



ENGLISH  
HERITAGE

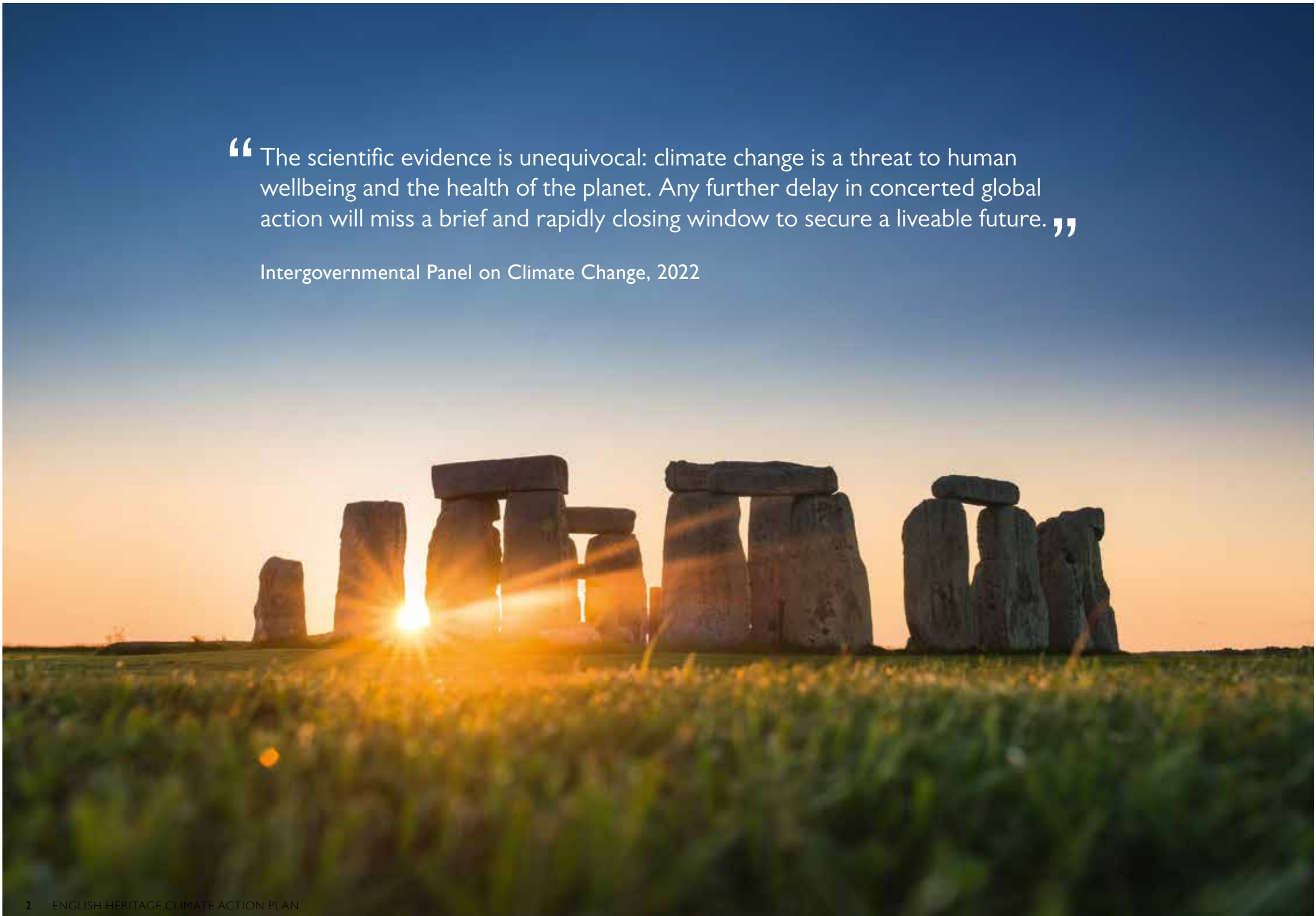
# Climate Action Plan 2022–2025

Sharing our past,  
shaping our future



“ The scientific evidence is unequivocal: climate change is a threat to human wellbeing and the health of the planet. Any further delay in concerted global action will miss a brief and rapidly closing window to secure a liveable future. ”

Intergovernmental Panel on Climate Change, 2022



Our mission is to care for an internationally important collection of historic sites and artefacts through which we bring history to life. Our collection spans over six millennia, charting human impact on the environment, from early flint mines to cold war bunkers. Conservation of our past goes hand in hand with a responsibility towards future generations. Climate change is one of our greatest risks. As an organisation we recognise the urgent need for us to reduce our environmental impact and adapt to the changing climate.



# Our vision

**This action plan sets out how we intend to make English Heritage a truly environmentally sustainable organisation.**

Proactive, coordinated and progressive with a plan which is evidence-based, target-driven and aligned with climate science. We will become an organisation that uses resources efficiently, is collaborative and creative in our environmental work, thinks for the long term and builds resilience to the changing climate. All our staff and volunteers will actively contribute to, and be proud of, our progress on sustainability. By doing this, we'll be able to protect England's heritage for future generations to enjoy.

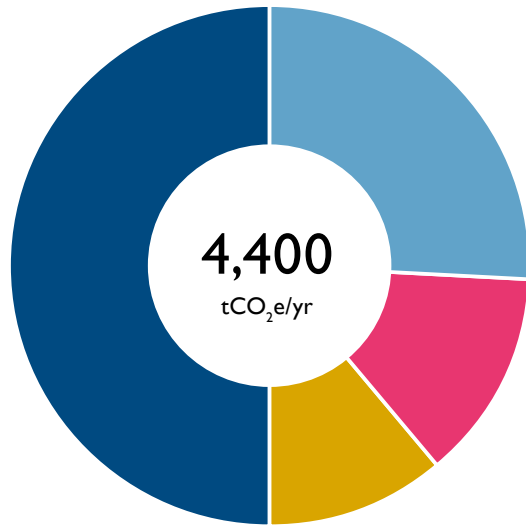


# Our plan

- Focused on core delivery 2022–25
- Developed with staff and volunteer input from every department
- Evidence-based, prioritising actions that deliver impact
- A holistic management approach, not just a net zero strategy
- Creating meaningful and sustainable change, embedding climate informed decision making
- About not just responsibility but opportunity and business sense

# Baseline data

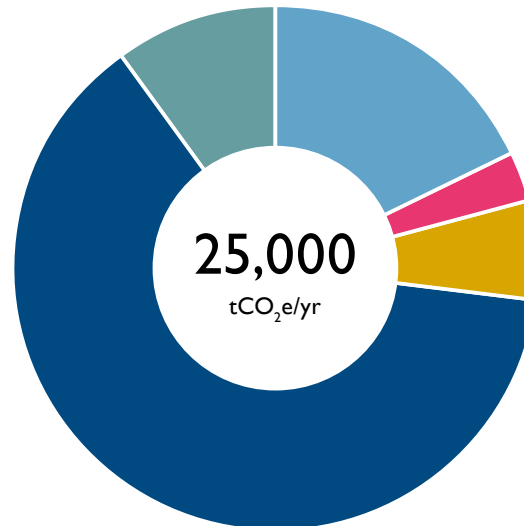
2019 – 2020



## Direct carbon footprint

Scope 1 and 2

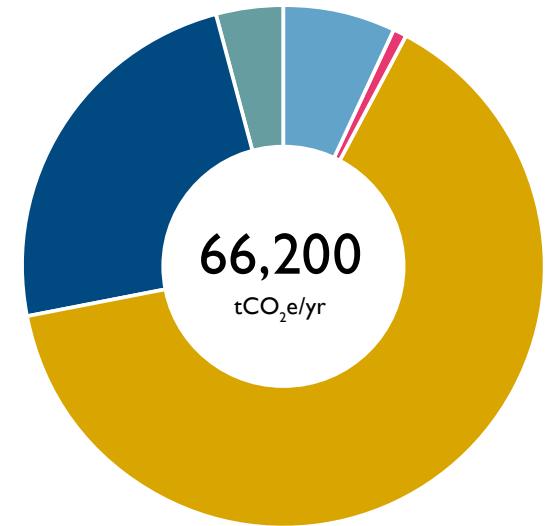
- 50%** Natural gas
- 13%** Liquid fuels
- 11%** Fleet fuels
- 50%** Electricity



## Indirect carbon footprint

Scope 3

- 18%** Scope 1 and 2
- 3%** Utilities
- 6%** Travel
- 63%** Purchases
- 10%** Retail, food and drink



## Indirect carbon footprint including visitor travel\*

Scope 3

- 7%** Scope 1 and 2
- 1%** Utilities
- 64%** Travel
- 24%** Purchases
- 4%** Retail, food and drink

\* currently outside organisational footprint boundary.  
To be reviewed in 2025.

# Environment policy

## We will commit to:

- understand, monitor, measure and communicate our carbon footprint, environmental impacts and climate risk to inform our actions, and to track and improve our performance
- reduce our emissions (using 2019/20 as a baseline) in line with science-based targets aligned to the international goal of limiting temperature rises to 1.5°C
- embed and measure performance against ambitious environmental sustainability targets in our decision-making, our capital investment and across our procurement, operations and management of our sites
- reduce our use of non-renewable resources, minimise waste and increase the use of recycled, renewable and environmentally responsible resources and materials across all our operations
- ensure that our corporate partnerships and suppliers reflect our responsibility to reduce environmental impact, and engage with our partners to drive positive action on climate change
- ensure our funds are invested responsibly. We will not invest in companies whose operations conflict with, or detract from, our objectives
- engage and collaborate on environmental issues in the work we undertake to help people understand, value, care for and enjoy the historic and natural environment.



## People

Develop capacity and capability in our people

## Decarbonisation

Decarbonise the whole organisation

## Operations

Create sustainable operations

## Resilience

Adapt to build resilience

# Governance and review

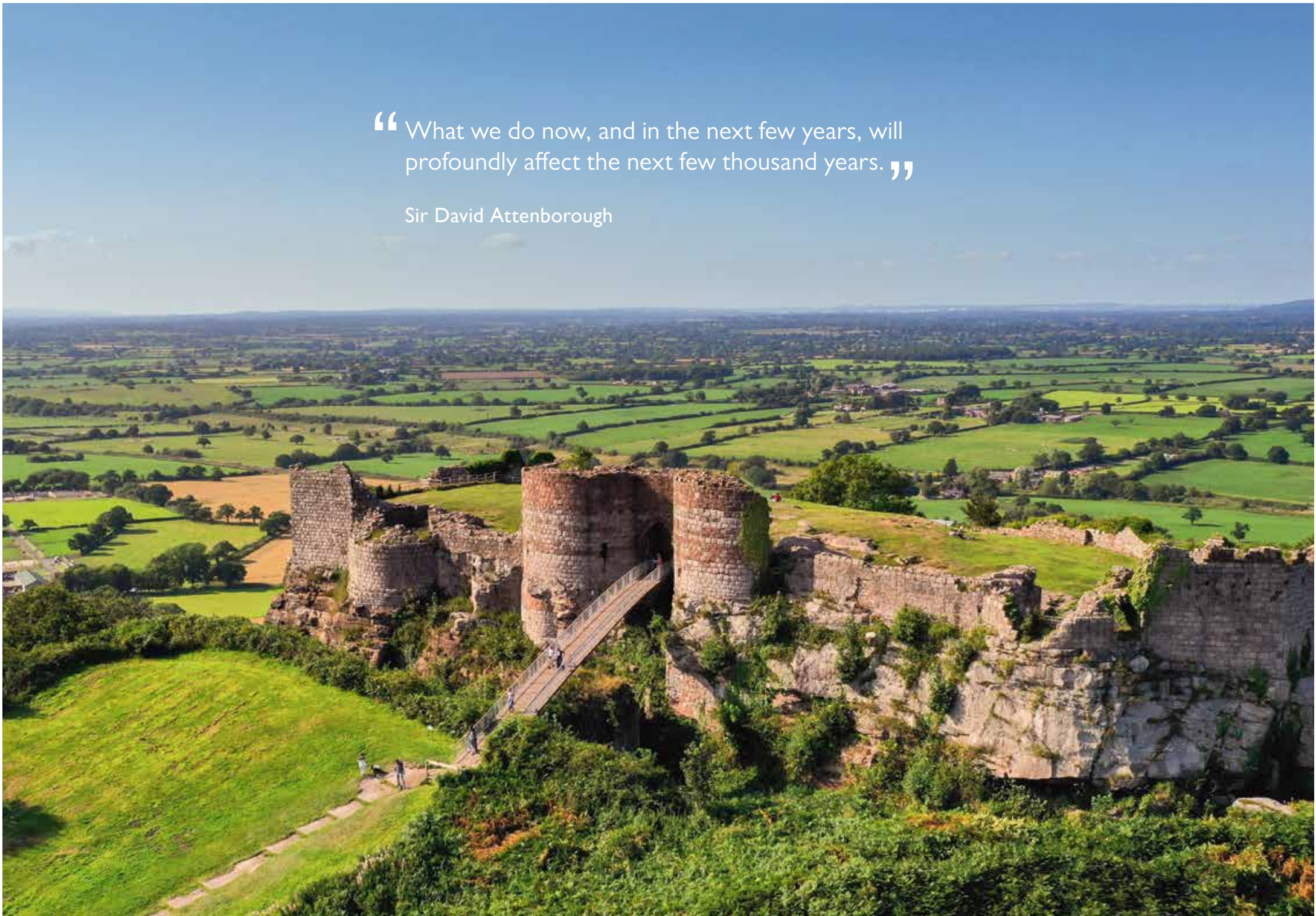
We will take an honest, transparent and open approach on our sustainability journey, committing to continuous learning and improvement. There will be regular monitoring and clear annual reporting on the KPIs detailed in this action plan.

This action plan is endorsed by the Senior Management Team (SMT) and Board of Trustees. The SMT is responsible for ensuring that this plan and the associated Environment Policy are integrated into our work, inform our decisions and actions, and that adequate resourcing is available for what we have set out to do. The SMT will review progress on the KPIs every six months and the Board every year.



“ What we do now, and in the next few years, will profoundly affect the next few thousand years. ”

Sir David Attenborough





# People

**It's not just what we do but how we do it.  
That's why people come at the top of our plan.**

We will support and empower, harnessing the creativity, enthusiasm and expertise of staff and volunteers to embed sustainable practices. Using the diversity of our collections we will tell the story of human impact on the environment, taking opportunities to engage and collaborate. We will be honest about the challenges we face but proud of our successes. We want our Members, visitors and stakeholders to know this is important to us and the future of our collective heritage.

**Core metric:**  
Staff and volunteers engaged  
with environmental impact  
programme (target 50% of paid sites)

**150** members in internal Sustainability Network to share and encourage environmental action

**4** issue focused webinars a year on internal knowledge exchange

**10** sites with externally accredited environmental awards

**8** external events a year to share environmental learning

**2** creative responses commissioned

**2** externally focused sector training events a year

## Supporting staff and volunteers

- Develop an environmental impact programme providing practical support and tools – targeting engagement from at least 50% of paid sites.
- Revitalise and grow the internal Sustainability Network to share good practice and drive action.
- Support knowledge exchange, online forums and on site focus days to help drive action.
- Seek investment and partnership to empower small scale sustainability innovation and actions at sites.

## Visible action

- Showcase ten of our most environmentally active sites through an externally accredited green tourism award.
- Provide consistent sustainability messaging for visitors at sites and online.
- Deliver every event with sustainability in mind and develop targets based on ISO 20121 for large events.
- Amplify and share our learnings and collaborate with stakeholders to generate insight and innovation.
- Enhance our online content to demonstrate progress against our metrics and share our work.

## Engaging

- Identify opportunities to address climate issues through our participation programmes.
- Proactively communicate the story of human impact on the environment through our collections.
- Commission responses to climate change with the creative programme team.
- Empower staff and volunteers to engage on environmental issues.

## Training

- Develop an internal and external sustainability training and skills plan including a placement and apprentice programme.
- Work with external partners to provide sector training using our sites to enhance knowledge on issues such as energy efficiency, retrofit and adaptation of historic buildings.
- Ensure sustainability training is built into induction and departmental objective setting.



# Decarbonisation

**Climate science is clear on the need to rapidly reduce carbon emissions to avoid catastrophic climate change.**

We will act now, improving the quality of our data as we go, prioritising areas of direct control but tackling carbon emissions across our footprint, minimising the offset required to reach net zero carbon by 2040.

Carbon emissions from visitor travel are the hardest area to measure and influence. We will work to improve our understanding, trialling ways to reduce emissions, identifying a decarbonisation plan and bringing visitor travel into our organisational carbon footprint in 2025.

**Core metric:**  
20% reduction in scope 1 and 2 building carbon emissions by 2025

**20** sites with electric vehicle charging infrastructure

**60%** of site team vehicles and equipment electric or hybrid

**15%** reduction in staff travel carbon footprint

**20%** of sold products carbon footprinted

**10** suppliers a year the focus of enhanced engagement to improve environmental performance

**80%** suppliers (£50k+) with public net zero commitments & action plan

**All** new major projects and exhibitions will include lifetime carbon cost in investment appraisal

## Carbon footprint, net zero target and decarbonisation pathways

- Prioritise the reduction in our direct emissions (scope 1 and 2) and areas of indirect emissions (scope 3) where we have most influence - our business travel, purchased goods, retail and food and beverage - in line with net zero carbon by 2040.
- Improve our understanding of our indirect scope 3 emissions, focusing on visitor travel data to enable target setting and implementation plan by 2025.
- Replace purchasing cost metrics in our footprint with product-specific carbon emissions for 20% of our sold goods by 2025.
- Explore investment opportunities for carbon inset on our sites.

## Building Carbon Reduction Programme

- Reduce our building carbon emissions by 20% in the next three years through a large scale programme of investment in energy efficiency and renewable technology at our highest carbon emitting sites.
- Improve energy efficiency across all our sites through better metering, management, training and equipment upgrades.
- Identify high carbon intensity sites and transfer them to low carbon alternatives.

## Lifecycle carbon

- All new major projects and exhibitions will take a whole life carbon approach, setting embodied carbon targets, improving monitoring and changing the way we invest to think longer term.
- Operational performance targets and training for site staff will be integrated into all building construction projects.

## Travel

- Develop a low carbon travel policy covering business travel, commuting and object travel with a target of reducing the staff travel carbon footprint by 15% by 2025 (from 19/20 baseline).
- Identify opportunities and work with partners to enable visitors to access our sites in a low carbon way, developing the infrastructure, signage, digital access and incentives required, proactively improving data to set travel emissions reduction targets and a clear plan for delivery by 2023.

## Supply chain

- Support the use of the sustainability scorecard, developing tools to help staff secure and manage environmentally committed suppliers, including enhanced engagement with ten suppliers a year to improve performance.
- Transition by 2025 to 80% of our large suppliers having publicly committed to, and be working towards, a net zero climate science-aligned target and action plan.



# Operations

**Climate action is not just about net zero carbon.**

It is essential that we think holistically to reduce our wider environmental impact, including working to better understand, manage and increase the efficiency of our resource use. We will learn from our sites, collaborate with partners and look for opportunities to innovate to enable responsible, inclusive and sustainable growth.

**Core metric:**  
Environmental management system framework in place by 2025

**70%** recycling target on 2022/3 baseline and zero to landfill

**30%** reduction in retail packaging on a 2022/3 baseline

**6** external funding or corporate partnerships that prioritise climate action

**3** engagement plans with investment, banking and pension providers to quantify and reduce the environmental impact of our money

**All** sustainability sourcing standards in place for retail, food and beverage, events and projects

## Environmental Management

- Establish an Environmental Management System framework and identify steps towards ISO 14001 accreditation.
- Improve the accuracy of our data and implement data management processes so we can monitor progress against our targets and manage our resources efficiently.

## Supply chain

- We will prioritise the procurement of goods that have clear provenance, have a long lifespan, can be reused, repaired, refurbished or upgraded.
- Collaborate with others to engage shared suppliers with the aim of improving environmental performance.

## Investment, pensions and corporate partnerships

- Proactively seek out partnerships that prioritise climate action and reject those which do not align with our charitable objectives.
- Understand the sustainability impact of our investments, banking and pensions, engaging with providers to improve performance and transparency and considering switching to more environmentally and socially sustainable options.

## Recycling, waste reduction and re-use

- Establish monitoring for all waste produced and set clear targets for avoidance, reduction, reuse and recycling.
- Reduce waste from exhibitions, projects and events, taking a whole-life cost approach and developing toolkits to guide decision making.
- Invest in compost facilities for all green waste on garden sites.
- Complete removal of single-use plastics, increase refill take-up and radically reduce packaging across the organisation with a focus on our commercial activities.
- Understand our water consumption and identify priorities for investment, setting targets to increase water efficiency.
- Create a system for sharing equipment and materials across our sites.

## Sourcing standards

- Build on and increase the ambition of our ethical and environmental trading plan.
- Set consistent and ambitious sustainability sourcing standards in place across the organisation with targets for continual improvement monitored, managed and communicated.



# Resilience

**We are already seeing an increase in the frequency and severity of extreme weather events and the emergence of new climate risks, such as invasive pest species, that impact our organisation.**

In addition there are transitional risks that we face as a charity as society responds to the climate and ecological crises. It is essential that we address adaptation alongside mitigation to build both the resilience of our sites and our resilience as an organisation.

**Core metric:**  
50% of sites with  
climate risk assessments

- All** sites mapped for climate hazards, exposure and vulnerability
- 3** new climate resilience partnerships formed to build and share knowledge of vulnerability and adaptation
- 4** adaptation pilots at sites
- 1** organisational resilience plan developed covering transitional risk to a low carbon economy
- 2** research projects focusing on climate related disruption and adaptation
- All** land mapped for natural capital identifying opportunities for environmental gain and biodiversity improvement



## Building understanding

- Map climate hazards, exposure and vulnerability of all sites to inform site management and the Sustainable Conservation Action Plan and to prioritise investment by 2025.
- Commission research with academic partners to assess options for adaptation and opportunities for the use of nature-based solutions, delivering four on-site pilots.

## Addressing organisational risk

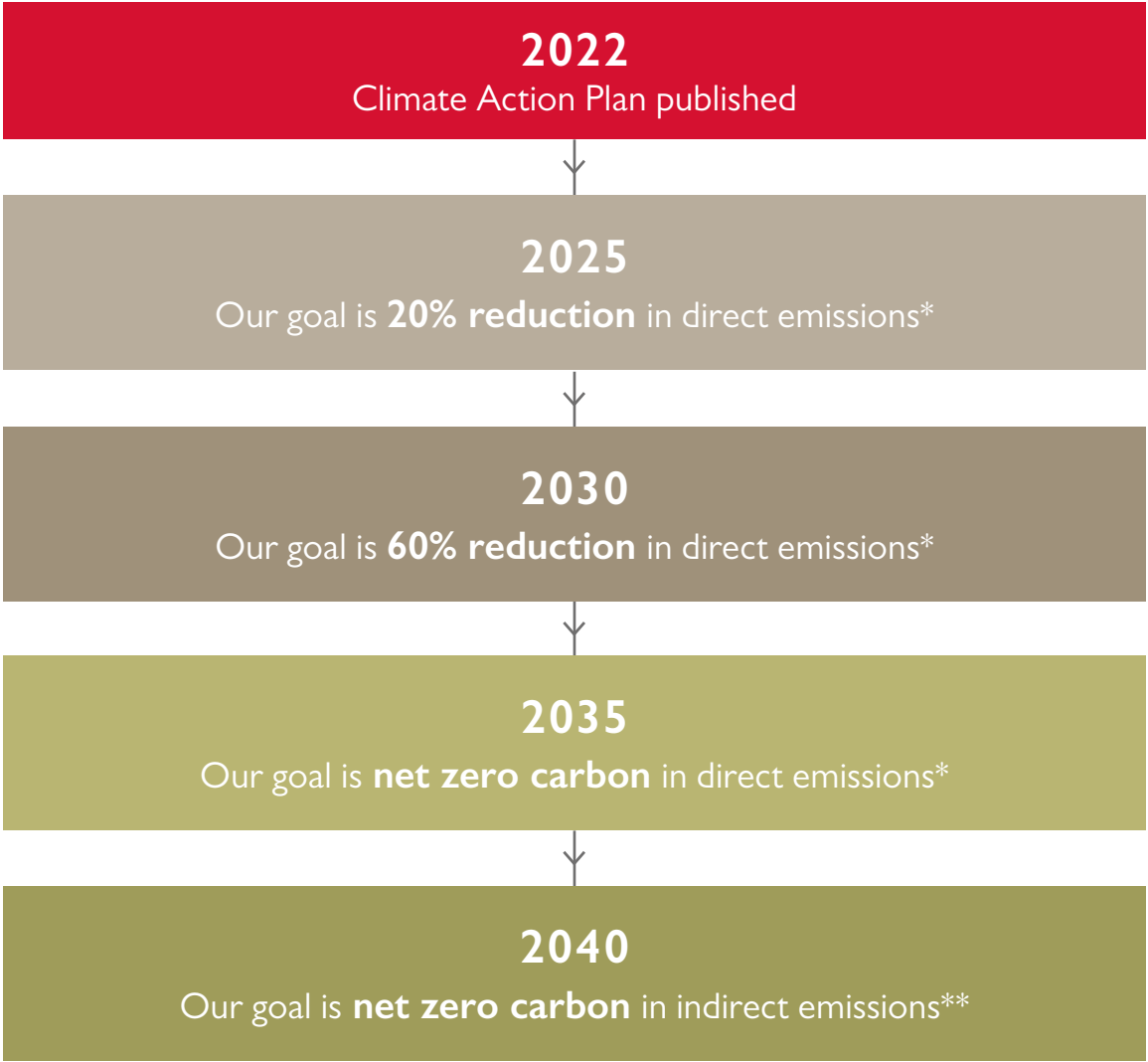
- Ensure future climate scenarios are considered in investment decisions to manage transitional risk.
- Develop an English Heritage resilience plan, increasing our organisational understanding of climate risk across the charity including the potential impact of supply chain disruption, visitor expectation and legislation changes to our work.
- Build on our existing processes for alerting staff and volunteers to extreme weather risks.
- Undertake two research projects focusing on climate-related disruption including invasive and pest species.

## Collaboration

- Work with international partners to share experience and learning from Hurst Castle to support others facing the challenge of managing coastal heritage at risk.
- Support sector wide initiatives to build understanding and capacity to address climate change.

## Natural capital

- Assess the natural capital of our land, identifying opportunities for net environmental gain with a focus on carbon, biodiversity and wellbeing.
- Align this plan with the Nature Strategy and landscape management plans to realise the benefits for the natural environment in how we approach adaptation to climate change at our sites.



\* direct emissions = scope 1 and 2  
\*\* indirect emissions = scope 3



With your commitment, we're creating a better environment and more sustainable places that will help keep the story of England alive for future generations to enjoy.



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For more information about our Climate Action Plan,  
please get in touch:

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English Heritage cares for over 400 historic monuments, buildings and places.  
Through these, we bring the story of England to life for over 10 million visitors each year.

The English Heritage Trust is a charity, no. 1140351, and a company, no. 07447221, registered in England.

*Step into England's story*