Sustainability Policy

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Sustainability Policy

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1. Scope

This policy applies to all employees and workers, contractors, agency workers and visitors to Trinity College London ('Trinity'). It will be communicated to our customers, suppliers, and people we do business with, and wherever possible, they will be asked to meet this policy as a minimum or show where they will exceed standards in their relationship with Trinity.

2. Policy Statement

Sustainability is the responsibility of all members of the Trinity community, including employees and workers, suppliers and persons working on our behalf. We have a clear vision for Trinity, with sustainability embedded as required in our strategy. Our vision is to:

- Improve the sustainability of the Trinity estate, and its utilisation
- Enable and support all members of the Trinity community to address Trinity's environmental impacts and challenges
- Actively work to reduce our carbon footprint
- Strive for continuous improvement in sustainability performance.

This Policy supports this vision and looks to Trinity to be recognised in the field of sustainability through performing at the highest levels of excellence; creating a culture of inspiration, innovation, action, and trust, through engagement with its customers, suppliers, and other stakeholders; and through the sustainable development and use of the estate.

We are committed to sustainable development (meeting the needs of the present without compromising the ability of future generations to meet their own needs) as a guiding principle within our work. Concern for the environment is an integral and fundamental part of this commitment.

3. Aims of the Policy

Our aim is to reduce our environmental footprint through our operations.

Trinity is committed to delivering the following objectives across its Global operations:

- To have workspaces and offices which support Trinity's academic, research and enterprise activities in a sustainable way
- To enable, empower and support all Trinity employees and people who work with us and on our behalf to address our environmental impact. To provide education, advancement, dissemination and application of sustainable development
- To maximise the wider impact of Trinity's sustainability activities at local, regional, national and international level through collaboration, partnership and communications

This includes the implementation of a sustainability strategy, which recognises both our local and global impacts, and sets targets against each of our core objectives, ensuring that Trinity is working to:

- Prevent pollution
- Comply with legal and other requirements, both to the letter and spirit of those requirements
- Reduce carbon emissions

- Reduce water use
- Minimise waste generation
- Optimise sustainable procurement
- Sustainably develop its offices and workspaces
- Reduce the impacts of travel and transport
- Promote sustainable practices and improve awareness

4. Action Plan

We are committed to assessing the environmental effects of our operations and establishing specific objectives and targets to enhance our environmental performance wherever possible. Additionally, we will conduct regular reviews of these targets to monitor our sustainability efforts.

We will:

- Promote responsibility for the environment within the organisation and effectively communicate this policy
- Implement this policy at all levels within the workforce
- Reduce the use of energy and other resources
- Minimise waste by reduction, re-use and recycling methods
- Comply with all relevant environmental legislation/regulation
- Ensure that our policies and services are developed in a way that is complementary to this policy
- Encourage all people and organisations we work with to commit to the sustainable development philosophy
- Identify and provide appropriate training, advice and information for staff, fostering innovative ideas and initiatives
- Provide appropriate resources to meet the commitments of this policy
- Promote and encourage involvement in local environmental initiatives/schemes.

In implementation of the above, we will:

- Investigate and roll out an electronic records document management system and online services initiatives to reduce the need for paper e.g. digital scanning
- Reinforce Senior Management commitment through business planning and strategy
- Improve environmental awareness amongst staff and actively promote sustainability practices
- Review the Policy and Action Plan regularly
- Consider ISO 14001 accreditation
- Set up sustainability focus groups, encouraging staff to actively make suggestions and decisions on local site issues
- Review building reports and implement as many recommendations for improvement as possible
- Closely track and monitor key data points (such as utilities consumption, travel records use of couriers), keeping records as appropriate and use these to identify opportunities

for improvement. Where appropriate, increase recycling options and explore options for migrating data and IT systems to the cloud

- Installing light sensors and low-energy LED lights where possible.

5. Change Control

Change History

The following changes have been made to this document:

Version	Date	Author	Change Summary
1.0	June 2021		
2.0	February 2024	Legal Services	The document was aligned with the new policy format for Trinity College London.
2.0	October 2025	Head of Service Improvement	Minor amendments

Change Approval

The changes to this document have been approved by the following personnel:

Version	Date	Approver
1.0	June 2021	
2.0	February 2024	General Counsel & Company Secretary
2.0	October 2025	Policy Management Group
2.0	22 October 2026	Policy Management Group