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## **CPP0031 Sustainability Policy**

### **Purpose**

Cefas is a world leading research institution: we apply our scientific expertise to achieve healthy and productive marine and freshwater ecosystems, and by doing so support a sustainable future for rivers, seas, and the oceans. However, we recognise that our day to work has an environmental impact, and therefore we must operate within a framework for setting sustainability objectives for Cefas operations. This Sustainability Policy provides that framework and describes the principle ways that we will aim to reduce our environmental footprint. Our decisions and actions in relationship to this policy will, therefore, combine to deliver sustainable outcomes.

### **Cefas is committed to:**

- Enshrining sustainable development and sustainability within all aspects of strategy, planning and activities;
- Protecting the environment by reducing energy, resource use and pollution by developing appropriate control measures that reduce or eliminate their impact;
- Continual review of our activities and operations to identify, understand and evaluate direct and indirect environmental impacts, so as to prioritise actions to address them;
- Maintaining or exceeding compliance with all relevant legislation and regulations, and other relevant Departmental and organisational obligations;
- Achieving net zero carbon emissions by 2050 through a published net zero pathway;
- Minimising environmental risks from accidents, incidents, and emergencies, and help others to do so through our scientific expertise.
- Managing risks to Cefas from climate change and natural resource depletion and maximising opportunities for climate adaption.
- Ensure continuous improvement by establishing revised procedures and associated sustainability performance targets that are reviewed and externally reported annually.
- Collaborating with Defra Group, across Government and all stakeholders to help us achieve more sustainable outcomes ourselves and in collaboration.



- Ensuring that training in sustainable development and sustainable science is encouraged and accessible to colleagues;
- Applying the principles of the circular economy by embedding sustainable, ethical, social value and lifecycle considerations into all purchasing and procurement decisions;

**To implement this policy Cefas has determined the following priorities and associated objectives for 2024/25:**

- Encourage energy efficient practices, seek investment to reduce carbon emissions and improve access to carbon literacy training and activities to accelerate the adoption of a stronger net zero culture within Cefas;
- Promote the zero-waste principle (rethink, reduce, reuse and recycle) to minimise the environmental impact of the use of natural resources and waste disposal;
- Implement an updated travel policy that will reduce the environmental impacts of our business travel and improve/ increase our digital conferencing skills and activity.

**As employers Cefas will:**

- Share expectation of responsibility for sustainability to our employees, board members and service providers;
- Demonstrate clear commitment to sustainability and lead by example, to ensure that the protection of the environment is promoted to all employees;
- Encourage active travel, vehicle sharing, public transport to help reduce carbon emissions from commuting.

**Our employees will:**

- Be familiar with the environmental impact and requirements relevant to their role and activities and take responsibility for their own impact.

**Our governance - how we will oversee:**

- Set and publish clear and measurable targets and use our Environmental Management System to monitor progress against them;
- Develop and implement a short- and medium-term (5y) Sustainability Plan that integrates the net zero pathway;
- Bring together colleague and trade union representation from across Cefas to review environmental performance against agreed limits and targets through Cefas Sustainability Committee, which reports annually to Cefas Management Board.

This policy fully complies with Cefas environmental legal obligations and Greening Government Commitments. It will be reviewed annually as part of Management Review process and made accessible to the public and all interested parties.



The Policy will be implemented through Cefas Environmental Management System action plan.

Our Chief Executive has responsibility for Cefas Environmental performance, all Cefas staff share this responsibility and are therefore required to adopt and adhere to the principles of this Environmental Policy and the standards and procedures of the Environmental Management System.

I give my full backing to this policy and will support all those who endeavour to carry it out.

A handwritten signature in black ink, appearing to read "N. Hornby".

Neil Hornby  
Chief Executive