

Environmental Sustainability Plan

Update on of 2024 Targets

Target	Target Lead(s)	Update on 2024 targets
<p>Reduce our carbon emissions from College buildings</p> <p><u>2024 targets:</u> Continue developing the programme of works for the Masterplan, focusing on fabric and energy improvements to existing buildings. The tender process for the first major project is expected to start in the first half of 2024, subject to Governing Body approval.</p>	Works Bursar	<ul style="list-style-type: none"> • Refurbishment of 19-21 St John Street and redevelopment of Pusey Lane underway, built to Passivhaus standards. • Refurbishment of 22-23 St Giles out to tender, will include fabric improvements. • Submitted ESOS phase III
<p>Reduce the amount of waste we generate and maximise recycling</p> <p><u>2024 targets:</u></p> <ul style="list-style-type: none"> • Reduce waste that goes to landfill by 10% by reducing single-use/non-recyclable packing. • Improve data collection and analysis by working with a new waste contractor. • Introduce dispenser systems for more products currently available in single use/non-recyclable format, including all common chemicals; • Reduce take-away disposables and only use take-away containers when no eat-in is offered and limit use of take-away cups to the Café; • Change to a chemical supplier with more sustainability practices and increased use of recycled materials; • Stop the historic practice of disposing of all bedding at the end of each year and introduce 	Domestic Bursar	<ul style="list-style-type: none"> • Diverted 100% of waste from landfills by partnering with a new waste management company. • Collected comprehensive waste data since April 2024, now available for analysis. • Implemented a dispenser system to optimize chemical usage and reduce single-use plastic bottles. • Introduced reusable food containers to all staff and students in MT 2024. • Selected new cleaning products supplier, providing plant-based and biodegradable cleaning products, placed in dispensers to reduce waste. • No bedding was disposed in 2024. Unsuitable items were donated to a local dog shelter.

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<p>washable pillow protectors to extend life of pillows;</p> <ul style="list-style-type: none"> • Work with local charities to donate items left by students at the end of the academic year. 		<ul style="list-style-type: none"> • Explore further in 2025
<p>Reduce emissions related to travel</p> <p><u>2024 targets:</u></p> <ul style="list-style-type: none"> • Introduce electric vehicle scheme. • Consider installation of electric charging points at the College and suitable outlying buildings to support the transition to cleaner transport 	Bursary Manager	<ul style="list-style-type: none"> • Introduced electric vehicle salary sacrifice scheme.
<p>Increase the use of sustainable food</p> <p><u>2024 targets:</u></p> <ul style="list-style-type: none"> • Introduce five new Fairtrade products by the end of 2024. • Track Fairtrade sales of new products and aim for a 3% year-on-year increase. 	Domestic Bursar	<ul style="list-style-type: none"> • Introduced fair trade sugar, chocolate and 2 wines. Aim to further increase products in 2025. • Tracking sales of wines and will track new Kendrew Café offering once introduced.
<p>Increase sustainable resource use in procuring goods and services</p> <p><u>2024 targets:</u></p> <ul style="list-style-type: none"> • Identify the top 50% suppliers (by spend) of non-food items and actively engage with them to align our sustainability targets. • Procure at least 50% of office supplies from recycles or sustainably sources materials by 2025 	Domestic Bursar	<p>Accommodation Department uses suppliers that support sustainable practices:</p> <ul style="list-style-type: none"> • Chemical supplies: all delivered in recycled containers; 70% of chemicals are composed of non-harmful substances. • Office supplies: prioritise furniture made from sustainable materials
<p>Increase overall biodiversity on the College site</p> <p><u>2024 targets:</u></p> <ul style="list-style-type: none"> • Upskill and train garden team to increase knowledge. 	Domestic Bursar, Works Bursar, Keeper of the Groves,	<p><u>College gardens</u></p> <ul style="list-style-type: none"> • New planting strategy in Theatrical Shrubbery and the Scottish Border have led to increased wildlife activities (bees, birds)

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<p><i>Bagley Wood: Deliver woodland management in line with the approved grant scheme to manage and enhance fauna and flora.</i></p> <p><u>2024 targets:</u></p> <ul style="list-style-type: none"> Identify areas in which species can be supported and enhanced above and beyond the minimum requirements of the woodland management plan Commence to monitor flora and fauna through a series of ecology surveys to record changes in species type and density 	<p>Keeper of Bagley Wood</p>	<ul style="list-style-type: none"> Changed horticultural practices leading to improved soil conditions <p><u>Bagley Wood</u></p> <ul style="list-style-type: none"> Continued delivery of long-term woodland management plan
<p>Develop and implement a responsible investment policy for College equity holdings</p>	<p>Principal Bursar</p>	<ul style="list-style-type: none"> Equity holdings were screened, all in compliance with responsible investment policy.
<p>Develop and implement a comprehensive ESG approach for College developments</p> <p><u>Oxford North 2024 targets:</u></p> <ul style="list-style-type: none"> Commitment that the development will be operationally net-zero Investigate offsetting some of the built carbon 	<p>Principal Bursar, Victoria Collett</p>	<ul style="list-style-type: none"> Ongoing Agreed a local off-setting scheme with Oxford City Council
<p>Support College tenants in their operations to reduce carbon footprint and increase biodiversity</p> <p><u>2024 targets:</u></p> <ul style="list-style-type: none"> Develop carbon reduction strategy by farm type (dairy and arable), including principles of landlord and tenant responsibilities Share best practices and increase knowledge amongst tenant farmers on carbon reduction strategies and biodiversity gains 	<p>Principal Bursar, Savills</p>	<ul style="list-style-type: none"> Continue to develop in 2025 Number of tenant farmers attended the regenerative agricultural festival Groundswell at the invitation of College.

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<ul style="list-style-type: none"> • Support measure to increase uptake of stewardship programmes from currently 32% of holdings • Ongoing programme of building fabric upgrades that do not meet current regulations and are not exempt • Develop options from three pilot studies with local Wildlife Trusts to enhance biodiversity net gain on College-owned land 		<ul style="list-style-type: none"> • Presentation on public and private funding sources made at rent audit dinner • Continue to progress in 2025. • Data gathering and survey started, to be finalised in 2025.
<p>Increase research and engagement on environmental, net zero and biodiversity initiatives</p> <p><u>2024 targets:</u></p> <ul style="list-style-type: none"> • Continued College funding for an interdisciplinary research project to identify policy bottlenecks and knowledge-gaps that are delaying the transition to net zero emissions 	Academics	<ul style="list-style-type: none"> • Ongoing