

USW Sustainability SMART Targets & Action Plan 2025/26 - Progress audit

Estates and Facilities

Version	Date	Author of document	Description of changes
V1.0	31 July 2023	N Bradley	Document created
V1.1	22 April 2024	N Bradley	Added additional columns to tables and reviewed key actions.
V1.2	21 Jan 2025	N Bradley	Progress update of all actions undertaken.
V 1.3	23 Jan 2026	N Bradley	Audit and review of progress against all actions.

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USW Sustainability Action Plan

The SMART actions below contribute towards the key target areas identified within USW's Net Zero Strategy. They reflect the key milestones in USW's carbon roadmap and will be updated to ensure they remain relevant, achievable, and demonstrate ambition with an ongoing commitment to achieving our longer term 2040 net zero target. We will report annually on the progress against our interim and long-term targets, as well as the actions being taken.

To deliver on these commitments, we will work to develop plans that reflect our priorities and target those areas that provide the greatest impact. This will require collaboration across multiple departments and faculties, including investment in our estate, operational policy decisions, and changes to our ways of working. Together, we will continue to scope out new opportunities and continue to work on making USW a more sustainable place to work and study, in which our people and local environment will thrive.

USW's policies and objectives contribute to and support the United Nations 17 Sustainable Development Goals as indicated below.



Energy & Decarbonisation

Primary Targets:

- Reduce Scope 1 and 2 carbon emissions by 50% by 2030.
- Reduce Scope 3 carbon emissions by 50% by 2030.

Reference Document: *USW Net Zero Carbon Strategy 2030*

<i>Related Sustainable development goals:</i>	  
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Key Action	Responsibility	Target Date	Evaluation & Monitoring	Progress/audit review
Decarbonise Heating: Investigate long-term alternatives to remove fossil fuel consumption.	Sustainability / Estates Team	2030	HESA EMR, Audits, DEC Performance	Installation of HPs in Sugarloaf is underway and Garth to follow in summer 2025.
Renewable Infrastructure: Expand on-campus solar; evaluate off-campus options (PPAs, storage, canopies).	Projects / Sustainability Team	2030	AMR Metering Data, Annual Sustainability Report	Ongoing discussions with Cenin re PPA for wind power from Llwyncelyn farm with integrated solar PV and battery storage. Support in principle for Newport District heating scheme for City campus.
Scope 3 Management: Capture, record, and reduce indirect emissions (commuting, aviation).	Sustainability Team	July 2026	Welsh Gov Net Zero Reporting, Surveys	Commuting emissions for staff and students captured and reported for 2022-23 with view to including hotel stays and external accommodation in 2023-24 carbon footprint.
Departmental Alignment: Coordinate cross-departmental actions to reduce direct/indirect emissions.	Sustainability Team	July 2026	Annual Sustainability Report, Audits, Action Groups	The Sustainability Committee serves to provide governance over key themes and supports collaboration with academics and professional services teams, focus groups, Procurement, Finance and Projects.
Building Efficiency: Identify and invest in energy-efficiency improvements for existing assets.	Estates Team	Annually	AMR Metering Data, HESA EMR	Multiple projects completed across the estate including LED lighting upgrades, Glamorgan court double glazing upgrades, BMS optimisations, chiller upgrades planned for Atrium and sever cooling for Newport campus.
Technology & Behaviour: Deploy BMS upgrades and "Turn USW Green" behavioural campaigns.	Estates / Sustainability Team	July 2027	AMR Metering Data, People and Planet	Turn USW Green membership has increased supported by events, additional activities, improved communication. Relaunch of Sustainability Champions initiative and sustainability Focus Groups. BMS upgrades planned for 2025 along with other projects such as chiller upgrades, pump upgrades in Atrium, Accommodation heat pumps and further Accommodation Solar PV installations. Combined Solar PV and Battery Storage are also under consideration.
Engagement: Actively involve staff and students in sustainable resource consumption.	Sustainability / Comms Team	Annually	Surveys, People and Planet	Turn USW Green features several related activities. Awareness campaigns such as "Wrap", "Warp-It", changes to Life-use and 6 monthly performance reports and KPIs

Community Partnerships: Collaborate with wider community partners for low-carbon solutions.	Sustainability Team & Committee	2030	Annual Sustainability Report	Preliminary talks with Llwyncelyn wind and solar farm. Meadow Street community farm collaboration with other departments. Numerous volunteering opportunities.
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Water Management

Primary Target:

- Reduce total water consumption by 10% by July 2027.

Reference Document: *RIBA Climate Challenge 2030*

<i>Related Sustainable development goals:</i>	 
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Key Action	Responsibility	Target Date	Evaluation & Monitoring	Progress/Audit review
Leak Detection & Monitoring: Focus on Treforest Campus (highest consumer) and proactive estate-wide assessments.	Sustainability / Maintenance Team	Annually	AMR Data, HESA EMR, Monthly Energy/Water Reports	Isolation valves installed in Treforest Accommodation ring to help identify leak location(s), metering and monitoring undertaken regularly for all campuses and sites and estate wide water audit planned for spring 2025.
Sub-metering Upgrades: Improve metering for performance tracking, including irrigation systems.	Sustainability Team	July 2026	AMR Metering Data, Annual Report	Further sub-metering rationalisation occurring across the estate to refine requirements and cut costs.
Water-Saving Tech: Retrofit existing buildings with conserving tech (e.g., low-flow showers, rainwater harvesting) and mandate for new builds.	Sustainability / Projects Team	Dec 2026	Audit Findings, Project Specs, AMR	Audit findings to inform retrofit water conserving technologies, e.g. low-flow showers in accommodation blocks with trials planned.
Engagement & Profiling: Align targets across key buildings; communicate usage profiles to improve departmental engagement.	Sustainability / Comms Team	July 2026	Monthly DMT Reports, Stakeholder Feedback	KPIs for water reported monthly to DMT. Reports to be issued to site managers and key stakeholders to improve awareness and engagement with action plans to be developed.
Alternative Water Sources: Review and implement greywater and rainwater harvesting opportunities.	Sustainability Team	April 2026	HESA EMR, People & Planet (P&P)	Sports Park rainwater harvesting tank recommissioned and in operation with submetering installed for monitoring and reporting – feeds into HESA and P&P. Investigations to recommission Sugarloaf rainwater harvesting tank planned for 2025.
Behavioural Change: Engage staff and students in academic and residential blocks on responsible usage.	Sustainability / Res Life / Comms	Annually	Participation Rates, Turn USW Green Metrics	To be factored into performance reports for site managers. Turn USW Green features activities around water use reduction for students.

Biodiversity & Land Use

Primary Targets:

- Achieve 10% biodiversity net gain across the estate by 2028.
- Achieve Green Flag certification for Treforest campus by end of 2028.
- Increase wildflower/pollinator habitats by 15% and install 25 nesting boxes by 2027/2028.
- Complete a 100% Biodiversity Baseline Habitat Audit by December 2026.
- Eradicate/manage invasive non-native species across all campuses by 2030

Reference Document: *USW Biodiversity Action Plan (BAP) 2023-26*

<i>Related Sustainable development goals:</i>	 
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Key Action	Responsibility	Target Date	Evaluation & Monitoring	Progress/Audit Review
BAP Implementation: Progress all objectives outlined in the 2023-26 Biodiversity Action Plan.	Sustainability Team / Action Group / Grounds	July 2026	Action Group, BAP Progress Reports	BAP reviewed in July 2024 with a formal review to be presented to the Sustainability committee in April 2025 along with termly reviews in Focus Group meetings to ensure progress aligns with relevant target dates.
Develop New BAP: Develop a new Biodiversity Action Plan covering 2027-30	Sustainability Team / Action Group / Grounds	December 2026	Action Group, BAP Progress Reports	To be developed in the second half of 2026.
Capital Projects: Integrate Biodiversity Net Gain (BNG) into all new builds and masterplans.	Sustainability / Projects Team	Ongoing	PEA's / Phase 1 Habitat Reports	Biodiversity considerations factored into Chiro and COMET masterplans. Consultation undertaken with biodiversity focus group and key stakeholders.
Tree Canopy Cover: Implement a progressive increase in tree planting across all campuses.	Sustainability Team / Grounds	Annually	Tree Surveys, Annual Sustainability Report	Trees planted within Atrium car park grounds summer 2024. Habitat management survey commissioned for woodland walk to improve health of existing woodland stock. Tree planting factored into COMET biodiversity plan.
Scheme Certification: Evaluate requirements and benefits of certification to Green Flag for Treforest Campus.	Biodiversity Action Group	Dec 2026	Committee Minutes	To be commenced in summer 2026.
Urban Greening: Improve biodiversity in traditionally urban campus areas.	Sustainability Team / Action Group	Dec 2026	Phase 1 Reports, Visual Audits	Planters established throughout Treforest accommodation. Hedge and tree-planting arranged for Atrium Campus. Seedbombs for spring flowering issued to staff and students across campuses. Glyntaff mowing plan in development to support wider biodiversity conservation and gain.

Living Labs: Use green areas for student teaching and research and proactive habitat management.	Sustainability Team / Action Group	Annual ly	Research Output, Student Engagement Data, Faculties	Aforementioned mowing schedule to contribute to designated living lab areas at Glyntaff campus. Potential for more areas in woodland walk pending consultation. Greenhouses at Glyntaff campus available for further biodiversity research activities.
Woodland Management: Proactive forest and tree management to maintain healthy growth.	Grounds / Facilities / Action Group	Annual ly	Professional Tree Surveys	Tree survey undertaken in Woodland Walk with ash dieback identified among certain trees followed by a management plan implemented to ensure preservation of existing healthy woodland.
Engagement: Deliver at least 8 "Plant & Pot" sessions annually.	Sustainability Team / Accommodation	Annual ly	Attendance Logs, Annual Report	Plant and pot events have been successfully delivered across Treforest and Cardiff campuses with good buy in from students.

Travel & Transport

Primary Targets:

- Increase use of alternatives to single-occupancy vehicles by 15% by 2030.
- Reduce staff and student commuting emissions by 3% per annum (from 2022/23 baseline).
- Transition 100% of university-owned fleet to zero-emission by end of 2029.
- Provide at least 4 Dr Bike workshops a year to encourage active travel use.

Reference Documents: *USW Travel Policy, USW Travel Plan*

<i>Related Sustainable development goals:</i>	 
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Key Action	Responsibility	Target Date	Evaluation & Monitoring	Progress/Audit Review
Policy Integration: Include sustainable travel policy in new staff inductions.	Sustainability Team, HR	December 2026	Staff/Student Surveys, Induction Logs	Development of sustainable travel policy underway. Once approved and published, will look to inform staff inductions from publication date onwards.
Emissions Reporting: Capture and reduce GHG emissions from fleet operations and business travel.	Sustainability Team / Procurement	Annually	Annual Carbon Footprint Report, EMR Scope 3	Emissions from owned fleet already captured for electric vans and diesel vehicles and reported. Business travel data provided by external partners (e.g. Enterprise, Key Travel) and incorporated into Annual Report.
Fleet Transition: Convert remaining fossil-fuel vehicles to electric (EV) to improve local air quality.	Sustainability Team	July 2029	EV Conversion Rate, Fleet Inventory	External funding sources will likely be required to facilitate conversion of the remainder of our fossil fuel powered vehicles.
Travel Plan Update: Revise the formal USW Travel Plan to promote sustainable modes.	Sustainability Team	December 2026	Updated Travel Plan Document	Consultants being sourced for development of an up to date Travel Plan for USW. 2025 survey results to inform targets and objectives.
Homeworking Impact: Improve annual calculations of carbon emissions related to frequency of homeworking.	Sustainability Team	Annually	Staff Travel Survey Results	Homeworking carbon conversations now featured in government carbon factors based on eco-act white people methodology adopted previously.
Active Travel Incentives: Encourage walking/cycling via incentives and infrastructure.	Sustainability Team	Annually	Participation Data, Facility Audits	Turn USW Green awards points for sustainable commuting. Travel Plan will inform further improvements and incentives e.g. secure cycle storage and improved showering facilities. Staff and Student Travel Survey to be issued in early 2025.
Data Collection: Conduct biennial staff and student travel surveys to establish patterns.	Sustainability Team	Biennially	Survey Response Data	Staff and student travel surveys to be issued in February 2026.

Waste & Circular Economy

Primary Targets:

- Achieve Zero Waste by 2040.
- Maintain Zero Waste to Landfill status.
- Achieve a 75% recycling rate by 2030 (aligned with Welsh Government targets).

Reference Documents: *Welsh Government 'Towards Zero Waste' & 'Beyond Recycling' Strategies*

Related Sustainable development goals:	 
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Key Action	Responsibility	Target Date	Evaluation & Monitoring	Progress/Audit review
Waste Audits & Diversion: Conduct estate-wide audits, focusing on end-of-year residential "move-outs."	Facilities Team/ Cleaning	Annually	Annual Audits, Supplier Data, Waste Tonnages	External partnerships (e.g. BHF, Warp it) engaged particularly around end of year period to reduce move out waste. UniGreen scheme, bike recycling and Too Good to Go food scheme to reduce avoidable waste.
Contamination Reduction: Increase recycling rates via single-source bins, labelling, and education.	Facilities team /Cleaning	Annually	Recycling Data, Monthly Waste Reports	Single source bins rolled out across entire estate in line with Welsh Government "Beyond Recycling" strategy. Various campaigns throughout the year including Be Mighty recycling campaign.
Food Waste Diversion: Partner with catering to divert avoidable food waste to social causes.	Facilities Team/ Catering	Nov 2026	Catering Waste Data, App Transaction Logs	Too Good to Go scheme running effectively at Atrium campus with the view to replicate across other campuses and outlets. Catering team actively select menu options that reduce ingredient waste.
Repair & Reuse: Expand focus on equipment and furniture reuse to reduce total waste volumes.	Facilities team /Cleaning	Annually	Warp-It Savings Reports (CO2 & £), BHF Data, E-Cycle, Unigreen Scheme	Warp-It scheme implemented successfully with growing awareness and engagement between teams, departments and faculties.
Sustainable Procurement: Align policies to reduce waste at the source and improve supply chain social value.	Facilities Team / Procurement	July 2026	Procurement Contract Tenders, IT Reuse Data	Collaboration with new IT supplier promotes social value in supply chain and integration of recycled material in production of IT equipment. Social Value incorporated within all contracts to demonstrate evidence of consideration in tendering process.
Accommodation Recycling: work more closely with Accommodation to improve recycling rates and reduce overall waste arising.	Facilities and Accommodation	Annually	Recycling Data, Monthly Waste Reports	Facilities and Accommodation teams to improve communications to students, signage and general awareness for students.

Sustainable Procurement

Primary Targets:

- Convert at least 10% of supply chain spend data to carbon values using product/service-level emissions factors (Tier 3) by 2030.
- Ensure 80% of top 50 suppliers (by spend) have a carbon footprint on *Net Positives* by end of 2028.
- 100% of new contracts valued at over £25k per annum to include Sustainability Risk Assessment (SRA) and Social Value criteria.
- Reduce emissions from purchased goods and services by 5% per year by 2030.

Reference Document: *Net Positives Portal, Sustainable Procurement Policy, SRA*

<i>Related Sustainable development goals:</i>	   
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Key Action	Responsibility	Target Date	Evaluation & Monitoring	Progress/Audit review
Policy Development: Create a university-wide Sustainable Procurement Policy.	Procurement Team	July 2026	Net Positives Data, Annual Report	Policy has been developed and to be approved by Exec at next available meeting.
Purchasing Guides: Develop guides for high-impact categories (e.g., IT hardware) to prioritize sustainable options.	Procurement /Sustainability Team	July 2027	Supply Chain GHG Analysis	Not started – Procurement to review.
IT Carbon Impact: Collaborate with IT suppliers to enhance energy efficiency and capture carbon values.	Procurement Team	July 2026	Product-Level Emissions Data	Primary IT supplier can provide carbon impact values for supplied IT equipment, extended warranties and energy efficiency performance.
Supplier Engagement: Host annual awards and workshops to discuss supply chain impacts.	Procurement Team	Annual ly	Supplier Engagement Event Logs	Annual Supplier Awards undertaken with winners announced December 2024 and celebratory coffee afternoon with VC scheduled for February 2025. Sustainability team delivered supplier engagement workshops on supply chain reporting.
Social Value: Embed social value (work experience, workshops, visits) into all relevant contracts.	Procurement Team	Annual ly	Contract SRA / Social Value Reports	Social value is now included as a scored criteria as standard in all contracts over £25k.
Reporting Accuracy: Transition from broad spend-based reporting to product and service specific carbon data.	Procurement Team	July 2026	ProcHE SIC Codes, Net Positives	Improvements in TechOne purchasing allocation will help improve accuracy of spend profile and feasibility of investing in net positives net zero carbon supplier tool being reviewed to help improve product/services-specific emissions reporting.
Product-Level Data: Explore AI opportunities for enhancing product/service-level carbon reporting	Procurement/ Sustainability team	July 2026	Annual Report	Procurement have reviewed the benefits of pursuing this alone but feedback suggests it's not viable at the current time.

Construction & Refurbishment

Primary Targets:

- Ensure all new buildings meet RIBA 2030 Climate Challenge targets.
- 100% of capital and refurbishment projects must include sustainability/climate considerations.
- Prioritise low-carbon, all-electric building services; heat pumps as standard for new builds.
- Generate an average of at least 25% of building load from on-site renewables for all new builds.
- Aim to achieve a DEC rating of D or above for all campus buildings by 2030.

Reference Documents: *RIBA 2030 Climate Challenge*; *UKGBC Delivering Net Zero (Commercial Retrofit)*, *DECs*

Related Sustainable development goals:



Key Action	Responsibility	Target Date	Evaluation & Monitoring	Progress/Audit Review
Net Zero Alignment: Align new builds (COMET/Chiropractic) with RIBA 2030 Climate Challenge.	Projects / Sustainability	Aug 2026	Project Outcome Reports, Standard Specs	Sustainability targets for new COMET building and phase 2 of new Chiropractic building are aligned with RIBA 2030 challenge.
Design Standards: Develop sustainable building design guides (Lighting, Controls, BMS).	Projects / Sustainability	July 2027	Standardised Specifications	Standard specification for lighting controls developed and issued for projects with lighting specification to follow. BMS specification developed with completion pending.
Renewable Integration: Conduct feasibility for renewables in all major developments and retrofits.	Projects / Sustainability	Ongoing	New Renewable Installations (kWp)	This is ongoing. Renewable energy integrated into COMET and Chiro projects (solar PV and Heat Pumps). Retrofit projects for conversion of gas heating to electric underway in Sugarloaf with Garth to follow Summer 2025 alongside retrofit PV installations on residential and academic blocks C and D and Library. Ongoing discussions with Cenin regarding future PPA supplying wind power to Treforest campus and Newport City council for district heating to City Campus.
Embodied Carbon: Develop reporting processes for embodied carbon in small-scale projects.	Sustainability Team	July 2027	Embodied Carbon Footprint Data	Pilot embodied carbon assessment of replacing Glamorgan Court windows carried out in Summer 2023, To understand how the process works, and using the data derived to calculate an embodied carbon footprint. Future small projects to incorporate the same process to inform a more formalized decision making process.
Space Optimisation: Improve room scheduling and BMS integration to reduce energy demand.	Projects / Space Management	Nov 2026	Space Utilisation Reports, BMS Data	Implementation of HubStar as an effective tool for space utilisation. Early stage talks around PIRs and potential for BMS controls to better manage space. Trial of Block Teaching reducing days on campus thus releasing rooms and reducing need for heating and lighting.

PV Maintenance: Establish a maintenance contract to ensure optimum Solar PV efficiency.	Maintenance Team	July 2027	Energy Generation Yield (kWh)	Yet to be started – trials for internal Solar PV cleaning programme to be implemented.
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Sustainable Food & Catering

Primary Targets:

- Retain SRA 3-star *Food Made Good* rating for all catering outlets.
- Increase vegan meal sales to 10% and plant-based milk sales to 15% by 2030.
- 100% certified tea, coffee, sugar (Fairtrade/Rainforest Alliance or other) and RSPO palm oil by Dec 2027.
- Implement traffic-light carbon labelling on 50% of menus by January 2028.
- Increase non-disposable (reusable) hot drink purchases to 20% by end of 2027.

Reference Document: *Sustainable Food Policy*

<i>Related Sustainable development goals:</i>	 
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Key Action	Responsibility	Target Date	Evaluation & Monitoring	Progress/Audit review
Policy Review: Update sustainable food policy to reflect university-wide catering aims.	Catering Manager	Annually	Supplier Data, SRA Certification	Policy last updated 7th July 2023. JE to review and update in due course.
Certification: Maintain 3 star rating for SRA Food Made Good certification. Explore opportunities to improve performance in key areas.	Catering Manager / Sustainability	July 2027	SRA Assessment Reports, People & Planet Score	Reviewing suggested improvement actions within scheme to improve score for next assessment.
Food Waste: Reduce food waste via Meat-Free Mondays, "Too Good To Go," and composting opportunities.	Catering Manager	July 2026	Waste Supplier Data, App Usage Stats	Meat free Monday is an ongoing campaign for all staff and students. Leftover ingredients from recipes incorporated into menu items. Too Good To Go implemented in Cardiff campus. All food waste is composted. Used oil collected and filtrated externally for re-use.
Carbon Labelling: Integrate software to generate carbon footprint ratings on menus.	Catering Manager / Sustainability	Jan 2028	Menu Carbon Metrics	Feasibility of implementation reviewed and considered. To be re-examined at a later date.
Supply Chain: Liaise with suppliers to reduce single-use plastics and delivery frequency.	Catering Manager	Nov 2026	Supplier Packaging Audit	Collaboration with new primary supplier BidFood has led to a reduction in single-used plastics, incorporation of 97% recyclable packaging including 83% recylcable plastic .
Sourcing: Integrate home-grown fruit, herbs, and vegetables into catering provision.	Catering Manager	July 2027	On-site Orchard/Allotment Yields	Small scale herb beds located outside Stilts and utilised meal preparation. Plans for implementation of an on-site allotment near Caerphilly and Glamorgan Court D Block under consideration.

Education for Sustainable Development

Primary Targets:

- Aim to embed sustainability into teaching, learning, and research across all course curriculum by 2030.
- Require a "Sustainability Impact" assessment for all new course proposals by Jan 2027 (demonstrating alignment with at least two UN SDGs).
- Deliver carbon literacy training to at least 50 students/staff per academic year.
- Facilitate 10 student-led sustainability projects annually using the campus/community as a testbed by 2027.

Reference Documents: *Carbon Literacy Project*; *SOS-UK Responsible Futures Framework*

<i>Related Sustainable development goals:</i>			
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Key Action	Responsibility	Target Date	Evaluation & Monitoring	Progress/Audit review
Carbon Literacy (CLT): Deliver online and in person training sessions for staff and students.	Carbon Literacy Group	July 2026	Number of certified staff/students	Carbon literacy sessions successfully delivered to around 100 staff and students including student groups from aircraft engineering and creative design faculties. Further CLT sessions upcoming.
Framework Adoption: Identify the best reporting mechanism for measuring sustainability in the curriculum.	Teaching & Learning Action Group	July 2027	SOS-UK Certification Status	Responsible Futures Framework deemed to be most appropriate. Potential for Workshop to be arranged to understand the requirements of certification to the standard.
Student Inductions: Develop standard sustainability slides for all student first-week course inductions.	Sustainability Team/ Faculties	July 2026	Mapping Data & Induction Audits	To be reviewed based on changes to induction process for students.
Curriculum Mapping: Conduct a formal mapping exercise to identify courses currently aligned to UN SDGs.	Sustainability Team / CLT Group	March 2027	SDG Mapping Data & Surveys	Initial mapping exercise carried out with all relevant courses identified.
Academic Toolkit: Develop guidance for academics on how to align existing and new courses with the SDGs.	Sustainability Team	2030	Toolkit Downloads / Usage Data	To be factored into SOS-UK framework.

Community Engagement

Primary Targets:

- Facilitate 1,000 hours of student volunteering annually toward local communities by 2027/28.
- Conduct a minimum of 12 community litter picks per year.
- Aim for 10% of Turn USW Green members to participate in community or volunteering activities.
- Build and support active sustainability partnerships with local community groups.

Reference Document: *Sustainability Engagement Strategy, Turn USW Green, eCount Cymru*

<i>Related Sustainable development goals:</i>	  
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Key Action	Responsibility	Target Date	Evaluation & Monitoring	Progress/Audit review
Engagement Platform: Increase "Turn USW Green" sign-ups to drive collaboration in community schemes.	Sustainability Team	Annually	Registered Members, Engagement Metrics	Ongoing – membership and engagement at highest numbers since platform launch. New collaborations being explored to boost and maintain consistent engagement throughout the academic year.
Biodiversity Outreach: Support local community projects (e.g., Meadow Street Gardens) to enhance local biodiversity.	Sustainability Team / Wellbeing	Annually	Number of Events, Partner Feedback	Explore opportunities with Meadow Street Gardens and other similar schemes in the community area.
Civic Collaboration: Support local council climate programs and share best practices via regional workshops.	Sustainability Team	Annually	Meeting Minutes, Joint Project Outcomes	NB attends Climate Emergency Board with council and other Welsh public sector bodies to explore collaboration opportunities.
Student Voice: Partner with the Students' Union (SU) to establish closer ties on engagement and events.	Sustainability Team / SU	July 2026	SU Engagement Stats, Society Formation, closer ties.	Recent changes to SU staff. Early conversation around involvement in the Sustainability Committee will hopefully lead to further communication around a potential Sustainability Society.
Community waste: Support the "Treforest Litter Pickers" and staff/student groups in community clean-ups.	Sustainability Team/ SU	Annually	Number of Litter Picks, Volunteer Hours	Engagement with the TLP has been positive with the aim of collaborating on community led litter picks to support wider community benefits.

Emissions & Discharges

Primary Targets:

- Establish a baseline value for total fugitive emissions from HVAC and refrigeration systems by July 2027.
- Prevent pollution from F-gas leakages and ensure zero harmful discharges.
- Ensure 100% of new heat pump and cooling installations use refrigerants with a Global Warming Potential (GWP) of less than 150.
- Ensure all new construction projects include SUDS in the design and construction to reduce runoff via green/blue roofs, permeable paving, or attenuation tanks.

Reference Documents: *Supplier Data Sheets; F-Gas Regulatory Compliance Records*

<i>Related Sustainable development goals:</i>	 
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Key Action	Responsibility	Target Date	Evaluation & Monitoring	Progress/Audit review
F-Gas Monitoring: Capture all leakage data from AC and refrigeration systems across all sites.	Sustainability / Maintenance Team	Annually	F-Gas Leakage Reports	Currently working with Cooltherm and Terratherm for provision of f-gas leakage reports to include in annual carbon footprint report.
Sustainable Cooling: Engage with Projects teams to ensure new equipment (e.g., Heat Pumps) utilises refrigerants with low GWP.	Sustainability Team / Projects	Annually	Equipment Design Specifications	Specifications for heat pumps are reviewed at design stage for all projects by NB to ensure low GWP greenhouse gases are used.
Pollution Control: Monitor and minimise harmful discharges to water and land.	Maintenance / Sustainability Team/ H&S	Annually	Maintenance Logs, Site Audits/ Health & Safety Reports	Site training, H&S monitoring and reports, compliance and maintenance logs ensure we manage and prevent any harmful discharges to water and land.