could we have done more? Is a future target still necessary? Are there any foreseeable challenges in the future? How have we communicated our target and performance? 	Annually	2026-28

		<div>achieving high environmental standards for construction projects</div> <ul style="list-style-type: none">• Missed opportunities <div>Increased resource costs through less carbon efficient construction</div>				
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