SRUC

Climate Change Action Plan

Annual Environmental Report

2024

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SRUC Climate Change Action Plan 2020 – 25

Introduction

Welcome to our second **CCAP Annual Environmental Report.** This report covers all 59 Climate Change Actions (CCAs) outlined within our Climate Change Action Plan 2020-25 (CCAP) and will summarise our CCAP environmental initiatives and efforts progressed during 2024.

SRUC are committed to fostering positive environmental performances and are dedicated to minimising our environmental impact. Furthermore, we have the expertise to help address the climate crises and contribute to building a more sustainable planet.

The biggest global challenge is the reduction of carbon and reliance on fossil fuels. Therefore, this must be a key focus if we are to remain on schedule to deliver our net zero obligations. Through the ambitious delivery of our CCAP CCAs we will achieve our mission whilst contributing to the wider global sustainable goals.

Climate change and biodiversity loss are accelerating. Each of us can play a part either individually or as staff, students, groups and departments to develop innovative and collaborative solutions to tackle the toughest challenges and biggest threats facing the future of our planet.

Our hope is this report will inspire and motivate you to take positive environmental action on climate change, whatever your role is within SRUC.

Environment Policy

SRUC

SRUC is committed to promoting sustainability in the land-based sector, helping to mitigate climate change and minimising any adverse impact of our activities, directly and through our influence on others.

To achieve excellence in sustainable development we provide further and higher education to prepare future generations with the necessary skills, knowledge and understanding. Our main goal is to embed sustainability in learning and teaching, and supporting careers that contribute to sustainability both directly and through sparking debate on the complex issues surrounding a sustainable world.

Being a member of Adaptation Scotland Public Sector (PSCAN) helps us understand and undertake world-leading research on climate change mitigation and adaptation, particularly in the agricultural and wider land based sectors. Through our consultancy and education functions, we foster collaborative relationships between research and education. This ensures that research is translated into impact as quickly and effectively as possible to support and inform Scotland's land-based sector.

SRUC expects all staff and learners to be mindful of the environment. We will work with partners and community organisations to help others understand how to protect, maintain and develop the environment.

Our pledge is always to meet or exceed relevant environmental regulations, and other environmental related requirements, through the continual improvement of systems that manage the environment and prevent pollution.

SRUC complies with the Procurement Reform (Scotland) Act 2014 Sustainable Procurement Duty, meaning whole life cost (production, use and disposal) will always be considered when procuring goods or services.

Our commitment to act on climate change mitigation and adaptation includes action to meet the Scottish Government's target date for net zero emissions of all greenhouse gases by 2045. To meet this challenge SRUC's Board has approved a 'Net Zero' compliance date of 2040. We will continue to develop and monitor our Climate Change Action Plan and our environmental objectives and targets to assist in meeting our obligations and commitments.

In addition, we have a responsibility to ensure that resources needed for our environmental ISO 14001 Certification are available, to ensure they remain effective at SAC Consulting: Environment Team.

We monitor and review this policy annually, and revise it where necessary, to ensure that it is, and remains effective.

Wayne Powell.

Professor Wayne Powell
Principal and Chief Executive

January 2024

SRUC: at the heart of the natural economy

Principal and Chief Executive Letter

Scotland's Rural College (SRUC) is an institution working hard every day to share knowledge and discover solutions to the some of the world's most wicked challenges particularly around climate change, biodiversity loss and sustainable food production.

For SRUC to be a leader in this area – as an enterprise university at the heart of the natural economy – we must meet and indeed exceed the expectations of our students, clients, partners, and stakeholders to reduce our own impact on the environment.

To do this, we need a plan. A Climate Change Action Plan that will set us on course to net zero by 2040. A plan that will set us on a path to follow while allowing us to seize new opportunities, ideas, and innovations as they present themselves.

I'm delighted to introduce you to our Climate Change Action Plan Annual Report. This goes far beyond reporting previous climate plans focused solely on carbon emissions. And while reducing our carbon emissions are still vital, we need to do more about adaptation and develop an holistic approach to a changing climate.

We need to reduce the energy and water we use. We need to travel less or in a more sustainable way. We need to reuse materials where we can. And where we can't reduce or reuse, we must seek to recycle as much as possible.

Through our Climate Change Action Plan, we will benefit from the positive reputation and financial saving it will create. But, most of all, the actions in our plan are simply the right things to do – for ourselves and future generations.

I would like to thank everyone in the SRUC community for helping to develop and deliver the Climate Change Action Plan – particularly the Climate Change Action Plan Group and Campus and Estates Services.

As stated by the Intergovernmental Panel on Climate Change, the time to act is now. We have a plan not just for the whole of SRUC but for the whole planet.
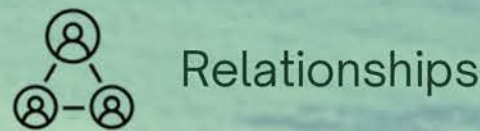
Wayne Powell.

Professor Wayne Powell Principal and Chief Executive
June 2024

Our Vision

"To be the leading enterprise university at the heart of the natural economy"
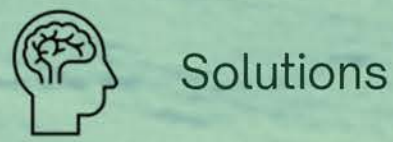
🌐 Culture

👥 Relationships

💡 Creativity

🧠 Solutions

Our Values

Respect
Innovate
Support
Excel

RESPECT

INNOVATE

SUPPORT

EXCEL

CLIMATE CHANGE ACTION PLAN MILESTONE TARGETS

20% 2025   **75%** 2035   **0%** Net Zero by 2040

7 "THEMES" OUTLINING 59 ENVIRONMENTAL ACTIONS

Theme 1 - Climate Impacts Adaptation
5 CCAP Climate Change Actions

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Theme 4 - Sustainable Procurement
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Theme 5 - Sustainable Travel
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United Nations Sustainable Development Goals

The United Nations 17 Sustainable Development Goals (SDGs) provide a framework for achieving the agenda and targets set by the UN Member States that collectively signpost what needs to be done to end extreme poverty, fight inequality and injustice and protect our planet. These 17 goals are designed to address our most critical global challenges.

SRUC has proudly adopted these 17 SDGs and are committed to upholding these principles which include human rights, labour, environmental and anti corruption.

Our CCAP Annual Environmental Report showcases our contribution and response to these goals. Throughout this report the relevant SDGs are highlighted within each CCAP Theme to illustrate our alignment.

Discover more SRUC Sustainability news at:-
https://www.sruc.ac.uk/news/categories/Sustainability/

1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

THE GLOBAL GOALS

Sustainability

Sustainability, conservation and protecting the environment is now of prime importance. SRUC proudly adheres to the "Three Pillars of Sustainability" principles.

Our staff and students are at the heart of everything we do and supporting our people to achieve their full potential is key to our success.

Our employees are encouraged to take ownership of their careers and, through one to one meetings with their line managers, career development plans can be progressed and supported.

We have a wide range of learning and development tools to help our people grow their knowledge including webinars and digital platforms that are designed to promote inclusion and equal learning.

SRUC believes everyone has a right to be treated fairly, with dignity and respect, and to have equal opportunities that are free from all forms of discrimination, harassment or bullying. We value and promote diversity and are committed to being an institution where everyone can thrive.

Pillar 1

Environmental

- Reducing our carbon footprint.
- Increasing our energy efficiency and reduce our energy costs.
- Investment and greater use of renewable energy.
- Supporting biodiversity and the protection of water reserves.
- Resource conservation and recycling.
- Staff and student sustainable training and awareness.
- Working with "Sustainable Partners of Choice"

Pillar 2

Social

- Equal opportunities to enable staff and students to lead more sustainable lives.
- Access to land and natural resources.
- Embedding sustainability within education and training.
- Supporting Fair Work First (FWF), Equality, Diversity and Inclusion.
- Addressing Modern Slavery.
- Staff and student wellbeing including Mental Health Officers and First Aiders.

Pillar 3

Economic

- Satisfying demand without utilising natural resources needed by future generations.
- Thinking and reacting on a long-term financial basis.
- Maintaining high Health and Safety standards.
- Environmentally efficient organisational processes.
- Engaging and developing our staff and students.
- Fair employment and supporting the living wage.

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Corporate Social Responsibility

SRUC strives to be socially responsible within our organisation activities, our work with communities and in response to environmental issues. We will continually improve being a sustainable well-resourced organisation with exemplary environmental credentials and ownership amongst our staff, students and stakeholders.

Stakeholders

Our Stakeholder are important to us and we strive to align with their environmental expectations.

Our People

Expect us to keep them safe, treat them with respect, equality and be a leading, innovative institution.

Rural and Veterinary Innovation Centre (RAVIC)

Employer of Choice

SRUC is an organisation we should be proud to be part of. SRUC will continue to measure and progress our organisational environmental impacts and how these can be minimised or improved.

 agrecalc

 SAC CONSULTING — Part of Scotland's Rural College (SRUC)

 ONE — OPPORTUNITY NORTH EAST — Food, Drink & Agriculture

 SRUC SCHOOL OF VETERINARY MEDICINE

Corporate Environmental Credentials

We will continue to enhance our organisational environmental profile through environmental award application processes such as the Green Gowns, SEPA, VIBES and AUDE Awards.

Annual Environmental Reporting

University SDG Ranking Reporting

 SSN Sustainable Scotland Network

Scottish Government Public Bodies Emissions Report (new "Adaptation" reporting being introduced December 2025)

 SRUC — Climate Change Action Plan — Annual Environmental Report — 2024

CCAP Annual Environmental Report

We outlined a **2024 Roadmap Strategy** within our **2023 CCAP Annual Environmental Report** as an aligned strategic approach to the 59 Climate Change Actions (CCAs) performance targets.

During 2024 we made significant progress and delivered all of these roadmap KPIs to support our Climate Change Action Plan net zero journey. Recognition of delivering these KPIs can be read more thoroughly within this report.

SRUC will continue to proactively engage and progress with our Climate Change Action Plan commitments and have outlined a **2025 Roadmap Strategy** further in this document.

SRUC Climate Change Action Plan 2020 – 25

SRUC

2024 Roadmap Strategy Progress

Achieved   Partly Achieved   To Commence

- Joined "Adaptation Scotland" (PSCAN) to engage and understand SRUC Adaptation Plan and Risk Register objectives.

- Formed a "Biodiversity Steer Group" to understand organisational Biodiversity Strategy and Baseline goals.

- Conducted an EV Strategy infrastructure investigations.

- Delivered a "Net Zero Feasibility Study" of Barony Campus.

- Initiated "Phase 1" Building Management System (BMS) Upgrade Programme of our main campuses.

- Feasibility Study of TECA District Heat Network for potential Craibstone Campus connection.

- Implemented a Staff/Student Travel Survey to understand organisational commuting emissions.

- Conducted a Waste Management Site Audit for organisational confirmation "Zero to Landfill" waste contractor processes.

- Develop an Environmental Management System to raise organisational environmental profile.

- Management of organisational annual environmental reporting obligations.

Climate Impacts Adaptation

5 Climate Change Actions

Theme 1 - Climate Impacts Adaptation

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 1.1	Develop a Climate Change Adaptation Plan using the **"Adaptation Capability Framework"** developed by Adaptation Scotland.	Long-term resilience, risk reduction and financial savings for the organisation as a result of having a business prepared to proactively manage current and future climate risks.	• SRUCs' new climate Adaptation Plan is 50% composed. The document is scheduled for review completion Autumn 2025.		Partly Achieved	
CCA 1.2	Develop SRUC Climate Change Adaptation Risk Register.	Assess hazards posed by climate change and monitor and review regularly to adapt to new climate change data.	• A continuous improvement and ongoing CCA. We continue to actively engage with Adaptation Scotland (PSCAN) Network. It is envisaged this will be a future resource requirement to allow progression of this CCA and in alignment with SRUCs' new Adaptation Plan (CCA 1.1). Adaptation Scotland have revised their Framework, Benchmarking and Risk Register documentation, we will research these and PSCANs' 42 updated 'Adaptation Tasks' during 2025. PSCAN are hosting an "Adaptation Capability Framework" workshop 23 January 2025 and an 'Adaptation Benchmarking Tool' workshop' 4 February 2025. A PSCAN 'Flood Map' technical session is scheduled March 2025.		Partly Achieved	

Biodiversity Strategy
2025 - 2030

Theme 1 - Climate Impacts Adaptation

CCA # & Related SDG	CCAP Action	CCAP Objective
CCA 1.3	Work with colleagues and students to develop specific Biodiversity Strategy for all main campuses.	Long-term resilience, risk reduction and financial savings for the organisation as a result of having a business prepared to proactively manage current and future climate risks

CCAP Progress

- CES executed an extensive 2 year composition and research process to compile SRUCs' new Biodiversity Strategy. The Strategy is scheduled to be issued to ELT for approval during July 2025.

- During Summer 2024 CES successfully collaborated with SAC Consultancy to deliver our first main campus Biodiversity Habitat Survey (Barony Campus). This survey is documented within our new Biodiversity Strategy.

Achieved   Partly Achieved   To Commence

Theme 1 - Climate Impacts Adaptation

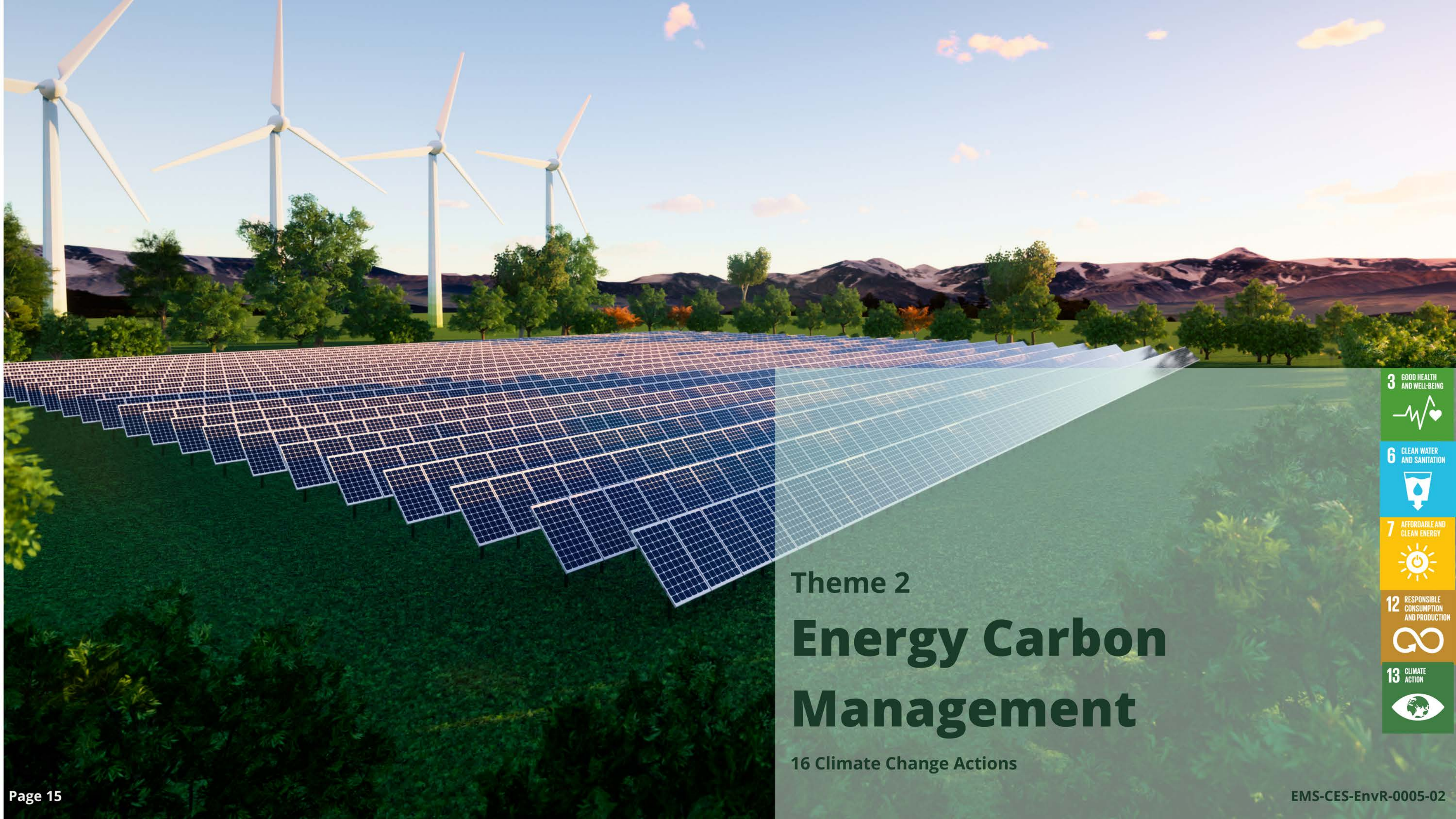| CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 1.4	Work with colleagues to create opportunities for students to get involved in activities to improve biodiversity through the curriculum.	Develop student awareness and expertise in biodiversity. Increased cohesion and improve culture at SRUC.	• We were successful with a **Woodland Trust** funding application and secured 420 trees. This enabled Craibstone staff and students to create the second **Wee Forest** in Aberdeen City. The project will contribute towards campus carbon sequestration, enhance and conserve biodiversity and deliver student practical curriculum activities. • We were successful with our **Apache Tree Grant Programme** funding application and secured 2,000 trees. This project will restore Barony Campus woodland area. After Storm Arwen Barony lost 0.75ha of woodland and SRUC are legally obligated to replant a minimum of 1,700 conifers and 160 native trees. The project will be delivered by Barony staff and students. • SRUC became the second Scottish institution to partnership with the **National Hedgehog Monitoring Programme.** We piloted the NHMP at Tulloch Farm during summer 2024. During Spring 2025 Oatridge Campus students will continue with this conservation partnership opportunity.	🎯		
CCA 1.5	In our forthcoming estate strategy include opportunities to maximise the use of outdoor spaces, considering partnering opportunities with the community and students.	Provide enhances staff and student environment which will deliver health and wellbeing.	• We met with Cala Homes to discuss access for staff and students to the newly renovated Lillian Sutton Gardens. During spring and summer periods, Cala Homes kindly agreed small sections of the gardens can be used as teaching for Elmwood horticultural students. • As part of our new Biodiversity Strategy we envisage a future additional resource requirement to allow progression and development of this CCA in alignment with our new Biodiversity Strategy and our Biodiversity Principles. • All new build projects include maximising outdoor spaces.	🎯		

Theme 2

Energy Carbon Management

16 Climate Change Actions

Theme 2 - Carbon Energy Management

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 2.1	Implement energy conservation measures.	Reduce carbon emissions and save on energy costs. Consider initiatives such as LED lighting, motion sensors, heating controls etc.	• Lighting upgraded to motion sensor LED's across our main campuses. • Energy Efficiency communication campaigns regularly conducted. • Proactively apply for all available energy efficiency funding opportunities.	🎯		
CCA 2.2	Carry out SRUC Net Zero benchmark study and associated delivery plan (including carbon offsetting). Net Zero Feasibility Study SRUC Barony Campus SRUC-HBA-ZZ-ZZ-RP-A-00-0001	Develop renewable heat and power solutions which help to deliver net zero carbon emissions.	• During 2023, an extensive "Barony Campus Net Zero Feasibility Study" project was performed. Barony feasibility study review processes and final report tasks were completed during 2024. CES will be evaluating this report to establish what future energy efficiency methods can be implemented at the campus and the potential to mirror actions at others.	🎯		
CCA 2.3	Upgrade SRUC houses to Energy Performance Certificates level D.	Comply with legislation and improve energy efficiency of houses.	• A tracking system is being compiled to monitor asset EPC's. Capital investment is required to meet the 2025 legislation deadline. Options provided within Estates Strategy.		🎯	
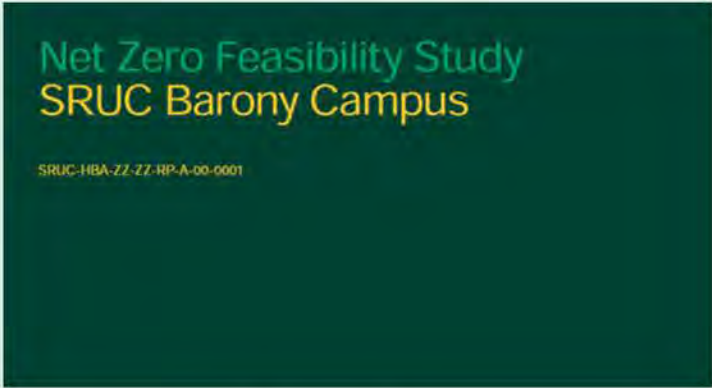
Water Management Plan

2025 – 2030

Theme 2 - Energy Carbon Management

CCA # & Related SDG	CCAP Action	CCAP Objective
CCA 2.4	Monitor water use and develop usage reduction plan.	Improve data collection. Reduce water usage and costs, (sensor taps, recycling water etc).

CCAP Progress

- Rain harvesting systems are being installed within new projects such as GreenShed.

- SRUCs' new Water Management Plan composed and published to raise vital water conservation awareness across our estate.

- During 2024 we applied for three Scottish Water funding applications for motion detection taps as energy efficiency measures at Oatridge, Barony and Craibstone Campuses. Regrettably, none of our applications were successful (due to £600k worth of Scottish project applications for an available £100k fund). However, Scottish Water have expressed an interest to partnership with SRUC regarding a water consumption project of Oatridge Campus residential buildings. We will continue to progress this during 2025.

- We continue to work closely with Business Stream to deliver the remaining automated meter reading (AMR) at our main sites, to enable more accurate data of our water consumption and, ensure improved response times when water leak alerts are detected.

- We installed plumbed water dispensers at all our main campuses. This initiative captures several SDGs as well as a reduction in main campus SUPs.

Achieved   **Partly Achieved**   **To Commence**

Theme 2 - Carbon Energy Management

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 2.5	Embed the Climate Change Action Plan targets into our future estates strategy.	Develop a pathway to modern fit for facilities which support hybrid working to reduce maximum capacity are more energy efficient.	• Estate Strategy complete which outlined developing a pathway to include modern facilities, support hybrid working and energy efficiency.	◎		
CCA 2.6	Develop corporate landlord space occupancy framework to drive space efficiencies by SRUC departments.	Reduce space requirements and improve space efficiencies.	• A pipeline project that is scheduled to commence 2025.			◎
CCA 2.7	Develop green lease scheme for SRUC commercial tenants.	Encourage energy efficiencies within leased properties.	• Light Green Lease is being investigated.		◎	
CCA 2.8	Identify and install where appropriate, sub-metering and automated meter reading, monitoring and targeting systems.	Improve baseline information and usage which will drive efficiency initiatives. Improve visibility usage at building by building basis.	• Organisation meter profiling and meter reading routes have been implemented within "Pirana". • We continue to liaise with EDF regarding our estate upgrade project of smart meters and sub meter installations.	◎		

CCA # & Related SDG

CCA 2.9

CCAP Action

Develop heating control strategy and review building management systems.

CCAP Objective

Ensure that space heating is operated at optimum efficiency.

CCAP Progress

We actively continue to reduce organisational energy use and deliver our commitment to reduce associated energy emissions.

- 2023 - **Phase 1** of our Building Management System (BMS) upgrade programme was initiated commencing with Craibstone Campus.

- 2024 - **Phase 2** initiated. This phase included, Oatridge Campus, RAVIC, and Craibstone Clinical Skills.

- 2025 - **Phase 3** we will progress with the execution of this project by initiating site visits of King's Building and Elmwood Glasshouses. Dairy Nexus BMS system compatibility will also be investigated to determine feasibility connection to our BMS system central point data platform.

Our BMS upgrades are crucial to our carbon reduction efforts as we will be able to monitor campus heating temperatures remotely, manage our heat demands and control heating operational core hours from our central **Priva** data software platform.

PRIVA

Theme 2 - Carbon Energy Management

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 2.10	All new-build facilities to meet minimum sustainability criteria of RIBA 30. Full consideration of increased standards should be evaluated with a view of achieving BREEAM EXCELLENT standard of Passivhaus standard.	Ensure buildings are designed to the high sustainability standards to minimise the environmental impact over the lifetime of the building.	• Adopted and now embedded within new build specifications. A recent example is our Dairy Nexus project which achieved Bronze Scottish Sustainable Buildings Standard. Bronze was achieved by the use of solar photovoltaic panels (PV) and air source heat pumps. Dairy Nexus Air Tests are approaching Passivhaus standards and the project EPC rating is carbon neautral	Achieved		
CCA 2.11	All new-build facilities will use alternative to natural gas to provide space and hot water heating.	Ensure de-carbonisation of energy supply and that renewable technologies are explored and implemented during the design process.	• Adopted by ELT and considered part of new build programme.	Achieved		
CCA 2.12	Property refurbishments and planned upgrades will consider sustainable and renewable features.	Ensure de-carbonisation of energy use and that renewable technologies (heat pumps, solar system, wind etc) are explored and implemented during the design process.	• Company Procedure to be established during 2025.			To Commence

Theme 2 - Carbon Energy Management

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 2.13	All new builds will be created with hybrid working principals to reduce space requirements and maximise efficiencies.	Create more efficient buildings from the offset.	• Now embedded within new build specifications and standards.	●		
CCA 2.14	Set up recording process for any escape of fluorescent gases from refrigeration and air conditioning systems.	Improve quality of reporting.	• A Procedure was compiled and undertook organisational Policy review process before being uploaded within Sharepoint.	●		
CCA 2.15	Appliances Policy, ensure purchasing prescribes AAA plus equipment.	Ensure equipment purchasing aligns with energy efficiency targets.	• All IT equipment purchased has gold EPEAT status and meets criteria.	●		
CCA 2.16	Develop a Cloud First Policy.	Reduce our IT carbon footprint storing files in the "cloud".	• IDS conducted an organisation "migration" programme during 2023. • IDS successfully migrated employee locally stored and on-premise file storage to the Microsoft Cloud. This resulted in a reduction in carbon footprint impact of storing our files.	●		

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Theme 3

Circular Economy

6 Climate Change Actions

Theme 3 - Circular Economy

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 3.1	Review and update Waste and Recycling Management strategy and processes.	Reduced waste volumes. Increased proportion of recycled waste. Introduce food waste recycling.	• We audited main campus canteens to ensure dedicated recycling centre stations were operational at all main campuses. • All organic waste is recycled through our Waste Management Contractor recycling facility centres. • During 2024 we removed all main campus personal office bins and implemented dedicated office recycling stations. • We investigated all "zero to landfill" operations with all our Waste Management Contractors (please see below).	Achieved		

What happens to SRUC waste?

BIFFA & EIS Waste Management and Recycling Facilities

SRUC waste is segregated on site. Our waste disposal methods have previously been misinterpreted as all being classed and disposed of under the one category of general waste. Regardless if waste is disposed of within our Waste Contractors' general bins (BIFFA), **All** SRUC waste is meticulously recycled and never sent to landfill. Thorough recycling processes are conducted by our Waste Management Contractor who stringently dispose of our waste at the applicable waste streams within designated recycling centre facilities across Scotland (EIS). At these recycling transfer stations our waste is very specifically broken down and segregated into categories, including - plastics, batteries, paper/cardboard, glass, metal and food. So meticulous are these recycling processes, any waste that SRUC do not segregate on site is segregated by "hand pickers" and sorted into specific recycling bays within our Waste Management Contractor recycling facilities. After completion of the hand picking process, any left over waste deemed not fit for recycling purpose is still not issued to landfill. Instead, it is converted into energy from waste plant (EFW) and recycled into Refuse Derived Fuel (RDF).

https://www.biffa.co.uk/our-sustainable-business/our-sustainability-strategy/reports-and-performance/sustainability-report

WEEE & IT Equipment - CCL (North) Ltd.

CCL (North) Ltd. is one of the UK's leading specialists for IT asset disposal and WEEE recycling. They are fully licenced by SEPA and have a complete waste management license, hold accreditation in quality, environmental and information security management. They protect our data and the environment as they specialise in secure recycling and data destruction of IT and WEEE whilst ensuring and conducting 'zero to landfill' operations.

Clinical & Hazardous - Stericycle

SRUC clinical and hazardous waste is managed by our Waste Management Contractor, Stericycle. Stericycle conducts 'zero to landfill' operations. All our clinical or hazardous waste is either treated and recycled or, is transported to a facility in Leeds for incinerations and conversion into energy.

One recycled plastic bottle would save enough energy to power a 60-watt light bulb for three hours.

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Environmental Awareness

START COURSE

SRUC

CCA 3.2

CCAP Action

Behavioural change campaign advocating the need to reduce, reuse and recycle and, promote understanding and influence positive behaviour change.

CCAP Objective

Promote understanding and influence positive behaviour change.

CCAP Progress

- An extensive week long awareness and communication campaign was conducted during **Scotland's Climate Week**. Furthermore, we composed and published communication campaigns during **Food Waste Action Week, World Water Day, Earth Day.** Lastly, we participated by conducting a triple communication campaign combining **World Peatland, World Environmental and World Ocean** Days.

- During 2024 CES implemented an internal Staff Environmental e-learning course to promote positive behavioural change. CES composed the course and, in doing so, saved the organisation almost £35,000 in annual licencing fees (had a third party provider been selected). A significant milestone and great achievement, one that will contribute towards our organisational environmental credentials, whilst advocating our staff make positive sustainable decisions at home and at the workplace.

- We worked with Procurement to ensure organisational PPE was sustainably manufactured and produced. Our PPE provider Guthries use 2 suppliers **Portwest https://fliphtml5.com/ostrk/xzgx** and **Uneek https://uneekdata.blob.core.windows.net/resources/GreenByUneekTheStory.pdf**. We will continue to liaise with Procurement regarding 2025 PPE tender review process to ensure sustainable PPE manufacturing and production remains an integral part of the tender scoring process.

Theme 3 - Circular Economy

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 3.3	Review and update waste collective contracts.	Ensure compliance, improve standards and better monitoring and reporting on waste.	• A Waste Management Site Audit was conducted to confirm our "Zero to Landfill" waste operations with SRUCs' Waste Management Contractor facilities. • We are conducting Waste Management Contractor tender review processes early 2025 where "Zero to Landfill" operations will remain an integral part of our tender scoring. We also continue to work with Procurement to ensure supply chain packaging is minimised as much as possible and factored into respective tenders.	🎯		
CCA 3.4	Plastic use reduction plan. **7,480** pieces of single-use plastic SAVED from landfill in 2024	Reduction in the use of harmful plastics (please also read our Waste Management practises detailed with page 23). *SUPs - Single Use Plastics* *Mossgiel Milk details shown left*	• Our Canteen Contractor (Baxter Story) has implemented many sustainable initiatives such as; promoting the use of crockery, eliminating sauce sachets, the introduction of **Mossgiel Milk** (who do not use SUPs* and deliver in recycled plastic containers which are washed and returned for reuse), reusable cup discount scheme, reductions of compostable disposable containers and recycling crisp packets. All SUP's have been revised to compostable alternatives. Furthermore, Baxter Story have also implemented **Ground to Ground** coffee bean recycling **https://groundtoground.org/about/** and are currently investigating the **Too Good To Go** App **https://www.toogoodtogo.com/en-gb** they also recycle all our cooking oils for biofuels with **Olleco** **https://www.olleco.co.uk/**	🎯		
CCA 3.5	Consider asset re-use portal to encourage the re-use of furniture, equipment etc within SRUC.	Ensure optimum use of equipment and assets. Reducing waste and saving on replacement costs.	• System initialised, implementation plan and process to be discussed, including developing an APUC tool: FNT2030 Commodity Management Plan. Commencing with furniture then IT. Cleaning and Catering pilots will also be conducted.		🎯	

Theme 3 - Circular Economy

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence

CCA 3.6

Develop frame work/policy to utilise recycling scheme for all redundant furniture and equipment (such as UniGreenScheme).

SOUTH of SCOTLAND ENTERPRISE

The Preshal Trust

The aim of the Preshal Trust is to make a difference to the lives of people within South West Glasgow by providing holistic, locally based care and support to individuals and their families suffering from the effects of social exclusion.

CCAP Objective: Reduce waste and associated disposal costs and reduce emissions. Give back to the community by redirecting financial resources to other sustainable projects.

Recycle Scotland

CCAP Progress:
- SRUC continue to meet and discuss with **Recycle Scotland** future furniture recycling opportunities between our organisations.
- We were successful with the Dairy Nexus Project by obtaining furniture through **South of Scotland Enterprise** (SOSE)
- Elmwood Main Campus decommissioning project - we continue to recycle remaining office furniture internally. We envisage approximately 45% of the furniture has been recycled across our estate to date. Any requests should be issued to the Campus and Estates Team. Elmwood canteen equipment has been recycled at the Elmwood Golf Club and to community soup kitchen charities such as **Preshal Trust https://preshaltrust.org.uk/**

"Circular economy is a system where materials never become waste and nature is regenerated. In a circular economy, products and materials are kept in circulation through processes like maintenance, reuse, refurbishment, remanufacture, recycling, and composting. The circular economy tackles climate change and other global challenges, like biodiversity loss, waste, and pollution, by decoupling economic activity from the consumption of finite resources"

Ellen MacArthur Foundation
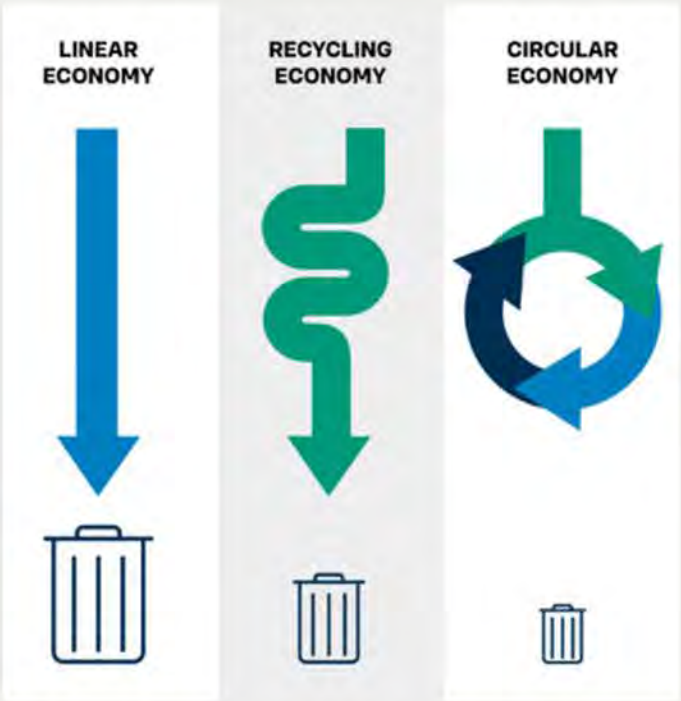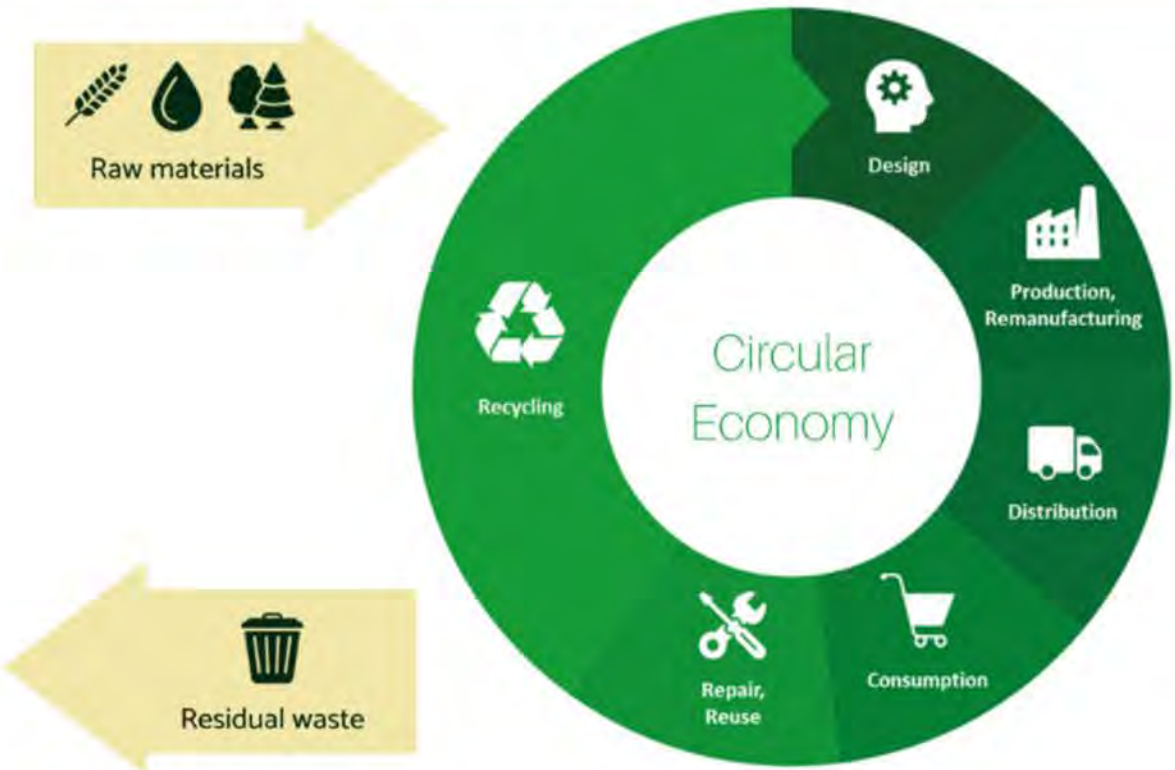
Theme 4

Sustainable Procurement

5 Climate Change Actions

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

HIGH-INCOME COUNTRIES
LEAVE A **LARGER ENVIRONMENTAL FOOTPRINT** COMPARED TO

LOW-INCOME COUNTRIES

MATERIAL FOOTPRINT PER CAPITA IN HIGH-INCOME COUNTRIES IS

10 TIMES THAT OF LOW-INCOME COUNTRIES

MATERIAL FOOTPRINT PER CAPITA

24 METRIC TONS — HIGH-INCOME COUNTRIES

2.5 METRIC TONS — LOW-INCOME COUNTRIES

(2019)

DESPITE CALLS FOR **A PHASE-OUT** FOSSIL FUEL SUBSIDIES RETURN AND NEARLY DOUBLED, TRIGGERED BY **GLOBAL CRISES**

$375 BILLION — 2020
$732 BILLION — 2021
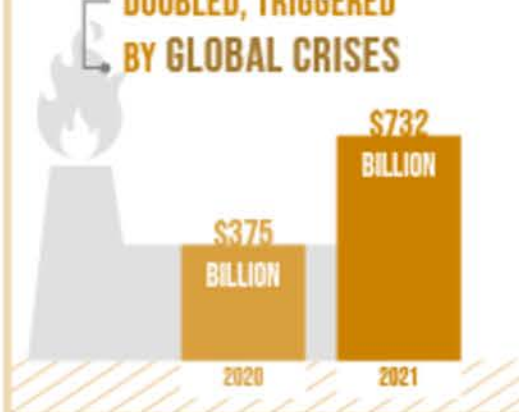
ON AVERAGE, **EACH PERSON** WASTES **120 KILOGRAMS** OF FOOD **PER YEAR**

SUSTAINABILITY PATHWAY

62 COUNTRIES + EU INTRODUCED **485 POLICIES** FOR SUSTAINABLE CONSUMPTION AND PRODUCTION SHIFTS (2019-2022)

COMPANY SUSTAINABILITY REPORTING HAS **TRIPLED** SINCE 2016

12

Ensure sustainable consumption and production patterns

CCA 4.1

CCAP Action
Working with colleagues in finance, develop a sustainable procurement toolkit.

CCAP Objective
Ensure innovative and sustainable thinking is applied to the development of procurement strategies and processes.

CCAP Progress

- Ongoing Commodity Management Plan development with FNT2030. 16 plans will be the baseline for progress to 2030 and beyond.

THE GLOBAL GOALS

SDG target 12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities.

Theme 4 - Sustainable Procurement

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved / Partly Achieved / To Commence
CCA 4.2	Implement circularity principles in tenders where the whole life cost of the goods and services purchased is given full consideration.	Ensure we leave a positive legacy for future generations in the form of high-quality materials and resources that offer the maximum opportunity for recycling while minimising waste.	• Implemented within tenders but assessment of individual tenders on a contract to contract basis will be evaluated to ascertain sustainability principles. Specific circularity clauses within ITT contracts, quality evaluation questions and procurement strategies also considered.	Partly Achieved
CCA 4.3	Develop sustainability design principles for new build contracts.	Ensure new assets are designed to align with Net Zero carbon emissions targets thereby complying with legislation and reducing ongoing energy costs.	• RIBA 30 or equal and approved methodology included within all new build projects.	Partly Achieved

THE GLOBAL GOALS **SDG target 12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities.**

SRUC seeks to utilise other available tools and systems such as Sustainable Procurement Tools (e.g. Government Buying Standards) and APUC's Supply Chain Code of Conduct, where relevant and proportionate to the scope of the procurement.

We will actively continue to work with Procurement to establish all future tenders consider:

- Ensuring relevant environmental issues are factored as part of appropriate organisational procurement processes.
- Encourage the use of of suppliers who strive to adhere to greener operations.
- Where appropriate, encourage lease options as an alternative to purchase in efforts to reduce waste.
- Encourage the purchase of recycled goods or goods with recycled materials.
- Where appropriate, conduct whole life costing exercise, taking into account environmental impact.
- Encourage suppliers to be compliant with current and future environmental legislation.
- Raise environmental awareness amongst organisational purchases.
- Encourage purchasing of goods from sustainable sources and which have high energy efficiency ratings.
- Promote suppliers and contractors who offer recycling collection services.
- Encourage suppliers to reduce delivery vehicles entering organisational sites, by encouraging better planning and scheduled deliveries.
- Encourage suppliers and contractors to return to site to recycle packaging to minimise waste generation.
- Prospective suppliers ability to demonstrate deliverable sustainability values (depending on contract type, minimum weighting expectation for tender criteria).
- All goods and services are sourced with high ethical standards.

Theme 4 - Sustainable Procurement

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 4.4	Develop reporting mechanisms for scope three sources, these include contractor emissions, procurement and supply chain and business accommodation.	Comply with emerging reporting legislation.	• Chemical company submit quarterly reports to set benchmarks. • Post mortem waste and disposal contract includes requirement on haulage and disposal of waste CO_2 (test kits). Production process, distribution and transport captured.	Achieved		
CCA 4.5	Seek out opportunities to collaborate with other organisations within HE/FE and the wide Public Sector.	To enhance procurement activities by sharing knowledge of best practise and lessons learned while partnering on tenders to achieve benefits of scale and reduce costs of tendering.	• Procurement developed a farm sustainability contract which has been utilised by James Hutton Institute and UoE. Collaboration with APUC and Crown Commercial to ensure sustainability embedded within contracts.	Achieved		

Sustainable Travel

12 Climate Change Actions

Theme 5 - Sustainable Travel

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 5.1	Develop Sustainable Travel Guidance and Policies to support better decision making.	Cost savings and contribution to emissions reduction targets by means of organisational change.	• We combined CCA 5.1 & CCA 5.12 and developed SRUCs' new **Sustainable Travel Framework**. This guidance document was composed to centralise current travel documentation, engage staff awareness and to encourage organisational change by highlighting the importance of reducing organisational travel expenditure and associated emissions. An extensive review processes occurred between Finance, Procurement and HR and our new STF was approved by ELT during November 24.	(Achieved)		
CCA 5.2	Improve the quality of business travel usage data.	Improved accountability contributing to emissions reduction targets.	• Finance Department are recording and reporting CBS expense claim mileage and hope to implement CBS reporting process improvements during 2025.		(Partly Achieved)	
CCA 5.3	Further improve IT alternatives to travel through platforms and promote hybrid working. This will be achieved through the SRUC digital vision.	Reduced emissions relating to business travel.	• Hybrid working and blended learning framework completed.	(Achieved)		

Theme 5 - Sustainable Travel

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 5.4	Develop and begin a strategy to provide EV infrastructure across the organisation for staff, students and visitors.	Prepare SRUC for transition to low/no carbon modes of transport.	• An EV Infrastructure Strategy was conducted with "Urban Foresight". We are exploring EV Charge Point providers and hope to pilot charge points at Craibstone Campus during 2025.		Partly Achieved	
CCA 5.5	Develop strategy to increase EV fleet with the aim of decarbonising the fleet by 2032.	Help meet national targets set out by the Climate Change Plan (RPP3).	• We are liaising with Finance Department to provide high level vehicles reports and transitions. A Policy on leased cars is being developed.		Partly Achieved	
CCA 5.6	Increase access to and availability of staff pool bikes, electric bikes, and associated schemes.	Reduced emissions and costs associated with staff business travel. Improvement in staff wellbeing.	• Cycling fund schemes continue to be investigated with a pilot scheme trialled at Craibstone Campus.	Achieved		

Theme 5 - Sustainable Travel

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 5.7	Implement a framework to record and manage colleague and student commuting emissions.	New Scope 3 requirements previously not recorded but is due to fall within standard reporting duties.	During 2023 and 2024 we conducted a "Travel Survey" to understand our Staff and Student emissions in line with Scope 3 reporting obligations. This information is crucial to understand active travel barriers and for organisational emission government reporting.	🎯		
CCA 5.8	Work with neighbours and local partners to develop sustainable transport networks.	Improved cycle infrastructure, pathways etc.	Discussions have commenced with regional councils and neighbouring organisations to understand development constraints. We are constrained to local council active travel developments, such as the implementation of new cycling paths and planning permission time periods, but we will continue to expedite updates on behalf of SRUC and will reiterate any positive information to respective main campuses.	🎯		
CCA 5.9	Consider facilities which support active travel in our future estate strategy.	Consider bike sheds, showers to encourage staff and student uptake.	Through successful 2023 & 2024 funding applications, we installed bike storage units at Oatridge, Elmwood, Craibstone campuses and SAC Perth, bike maintenance kits were provided to all main campuses, an energy efficient shower was installed at Craibstone and active travel events were hosted at Oatridge, Craibstone and KB campuses. With the remaining available funds, we are researching heated lockers for KB and Craibstone campuses. We actively engage with all available Active Travel networks and platforms. Scottish Government Active Travel funding is being restructured during 2025. Therefore, funding for our Sustainable Travel Officer role will cease March 2025 and the resource capacity to deliver future sustainable and active travel KPIs will prove exceptionally challenging.	🎯		

VELOBOXES

Designed and manufactured by Grease Monkey, the Velobox offers a secure solution to long-term cycle parking and an effective way to protect bikes from tough weather conditions, vandalism and theft.

Theme 5 - Sustainable Travel

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 5.10	Investigate salary sacrifice scheme for bus/train season passes.	Encourage shift from individual car use.	• Finance Department are investigating legalities of staff loans for public transport.		◎	
CCA 5.11	Explore and implement sustainable methods for travel to campus.	To reduce the emissions created by staff and student commuting.	• We performed thorough analysis from our 2023 Travel Survey to understand main campus travel mode constraints and, as a result, we delivered many of these actions as outlined in CCA 5.9. • During 2024, we obtained ten days free consultancy from **Travel Know How Scotland (TKHS).** TKHS created main campuses Travel Plans that outline active travel KPIs for the organisation to perform. We continue to analyse our 2024 Travel Survey results and are currently discussing internal website and student app modifications in relation to having active travel methods more accessible online.	◎		
CCA 5.12	Develop a Business Travel Policy.	To reduce the emissions created by flights, rail, and petrol/diesel car travel.	• We combined CCA 5.1 & CCA 5.12 and developed SRUCs' new **Sustainable Travel Framework**. This guidance document was composed to engage staff awareness and to encourage organisational change by highlighting the importance of reducing organisational travel expenditure and associated scope 3 emissions.	◎		

Theme 6

Engagement & Education

7 Climate Change Actions

Theme 6 - Engagement & Education

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 6.1	Host a series of sustainability workshops.	Raise student and colleague awareness of climate change.	• We conduct an extensive annual organisational communication campaign during all of "Scotland's Climate Week". • We composed a mandatory staff environmental e-learning course, with hopes to roll out to students.	✅		
CCA 6.2	Develop signage strategy linked to behavioural change activities.	Encourage a culture of green thinking and micro actions.	• We liaised with internal, external and student communications department to ensure all departments communicate the same environmental campaigns in alignment. • We created an annual environmental communications tracker to encourage staff and students behavioural change and to raise awareness. • We actively participate sustainable topics within our new student app.	✅		
CCA 6.3	Audit climate change related learning, teaching and research activities, further embedding of sustainability concepts in learning, teaching and research activities. Green Gown Awards 2023 — In association with UK Research and Innovation — **WINNER** of the 2023 UK & Ireland Green Gown Awards	Establish baseline and develop an action plan.	• SEEDABLE is our award-winning curriculum framework to which our four-year curriculum project is working. The SEEDABLE framework comprises 30 criteria that ensures a competency-based approach to education that embeds sustainability, enterprise, equality and diversity enabled through active and blended learning. The project upskills staff in SEEDABLE, supports them to audit their programmes against the framework which is then scrutinised by a panel separate to the team, and then to create and implement a three-year action plan for the full embedding of our approach. It aims to support our learners to develop the competencies and desire to be able to address local and global sustainability challenges.	✅		

Theme 6 - Engagement & Education

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 6.4	Promote the development of Climate Impact Teams throughout SRUC.	Drives climate change reductions and initiatives locally.	• An extensive roadshow and programme of all main campuses was conducted during 2022 with an award system devised. Actual Student uptake was very poor. Currently one group operates out of KB. We will revisit this action during 2026.	✓ (Achieved)		
CCA 6.5	Make SRUC environmental impact data available to students and researchers for use in Academia.	Cross SRUC cohesion and opportunities for innovation.	• During 2023 SRUC data repository was established as part of our digital strategy. Since then we have completed a carbon audit on all our farms and this has been shared with farm mangers for discussion with academic staff. • As part of our ongoing farms review we are establishing environmental KPIs as part of our farm performance monitoring going forward	✓ (Achieved)		
CCA 6.6	Work with colleagues in Academia to provide learning opportunities to students.	Tap into existing expertise and knowledge to explore opportunities to introduce sustainability learning opportunities within the curriculum.	• Sustainability is being introduced into the curriculum in three ways: as part of (re)validation activities, where it is a requirement for courses to embed sustainability; through curriculum review action plans (see 6.3); and through extra-curricula activities such as our Enterprising Changemaker course, Enterprise Academy workshops for students (e.g., "Planning a Sustainable Business"), and through our Sustainability Start Up School.	✓ (Achieved)		
CCA 6.7	Look at possibility of introducing departmental financial disincentives such as Carbon flight "tax", car parking "tax" etc.	Reduction in travel and emissions.	• An ongoing CCA and future discussions to occur between HR and Finance departments.		✓ (Partly Achieved)	

Theme 7

Farming & Agriculture

8 Climate Change Actions

Theme 7 - Farming & Agriculture

CCA 7.1   **CCAP Objective**

Remove soya from dairy diets.

CCAP Action

Reduce CO2 emissions from direct deforestation associated with new soya plantation in producing countries.

CCAP Progress

- Dairy diets have been reformulated.

Theme 7 - Farming & Agriculture

CCA 7.2

CCAP Objective
Model soya reduction in pigs and poultry diets.

CCAP Action
If successful will deliver emission reductions.

CCAP Progress

- Supply chain issues means this is not feasible to take forward but will be revisited once supply chain rebalances.

CCA 7.3

CCAP Objective
Review Farms Estate.

CCAP Action
Review Estate which meets in strategic and operational requirements and delivers reduction in emissions.

CCAP Progress

- Stakeholder engagement being carried out and information being gathered. First draft of Farms Strategy being composed.

Theme 7 - Farming & Agriculture

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 7.4	Develop farm estate wide tree and plantation strategy.	Absorb CO2 which can be offset against CO2 and other GHG emissions. Develop a system where all land holdings and planned use types and considers sustainable options.	This CCA is in connection with our new Adaptation Plan and Biodiversity Strategy, as well as the Estate Strategy. Additional resource will be required to deliver this CCA.		Partly Achieved	
CCA 7.5	Feasibility Study for Biodigester System at farms (pilot to be carried out at Barony).	Renewable heat/electricity generation to reduce demand for fossil fuel derived energy.	• Feasibility study was carried out and has been further examined within the full Barony net zero technical study.	Achieved		
CCA 7.6	Develop proposals to replace main items of slurry handling kit.	Reduce the need for splash plate spreading to ensure better retention of slurry nutrient.	• This is an ongoing process and subject to business case approval (N2 Project - current energy cost and consumption issues).		Partly Achieved	

Theme 7 - Farming & Agriculture

CCA # & Related SDG	CCAP Action	CCAP Objective	CCAP Progress	Achieved	Partly Achieved	To Commence
CCA 7.7	Develop real-time analysis of slurry spreading.	Reduce the need for purchased fertiliser and therefore reduce embedded carbon in manufacturing and emissions of nitrous oxide from soils.	• Continuous ongoing action and is linked to CCA 7.6.		Partly Achieved	
CCA 7.8	Provide nitrification inhibitor in first fertiliser applications.	Reduce the bacterial conversion of nitrogen fertiliser to nitrous oxide and reduce leaching of nitrate.	• All urea based products are in a protected format.	Achieved		

Further Sustainability Achievements and Projects

EMS-CES-EnvR-0005-02

GreenShed

The state-of-the-art GreenShed will use cattle waste products to power a methane capturing system and grow indoor crops.

GreenShed received nearly £3 million from the **Direct Air Capture and Greenhouse Gas Removal programme,** part of the UK Government's Net Zero Innovation Portfolio.

The state-of-the-art GreenShed will use cattle waste products to power a methane capturing system and grow indoor crops.

Led by SRUC, (involving a collaboration between our Consulting and Research teams), the GreenShed system will also produce low-carbon fertiliser and has the potential to remove the equivalent of 237 tonnes of carbon dioxide per farm per year.

The building of the shed, which is supported by partners at the University of Strathclyde, UK Agri-Tech Centre, No Pollution Industrial Systems Ltd, Galebreaker Agri, Organic Power Ireland, N2 Applied and Saturn Bioponics, commenced at our Easter Howgate farm in 2023.
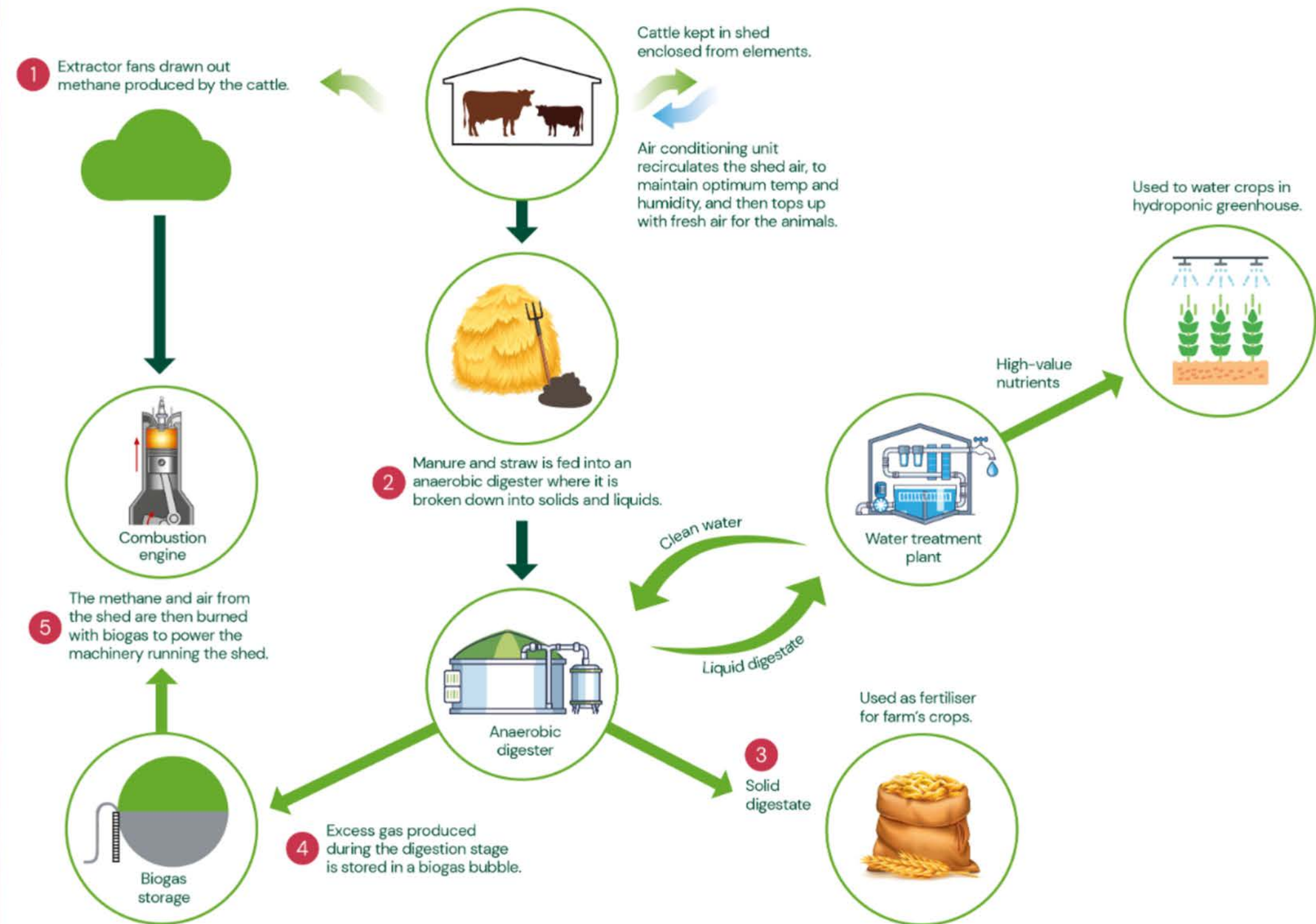
The shed's anaerobic digestion plant will use waste cattle bedding to produce energy to run a methane capture system. Excess energy will then be used to power a vertical farm and low-carbon fertiliser system.

In practice, farmers could benefit from an additional income stream of up to £40,000 a year, while it is estimated that a 100-cattle shed using the GreenShed system could also save them £1,000 a year in fertiliser and heat energy costs.

GreenShed provides an innovative working example of how researchers, businesses and other partners can collaborate effectively to shape a more resilient, nature-positive producer supply chain that's aligned with the aims of the national Food Strategy.

The project will allow farmers to improve their profitability, expand their saleable food products, and reduce the environmental impact of beef production.

How GreenShed works

1. Extractor fans drawn out methane produced by the cattle.

Cattle kept in shed enclosed from elements.

Air conditioning unit recirculates the shed air, to maintain optimum temp and humidity, and then tops up with fresh air for the animals.

2. Manure and straw is fed into an anaerobic digester where it is broken down into solids and liquids.

Combustion engine

5. The methane and air from the shed are then burned with biogas to power the machinery running the shed.

Clean water

Liquid digestate

Water treatment plant

High-value nutrients

Used to water crops in hydroponic greenhouse.

Anaerobic digester

3. Solid digestate

Used as fertiliser for farm's crops.

4. Excess gas produced during the digestion stage is stored in a biogas bubble.

Biogas storage

Learn More:

https://www.sruc.ac.uk/connect/about-sruc/major-projects/greenshed/

Rural and Veterinary Innovation Centre (RAVIC)

Opened in 2024 by HRH The Princess Royal, the Rural and Veterinary Innovation Centre (RAVIC) is SRUC's new £12.5m facility developing new links between science and industry to help address planetary health challenges and grow the natural economy. RAVIC's mission is to help drive growth through collaborative enterprise and innovation for Scotland's health, agriculture, and aquaculture industries.

RIBA 2030 CLIMATE CHALLENGE

An eco-friendly building

Sustainability was central to the building's design, reflecting SRUC's commitment to preserving Scotland's natural economy and resources. The energy used for heating is 10% that of an equivalently sized building due to high levels of insulation, airtightness, and heat recovery units. Altogether this translates to annual carbon emissions that are 50–75% lower than those of notional buildings of a similar size, and a lifetime reduction in carbon emissions exceeding 335,000kg.

RAVIC will provide critical expertise and infrastructure to better manage planetary health challenges including antimicrobial resistance, zoonoses, and the effects of climate change through applied research, innovation, education, and consultancy.

RAVIC is an SRUC flagship initiative at the interface of farming, aquaculture, animal and human health, creating opportunities for collaborative entrepreneurship, commercial development and education.

RAVIC will complement the vibrant, thriving life sciences sector already established in Inverness, providing opportunities for synergy and collaborations between local knowledge-based institutions, regional businesses and national partners looking to develop activity in the region.

Learn More: https://www.sruc.ac.uk/connect/about-sruc/major-projects/ravic/

N2 Applied Barony

N2 Applied, the European agricultural technology business, confirmed that SRUC became the first UK organisation to purchase an N2 Unit, a farming appliance that uses revolutionary technology to practically eliminate methane and ammonia emissions from slurry production.

The Unit will be used in ongoing farming operations and as part of our Barony Campus courses, to examine the long-term potential of circular agriculture models.

Using a scientific technique that applies just air and electricity to slurry, the technology within the N2 Unit performs a plasma conversion which retains both methane and ammonia within the liquid waste material, producing a sustainable fertiliser. Treated slurry produced on-farm has the potential to reduce the need for chemical fertiliser, and therefore further reduce greenhouse gas emissions. Units are typically powered by renewable energy, with the ability to draw from multiple sources when required.

The Unit will process dairy manure into sustainable slurry material that locks in methane and ammonia, and retains nitrogen to maintain grassland yields comparable to those achieved with chemical fertilisers.

The purchase of the N2 Unit with support from South of Scotland Enterprise (SOSE) is an innovative move for the sector and another step towards Scotland's Just Transition to Net Zero, and creating a fairer, wealthier and greener economy

Learn More:

https://n2applied.com/2022/07/12/scottish-institution-is-first-uk-purchaser-of-n2-applied-unit-for-ultra-low-emission-slurry-production-and-circular-agriculture/

Elmwood Golf Course

Elmwood Golf is very proud of its environmental strategy which was put in place before construction of the course began. This involved minimal movement of soil during construction and the planting of over 9000 indigenous trees on the site. The ongoing maintenance of the turf involves minimal, if any, use of pesticides.

The result has been a huge increase in wildlife and wildflowers thriving on the site. Any conservation areas within the rough and other areas largely out of play are part of this strategy.

GEO works with stakeholders to promote sustainability across golf, encouraging clubs to embrace sustainability, and rewarding those that meet high standards and set out continual improvement with the GEO Certified™ golf industry ecolabel.

The sought-after GEO Certified™ ecolabel is awarded to courses which work through the free OnCourse™ sustainability support programme, and fulfil comprehensive criteria covering: Nature; Water; Energy; Supply Chains; Environmental Quality and Communities.

Following a third party on site audit, and committing to continual improvement actions for the next three years, Elmwood Golf Course can now proudly display its GEO Certified™ ecolabel as a leader in sustainable golf.

Learn More: https://www.elmwoodgolf.co.uk/course/the-environment/

During 2024, SRUC was recognised for its commitment to advancing gender equality and inclusivity with a Bronze level Athena Swan award.

The Athena Swan Charter is a framework which is used across the globe to support and transform gender equality within higher education (HE) and research. Established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment, the Charter is now being used across the globe to address gender equality more broadly, and not just barriers to progression that affect women.

5 GENDER EQUALITY

Athena Swan Charter

Encouraging and recognising commitment to advancing gender equality.

The Athena Swan Charter:

- helps institutions achieve their gender equality objectives
- assists institutions to meet equality legislation requirements, as well as the requirements and expectations of some funders and research councils
- uses a targeted self-assessment framework to support applicants identify areas for positive action as well as recognise and share good practice
- supports the promotion of inclusive working practices that can increase the retention of valued academics and professional and support staff, demonstrating an institution's commitment to an equitable working environment

University Rankings

SRUC's high teaching quality, student satisfaction, and graduate employability ratings have led to a top spot of **fifth place** for studying **animal science** and **agriculture** in Guardian University Rankings

SRUC continues to rise up the Guardian University rankings, and is now placed fifth in the UK for studying animal science and agriculture.

Affordable and Clean Energy 2024

8th

SRUC's made significant improvement in the THE Impact Rankings 2024, showing our commitment to the UN SDGs, including ranking **eight globally (first in the UK and Europe)** on our contributions to affordable and clean energy. Reflecting our dedication to creating positive change for society and the environment.

CCAP Theme 2023 vs 2024 Comparison

Theme 1 - Climate Impacts Adaptation

2023

100% Partly Achieved

2024

40% Partly Achieved
60% Achieved

Theme 2 - Energy Carbon Management

2023

38% Partly Achieved
50% Achieved
12% To Commence

2024

19% Partly Achieved
69% Achieved
12% To Commence

Theme 3 - Circular Economy

2023

50% Partly Achieved
50% Achieved

2024

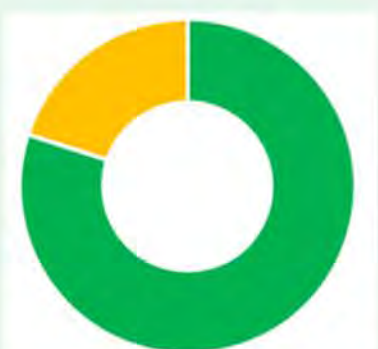17% Partly Achieved
83% Achieved

Theme 4 - Sustainable Procurement

2023

20% Partly Achieved
80% Achieved

2024

20% Partly Achieved
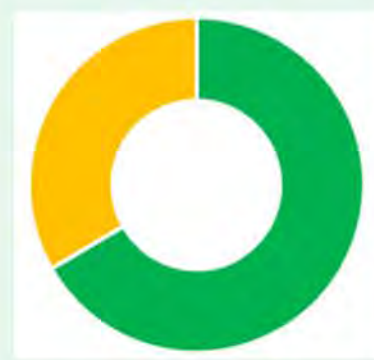80% Achieved

CCAP Theme 2023 vs 2024 Comparison

Theme 5 - Sustainable Travel

2023
90% Partly Achieved
10% Achieved
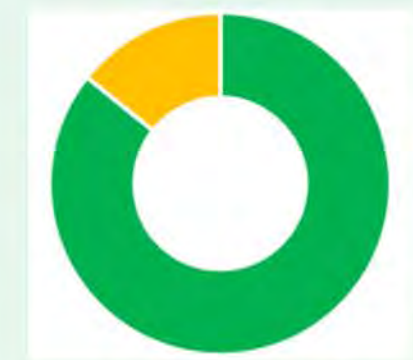
2024
33% Partly Achieved
67% Achieved

Theme 6 - Engagement & Eduction

2023
57% Partly Achieved
29% Achieved
14% To Commence

2024
14% Partly Achieved
86% Achieved

Theme 7 - Farming & Agriculture
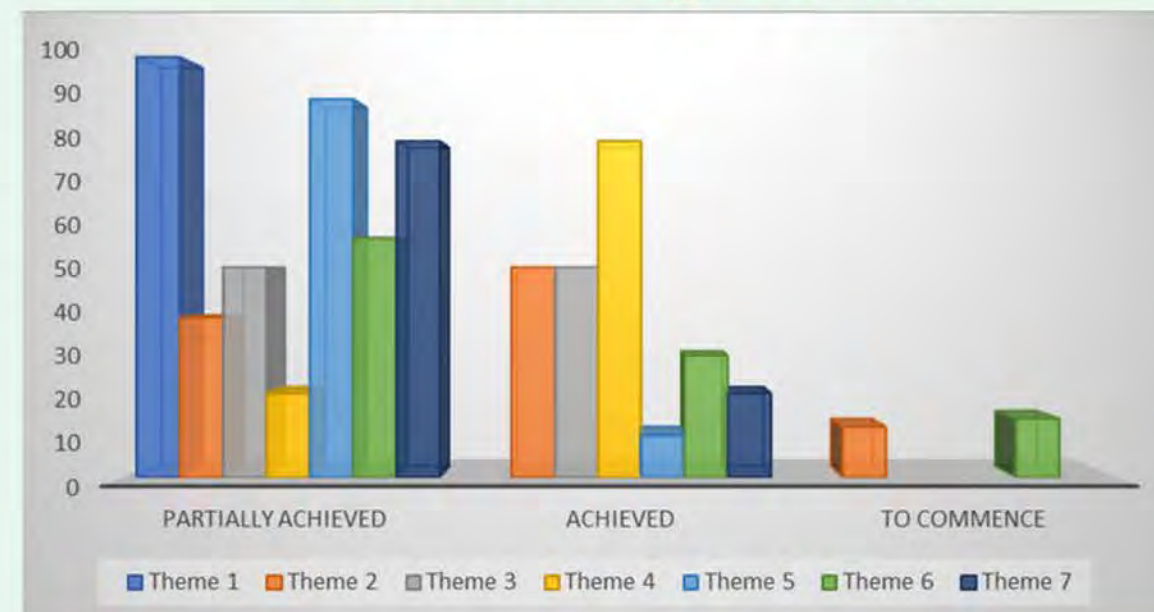
2023
80% Partly Achieved
20% Achieved

2024
62% Partly Achieved
38% Achieved

Accumulative Theme KPI Performance

2023 % Progression

PARTIALLY ACHIEVED   ACHIEVED   TO COMMENCE

Theme 1 Theme 2 Theme 3 Theme 4 Theme 5 Theme 6 Theme 7

2024 % Progression

PARTIALLY ACHIEVED   ACHIEVED   TO COMMENCE

Theme 1 Theme 2 Theme 3 Theme 4 Theme 5 Theme 6 Theme 7

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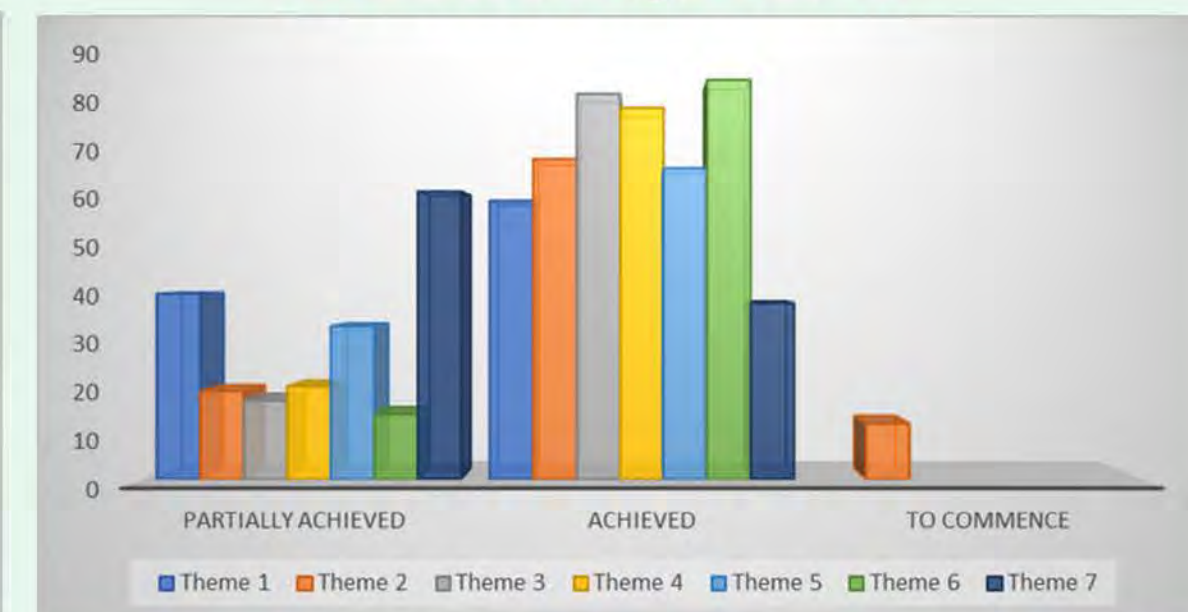
Emission % Comparisons

2022-2023
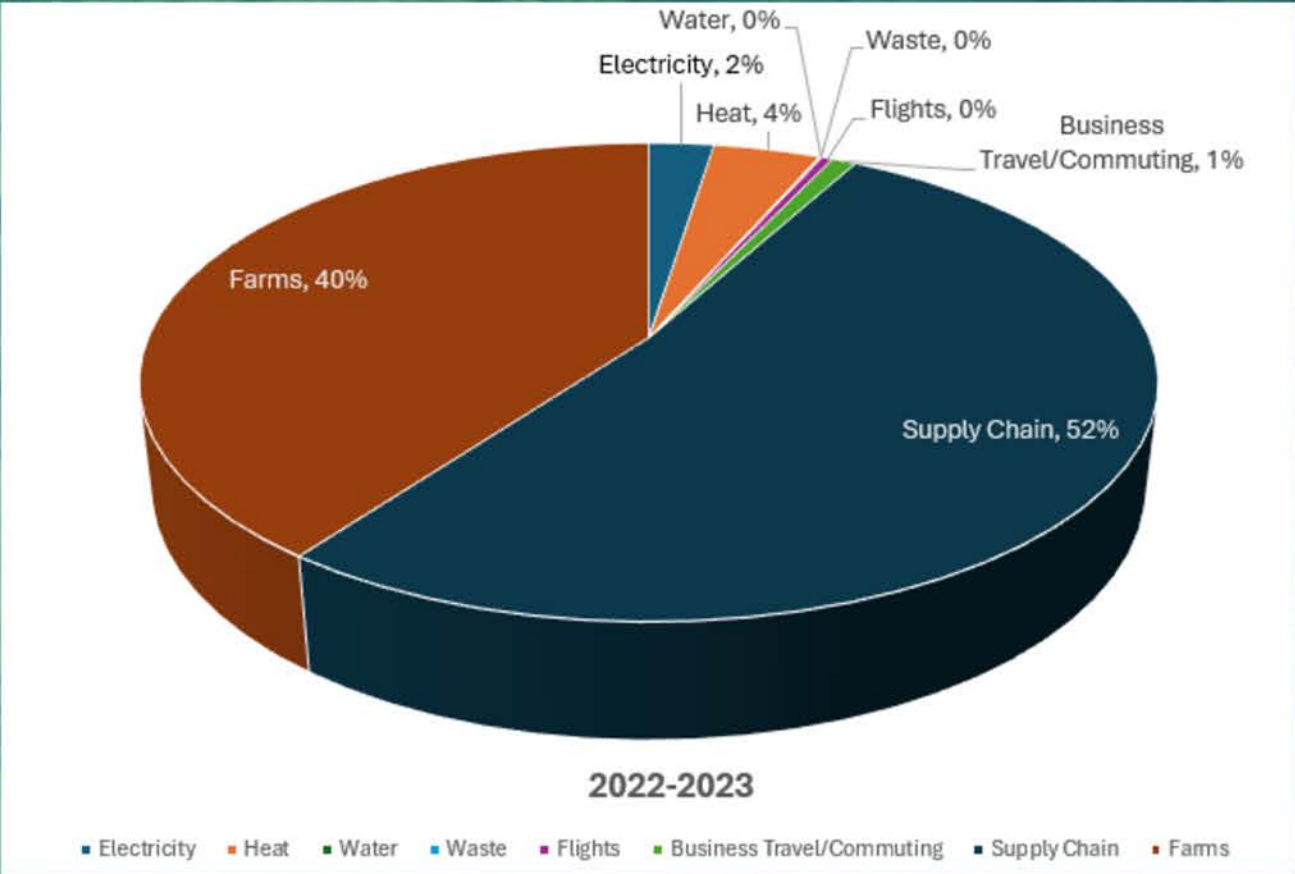
Category	22/23	%
Electricity	1,068.97	2%
Heat	1,762.49	4%
Water	32.29	0%
Waste	6.15	0%
Flights	186.68	0%
Business Travel/Commuting	393.39	1%
Supply Chain	22,589.00	52%
Farms	17,272.78	40%
Total	43,311.74	100%

2023-2024
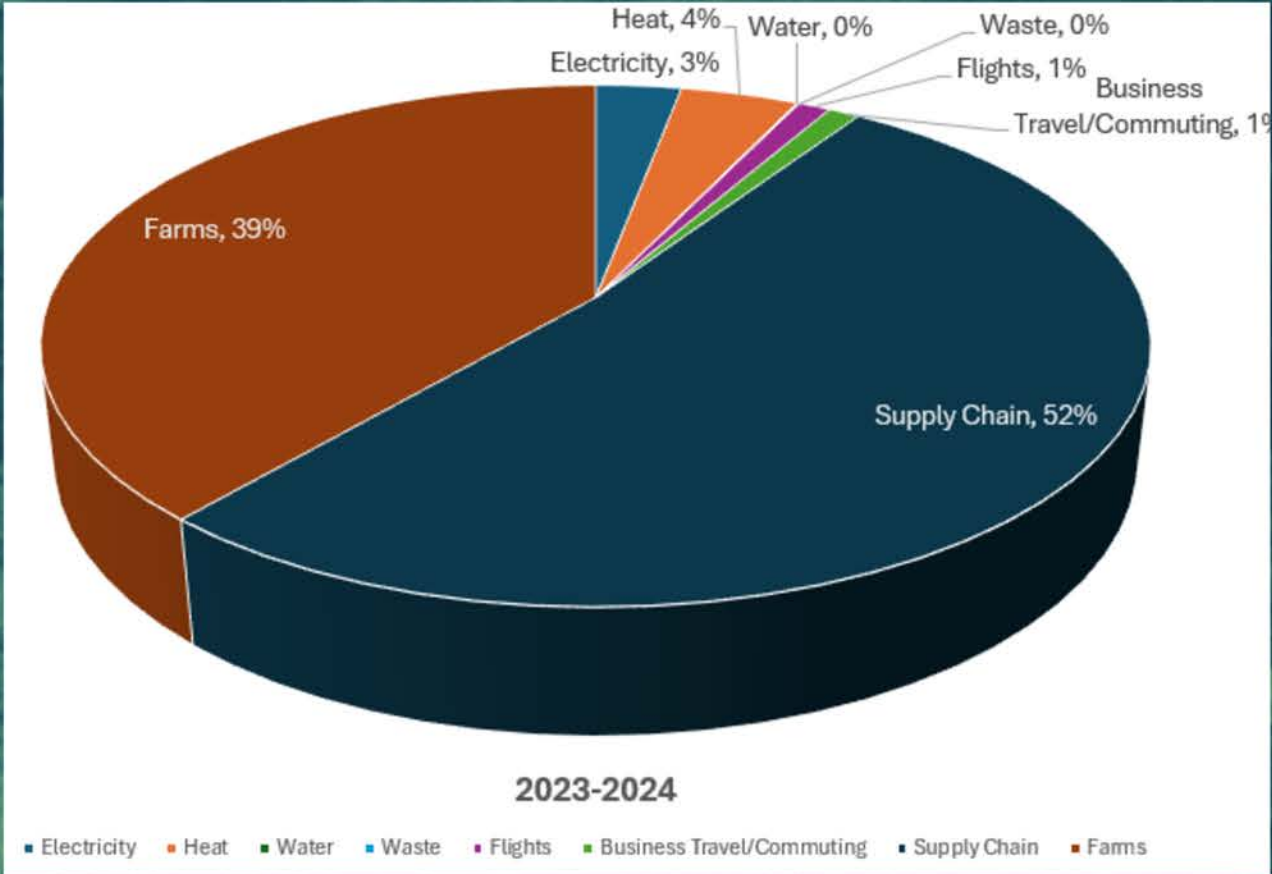
Category	23/24	%
Electricity	1,190.99	3%
Heat	1,644.76	4%
Water	21.17	0%
Waste	7.96	0%
Flights	446.44	1%
Business Travel/Commuting	434.65	1%
Supply Chain	20,755.00	52%
Farms	15,460.04	39%
Total	39,961.02	100%

Category		22/23	23/24	Move
Electricity		1,068.97	1,190.99	11%
Heat		1,762.49	1,644.76	-7%
Water		32.29	21.17	-34%
Waste		6.15	7.96	30%
Flights		186.68	446.44	139%
Business Travel/Commuting		393.39	434.65	10%
Supply Chain		22,589.00	20,755.00	-8%
Farms		17,272.78	15,460.04	-10%
Total		43,311.74	39,961.02	-8%

5 Year Lookahead

For SRUC to achieve our 75% tCO2e milestone target we must reduce:

- Organisational flights, business travel and commuting
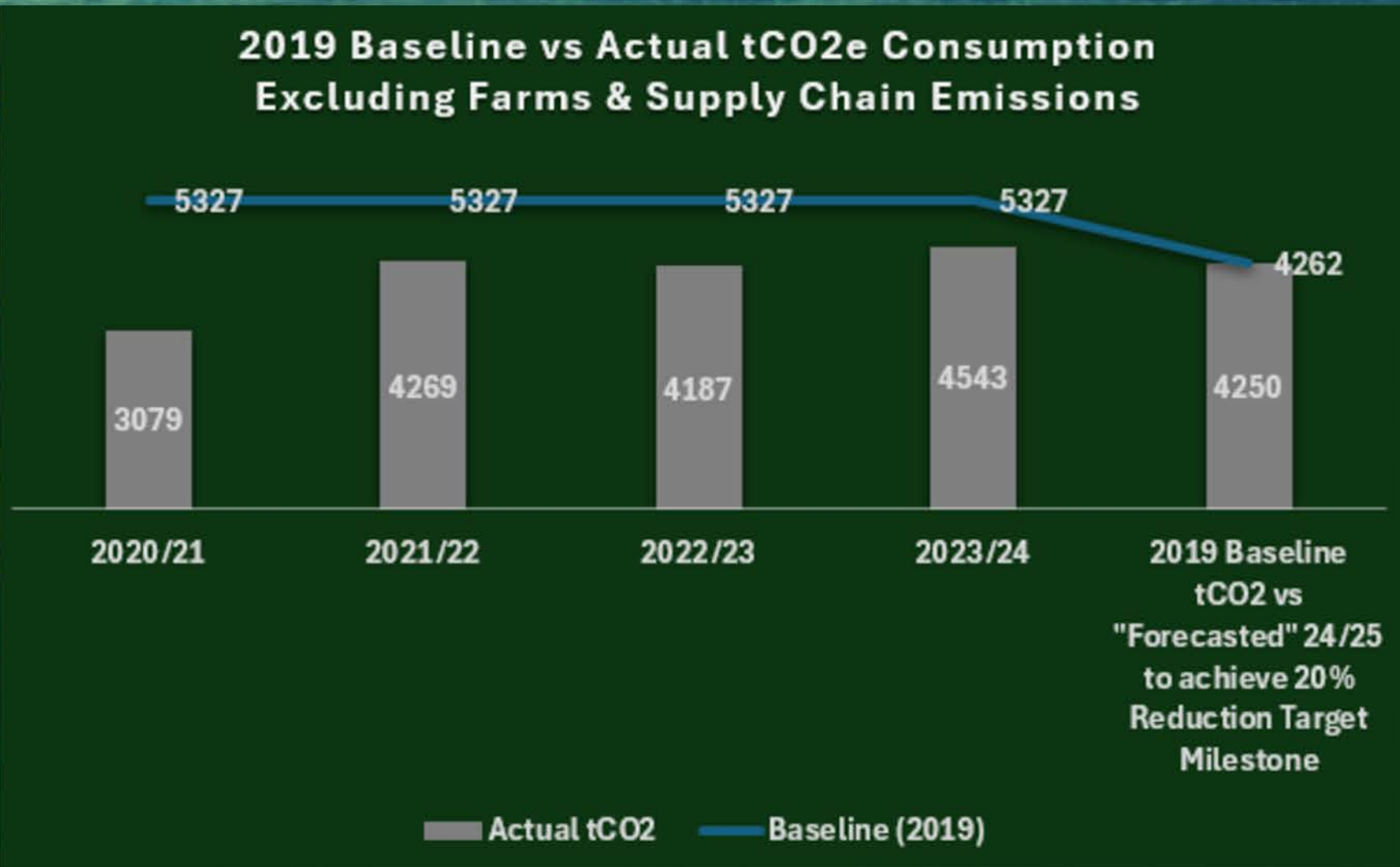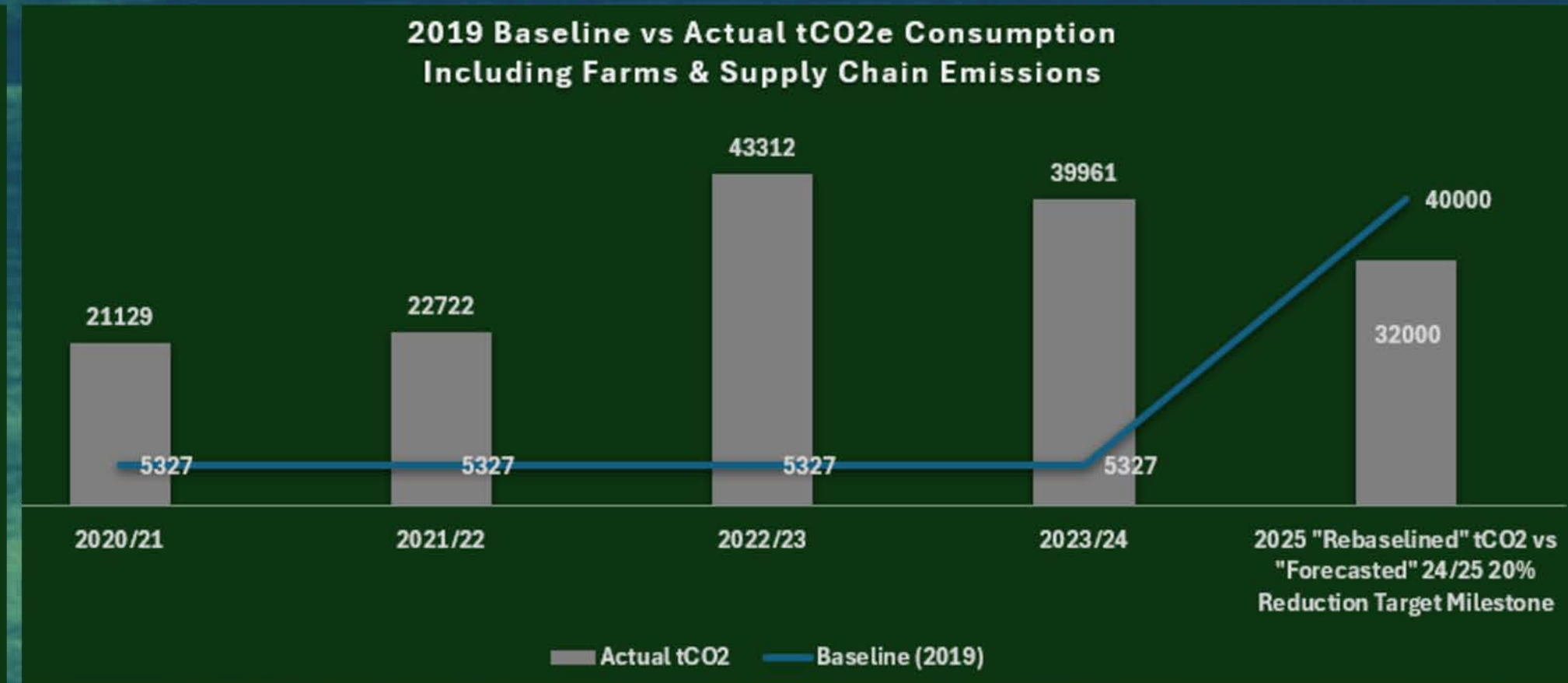- Electricity consumption
- Waste
- Further reduce supply chain emissions
- Further reduce farming emissions

2019 Baseline vs Actual tCO2e Consumption Excluding Farms & Supply Chain Emissions

Values: 2020/21: 3079; 2021/22: 4269; 2022/23: 4187; 2023/24: 4543; 2019 Baseline tCO2 vs "Forecasted" 24/25 to achieve 20% Reduction Target Milestone: 4250. Baseline (2019) line: 5327, 5327, 5327, 5327, 4262.

Legend: Actual tCO2 — Baseline (2019)

2019 Baseline vs Actual tCO2e Consumption Including Farms & Supply Chain Emissions

Values: 2020/21: 21129; 2021/22: 22722; 2022/23: 43312; 2023/24: 39961; 2025 "Rebaselined" tCO2 vs "Forecasted" 24/25 20% Reduction Target Milestone: 32000. Baseline line: 5327, 5327, 5327, 5327, 40000.

Legend: Actual tCO2 — Baseline (2019)

- 2019 - tCO2 Baseline established prior to factoring Farm and Supply Chain emissions inclusion.

- 2020/2021 - Farm emissions commenced being recorded.

- 2022/2023 - Supply Chain emissions commenced being recorded.

- 2023/2024 - Staff and Student commuting emissions commenced being recorded.

- 2025 - tCO2 Rebaselined to factor all organisational discipline categories. This figure will be used as our benchmark within the next "Climate Change Action Plan 2025-2030" edition where the organisation has set an ambitious 75% milestone target reduction in tCO2e.

Charts do not include Home Working emissions.

5 Year Forecast Lookahead

| 40,000t CO²e 2025 Baseline Forecast | 30,000t CO²e 75% Forecasted Reduction by 2030 |

2025 Roadmap Strategy

Quarter 1

1. Waste Management Tender

Work with Procurement to ensure best organisational waste management contract award.

2. EV Charge Point Infrastructure Tender

Continue to work with Procurement regarding our organisational EV Charge Point Strategy.

3. Waste Management Plan

Composition and publication of new organisational Waste Management Plan

4. Main Campus BMS Upgrades

Continue ongoing project development of our main campus BMS System upgrades:
- Elmwood Glasshouse
- RAVIC
- KB

5. Teams Energy Bureau Service Provider

Training and understanding of new energy data platform software to ensure improved monitoring of Estate utility cost and consumption billing.

2025 Roadmap Strategy

Quarter 2

6. Energy Efficiency Projects

Continue to research and evaluate energy efficiency projects such as:
- Elmwood Golf Course
- Oatridge Solar Panels
- TECA DHN

7. Climate Change Action Plan 2025-2030

Review processes for the composition of SRUC's second edition 2025-2030 Climate Change Action Plan. Envisaged this will take two quarters to complete.

8. Adaptation Plan

Complete composition process and raise climate resilience measures to the Executive Leadership Team to safeguard SRUC Estate from future Climate Change Adaptation.

2025 Roadmap Strategy

Quarter 3

9. Environmental Emergency Response Planning

Evaluate processes and implement a new Environmental Emergency Response system to achieve reportable environmental pollution incidents.

10. Environmental Management System (EMS)

Continuous improvement and maintenance of Environmental Management System (EMS) in alignment with CCAP CCAs mirrored to the standard of ISO 14001:2015. To ensure organisational environmental compliance for the purpose of audits and, that our campuses are operated in an environmentally sustainable way, with continual improvement at the core.

Quarter 4

11.Mandatory Annual Environmental Reporting

- Mandatory Scottish Government Pubic Bodies Report
- Organisational Annual Environmental Report
- SDG Times Higher Ranking

12. Introduction of new "Scottish National Adaptation Plan" statutory legislation reporting

Training and understanding of mandatory Scottish Government "Adaptation" public bodies reporting measures. Effective December 2025.

13. Environmental Policy

Conduct review process of annual environmental policy.

Contact Us

We would love to hear from you!

Please get in touch if you are working on an environmental project so we can highlight organisational achievements in future annual environmental reports.

Everyone has a role to play in reducing our environmental impact and creating a more sustainable planet.

Thank you for your continued support in our efforts to deliver our Climate Change Action Plan.

Arlene Barclay
Environmental Manager
Campus and Estates

Climate Change Action

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🌐 https://scotrural.sharepoint.com/teams/
SRUCClimateChangePlan-Intranet