The Francis Crick Institute

Sustainability Strategy

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Revision P02

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1 Foreword

The science is clear: human-induced climate change is happening, and we need to take urgent and drastic action to reduce our global carbon emissions, mitigate our environmental impact, and increase our climate resilience.

This Environmental Sustainability Strategy 2023 – 2028 has been developed in direct response to the challenges faced by the world today from the climate and environmental crisis. The strategy sets out a framework to focus investment on tackling the climate emergency and to strengthen our commitment to reducing the environmental impact of our operations.

The strategy has been created with the involvement of the Crick community along with engagement from our partners, funders, and drawing on the world-class research we carry out. It will act as a way for us to engage with our internal and external stakeholders, collaborating with them to help reduce our collective impact.

Aligned to the UN Sustainable Development Goals (SDGs), our strategy has six headline themes which represent our priority areas where we can have the most meaningful influence. The most notable targets are for our building to reduce its carbon emissions by 50% by 2030 and for the Crick to be net zero carbon by 2040.

However, it is not just about our carbon emissions. We will also consider the materials we use, the food we eat, and what we waste. This strategy provides a set of actions to make fundamental changes to the way we work, without compromising our first-class research.

The Crick will become an institute where sustainability and good environmental practice are integral to the decision-making process. Scientists, staff and service partners will understand our principles, making them fundamental to our operations and to our journey towards a sustainable and environmentally friendly Crick.

As a world class institute, we will use our knowledge as researchers, collaborators and innovators to lead by example when it comes to sustainability. From scrutinising our operations to making demonstrable changes, we will show that it's possible to prioritise sustainability in an institute like the Crick.

There is a cost to acting now, but the cost of doing nothing will be far greater'

We can rise to the challenge by working together and taking stronger action in the work that we do.

2 Introduction

Overview

The need to take sustainable action has never been clearer; the world is changing, natural resources are depleting, and the climate is in crisis. Against this backdrop, we must act now to reduce our environmental impact. The challenge at the Crick is how to implement a sustainability strategy now and for future generations within available financial, social, and environmental resources. Understanding these challenges and developing plans in line with our "discovery without boundaries" strategy to achieve improved health and wellbeing, as well as continued delivery of high-quality research is the essence of sustainable development. This strategy outlines our approach and methodology for reducing carbon emissions and establishing sustainable operations within the Crick's own activities. It provides an agreed framework to focus investment and drive performance, as well as engage internal and external stakeholders. The strategy consists of clear time-bound targets under our key sustainability themes. These targets are underpinned by a series of prioritised actions which we can take as an organisation to minimise our environmental impact.

For this strategy to be successful, it is crucial to have buy-in from the wider Crick and our stakeholders. Therefore, the Crick's Sustainability Strategy has been developed in consultation with our employees, building users, and internal service providers through a series of facilitated workshops. We have also engaged with our external partners and peers to establish best practice.

We recognise that the targets in this Strategy are challenging and, in some cases, aspirational. There are also areas such as procurement and water consumption where baselines need to be established through more detailed analysis so that realistic targets can be set. Change will not happen overnight and our initiatives and actions need to be pragmatic and effective so as to support our science as well as our financial objectives.

Sustainability of our operations has always featured throughout the life of the Crick, including achievement of BREEAM Excellent for the original building construction through to recent reductions in our energy consumption and engagement with sustainability champions. When the Crick was established, an extensive review of consumables comparing the use of plastics vs glass was carried out, and during implementation of the sustainability strategy we will investigate this again, along with other initiatives, to ensure we have the optimum balance of sustainability and cost effectiveness. Sometimes, the most obvious change is not the most impactful overall as there are many variables that need to be considered and we do not have all of the answers. However, this strategy gives the Crick a framework to work within and measurable targets to aim for.

Our sustainability mission

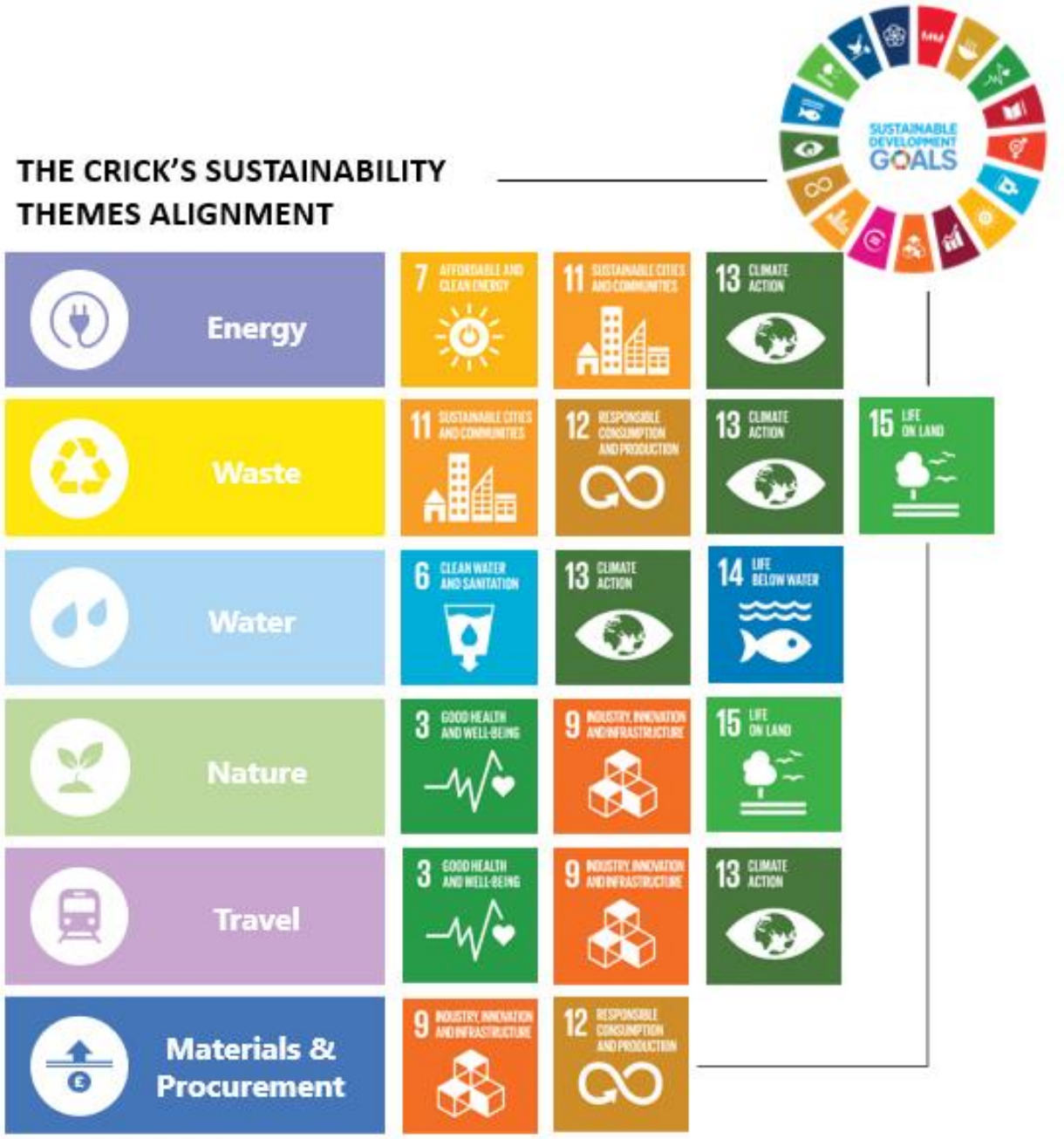
"The Crick will become an institute where sustainability and good environmental practice are integral to the institute's decision-making process, where scientists, staff and service partners understand our principles, making them integral to our operations and to our journey towards a sustainable and environmentally friendly Crick."

Our sustainability highlights


Net zero carbon
plan in place to take us to reduce carbon emissions by 50% by 2030, and achieve Net zero carbon by 2040, with an ambition to bring this date forward if circumstances allow.
Zero landfill
from our operational waste
Achieved BREEAM Excellent
in 2016, the UK's leading sustainable building certification system
50 sustainability reps
across the organisation promoting sustainability

UN Sustainable Development Goals

When developing our sustainability strategy, we have considered how it can align to the UN Sustainable Development Goals (UN SDGs) and throughout this document we show how our themes can support them.



3 Highlights of our work so far

First and second floor refurbishment

This project reused all the Crick's unwanted furniture, diverting 12 tonnes of waste from landfill and incineration. This gave an embodied carbon saving (i.e. the carbon emissions released during extraction and processing of the materials) of six tonnes.

This project also had a massive social impact. The reuse of furniture helped four schools, seven charities and eight small businesses. It also enabled the Crick to introduce indoor planting throughout many of the office areas creating a better internal environment from a wellness perspective.

Building infrastructure

The heating, ventilation and air conditioning (HVAC) system has run-around coils, which recover heat from the exhaust air from the building and uses it to preheat fresh air being brought in.

The Crick's combined heat and power (CHP) system produces a dynamic 2MW of electrical power for the building. Waste heat from the exhaust is used to pre-heat water for steam generation, which in turn is used to humidify air and operate our 22 autoclaves.

Cycle racks

The Crick has the capacity for 204 bikes to park on site.

With 631 registered bike users, more and more staff are commuting using environmentally friendly methods.

Catering

The caterers used by the Crick use sustainable fish and they do not use palm oil. Most of the produce is sourced from the UK.

The Crick also works closely with their caterer to reduce the impact on the environment by reducing packaging and the number of deliveries to the site.

Supply chain

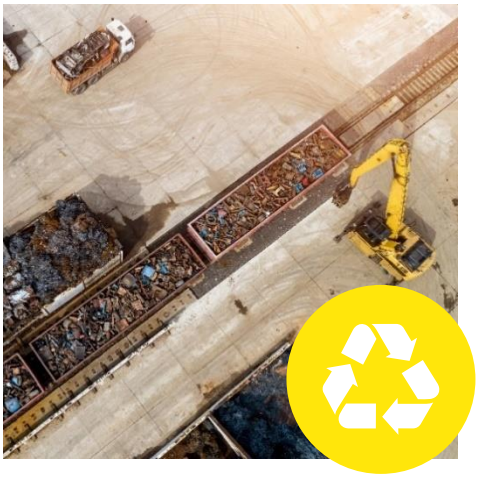
A supply chain emissions questionnaire is being designed to find out how the Crick's top suppliers perform against the Crick's carbon reduction strategy.

A rating questionnaire is also being developed with the head of engineering projects to ensure that all future construction refurbishments meet our sustainability requirements.

Carbon reduction programme

A carbon reduction programme has been developed to meet the Crick's commitment of working towards net zero carbon in operation.

The Crick first developed the carbon reduction programme in July 2021. Following a review of key drivers, policy and extensive energy data analysis, the carbon reduction programme team were able to establish a scope 1 and 2 baseline and set out a clear pathway to achieving net zero. We have set our scope 1 and 2 baseline as FY19/20 and achieved a 21% reduction against this in FY22/23 as a direct result of our carbon reduction measures such as reducing air changes in specialist lab areas, upgrading stairwell lighting to low energy LEDs, and increasing the cooling setpoint in our data centres.



Waste

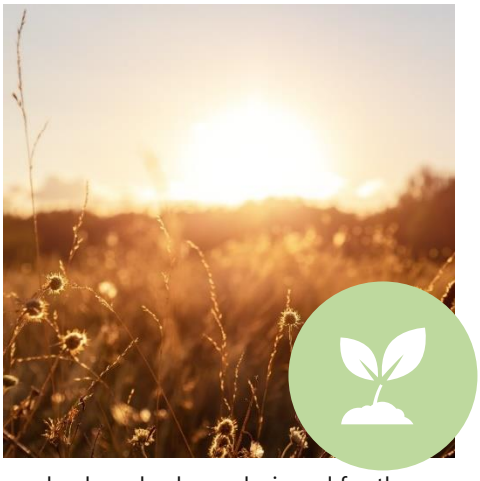
Since 2017, the on-site recycling rate has increased by 26.3%, with 72% of waste generated now being recycled or reused.

The Crick has worked hard to reclassify and segregate laboratory clinical waste where appropriate. The Crick has managed to reduce 34% of the 174 tonnes of hazardous clinical waste produced in 2017. The Crick has a bespoke compactor on site, which reduces the number of vehicles required to collect recycling. From 2018, over 800 members of staff have been trained on waste segregation and diversion.

Solar photovoltaic panels

The Crick has 1,700 m^2 of photovoltaic panels on the building.

This provides the Crick with approximately 200,000 kWh of renewable electricity per year similar to the annual usage of 10 domestic dwellings.



Biodiversity

Biodiversity has been encouraged into the city space by the Crick.

The Crick has a 'brown roof' which is intended to recreate the natural planting conditions of the site. A substrate has been provided and left to self-seed via wind and birds. This encourages local biodiversity, creating environments that support insects and bee friendly zones. Brown roofs are also low maintenance and do not require irrigation which could increase water use. A wildflower garden has also been designed for the community to encourage winged insects back into the area.

Building control

The building management system presence detectors at the Crick enable the system to automatically start or stop meeting room ventilation and lights when they are not in use. They also stop unnecessary water use in urinals.

The Crick has invested in an energy management system that provides real-time feedback on energy use for key areas and systems and suggests actions to optimise performance.

4 Employee engagement

Sustainability at the Crick

Empowering our employees to make sustainable choices within their work and home life is central to our sustainability strategy. The Crick has over 50 sustainability representatives who volunteer their time and effort to help the Crick with its sustainability agenda. Regular sustainability workshops are held to raise awareness among staff and develop skills for staff to implement in their work or at home. Several environmental lectures have been given by key figures in the health and climate change arena. We also hold annual sustainability weeks where employees are encouraged to get involved in sustainable events across the building.

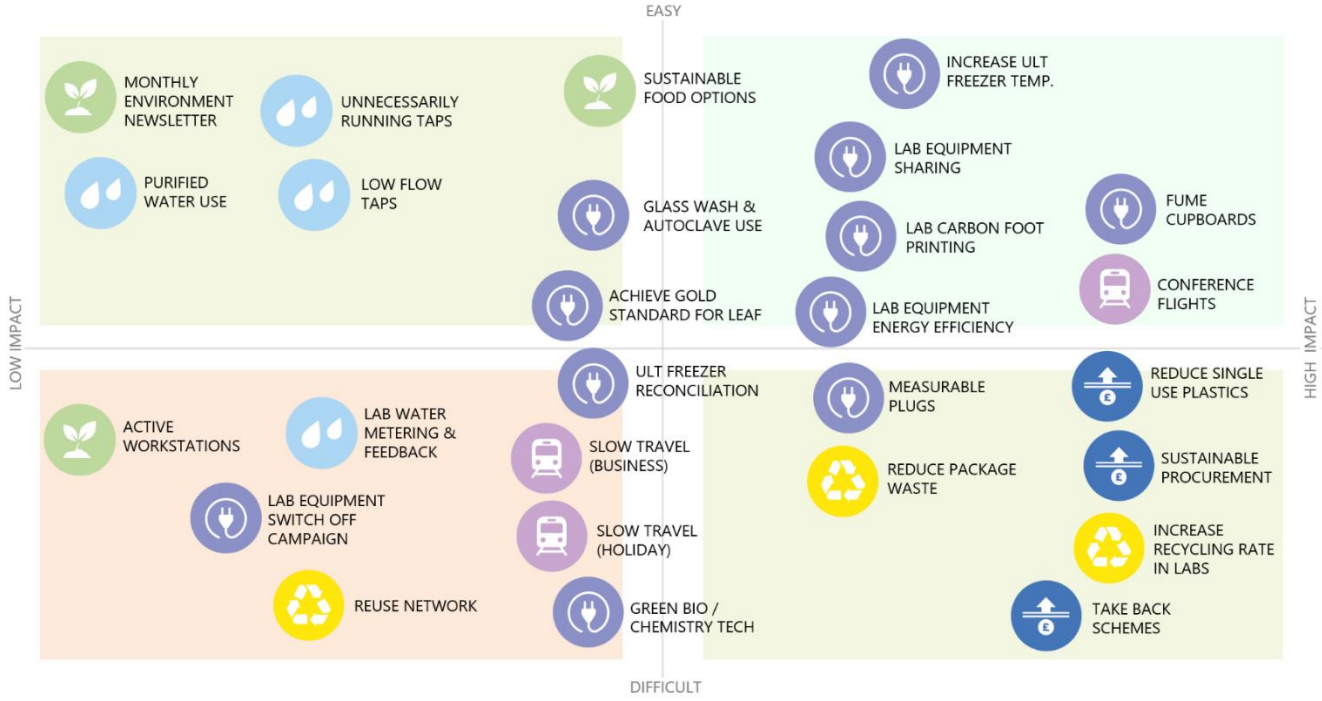
The Crick is now in its third year of Green Impact, a behavioural change programme that encourages staff to take sustainable actions. This has been a huge success, with labs making changes in their working practices to become more sustainable. In 2022, we also launched the similar LEAF (Laboratory Efficiency Assessment Framework) programme, designed specifically for lab sustainability.

Workshop 1 - Theme development

Sustainability strategy development

This strategy has been developed in collaboration with our key stakeholders through a series of facilitated workshops held throughout 2022. The objectives of these workshops were to:

- establish and prioritise key sustainability themes – what aspects of sustainability are the most important and relevant to the Crick;
- identify the key constraints and opportunities for integrating sustainability within the organisation and current processes;
- establish the key targets and level of achievement under the sustainability themes and how these can be measured;
- develop a series of initiatives that could be implemented to improve sustainable performance and help achieve the targets;
- encourage openness, transparency and provide an audit trail to project decision making.



Workshop 2 – Example output from a workshop: prioritisation of laboratory sustainability initiatives

5 Sustainability themes

The Crick's sustainability requirements and ambitions have been consolidated into six sustainability themes to aid the process of tracking and embedding them in all our buildings processes and operations. These sustainability themes are:

Energy

Reduce operational energy and Scope 1 and 2 carbon emissions through implementing measures identified in the Crick's carbon reduction programme, supported by a wider behavioural change campaign.

Waste

Reduce waste generation and ensure robust pollutant disposal through implementing the circular economy principles of elimination, reduction, reuse, recycling and recovery throughout the Crick's operations.

Water

Monitor and minimise water use throughout the Crick, particularly in labs. Explore options for water reuse on site and manage wastewater appropriately.

Nature

Maximise nature on site both internally and externally, delivering an environment which supports outdoor biodiversity where possible as well as fostering positive mental and physical wellbeing for staff and visitors.

Travel

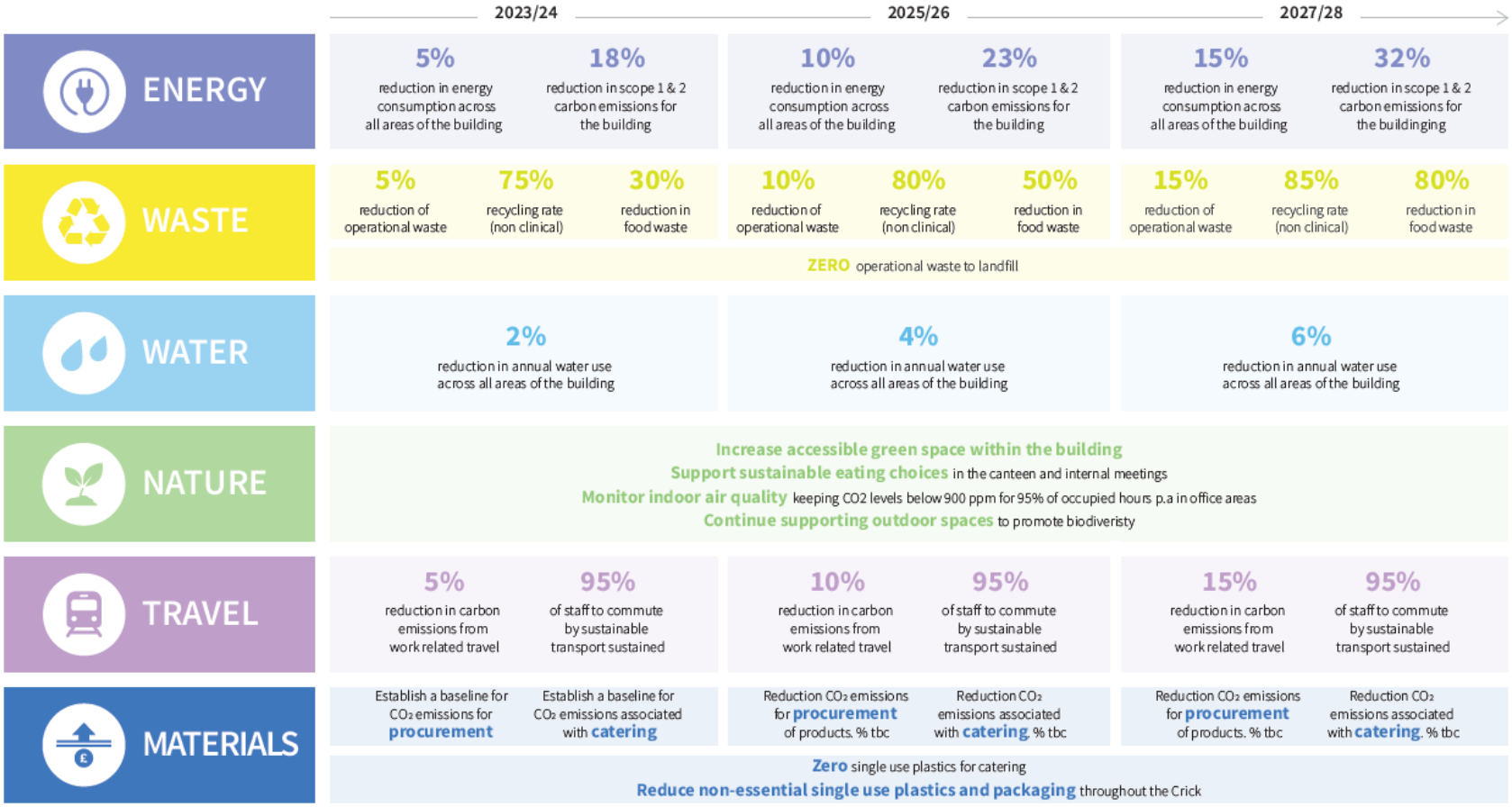
Enable staff to use low carbon and active travel options at work, on the way to work and when travelling for business.

Materials

Procure materials and products responsibly, minimising the demand for new materials, reviewing alternative shipping routes, distances travelled and the embodied carbon of new products.

6 Sustainability strategy timeline

Figure 5—1 The Crick's sustainability timeline



Energy baseline: 19/20, Waste baseline: 19/20, Water baseline:19/20, Nature baseline: 23/24, Travel: 23/24, Materials: 23/24

7 Energy

Our aim

The Crick will reduce operational energy and carbon emissions through implementing measures identified in the Crick's carbon reduction programme, supported by a wider behaviour change campaign across the building.

Why is this important?

Due to the nature of the research carried out at the Crick, the building consumes significant amounts of energy resulting in elevated carbon emissions. We have taken measures to reduce carbon emissions through procurement of energy through 'green' energy tariffs and have an energy efficiency programme in place to reduce energy consumption.

What are our objectives?

1. Reduce energy consumption across all areas of the building
2. Reduce scope 1 and 2 carbon emissions

Alignment to UN Sustainable Development Goals

15%
reduction in overall annual energy consumption by 2028

Net zero
carbon emissions for scope 1 and 2 by 2040

50%
reduction in carbon emissions for scope 1 and 2 by 2030

What are we going to do to deliver this?

We have established initiatives which support achieving our targets. Below is a selection of the key initiatives:

ENERGY EFFICIENT LAB EQUIPMENT POLICY

Set energy efficiency restrictions for the procurement of new equipment

LAB INDUCTION

Educational awareness training in lab inductions

REDUCE GLASSWASH & AUTOCLAVE USE

Ensure equipment is placed on energy conserving or stand-by mode when not in use

CLOSE FUME CUPBOARDS

Encourage users to close fume hoods when not in use

ULTRA LOW TEMPERATURE FREEZER

Carryout reconciliation programme and increase temperature to -70 ºC if possible

SWITCH OFF CAMPAIGN

Organise timer switches for lab and office equipment, printers, etc.

CARBON REDUCTION PROGRAMME

The Crick's programme consists of a combination of optimisation, upgrade and deep-retrofit carbon reduction measures

LAB EQUIPMENT SHARING

Increase sharing to reduce new equipment purchases

How are we going to measure performance?

Our key performance indicators (KPI) are:

- Total annual Crick energy consumption kWh p.a.
- Tonnes of CO_2e per year. (Scope 1 and 2)

Examples of carbon reduction measures include animal research facility air change reductions, stairwell LED lighting upgrade, data centre cooling control improvements, and increasing ultra low temperature freezer temperatures.

8 Waste

On average, the Crick generates just over 800 tonnes of waste per year.

Our aim

The Crick will reduce waste generation and ensure robust pollutant disposal through implementing the circular economy principles of elimination, reduction, reuse, recycling and recovery.

Why is this important?

Scarcity of raw materials, water, food, energy and environmental pollution are challenges that the world is facing today, some of which are a result of mass consumption. The Crick is committed to reducing its environmental impact through responsible waste management by sending zero waste to landfill. Laboratory waste is also an area where the Crick aims to maximise waste reduction, diversion, and reuse by following a waste hierarchy. Reducing waste and making sure resources are reused or recycled is instrumental in delivering our sustainability goals and path to net zero carbon.

What are our objectives?

1. Reduce operational waste
2. Maximise recycling rates (non-clinical)
3. Zero operational waste to landfill
4. Reduce food waste from canteen

Alignment to UN Sustainable Development Goals

15%
reduction in operational and clinical waste per person

Increase recycling rates to
85%

Zero
operational waste to landfill

80%
reduction in food waste from restaurant

What are we going to do to deliver this?

We have established initiatives which support the achievement of our targets. Below is a selection of the key initiatives:

ESTABLISH FOOD WASTE BASELINE

Establish waste baseline on 2019/2020 - kg per year food waste from canteen

FOOD DONATION

All daily surplus food on site to be redistributed to local charities and social groups

FOOD WASTE TRACKING

Implement weighting technologies to track food waste production

WASTE BIN STRATEGY

Portion sizing of business catering to be reviewed to reduce waste

RECYCLING EDUCATION

Educate employees on what can be recycled in the building how they can improve recycling and reduce contamination.

PLASTIC PACKAGING AUDIT

Carry out plastic packaging waste audit with material suppliers

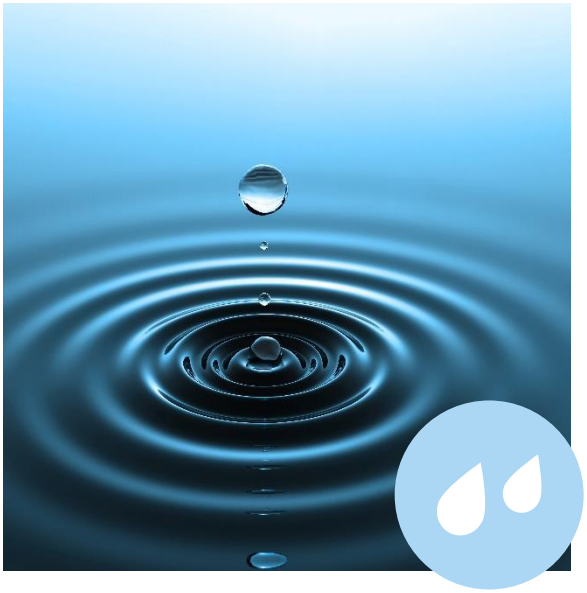
How are we going to measure performance?

Our key performance indicators (KPI) are:

- kg of operational waste per person p.a.
- kg per year, per separate waste stream
- % of operational waste diverted from landfill through recycling
- % of construction waste diverted from landfill through recycling
- kg per year food waste from restaurant

The Crick has a bespoke compactor on site, which reduces the number of vehicles required to collect recycling.

9 Water



Our aim

The Crick will put in place a monitoring system to understand our potable and laboratory water use pattern. Following this we will implement a programme to minimise water use as far as possible.

Why is this important?

Water is a precious resource which can be taken for granted. Extreme weather associated with climate change means that the water supply in the UK is becoming increasingly unpredictable with droughts becoming more common. Many parts of the UK are already subject to serious water stress.

What are our objectives?

1. Reduce water consumption across all areas of the building

Alignment to UN Sustainable Development Goals

What are our key targets?

6%

reduction in water use, by 2028

What are we going to do to deliver this?

We have established initiatives which support the achievement of our targets. Below is a selection of the key initiatives:

ESTABLISH WATER BASELINE

Review current water consumption data and set baseline based on FY19/20 in litres per person per day

INSTALL WATER SUBMETERS

Install smart water submeters for potable and laboratory hot and cold water supplies. Consider also for other large users of water

MONITOR WATER CONSUMPTION

Monitor water consumption on a monthly basis

REVIEW AND REDUCE FLOWRATES

Review tap and shower flow rates and identify and reduce any that have flow rates in excess of Level 3 in BREEAM requirements.

CALCULATE CARBON EMISSIONS

Calculate carbon emissions associated with water and feed into Scope 3 assessment

WATER REUSE STUDY

Study on water reuse opportunities within the building and implement recommendations where feasible

TARGETING AND REPORTING

Review annual consumption against targets in litres per person per day.

LEAK REPORTING

Set up a platform to allow occupants to report any leaks

How are we going to measure performance?

Our Key Performance Indicators (KPIs) are:

- cubic meters of potable water used per month

During FY21/22 the Crick used 161,673m3 of water which is equivalent to:

- 65 Olympic swimming pools
- 281,338 hours of showering

10 Nature

Our aim

Maximise nature on site both internally and externally, delivering an environment which supports outdoor biodiversity where possible, as well as fostering positive mental and physical wellbeing for staff and visitors.

Why is this important?

The natural world underpins our economy, our society, and our very existence. Most buildings and developments negatively affect nature by depleting natural capital and provide substandard conditions for health, wellbeing, and productivity. By focusing attention on nature, we hope to create an environment that supports both nature and the wellbeing of our employees, visitors, and the wider community.

What are our objectives?

1. Enhance onsite planting
2. Monitor and improve the indoor air quality in general office areas and meeting rooms
3. Support sustainable food choices
4. Continue support outdoor spaces to promote biodiversity

Alignment to UN Sustainable Development Goals

What are our key targets?

Increase accessible green space within the building *% tbc**

Monitor indoor air quality keeping CO_2 levels below 900 ppm for 95% of occupied hours p.a in office areas

Support sustainable choices in the restaurant and internal meetings

Continue supporting outdoor spaces to promote biodiversity

* The Crick is currently establishing a baseline which will be used to set future targets

What are we going to do to deliver this?

We have established initiatives which support the achievement of our targets. Below is a selection of the key initiatives:

NATURE HUBS

Develop an indoor planting strategy, with nature hubs and resilient plants that do not require much watering.

TARGETING AND REPORTING (SUSTAINABLE FOOD)

Continue to provide catering support for evidencing to achieve London Healthy Workplace Excellent rating.

BIRD, BAT AND INSECT HOUSES

Work with an ecologist to review possible placement of bird, bat and insect houses on the building and adjacent areas.

SUSTAINABLE FOOD GUIDLINES

A corporate sustainable eating food plan/ guidelines will be produced in consultation with the workforce.

NUTRITIONAL LABELLING

Implement nutritional labelling on food items within the restaurant and café.

NUTRITIONAL BENEFITS ROAD SHOW

Whole-body approach to wellbeing, brought to life by talks on mental health, fitness, the connection of sustainability and soil biodiversity to nutritious produce.

How are we going to measure performance?

Our key performance indicators (KPI) are:

- Increase green accessible space at the Crick
- CO_2 levels less than 900 ppm for 95% of occupied hours per year
- Achieve London Healthy Workplace Excellence rating for Healthy Eating on a yearly basis

The Crick has encouraged biodiversity in the city space with their brown roof, which is designed to create insect friendly

11 Travel

Our aim

The Crick will support staff to use low carbon and active travel options at work, on the way to work and when travelling for business.

Why is this important?

Work related flights are a particular source of carbon emissions and should be minimised as far as possible. The building is particularly well placed for taking advantage of public transport connections, being situated at Kings Cross and St Pancras stations. As a charity we are committed to using sustainable and affordable modes of travel.

What are our objectives?

1. Reduce carbon emissions associated with work related travel
2. Reduce carbon emissions associated with commuting

Alignment to UN Sustainable Development Goals

What are our key targets?

15%

reduction in carbon emissions from work related travel

95%

of staff continuing to commute by sustainable transport

What are we going to do to deliver this?

We have established initiatives which support the achievement of our targets. Below is a selection of the key initiatives:

BUSINESS CARBON EMISSIONS BASELINE

Data from travel provider and travel expenses required to capture baseline

COMMUTER SURVEY

Undertake surveys for commuter travel at target years

CREATE TRAVEL PLAN AND POLICY

Expenses associated with business travel to be incorporated into yearly carbon travel calculations

ESTABLISH COMMUTER EMISSIONS BASELINE

Use commuter survey to establish carbon emissions baseline

CARBON EMISSIONS REPORTING

The Crick travel provider to give carbon emissions updates for business travel for all staff yearly

FREE BICYCLE MAINTENANCE

Maintenance checks and events held annually

PRIORITISE SUSTAINABLE TRAVEL

Raise the profile of the Crick travel policy which prioritises the use of sustainable modes of travel to European destinations

SUSTAINABLE TRAVEL WEEK

Encourage sustainable forms of transport which could have a walk, run, bike challenge.

How are we going to measure performance?

Our key performance indicators (KPI) are:

- Tonnes of CO_2e for work related flights per year
- Tonnes of CO_2e for UK flights per year
- Tonnes of CO_2e for European flights per year
- % staff commuting by sustainable transport means (e.g. bus, bike, train, or walking)

In 2019/20 the staff at the Crick travelled 5,253,143 km for work related business and this contributed to approximately 933 tonnes of CO_2e.

12 Materials

Our aim

The Crick will procure materials and products responsibly and in line with science needs, minimising the demand for new materials, the distances travelled and the embodied carbon of new products.

Why is this important?

The products and materials that the Crick procures to support research are likely to be a significant source of carbon emissions due to the embedded energy in the manufacture and distribution processes. When the Crick was formed, we did an intensive review of using plastic vs glass. Over the life of this Strategy, we will review our position on this again.

What are our objectives?

1. Reduce carbon emissions associated with procurement
2. Reduce carbon emissions associated with catering
3. Reduce non-essential single use plastics and packaging
4. Ensure sustainable sourcing

Alignment to UN Sustainable Development Goals

What are our key targets?

Reduction in carbon emissions for procurement of all products. % tbc*

Reduction in carbon emissions associated with catering % tbc*

Zero single use plastics for catering

Reduce non-essential single use plastics and packaging throughout the Crick

* The Crick is currently establishing a baseline which will be used to set future targets

What are we going to do to deliver this?

We have established initiatives which support the achievement of our targets. Below is a selection of the key initiatives:

PROCUREMENT CARBON EMISSIONS BASELINE

Undertake procurement audit to baseline carbon emissions split by department

MONITOR PROCUREMENT DATA

Collect procurement data from key procurement streams

CALCULATE CARBON EMISSIONS

Calculate carbon emissions associated with procurement to feed into Scope 3 assessment

SUSTAINABLE PROCUREMENT POLCY AND TRAINING

Create sustainable policy by 2025 and organise company wide training

PLASTIC PACKAGING AUDIT

Carry out plastic packaging audit across key focus areas, undertake a review of key suppliers in each focus area

ETHICAL SUPPLY CHAINS

Supplier audit review of environmental accreditation and ethical supply source

How are we going to measure performance?

Our Key Performance Indicators (KPI) are:

- tCO_2e p.a. all purchased goods and services (absolute)
- Reduce kg of single use plastic waste from front of house catering
- % Reduction of kg of single use plastic waste generated
- Create a sustainable sourcing policy that all departments should follow by 2025

We have reduced the number of vehicles that come to site, using our off-site consolidation centre whenever possible. This helps to reduce air pollution in line with the Camden climate change pledge and sustainability

Objectives and targets 2023/24

Our sustainability themes are supported by ambitious objectives and targets. These will allow us to report progress annually.

Our Sustainability Targets for **2023/24**

Energy

5%
reduction in overall annual energy consumption

18%
reduction in scope 1 & 2 carbon emissions for the building

Waste

5%
reduction in operational and clinical waste per person

Increase recycling rates (non clinical) to **75%**

Zero
operational waste to landfill

30%
reduction in food waste from canteen

Water

2%
reduction in annual water use across all areas of the building

Nature

Increase accessible green space within the building

Monitor indoor air quality keeping CO2 levels below 900 ppm for 95% of occupied hours p.a in office areas

Support sustainable choices in the restaurant and internal meetings

Continue supporting outdoor spaces to promote biodiversity

Travel

5%
reduction in carbon emissions from work related travel

95%
of staff to commute by sustainable transport sustained

Materials

Establish baseline for carbon emissions for procurement of products

Establish baseline for carbon emissions associated with **catering**

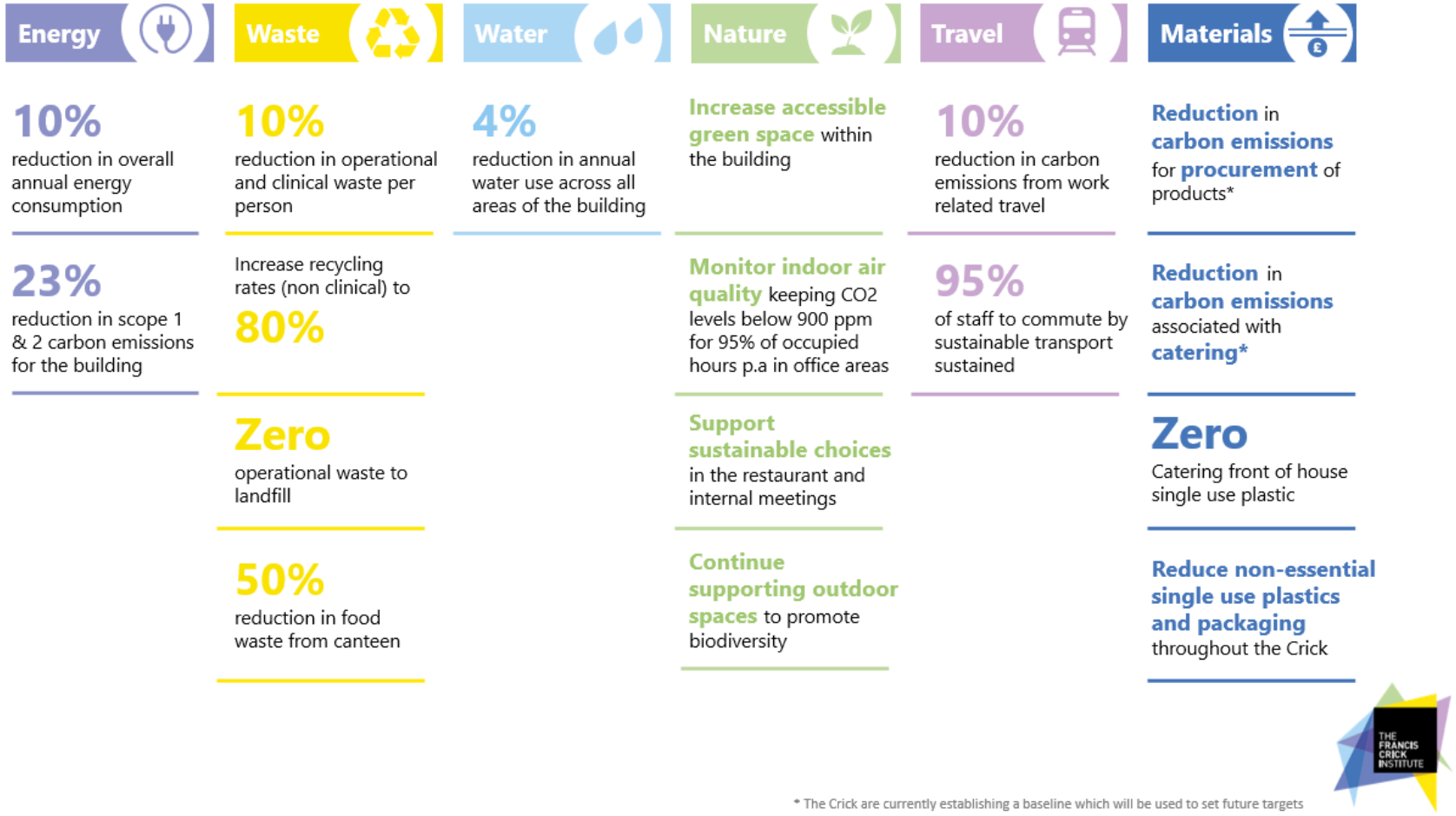
Zero
Catering front of house single use plastic

Reduce non-essential single use plastics and packaging throughout the Crick

Objectives and targets 2025/26

Our sustainability themes are supported by ambitious objectives and targets. These will allow us to report progress annually.

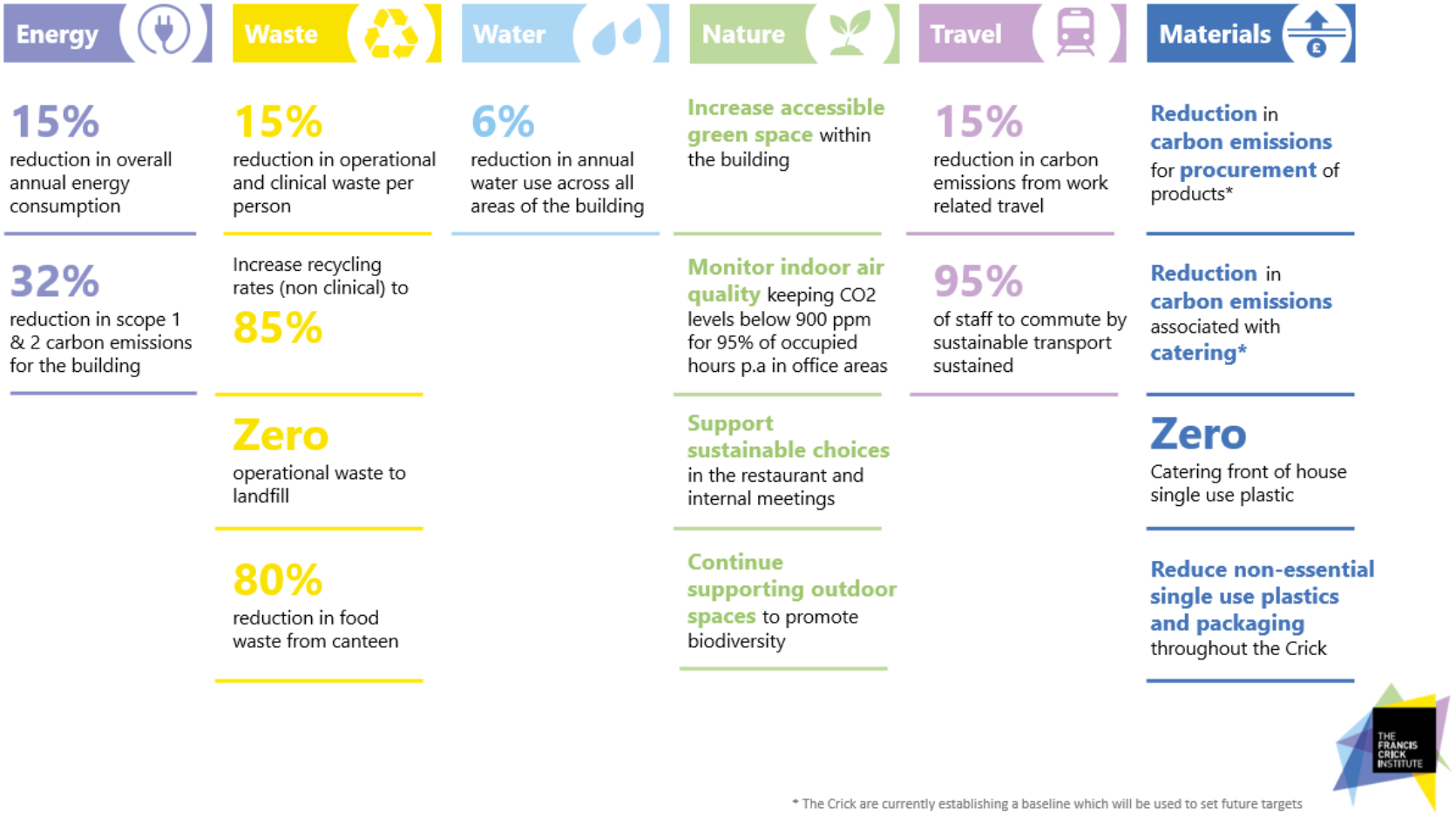
Our Sustainability Targets for **2025/26**



Objectives and targets 2027/28

Our sustainability themes are supported by ambitious objectives and targets. These will allow us to report progress annually.

Our Sustainability Targets for **2027/28**



Implementation of the sustainability strategy

Sustainability initiatives

A programme of sustainability initiatives intended to deliver the targets under each theme has been created and agreed with stakeholders. These initiatives have been developed based on the Crick's current sustainability performance and informed through best practice precedent reviews. Initiatives can consist of changing the way we do things with new policies and behaviour change interventions or through piloting new more efficient technologies. Initiatives will be rolled out across relevant areas of the Crick in the coming months and years with monitoring mechanisms in place so we can understand the effect on sustainability performance and ultimately our overall sustainability targets.

Tracking and reporting target progress

Our targets state what we will achieve under each sustainability theme. Each target has an associated key performance indicator (KPI), the quantifiable measure used to monitor performance against the target. The Crick Sustainability team is using these KPIs to monitor progress against all the targets on a quarterly basis. Progress against targets will be reported transparently on an annual basis within our sustainability report.

Communication

Progress on the implementation of this strategy will be communicated both internally and externally through our internal and external web pages and through other channels such as quarterly reports to the Board, funders and partners where appropriate. In addition, regular calls to action for staff will be communicated through our intranet pages and event days.

How to get involved!

Achieving our ambitious sustainability goals will only be possible if we work together. There are many ways to get involved with the Crick's sustainability journey; why not become a Sustainability Rep or let us know if you would like to be involved in the roll out of sustainability initiatives? Come and join in the conversation here:

- Sustainability champions intranet page
- intranet.crick.ac.uk/our-crick/sustainability

Top sustainable tips for the Crick lab:

Energy	Close any fume cupboard sashes when not in use – if they are left open when not in use, they can waste large amounts of energy.
Waste	Use our reuse programmes such as REYOOZ to reuse office and lab equipment and prevent it from going to landfill
Water	Don't use running water to defrost samples and report any leaks you come across to the Facilities and Infrastructure team.
Nature	Get involved with our Crick volunteering opportunities such as the community garden.
Travel	Explore sustainable travel options to your next conference – flying uses significantly more carbon emissions that travelling by train.
Materials	Encourage all your suppliers to tell you the carbon footprint of their products – there is a lack of data for this for labs and it could help to encourage our supply chain to reduce emissions.