## 1. Introduction and Purpose

To help Royal Holloway both mitigate against, and adapt to, the climate and biodiversity crises, this environmental policy seeks to embed environmental sustainability into everything we do – from how we maintain and develop our buildings and 135-acre parkland estate, to what food we serve in our outlets, and what we research and teach.

To support and guide this ambition, Environmental Sustainability is also one of three strategic enablers of the University's RH2030s strategy.

## 2. Scope

This overarching 'capstone' policy applies to all colleagues across Professional Services and our academic teams and units, our Egham and Central London premises, and to all those related policies listed in Section 5.

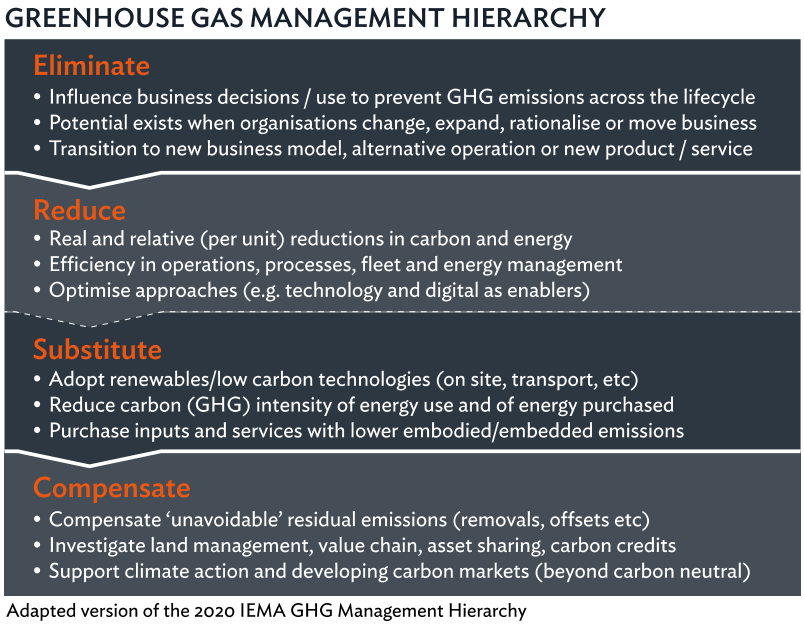
With this capstone approach, we are also committed to fostering a culture where our environmental principles are inclusive, equitable and accessible, allowing everyone to contribute meaningfully to our sustainability efforts.

We will also encourage and support our students to follow our principles and ensure that our suppliers' own policies align with them whenever and wherever possible.

## 3. Policy Statement

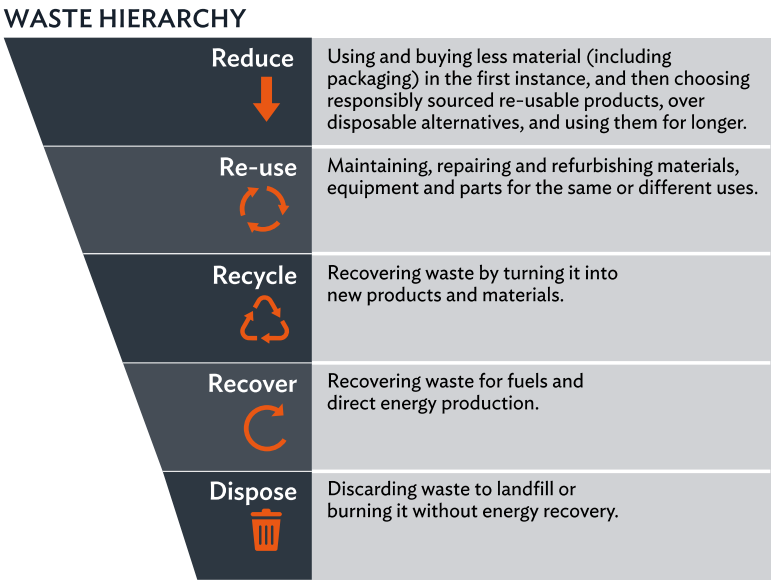
To reduce our environmental footprint, increase biodiversity, and put environmental sustainability at the heart of our research and education, we are specifically committed to:

- Having in place an **Environmental Sustainability Action Plan**, including net zero, waste and water commitments, and regularly monitoring and externally reporting our progress annually.
- Maintaining an **Environmental Management System (EMS)** and, with it, adopting a 'plan-do-check-act' approach to continuous improvement.
- Embedding the following **greenhouse gas management hierarchy** across all operations and activities and buying only zero carbon electricity.

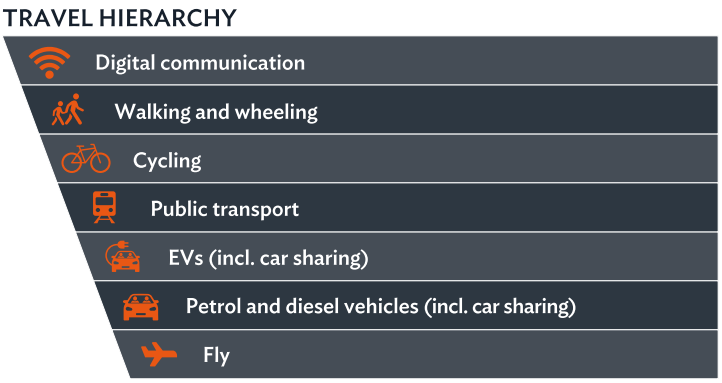


Adapted version of the 2020 IEMA GHG Management Hierarchy

- Developing and delivering a long-term **estates decarbonisation plan** and installing no new gas boilers wherever this is possible.
- Reducing **water use** and our reliance on mains supply, buying and using only water efficient equipment, and detecting and fixing leaks as soon as possible.
- Minimising waste by applying the following **waste hierarchy** across all operations and activities and adopting a 'digital by default' approach to document management.




- The responsible stewardship of our estate and increasing **biodiversity** and access across our Living Campus, including going beyond the Biodiversity Net Gain (BNG) requirements of all new planning applications.
- Preventing **pollution** by minimising the use of **chemicals** and other hazardous materials, and putting controls in place to ensure responsible storage, disposal and spill management
- Supporting **sustainable travel,** including the development of a Green Travel Plan that considers the needs of all users and the adoption of the following travel hierarchy.




- Using established frameworks to promote sustainable resource management into all **procurement activities** and holding our suppliers to our own standards.
- Maintaining a sustainable approach to **investment** that prohibits investments in fossil fuel companies, subject to the approvals of our governing body.
- Embedding environmental sustainability into our **teaching and research** – ensuring that all students and colleagues have access to relevant training and other engagement opportunities.
- Seek to work with **partners** that share our own environmental commitment and values.
- Complying with all **legal requirements** and other compliance obligations.

Exceptions to these commitments will be fully supported where adjustments are necessary to meet Equality, Diversity, and Inclusion (EDI) or Health and Safety (H&S) requirements, ensuring no individual or group is disadvantaged by our sustainability practices.

## 4. Roles and Responsibilities

The Executive Director of Business and People Services owns the policy and is the Senior Responsible Officer for Environmental Sustainability at the University. They chair the Environmental Management System (EMS) Management Group and report to the Executive Board and University Council through the Infrastructure Committee.

## 5. Related Documents

This policy should help shape and be referenced by the following other policies:

- Procurement policy
- Environmental, sustainable and healthy food policy
- Travel, subsistence and personal expenses policy
- Hybrid working (pilot)
- Information Technology purchasing policy
- Statement of investment policy
- Space Management Policy (in development)

## 6. Document Control Information

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|---|---|
| Policy Owner | Stephen McAuliffe, Executive Director of Business and People Services |
| Operational Owner | Mark Berry, Head of Sustainability |
| Approving Body | Executive Board |
| Approved on | 13 June 2025 |
| To be reviewed before | July 2026 |

| Version History | | |
|---|---|---|
| Version (newest to oldest) | Date of approval | Summary of changes |
| 2 | 13 June 2025 | Completion of EIA with edits and addition of BNG commitment. |
| 1 | 10 July 2024 | First version of policy. |