



Environmental sustainability

Principles and objectives

1. The Council of Deans of Health (CoDH) strategy *Council 2025* recognises that all charities are expected to have a good sustainability policy and commits to benchmarking its own environmental sustainability policy against best practice, incorporating lessons learned from the pandemic. This may include changes in the type of suppliers, changes in CoDH events offer and engagement with stakeholders but also office accommodation in the future. CoDH will seek to ensure that any business travel undertaken is worthwhile and where possible choose the travel option with the least environmental impact. CoDH trustees and employees should continue to use electronic meeting tools where this is practical and always discuss benefits and risks before considering long distance travel. CoDH will apply a flexible working policy both in terms of employee effectiveness but also in terms of environmental sustainability.
2. CoDH aims to continue to reduce its environmental impact over the coming years by:
 - promoting responsibility for the environment within the organisation and communicate this policy to employees, contractors and members.
 - reducing energy use and the use of other resources.
 - minimising waste through reduction, re-use and recycling.
 - using online meetings whenever possible to reduce travel for both employees, trustees and members.
 - reviewing travel use and policies to minimise carbon emissions and offset carbon emissions from measurable business travel.

Areas affected and relevant action

3. There are a number of areas outlined below that affect CoDH's impact on the environment, they range from travel to use of suppliers. CoDH will consider and take action to ensure environmental sustainability in all affected areas.

Travel

4. CoDH is a UK-wide organisation and necessarily engages in business travel across the UK for member and stakeholder engagement. Any travel arrangements outlined below are designed with environmental sustainability in mind.
5. Any business travel undertaken must be worthwhile and where possible the travel option offering the least environmental impact will be taken. Train journeys and flights are booked through Diversity Travel who have had an ISO14001 accredited Environmental Policy since 2008 and have been a carbon neutral company since 2011 (Carbon Neutral PA2060 standard).
6. CoDH will calculate the carbon emissions of employee business travel every six months and offset these emissions through <https://climatecare.org>. Taxis will be excluded from this as they are not booked via Diversity Travel and the costs claimed back via the expenses system, mean that CoDH is unable to measure these miles and therefore the carbon footprint. Where possible employees will walk to any central London meetings that are

less than a 30-minute walk from the office.

7. As Woburn House is located within the Ultra-Low Emission Zone (ULEZ) and congestion charge zone, it is expected that any visitors will travel by public transport, cycle or on foot. CoDH employees normally use public transport to reach work, or cycle to work. Secure bike storage is available on site.
8. CoDH has committed to retaining most member meetings and events as online only or hybrid and where possible attending stakeholder meetings online. It is expected that employees will attend two CoDH Scotland and two CoDH Wales meetings in person annually. One CoDH England meeting will be held in person annually, usually coinciding with an annual Council in-person event. One meeting of the Northern Ireland Forum annually may be held in person. Two face to face events for all members will be held annually in different venues across the UK.
9. There will be a number of in-person member visits as they offer significant benefit as part of member engagement and for new employees as part of their induction. In the case of Scotland and Wales they will be tied to travel to meetings of CoDH Scotland and CoDH Wales to reduce unnecessary travel.
10. Trustee Board meetings will be held mostly online with an in-person linked to a member event and an in-person Board development away day.

Event venues and catering

11. CoDH uses a range of meeting and conference venues, including hotels for those conferences that include an overnight stay. In sourcing venues, CoDH will always take into consideration their environmental sustainability policies and seek to ensure that menus are chosen to have a lower impact on the environment.
12. Meetings and events held in Woburn House are covered by Woburn House Conference Centre's (WHCC) sustainability and catering policy, which stipulates that all products should be ethically sourced. WHCC works with providers to ensure this. WHCC does not use any single use plastics and only disposes of paper napkins.

Cleaning

13. The cleaning contract for Woburn House was awarded to Julius Rutherford & Co who have an ISO 14001 accredited environmental and sustainability policy and The Planet Mark Sustainability Certification.

Office supplies

14. CoDH purchases its own office supplies and refreshments for the kitchen. The move to hybrid working and a more paper free way of working has resulted in reductions in printing and the purchasing of supplies for the office which is expected to continue.
15. Office supplies have been switched wherever possible to more sustainable options including recycled paper. CoDH will aim to do business with companies with sustainable policies and good employment practices.
16. Employees will seek to avoid unnecessary printing and consider whether it is desirable or necessary to produce badges for events/conferences. This has the potential to reduce printing and usage of paper and plastic.
17. Employees will avoid single use plastic packaging where possible.

Energy and water use

18. CVCP Properties Plc and Universities UK continue to develop their sustainability policies and already have in place many positive measures including:

- Recycling throughout the building. CoDH has access to paper recycling, mixed recycling and a food waste bin
- Since October 2018 Woburn House has sourced all of its electricity from green sources.
- Improved heating and cooling within the building to improve efficiency.
- Almost all lighting is now LED.
- Secondary glazing has been installed throughout a lot of the building.

This Environmental Sustainability policy was signed off by the CEO on 22 February 2022
Next review: March 2023.