

Environmental Sustainability Action Plan 2024-2028

Society is at a crossroads. The twin challenges of climate change and biodiversity loss, intrinsically linked and both driven by human activities, threaten the stability of Earth's natural life support systems. In fact, by 2023, six of the nine planetary boundaries that regulate the stability and resilience of the Earth system had already been breached¹.

According to the Construction Industry Council, the built environment and construction sector accounts for 38% of global carbon emissions². It is also responsible for consuming large volumes of raw materials and creating a significant proportion of the world's waste. The built environment must be a key driver of change, not least because what we build today will define tomorrow, but decarbonising existing stock is also a major priority alongside ensuring new buildings and infrastructure are future fit. We must harness the skill and ingenuity of the sector, as we aim to ensure all projects delivered today make a positive contribution to the future we want to see.

The CIOB's objectives, defined by our Royal Charter, include the promotion for the public benefit of the science and practice of building and construction as well as the advancement of public education in that science and practice. No current definition of public benefit can neglect our role in tackling the environmental crisis, and the CIOB must provide visible leadership for sustainability, promoting environmental sustainability in construction practice, and advancing the development of relevant knowledge and skills to enable members and wider industry to make a positive contribution to a sustainable future.

The CIOB Corporate Plan 2023-28 identified Environmental Sustainability as a focused strategic theme and outlined three ambitions goals to:

- equip CIOB members (individual and company) with the knowledge and skills to manage and deliver the construction process in environmentally sustainable ways.
- embed environmental sustainability into relevant learning programmes across schools, colleges, and universities.
- support industry and stakeholders in building the case for change through environmentally sustainable activities and metrics.

This action plan is a framework to deliver change, setting out activities to embed Sustainability across CIOB functions for the period January 2024 to December 2028. The measures will include providing visible leadership for sustainability on a national and international basis, including influencing policy-makers; ensuring leadership for sustainability is a core part of the value proposition of CIOB membership at all levels; embedding sustainability in relevant learning programmes and ensuring built environment professionals have the knowledge and skills they need to embed environmental sustainability in their approach to modern professionalism; supporting other crucial stakeholders such as clients, and ensuring the CIOB is 'walking the talk' in its own operations.

These activities will aim to deliver the objectives of the CIOB Corporate Plan (2023-2028) and progress will be reported to the Board of Trustees on an annual basis.

¹ <https://www.stockholmresilience.org/research/planetary-boundaries.html>

² <https://www.cic.org.uk/policy-and-public-affairs/climate-change>

Summary table

| | Goal | Area |
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| 1 | <i>Provide visible leadership for sustainability across the construction sector, promoting the benefits and opportunities of embedding sustainability in construction practice at an international level.</i> | Leadership & Governance |
| 2 | <i>Provide opportunities for members at all levels to proactively engage with environmental sustainability and ensure leadership in this area is seen as a benefit of membership with CIOB.</i> | Membership |
| 3 | <i>Embed environmental sustainability into relevant learning programmes across schools, colleges and universities.</i> | Education |
| 4 | <i>Influence policy makers and other key stakeholders on a UK and international basis to promote environmental sustainability in construction.</i> | Policy |
| 5 | <i>Communicate the case for positive change in the industry through the promotion of environmental sustainability in construction.</i> | Marketing & Communications |
| 6 | <i>Provide built environment professionals with the knowledge and tools they need to understand, embed, and champion sustainability in their professional practice.</i> | The Academy |
| 7 | <i>Support clients (both individuals and organisations) in specifying sustainable buildings.</i> | Client Development |
| 8 | <i>Ensure we are 'walking the talk' by embedding sustainability in our business operations.</i> | Operations |

Detailed Action Plan:

| 1. LEADERSHIP & GOVERNANCE | | | | | | |
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| Goal | Actions | Resource | Responsible Director | Measurable Outcome | Target | Comment |
| <i>1. Provide visible leadership for sustainability across the construction sector, promoting the benefits and opportunities of embedding sustainability in construction practice at an international level.</i> | 1.1 Publish and embed an Environmental Sustainability (ES) Action plan for 2024-2028 | Head of ES (HES) | CEO | Adopt and publish a new Environmental Sustainability Action Plan to align with and progress the Corporate Plan 2023-2028 objectives for Environmental Sustainability | Action Plan to be adopted by BoT by January 2024 | Progress against the goals will be reported to the BoT (annually – Sept/Oct) the Leadership Team (biannually) and the Sustainability Advisory Panel (quarterly). |
| | 1.2 Provide visible senior leadership for sustainability in the sector | BoT / CEO / Leadership Team / HES | CEO | Evidence of internal & external messaging promoting Environmental Sustainability in construction from: <ul style="list-style-type: none"> • Board of Trustee Members • CEO • Leadership Team • Head of ES | At least annually and on an ongoing basis | |
| | 1.3 Ensure new BoT and Leadership Team members have awareness of the CIOB commitment to ES in construction and associated strategy and action plan. | HES / BoT / Leadership Team | Director of Governance | <ol style="list-style-type: none"> 1. Develop and deliver Environmental Sustainability training within the BoT induction programme. 2. Develop and deliver Environmental Sustainability training for leadership team inductions. | Induction materials developed by March 2024 | See also 8.4 re staff inductions. |

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| | 1.4 Work in partnership with other institutes to affect change | HES / with input from Policy and others as applicable | CEO | Establish a regular cadence of engagement with a network of key contacts in other industry bodies inc. UKGBC, CIC, IStructE, CIBSE, ICE, RIBA, RICS, RTPI, and LETI etc. | Quarterly touchpoints | Aligned with UN SDG 17 <i>Partnerships for the Goals</i> | |
| | 1.5 Establish a central role in promoting Sustainability across the sector at senior level forums. | HES / Policy / Leadership Team as appropriate | CEO | Meaningfully contribute to senior level strategic forums in the built environment demonstrating CIOB leadership and credibility on Environmental Sustainability | Evidence of regular attendance and contribution to relevant forums on annual basis to 2028 | Aligned with UN SDG 17 | |
| | 1.6 Ensure professional code of conduct and competence supports transition to a sustainable construction industry | Acting Head of Governance / HES | Director of Governance | Review and potential update to code of professional competence and conduct (at next review) to ensure that supporting the transition to an environmentally sustainable construction industry is a matter of professional ethics and obligation. Build requirement into explanatory notes on mandatory CPD to include environmental sustainability | Next review TBC By end of 2024 | Aligned with CIC Climate Action Plan | |
| | 1.7 Fully embed sustainability in CIOB Awards | Director of Governance / HES | Director of Governance | Review Sustainability Award criteria to ensure they are robust and aligned with the CIC Climate Action Plan. All categories of award should require applicants to confirm how they have addressed environmental sustainability in their work. | From next round of applications in 2024/25 | Aligned with CIC Climate Action Plan | |

| 2. MEMBERSHIP | | | | | | |
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| Goal | Actions | Resource | Responsible Director | Measurable Outcome | Target | Comment |
| <i>2. Provide opportunities for members at all levels to proactively engage with environmental sustainability and ensure leadership in this area is seen as a benefit of membership with CIOB</i> | 2.1 Members (All levels) | Retention / HES | Acting Director of Membership | Establish environmental sustainability as part of the value proposition for individual members with evidence of regular messaging, events (including CPD), and other opportunities promoting Environmental Sustainability in construction. | On an on-going basis to 2028 | |
| | 2.2 a) CEnv | Acquisition / Education and Standards / Retention / Marketing | Acting Director of Membership / Director of Education & Standards | Consider KPIs for Regional Managers to promote CEnv membership to support a year-on-year increase in the number of CEnv members and (subject to 2.2b) REnvTechs in due course. | Annual increase in CEnv members, each year from 2024 to 2028 | Note dependency: to be converted by Education & Standards and retained. |
| | 2.2 b) REnvTech | Quality Assurance / Acquisition / Education and Standards / Retention / Marketing | Director of Education & Standards | Investigate and (if appropriate) work with SocEnv to provide the opportunity for TechCIOB to achieve REnvTech with Society of Environment. | Route available to TechCIOB members by 2026 (if appropriate) | |
| | 2.3 Company members | Acquisition / Marketing / HES | Acting Director of Membership | Establish environmental sustainability as part of the value proposition for Company membership by providing at least two opportunities annually (e.g., webinars, engagement events, etc) for company members to engage with this topic. | Annually from 2024-2028 | Ensure these are cost neutral events (via sponsorship team or existing members) |

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| | 2.4 Tomorrow's Leaders | Product Owner / HES / Marketing / Academy | Acting Director of Membership | Provide at least two CPD opportunities targeted at the Tomorrow's Leaders audience with an environmental sustainability focus each year. | Annually from 2024-2028 | |
| | | Product Owner / HES | Acting Director of Membership | Work with the Product Owner to identify ways to involve the Tomorrow's Leaders community in this transition to leverage on their passion and knowledge for this area. | 2024 | |
| | 2.5 CIOB Construction Ambassadors | Product Owner / HES / Marketing | Acting Director of Membership | Refresh CIOB resources such as the Think Construction Toolkit on the STEM learning platform to strengthen sustainability as a theme and to profile sustainability-related careers in construction. | By the end of 2024 | Aligned with the Product Roadmap (already approved) |
| | | | | Commission the development of new digital resource packs for school children aimed at: Key stage 2 (age 7-11) key stages 3 (age 11-14), key stage 4 (age 15-16), | By end 2026 | Could be made more widely available online as well as via the STEM learning platform. |
| 2.6 Role of CIOB Hubs (UK and International) | Senior Regional Manager(s) / Regional Hub Managers / MSECs / HES / Hub Committees | Acting Director of Membership / Associate Director International CEO | Work with regional hub committees in both the UK and internationally to ensure that environmental sustainability (tailored to the geographical location) is a regular theme in regional communications and events (including CPD). | On an on-going basis to 2028 | Aligned with SDG 4 <i>Quality Education</i> | |

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| | | Head of Environmental Sustainability (HES) / Digital Manager | | <p>Encourage nomination of Sustainability Ambassadors (SA) to Hub Committees</p> <p>Develop role profile for Sustainability Ambassadors and publish online.</p> <p>Develop digital badge for Sustainability Ambassadors on CIOB Connect</p> <p>Climate change coaching training for Sustainability Ambassadors</p> | <p>All Hub Committees asked to nominate a SA by end 2024.</p> <p>By end March 2024</p> <p>By end June 2024</p> <p>By end of 2025</p> | | |
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| 3. EDUCATION | | | | | | | |
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| Goal | Actions | Resource | Responsible Director | Measurable Outcome | Target | Comment | |
| <i>3. Embed environmental sustainability into relevant learning programmes across schools, colleges and universities</i> | 3.1 Embed Environmental Sustainability into accredited learning programmes at undergraduate level | Education & Standards Team / HES | Director of Education & Standards | Ensure sustainability is adequately and robustly represented in revision to CIOB Undergraduate Education Framework through a refresh of the Sustainability Theme. | Revised Framework to be published Spring 2024 | Aligned with CIC Climate Action Plan; Aligned with SDG 4 <i>Quality Education</i> Review already underway | |
| | 3.2 Embed Environmental Sustainability into accredited learning programmes at postgrad level | Education & Standards Team / HES | Director of Education & Standards | Ensure sustainability is adequately and robustly represented in revision to CIOB Education Framework for Postgraduate Degrees through a refresh of the Sustainability Theme. | Review framework in 2024 Updated framework to be published in 2025 | Aligned with CIC Climate Action Plan; Aligned with SDG 4 <i>Quality Education</i> Review already planned | |

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| | 3.3 Promote Environmental Sustainability in construction in learning programmes across colleges and universities | Education & Standards Team/HES/Head of Content & Comms | Director of Education & Standards | Develop video for students in HEI/FEIs highlighting the importance of sustainability in construction and role of CEnvs | Video published by end 2025. | Could provide video download free to accredited institutions and make available at a cost to non-accredited. (NB: schools addressed by Construction Ambassadors – see membership) |
| | 3.4 Ensure professional membership assessment is reviewed, and revised if necessary, to strengthen sustainability | HES / Education & Standards | Director of Education & Standards | Review sustainability question and guidance in Professional Review to ensure it is sufficiently robust, whilst maintaining broad applicability | By June 2024 | Aligned with CIC Climate Action Plan |
| | 3.5 Ensure CPD requirements for members reflect the need for green skills /competencies | Education & Standards / Governance / Academy Sustainability Advisory Panel to provide expert input | Director of Education & Standards | All members to be incentivised to report CPD related to sustainability (i.e., provide CPD and with preferential points (carrot not stick) Identify existing content for preferential points. Develop new CPD content/module covering key issues in construction – see 6.4 | By end 2025 By Spring 2024 By end 2025 and ongoing to 2028 | Partly aligned with CIC Climate Action Plan (which recommends mandatory CPD in sustainability topics) Aligned with SDG 4 <i>Quality Education</i> |
| | 3.6 Further promote uptake of the retrofit pathway of the Building Conservation programme | Accreditation Manager / Certifications Coordinator / HES / Assessor representatives | Director of Education & Standards | Establish a small task group, to include representatives from the Building Conservation Scheme assessor community, to consider barriers to take up, and proposals for solutions, ways of incentivising take | Task group to report by the end of 2024 | Leverage on membership of NHIC Carbon & Energy Efficiency Working Group here |

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| | | | | up, and ways to improve the quality of applications. | | |
| | 3.7 Establish if there is a need to develop a vocational qualification in sustainable construction | Education & Standards / HES | Director of Education & Standards | Develop a vocational qualification for sustainability in construction (new CPD content could be starting point) to build it from | Vocational qualification available by end 2026 | Awarding Body role Aligned with SDG 4 <i>Quality Education</i> |

| 4. POLICY | | | | | | |
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| Goal | Actions | Resource | Responsible Director | Measurable Outcome | Target | Comment |
| <i>4. Influence policy makers and other key stakeholders on a UK and international basis to promote environmental sustainability in construction</i> | 4.1 Facilitation of an active members Sustainability Advisory Panel | Policy Team / HES | Director of Policy, External Affairs and Research | Regularly scheduled meetings of Advisory panel at least quarterly with live, progressive actions | Review annually | |
| | 4.2 Promotion of CIOB as a sector leader on environmental sustainability in contact with policy makers nationally and internationally | Policy Team / Media Relations | Director of Policy, External Affairs and Research | Meetings with key policy makers/politicians/officials incorporating discussion on environmental sustainability within construction and related topics. | Evidence of meetings with Sustainability topics on the agenda – annually to 2028 | UK wide (including devolved nations) and on an international basis, as appropriate. Link to global strategy and region/country strategies |
| | 4.3 Influencing the changing policy landscape through | Policy Team / Media Relations / HES | Director of Policy, External Affairs and Research | Ensuring any policy position statement, manifestos and other relevant policy documents are sufficiently robust on environmental sustainability topics. | Ongoing to 2028 | |

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| | research, advocacy and contributions to relevant Govt consultations across the UK & Ireland | | | <p>Continue to carry out and commission research that supports policy development in this area.</p> <p>Identify and respond to relevant consultations, with stakeholder input, and communicating the CIOB response as appropriate. Potential topics might include (but not limited to) climate policy including net zero, whole life carbon, adaptation and resilience, operational performance of existing and new building stock; nature and biodiversity; and the importance of green skills, etc.</p> | <p>As required.</p> <p>Ongoing to 2028</p> | <p>Potential link with Education & Standards Team on research that moves the needle.</p> <p>Aligned with CIC Climate Action Plan</p> | |
| | 4.4 Mapping the international policy landscape on environmental sustainability in relation to construction. | Membership/ Policy Team / Global Working Group | Director of Policy, External Affairs and Research | Engage with international experts and liaise across departments to produce research, identify and inform opportunities to influence on the challenges of environmental sustainability in construction globally. | <p>Mapping complete by end 2024</p> <p>Evidence of increased engagement in policy at an international level 2024-2028</p> | Link to global strategy and region/country strategies | |

| 5. MARKETING & COMMUNICATIONS | | | | | | | |
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| Goal | Action | Resources | Responsible Director | Measurable outcome | Target | Progress/Comment | |

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| <p>5. <i>Communicate the case for positive change in the industry through the promotion of environmental sustainability in construction (including thought leadership, policy, innovation, best practice, standards, tools and modern metrics).</i></p> | <p>5.1 Ensure all CIOB publications and channels regularly cover news and features highlighting environmental sustainability in construction</p> | <p>Marketing Team / Content & Comms Team / HES</p> | <p>Director of Marketing & Comms</p> | <p>Evidence of internal & external messaging promoting environmental sustainability on a regular basis</p> | <p>On an on-going basis to 2028, report annually</p> | |
| | <p>5.2 Ensure communication and content plans include key dates relevant to environmental sustainability.</p> | <p>Content & Comms / HES</p> | <p>Director of Marketing & Comms</p> | <p>Evidence of internal & external messaging around key dates such as COPs, an appropriate number of relevant Awareness Days, etc</p> | <p>On an on-going basis to 2028</p> | |
| | <p>5.3 a) Marketing Campaign to promote CEnv membership.</p> <p>5.3 b) CIOB People to promote CEnv members in the sector</p> | <p>Marketing Programmes, Content & Comms</p> | <p>Director of Marketing & Comms</p> | <p>Ongoing Marketing Plan for CEnv membership</p> <p>Minimum of four profiles featuring CEnv registered members per year</p> | <p>Ongoing</p> <p>Approximately on a quarterly basis commencing January 2024</p> | <p>NB: Aligned with Product and Services Communications Plan</p> |
| | <p>5.4 Produce a bitesize 'down the lens' video to highlight CIOB positioning and</p> | <p>Head of Content & Comms / HES</p> <p>Include other voices in later</p> | <p>Director of Marketing & Comms</p> | <p>Bitesize video overview (the first chapter) available for use internally and externally.</p> | <p>By Spring 2024</p> <p>By the end of 2024</p> | |

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| | strategy on environmental sustainability | videos (e.g. Directors) | | To be followed by subsequent bitesize videos focusing on different elements of the Action Plan | | | |
| | 5.5 Establish a structured and accessible area on the CIOB website to become a hub for environmental sustainability | Digital Manager / HES | Director of Marketing & Comms | Environmental Sustainability area live on CIOB website | By the end of 2024 and maintained on an ongoing basis. | | |
| | 5.6 Ensure our events and conferences are organised in line with sustainable events guidance and best practice | Marketing Team / Events Team / HES | Director of Marketing & Comms | <p>Review sustainable events standards guidance (such as ISO20121) and agree some internal guidance for all major events.</p> <p>Quantify carbon impact of members forum and offset via an appropriate scheme.</p> <p>Identify social value opportunities for members participating in members forum.</p> | <p>By the end of 2024</p> <p>Annually from 2024-2028</p> <p>Annually from 2024-28</p> | <p>Agreed with Aimee Fisker</p> <p>Also, to be disseminated to regional managers and hub committees for hub events.</p> <p>Location dependent</p> | |
| | 5.7 Promote the CIOB's commitment to environmental sustainability with an annual sustainability conference | Marketing Team / Events Team / HES | Director of Marketing & Comms | Well attended international annual CIOB Sustainability Conference (hybrid), with appropriate sponsorship, programme of speakers etc. – first conference in October 2024 | Annually from 2024-2028 | <p>International speakers and panellists</p> <p>2024 and 2025 conferences already in calendar</p> | |

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| | 5.8 Provide members with an opportunity to comment on environmental sustainability so that we can monitor engagement | Marketing Programmes Team / HES | Director of Marketing & Comms | Incorporate a sustainability question into members survey to establish and monitor levels of awareness / engagement with sustainability theme | From May 2024 | | |
| | 5.9 Ensure the Annual Review spotlights progress on Environmental Sustainability | Head of Content & Comms / HES | Director of Marketing & Comms | Annual report to highlight the following: <ul style="list-style-type: none"> Progress on managing operational sustainability impact. Progress in relation to key activities from the Environmental Sustainability theme of the Corporate Plan | Annually to 2028 | | |

| 6. THE ACADEMY | | | | | | | |
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| Goal | Actions | Resource | Responsible Director | Measurable Outcome | Target | Comment | |
| <i>6. Provide built environment professionals with the tools they need to understand, embed and champion environmental</i> | 6.1 Ensure Academy Resources on Sustainability are kept up to date | Academy Team/HES | Director of the Academy | Review and, if necessary, refresh the Sustainable Construction Massive Open Online Course (MOOC) to ensure it continues to be current and relevant to a global audience | Review case study content annually Next review by September 2025 | Light touch review completed September 2023 Aligned with SDG 4 <i>Quality Education</i> | |
| | 6.2 Further develop Environmental Sustainability resources for | Academy Team / Technical & Standards Development / HES / Budget | Director of the Academy | Develop and launch relevant Technical Information Sheets for members and non-members. | Minimum of 1 per year from 2024-2028 | To follow the launch of the Sustainability Guide; Agreed with Gina | |

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| <i>sustainability in their professional practice</i> | publication via The Academy | | | <p>Potential Topics (TBC and informed by engagement) e.g.</p> <ul style="list-style-type: none"> • Whole-life carbon • Biodiversity net gain • Low/zero carbon energy and decarbonised heat • Resource use / responsibly sourced materials • Climate risk, adaptation & resilience • Nutrient Neutrality <p>Develop a library of case studies in the Sustainability Zone of the Academy to profile exemplar projects in sustainable construction</p> | <p>First two Case Studies published in Sustainability Zone by April 2024</p> | <p>Aligned with CIC Climate Action Plan; Aligned with SDG 4 <i>Quality Education</i></p> <p>Supported by new case study template</p> |
| | 6.3 Embed Sustainability in relevant CIOB Academy Publications | Academy Team/HES | Director of the Academy | Reference Sustainability in any revision of CIOB Codes of Practice, Guides & Tech info Sheets (where appropriate) as they are reviewed and developed. | Ongoing to 2028 | |
| | 6.4 Offer practical support for members so that they can understand, embed, and champion sustainability in their practice. | Academy Team/HES | Director of the Academy | <p>Develop, source and host further CPD and training resources providing guidance on topics relating to sustainable construction (inc. systems thinking), and host them on the Academy under the Sustainable Construction & Development Theme</p> <ul style="list-style-type: none"> • Review existing content for currency • Map training needs and identify additional content required • Develop/Source and host additional content | <p>By June 2024</p> <p>By June 2024</p> <p>Ongoing from 2024-2028</p> | Aligned with SDG 4 <i>Quality Education</i> |

| 7. CLIENT DEVELOPMENT | | | | | | |
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| Goal | Action | Resource | Responsible Director | Measurable outcome | Target | Progress/Comment |
| <i>7. Support clients (both individual and organisations) in specifying sustainable buildings</i> | 7.1 Raise awareness, and promote innovation, best practice, tools, and modern metrics to support environmental sustainability | Head of Client Development / HES | CEO | Evidence of targeted messaging promoting Environmental Sustainability in construction to clients | Annually to 2028 | Alignment with Client Strategy |
| | 7.2 Promote sustainability guides and case studies to clients | Head of Client Development / HES | CEO | Evidence of targeted messaging promoting Sustainability Guide and Case Studies | Annually to 2028 | |
| | 7.3 Gather and share market intelligence and knowledge | Head of Client Development / HES | CEO | Series of cross sector client roundtables focusing on environmental sustainability / net zero | By end of 2024 | Aligned with SDG 17 |

| 8. OPERATIONS (HR, Finance, Digital, Data & Technology, and Facilities) | | | | | | |
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| Goal | Action | Resources | Responsible Director | Measurable outcome | Target | Progress/Comment |
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| 8. Ensure we are 'walking the talk' by embedding sustainability in our business operations. | 8.1 Ensure the CIOB's investments continue to be aligned with the overall objectives of the institute. | Head of Finance | COO | Review and evolve the ESG Policy at least annually. Trustees to review the underlying holdings on at least an annual basis. The output of this will be a RAG review of the portfolio and a progressive desire to move to a portfolio compliant with the expectations outlined in the ESG Policy. | Review completed annually. Review completed annually | Aligned with the commitments in the ESG Policy |
| | 8.2 Review the Responsible Procurement Policy to ensure environmental sustainability requirements are sufficiently robust, and update if required. | Head of Finance/HES | COO | Updated Responsible Procurement Policy published | By end May 2024 | At next annual review |
| | 8.3 Review the Green Pensions Charter and consider with Trustees whether CIOB could become a signatory. | Head of Human Resources | COO | By signing up to this charter, organisations collectively commit to: Calling on the pensions industry to agree net zero targets for all investments. Engaging with trustees and pension providers to explore how their staff pension scheme can align to net zero before 2050. | Charter signed, if appropriate, by end of 2024 | Contingent on agreement of BoT following a thorough review of the Charter requirements. NB: Current provider (Aviva) is a signatory of the Green Pensions Charter. |

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| | 8.4 Ensure our people understand the importance of sustainability in the workplace and wider industry | Head of HR/HES | COO | <p>Develop content for use in inductions</p> <p>Re-engage an internal focus on sustainability – potentially through the staff forum.</p> <p>Develop more internal training content on environmental sustainability</p> | <p>By June 2024</p> <p>By December 2024</p> <p>By December 2025</p> | | |
| | 8.5 IT Services – Ensure environmental sustainability is a key consideration in IT operations, including the management of data storage and procurement of hardware. | Head of DDAT / IT Manager / HES | COO | <p>Review data storage arrangements to identify opportunities.</p> <p>Raise awareness among staff of appropriate data storage behaviours to promote energy efficiency.</p> <p>Create an IT Sustainable Sourcing Policy.</p> <p>Review and update specification of hardware such as laptops, desktops, printers and screens to ensure only energy star certified products or those with comparatively high energy efficiency ratings are purchased.</p> | <p>By end Q3 2024</p> <p>Ongoing throughout plan period</p> <p>Q3 2024</p> <p>By end of 2024</p> | Aligned with forthcoming data storage review | |
| | 8.6 Facilities | <p>FM Manager</p> <p>FM / Finance / Comms</p> | <p>Director of Governance</p> <p>COO / Director of Governance</p> | <p>Manage the office facilities in both Bracknell and London in a manner that minimises impact on the environment.</p> <p>Ensure we maintain SKA Gold standard for all properties in the UK</p> <p>Quantify and report the carbon footprint of our operations: <ul style="list-style-type: none"> continue to publish the scope 1 and 2 emissions </p> | <p>Ongoing</p> <p>As and when review or refit takes place.</p> <p>Annually</p> | NB: London office lease due to expire Sept 2025 | |

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| | | | | <p>associated with our offices annually via the Annual Review</p> <ul style="list-style-type: none"> • add business travel from the 2024 Annual Report onwards. <p>Quantify and report wider scope 3 emissions associated with our operations.</p> | <p>Annually from 2024 Annual Report (published in 2025)</p> <p>From 2025</p> | <p>Building on earlier preliminary work</p> | |
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