

STFC Environmental Sustainability Strategic Delivery Plan 2025-2027

The STFC Environmental Sustainability Strategic Delivery Plan outlines the actions STFC will take up to the end of Financial Year (FY) 2026/27 to deliver against objectives and commitments set within the Environmental Sustainability (ES) Strategy 2025 - 2030. It aims to create a unified approach to environmental sustainability to embed it across all areas of STFC recognising that everyone has a role to play.

This plan aligns with the following frameworks:

- The UK Greening Government Commitments (GGC's) 2025-2030, have been included where appropriate. At the time of writing some of the targets are awaiting approval and may require updating, upon Ministerial approval, once approved this document will be updated. Regardless of the final form of the GGCs, STFC will be working towards the below actions.
- The proposed UKRI ES Strategy 2025-2030, due to be published towards the end of 2025. The STFC Strategic Delivery Plan aligns with the UKRI strategy.
- The UKRI signed Concordat for the Environmental Sustainability of Research and Innovation Practice.

This plan is a live working document; progress will be monitored throughout and changes in circumstances will be included.

Governance and reporting

The ES Team are responsible for the ES Strategy and Delivery Plan; for ensuring progress and reporting. The delivery of the actions outlined are reliant on the relevant departments/teams across STFC. These are identified as responsible for delivery below.

A governance process and reporting mechanism, to understand progress and ensure delivery will be created for this Strategic Delivery Plan. Progress will be reported and assessed at the end of FY 2026/27; this will then be used to inform the creation of a further Strategic Delivery Plan that addresses any outstanding actions.

Confidence rating

A confidence rating has been applied to the actions; this is to provide an indicative measure of confidence in the ability to deliver at its current status (October 2025) and if any issues with delivery have been recognised.

	<i>No meaningful progress or active engagement at this stage. Immediate action is required to reinitiate dialogue or activity.</i>
	<i>Initial discussions are underway, but tangible progress remains limited. Continued focus and follow-up needed to maintain momentum.</i>
	<i>Constructive dialogue and measurable progress evident. Activities are on track, and current engagement levels are satisfactory</i>

1. Embed Within Governance and Decision Making

<Placeholder Greening Government Commitment (GGC) by 2030>

Regardless of the final form of the GGCs, STFC will be working towards the following:

1.1 By 2030 STFC will integrate environmental sustainability into our decision-making framework and all related processes, where feasible and in line with the Strengthening Governance commitment within the GGC's.

Action between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
1.1a Report to Executive Board on STFC's environmental performance in alignment with updated GGCs. Then utilise relevant GGC & environmental data reporting to inform parameters of the decision-making framework.	ES		Q3 25/26	On going every quarter	
1.1b Incorporate ES into key areas and target workstreams within transformation programme, ensuring alignment across organisation.	Transformation Team, & ES	Connected to 2.2a	Q3 25/26	On going	 Dates are flexible to align to the Transformation Programme
1.1c Include ES into new Ethics Checklist and process.	Ethics working group & ES		Q1 25/26	Q4 25/26	
1.1d Include the updated & approved GGCs 2025 -2030 into STFC ES strategy documents. Communicate new commitments to EB.	ES		Q3 25/26	Q1 26/27	
1.1e Engage with the joint Science Boards ES Task and Finish Group to identify opportunities to ensure ES is regularly considered at both PPAN and F+L Science Boards.	PD & ES	Supports commitments 10 and 11	Q2 25/26	On going until T&F ends	
1.1f Create governance structure to ensure delivery and reporting on the ES Strategy and Delivery Plan.	ES		Q1 26/27	On going	
1.1g Engage with UKRI to explore how ES could be incorporated into assessment criteria for decision-making.	SPC & ES		Q1 26/27	On going	

1.2 STFC will define and map environmental sustainability responsibilities and accountabilities and include into role and responsibilities by 2030.

Action between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
1.2a Produce high-level ES accountabilities for Executive-level roles and Departmental Directors.	HR & ES	Links to 1.2c	Q4 25/26	Q1 26/27	
1.2b Map out current ES roles and responsibilities across STFC, including both formal and voluntary roles, such as Green Groups, to identify gaps and opportunities.	HR & ES	Links to 1.1b and 1.1e and 1.1g	Q1 26/27	Q3 26/27	 Dates are flexible to align to the Transformation Programme
1.2c Create a high-level generic ES responsibility into all new job adverts, emphasising our commitments to ES.	HR & ES	Links to 1.2a	Q2 26/27	Q4 26/27	

2. Measurement and Monitoring

2.1 By 2030 STFC will, where appropriate, deploy targeted monitoring across key areas within National Laboratories to deliver the robust environmental sustainability metrics required and enable the identification of inefficiencies and potential energy reductions.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
2.1a Deliver an electricity monitoring trial in the CLF R92 building and learn from the process, to develop best practices for monitoring equipment/area/laboratories.	Estates, CLF & ES	Enables 2.1c	Q3 25/26	Q4 25/26	
2.1b Understand the current data monitoring tools in STFC and how they can support initiatives including existing electricity monitoring within the ISIS building and Astec electricity monitoring at DL.	ES	Enables 2.1c and 5.1a	Q4 25/26	Q4 25/26	
2.1c Create a tool to assess suitability and enable evaluation of future monitoring proposals and share with appropriate areas.	Estates & ES		Q1 26/27	Q3 26/27	

2.1d Determine next steps in relation to electricity monitoring.	Estates & ES		Q4 26/27	Q4 26/27	
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2.2 STFC will respond to the UKRI carbon budget pilot requirements and identify opportunities for setting carbon reduction targets by end of FY 2026/27.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
2.2a Analyse carbon data to create draft carbon reduction targets and options for all departments and directorates that align with the UKRI carbon budget requirements.	ES		Q1 25/26	Q3 25/26	
2.2b Deliver paper to Executive Board with recommendations for STFC carbon reduction targets. Outcome of EB decision feeds into the below actions.	ES	Dependent on 2.2a	Q3 or Q4 25/26	Q4 25/26	 Dependent on EB session scheduling
2.2c Convene a task and finish group with colleagues from Finance, NL, Estates and ES to identify opportunities and a possible carbon reduction target process and agree actions required to meet it.	Finance, NL, Estates & ES	Dependent on 2.2b	Q4 25/26	Q1 26/27	
2.2d Run engagement sessions with NL Directors to discuss requirements for a carbon target process.	NL & ES	Dependent on 2.2c	Q1 26/27	Q2 26/27	
2.2e Agree on process and targets and formalise with EB approval in Q2 26/27.	Finance, NL, Estates & ES	Dependent on 2.2c	Q2 26/27	Q2 26/27	
2.2f Implement carbon reduction target trial across STFC that aligns with UKRI carbon budgets.	Finance, NL, Estates & ES	Dependent on 2.2c	Q3 26/27	Q3 26/27	

2.3 STFC will decide on the disaggregation of energy consumption and billing to departments, to raise awareness of usage and inform change by end of FY 2026/27.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
2.3a Deliver a paper to Executive Board to discuss and agree to move forward with the disaggregation of energy.	Finance, NL, Estates & ES	Dependent on 2.1	Q3 or Q4 25/26	Q4 25/26	
2.3b Convene a task and finish group with Finance, NL, ES & Estates, to consider risks and opportunities of outline a process.	Finance, NL, Estates & ES	Dependent on 2.3a	Q4 25/26	Q2 26/27	

2.3c Depending on outcome, consult NL Directors, include feedback and insights into process and identify a trial timeframe.	NL, Estates & ES	Dependent on 2.3a	Q1 26/27	Q1 26/27		
2.3d Agree an approach to energy disaggregation with T&F group and gain EB approval.	Finance, NL, Estates & ES	Dependent on 2.3a	Q2 26/27	Q2 26/27		
2.3e Launch trial where appropriate.	Finance, NL & Estates	Dependent on 2.3a	Q2 26/27	Q2 26/27		

2.4 STFC will create and implement a unified Environmental Management System (EMS) to develop a culture of continuous environmental improvement by end of FY 2026/27.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
2.4a Develop an Environmental Management System (EMS) that aligns with GGCs, UKRI and STFC ES Strategy and commitments.	ES		Q2 25/26	Q1 26/27	
2.4b Engage with key stakeholders for feedback and incorporate into EMS.	ES		Q4 25/26	Q1 26/27	
2.4c Implement trial of EMS, evaluate and evolve.	ES	Dependent on 2.4a & 2.4b	Q1 26/27	Q4 26/27	

3. Lead by Example

3.1 STFC will proactively seek and apply learnings from other communities/facilities/organisations that are excelling in environmental sustainability.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
3.1a Identify and explore ES policies and processes from national and international communities/facilities/organisations.	SPC, PD & ES	Contributes to commitment 11	Q1 26/27	On going	
3.1b Utilise knowledge gathered to inform STFC policy and process updates, if aligned with UKRI, or engage with UKRI to share learnings.	SPC, PD & ES	Connects to 3.1a	Q1 26/27	On going	

3.1c Communicate ES opportunities and share best practice with key stakeholders across STFC.	ES	Connects to 3.1a	Q1 26/27	On going		
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4. Culture and Behavioural Change

4.1 We will regularly communicate the topic of environmental sustainability across STFC and beyond, to ensure transparency, highlight success and include tangible applications to encourage change.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
4.1a Include ES pillar into the STFC Communications Strategy	Comms		Q1 26/27	On going	
4.1b Create an ES page on the STFC website	Comms & ES	Enables commitment 3 Leading by Example	Q1 26/27	Q1 26/27	 Comms only responsible for distribution
4.1c Collate case studies of best practise	Comms, SPADE & ES		Q1 26/27	On going	 Comms only responsible for distribution
4.1d Externally communicate progress on ES quarterly and annually.	Comms & ES		Q2 26/27	On going	 Comms only responsible for distribution

4.2 By Q2 2026/27 STFC will set organisational objectives with demonstrable positive impacts on environmental sustainability outcomes, which will be used to assess STFC's annual ES performance. Departments and individuals will be encouraged to have aligned work-related targets.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
4.2a Identify opportunities and processes with HR.	HR & ES		Q4 25/26	Q4 25/26	
4.2.b Develop STFC wide high-level objective in line with STFC existing priorities and organisational strategic documents.	HR & ES	Dependent on 4.2a	Q4 25/26	Q4 25/26	
4.2c Deliver recommendation to EB for approval.	ES	Dependent on 4.2a	Q1 26/27	Q1 26/27	
4.2d If approved by EB communicate high-level STFC objective in Q1 26/27 and encourage departmental and/or individuals to set annual objective relevant to their area and remit.	Comms & ES	Dependent on 4.2c	Q1 26/27	Q1 26/27	 Comms only responsible for distribution

4.3 By 2027 we will facilitate cross-disciplinary collaboration to progress positive environmental sustainability outcomes within STFC.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes
4.3a Re-establish the Departmental Representative Sustainability Working Group, agree ToRs and set up a series of quarterly meetings	ES		Q3 25/26	Meetings are on going	
4.3b Re-establish the ES Green Group Network, agree ToRs and set up a series of quarterly meetings (first in Q3).	ES		Q3 25/26	Meetings are on going	
4.3c Establish an ES R&I network.	P&I & ES	Connected to 10.1	Q3 25/26	Meetings are on going	
4.3d Deliver employee engagement activities e.g. Butterfly Survey and communicate outcomes when relevant	ES		Q2 25/26		

4.4 STFC will design and deliver tailored development activities by 2030, to engage and educated staff on key elements of environmental sustainability.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
4.4a Deliver an annual ES & SPADE session for new graduates	SPADE & ES		Q1 25/26	On going	
4.4b Create a high-level module to include into the Laboratory Efficiency Tool and new starters learning pack.	HR, L&D & ES		Q4 25/26	Q4 25/26	

4.4c Create and roll out Life Cycle Analysis Training and other resources to support sustainable design.	SPADE & ES		Q2 25/26	Q4 25/26		
4.4d Identify engagement opportunity to capture the needs and requirements for development opportunities related to ES.	HR & ES		Q1 26/27	Q2 26/27		

5. Energy

<Placeholder Greening Government Commitment (GGC) by 2030>

Regardless of the final form of the GGCs, STFC will be working towards the following:

5.1 By 2028 STFC will understand the opportunities for decarbonisation within National Labs, exploring efficiency measures and carbon reductions from both equipment upgrades and work schedules. We will create a portfolio of live, actionable carbon reduction project proposals and opportunities against which progress is reported annually.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
5.1a. Identify inefficiencies and carbon reduction opportunities within ISIS as a pilot approach.	ISIS & ES	Connects to 2.1	Q3 25/26	Q2 26/27	
5.1b ES Team will engage with NL Departmental Representatives to start identifying opportunities and create a draft list of initiatives.	NL & ES	Connects to 4.3a	Q3 25/26	Q2 26/27	
5.1c Explore if the implementation of SHE Provision and Use or Work Equipment Regulation – Assessments (PUWER) can identify opportunities for savings.	SHE & ES	Connects to 5.1a	Q3 25/26	Q4 25/26	
5.1d Explore using LEAN principles within key departments to increase efficiency and effectiveness and link with Corporate Improvement and Transformation Programme.	SPC, CI & Transformation Team & ES	Supports commitment 4. Connects to 5.1a	Q1 26/27	On going	
5.1e. Liaise with NL Directors to share learnings from ISIS pilot project and establish buy-in for rolling out project further.	NL & ES	Dependent on 5.1a	Q2 26/27	Q4 26/27	

5.2 STFC will include carbon metrics and other environmental requirements into the Estates Transformation Plan by FY end 2026/27 and report annually on progress.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
5.2a. Include carbon tracking into the Estates Transformation Plan	Estates	Connects to 5.3	Q2 25/26	Q4 26/27	

5.3 By 2030 STFC will create a holistic, unified decarbonisation pathway, that aligns key elements from the Estates Transformation Plan and, (once created) the National Labs decarbonisation portfolio, against which progress is reported annually.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
5.3a Advance the portfolio of opportunities for NL decarbonisation during this time frame	NL & ES	Dependent on 5.1 and 5.2	Q3 25/26	Q4 26/27	

5.4 By 2030, STFC will reduce our ICT hosting and devices emissions in line with the Greening Government Commitments.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
5.4a Engage with Scientific Computing and Digital Infrastructure Departments to identify opportunities for carbon reductions, to consider key factors such as AI and controlling demand.	SCD, DI & ES	Aligns to 5.1 and 1.1b	Q3 25/26	On going	
5.4b Create a portfolio of opportunities that includes quick wins and longer-term initiatives.	SCD & DI	Aligns to 5.1 and 1.1b	Q1 26/27	Q2 26/27	
5.4c Create an ICT action plan by end of FY 26/27	SCD & DI	Dependent on 5.4b and aligns with 1.1b	Q3 26/27	Q4 26/27	

5.5. STFC will maximise on-site and direct wire renewable energy generation where feasible.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
5.5a Continue exploring the possibility for a direct wire PPA to RAL site.	Estates, Procurement & ES		Q1 24/25	On going	

5.5b Explore opportunity for solar generation at Chilbolton Observatory and repair solar panels at ROE.	Estates & ES		Q4 25/26	Q2 26/27		
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6. Resilient, Biodiverse and Efficient Estate

<Placeholder Greening Government Commitment (GGC) by 2030>

Regardless of the final form of the GGCs, STFC will be working towards the following:

6.1 STFC will update our Biodiversity Action Plan by Q2 FY 26/27 and ensure continued delivery going forward.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
6.1a Deliver annual biodiversity site surveys for monitoring and recording purposes.	ES & Estates		Q2 25/26	On going	
6.1b Refresh the STFC Biodiversity Action Plan, to include UK Government Commitments and UKRI ES Strategy.	ES		Q1 26/27	Q2 26/27	

6.2 We will create and implement an STFC Biodiversity Net Gain (BNG) Strategy by Q4 FY 26/27, to ensure legal compliance and understand current level of impact and identify opportunities.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
6.2a Identify opportunities for habitat unit creation across our sites.	Estates & ES		Q2 25/26	Q3 25/26	
6.2b Create a draft BNG strategy.	Estates & ES		Q1 26/27	Q3 26/27	

6.3 STFC will aim to implement site level Nature Recovery Plans to ensure compliance.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
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6.3a Commence delivery of the Nature Recovery Plans.	ES		Q1 26/27	Q4 26/27	
6.3b Create and implement a grassland management plan at RAL.	ES & Estates		Q1 26/27	Q4 26/27	

6.4 STFC will aim to ensure that our research facilities are climate resilient and adaptable.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
6.4a Share climate risk assessment reports with UKRI for TCFD reporting.	ES		Q1 25/26	On going annually	
6.4b Assess current climate risk assessments for opportunities and create adaptation plans.	ES		Q4 25/26	Q3 26/27	

6.5 STFC will aim to for all major developments, refurbishments and upgrades to conduct a whole-life carbon assessment at the planning and design stage to ensure informed choices.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
6.5a Discuss the opportunity for standards relating to refurbishments and upgrades and decide how to take it forward.	Estates & ES		Q1 26/27	Q1 26/27	

6.6 STFC will ensure all new facilities support STFC's environmental sustainability strategy and ambitions by adhering to the STFC Sustainable Building Standard.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
6.6a. Ensure that approval is required by the ES owner at each of the design and project stage, to align with the STFC Sustainability Building Standards.	Estates & ES		Q2 25/26	On going	
6.6b. Include the new UK Net Zero Carbon Building Standard Requirements into the STFC Sustainability Building Standard.	ES		Q2 26/27	Q2 26/27	

7. Resource Efficiency and Waste

<Placeholder Greening Government Commitment (GGC) by 2030>

Regardless of the final form of the GGCs, STFC will be working towards the following:

7.1 By 2030 STFC will monitor, manage and reduce fugitive emissions from laboratory and facility gas use (such as F-gases).

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
7.1a Review the best way of delivering a heating and cooling guidance document and communicate	Comms & ES		Q4 25/26	Q4 25/26	
7.1b Review set points and conduct surveys of building performance in larger buildings at RAL.	Estates	Dependent on 7.1a	Q2 26/27	Q4 26/27	

7.2 By 2027 STFC will create a laboratory efficiency tool to continuously improve workplace efficiencies for use across our owned facilities.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
7.2a Create a laboratory efficiency tool and engage stakeholders across NL to deliver pilot.	ES		Q2 25/26	Q3 25/26	
7.2b Include insights from pilot into tool and edit process then gain NL senior sponsorship for implementation.	ES	Dependent on 7.2a	Q3 25/26	Q4 25/26	
7.2c Create a workspace efficiency tool for offices, computing and data storage spaces.	ES		Q3 25/26	Q1 26/27	
7.2d Engage stakeholders with the workplace tool, delivering a pilot trial and implementation.	ES	Dependent on 7.2c	Q2 26/27	Q2 26/27	
7.2e. Roll out final version of lab tool in Q1 and communicate to all staff.	Comms & ES	Dependent on 7.2b	Q1 26/27	Q1 26/27	

					Comms only responsible for distribution
7.2f. Roll out final version of workspace tool in Q3 and communicate to all staff.	Comms & ES	Dependent on 7.2c	Q3 26/27	Q3 26/27	 Comms only responsible for distribution

7.3 STFC will improve our use of resources by 2030 in line with the approved Greening Government Commitments.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
7.3a Investigate STFC's water consumption and identify water saving projects in scope.	ES		Q2 25/26	Q1 26/27	
7.3b Conduct a water efficiency survey.	ES		Q1 26/27	Q1 26/27	
7.3d Create an STFC Water Reduction Action Plan.	ES	Dependent on 7.3a and 7.3b	Q2 26/27	Q2 26/27	
7.3e Explore opportunities to reduce single use items across all areas of STFC.	Estates & ES		Q2 26/27	On going	
7.3f Create organisation-wide guidance for running environmentally sustainable events	Estates, Comms & ES		Q2 26/27	Q3 26/27	 Comms only responsible for distribution

8. Business Travel

<Placeholder Greening Government Commitment (GGC) by 2030>
 Regardless of the final form of the GGCs, STFC will be working towards the following:

8.1 STFC will reduce the emissions from our fleet by 2027 (cars and vans).

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
8.1a Report on current percentage of zero emission fleet.	Estates & ES		Q1 26/27	On going	
8.1b Identify opportunities for increasing zero emission fleet and opportunities to reduce fleet numbers.	ES & key departments		Q1 26/27	Q1 26/27	
8.1c Create a plan to increase zero emission fleet.	Key departments who own fleet vehicles		Q4 26/27	Q4 26/27	

8.2 STFC will monitor and report on carbon emissions from business travel.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
8.21a Include travel carbon emissions into STFC Overseas Travel Approval Process Form as part of a Continuous Improvement Project.	CI project team & ES		Q1 25/26	Q3 25/26	
8.2b Identify business travel trends, opportunities for carbon reductions and report travel to EB & Departmental Directors.	ES		Q1 26/27	On going	
8.2c Create an action plan to improve the sustainability of business travel and commuting to 2030.	ES		Q1/26/27	Q1 26/27	

9. Procurement

<Placeholder Greening Government Commitment (GGC) by 2030>

Regardless of the final form of the GGCs, STFC will be working towards the following:

9.1 STFC will review and refine the contracts within our supply chain to integrate environmental sustainability requirements and metrics. We will manage these contracts closely to ensure suppliers deliver against targets, in alignment with UKRI.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
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9.1a Engage with UKRI Commercial Teams to discover appropriate opportunities for STFC and decide on appropriate actions to deliver on the new GGC's related to procurement, in line with UKRI.	Procurement & ES		Q2 25/26	Q4 25/26		
9.1b Include the UKRI ES Criteria for Waste Management Services into contracts when feasible.	Estates		Q2 25/26	On going when required		
9.2 By FY end 26/27 STFC will expand the use of sustainability procurement assessment tools to support colleagues to adopt sustainable procurement practices, in alignment with UKRI.						
Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating	
9.2a Engage with UKRI Commercial Teams to discover appropriate opportunities for STFC.	Procurement & ES	Connected to 9.1a	Q2 25/26	Q4 25/26		
9.2b Create a Sustainable Procurement page on The Source to communicate the sustainability assessment tools across STFC	Comms, Procurement & ES		Q2 26/27	Q2 26/27		Comms only responsible for distribution

10. National Lab Research Addresses Environmental Sustainability Challenges

10.1 STFC will consistently track, report and showcase the environmental sustainability contribution of the R&I delivered across our National Laboratories, in line with UK Government priorities.						
Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating	
10.1a Convene a STFC Clean Energy R&I Working Group co-owned by P&I and ES, sponsored by NL Exec Director & SPC Exec Director. Agree ToRs and hold first meeting in Q3 25/26.	P&I, NL & ES		Q2 25/26	Meetings are on going		

10.1b Start capturing Clean Energy R&I project information in line with WG recommendations and UK Government Industrial Strategy and report to EB.	P&I, NL & ES	Dependent on 10.1a	Q3 25/26	On going	
10.1c Communicate STFC Clean Energy R&I annual successes.	P&I, Comms & ES	Dependent on 10.1a	Q2 26/27	Q2 26/27	 Comms only responsible for distribution

10.2 STFC will develop and maintain clear and concise descriptors of STFC's clean energy & net zero capabilities and ambitions that align with UK Government Priorities.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
10.2a See 10.1a	P&I, NL & ES	Dependent on 10.1a	Q2 25/26	Meetings are on going	
10.2b. Agree on descriptors for STFC's Clean Energy R&I and communicate to key stakeholders.	P&I, NL & ES	Dependent on 10.1a	Q2 25/26		

11. Research Funding and Investments that Encourage Environmental Sustainability

11.1. By 2030 STFC will explore the current ES funding policy landscape and engage with UKRI to include ES into STFC funding opportunities, if appropriate.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
11.1a Explore existing UKRI and individual Council guidance on ES within peer review and grant awards through the Joint ES Science Board T+F group.	PD with support from SPC & ES	Connect to 1.1e	Q4 24/25	Q4 25/26	
11.1b Engage with UKRI ES to understand future ambition in relation to ES grant funding terms and conditions.	PD with support from SPC & ES	Connects 1.1e looks at assessment criteria	Q4 24/25	Q4 25/26	

11.1c Use outcomes of the Joint ES Science Board T+F group to inform and advise on incorporating ES into funding.	PD with support from SPC & ES		Q3 25/26	Q4 26/27		
11.1d Guided by outcomes of previous actions, create a clear plan to engage with UKRI grants in relation to ES requirements.	PD with support from SPC & ES		Q4 26/27	On going		

11.2 By 2030 STFC will provide recommendations for embedding environmental sustainability into externally facing documents, such as the PPAN Roadmap, and provide guidance for community strategies and roadmaps.

Actions between 2025-2027	Responsible for delivery	Co-dependences & connected actions	Start date	End date	Notes and confidence rating
11.2a Explore the international landscape on ES.	PD with support from SPC & ES	Connected to 3.1a	Q4 24/25	On going	
11.2b Engage with STFC Advisory Boards and Panels to discuss ES and gather community insight and opinion. Develop their ES approach and broaden this to the wider STFC community.	PD with support from SPC & ES		Q4 24/25	On going	
11.2c Publish an STFC ES statement that describes how STFC and the community need to work moving forwards in relation to ES policies and processes.	PD with support from SPC & ES		Q4 24/25	On going	

Confidence Rating Key

A confidence rating has been applied to the actions.

	<i>No meaningful progress or active engagement at this stage. Immediate action is required to reinitiate dialogue or activity.</i>
	<i>Initial discussions are underway, but tangible progress remains limited. Continued focus and follow-up needed to maintain momentum.</i>
	<i>Constructive dialogue and measurable progress evident. Activities are on track, and current engagement levels are satisfactory</i>