



RSPB ENVIRONMENTAL POLICY 2025

The RSPB is the largest nature conservation charity in the UK, with over 2,500 staff, 13,000 volunteers, and over 220 nature reserves, workplaces, shops and cafes. 'RSPB Greening' is a key Strategic Outcome in our Strategy to 2030 and commits us to more sustainable ways of delivering our valuable work. This RSPB Environmental Policy is available to all of our workforce, and to the public via our website. It sets out our specific commitments to minimise negative environmental impacts and integrate environmental best practice across our business operations by:

- Ensuring we have established an environmental management system (EMS) across the RSPB;
- Preventing pollution and meeting or exceeding applicable legal requirements and voluntary commitments related to the environment; and,
- Monitoring and continually improving our organisational environmental performance.

Our specific greening commitments are to:

- *Take action to reduce the greenhouse gas emissions produced from our business operations and to meet our published greenhouse gas targets;*
- *Increase the level of greenhouse emissions reduction and/or removal as a co-benefit of habitat restoration on our current estate and deliver new nature-based solutions;*
- *Understand current and future climate change risks and opportunities for RSPB, and integrate these into our organisational and departmental decision-making;*
- *Minimise the impact of our business travel, using the most sustainable mode by implementing our sustainable travel hierarchy;*
- *Reduce our purchasing impacts on nature and the climate, working with our suppliers and partners, and continually reviewing our approach to being nature positive; and,*
- *Maintain our recycling rate, maximise resource efficiency, and focus on waste reduction, including plastics.*

Governance and Management

- The Chief Operating Officer is accountable to Board and Trustees for ensuring the RSPB meets its environmental management objectives, supporting Management Teams to implement the policies and practices set out within it.
- The Head of Sustainable Practice and two Environmental Advisors are responsible for day-to-day running of the EMS and provide specialist advice to enable Management Teams to deliver the improvements set out in annual plans. Further support is provided to sites via the RSPB's Health, Safety and Environment Advisors (HSEAs).
- The RSPB Greening Programme Board is responsible for ensuring cross-directorate oversight, leadership, resources and support to enable RSPB to implement this policy.
- The effectiveness of our EMS and performance against these policy objectives and associated targets and action plans is reported annually to RSPB Management Board and Council.
- Independent third-party verification of the EMS and the RSPB's annual environmental performance is undertaken prior to publication for our workforce and external audiences.

Signed (CEO):

A handwritten signature in black ink, appearing to read 'Ben Spinks'.

Signed (Chair of Council):

A handwritten signature in black ink, appearing to be a stylized 'F. O.' followed by a flourish.

Date: 28/08/2025