



Bioregional

# Bioregional One Planet Action Plan and Review 2018-19



ONE  
PLANET  
LIVING



A  
framework  
by Bioregional

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*Sue Riddlestone*

Sue Riddlestone, CEO and co-founder, Bioregional



It's exciting to see One Planet Living initiatives taking off around the world. Like our partners, we want to achieve more sustainable ways of living and doing business. But if we are encouraging our partners to set and achieve ambitious One Planet Living targets, we need to do the same.

From Japan to California via a sun-bleached Britain, the summer of 2018 has shown everyone that climate change has arrived. It was a taste of things to come; we must step up the pace of global action if we are to avert far more dangerous and destructive global warming later in this century. We all have a responsibility to reduce emissions - governments, businesses large and small, and individuals.

Our One Planet Action Plan sets out how we can make our operations as sustainable as possible by using our One Planet Living framework with its ten principles. It's also an opportunity for us as individuals to look at what we can do to change our own behaviour.

# Introduction

Bioregional's vision is of thriving regional economies where we meet more of our needs from local, renewable and waste resources, enabling people to live happy, healthy lives within the natural limits of the planet, and leaving space for wildlife and wilderness. We call this One Planet Living.

We only have one Earth, but as a global society we're living as if we have several planets and consuming in ways which cannot be sustained. That means that a lot of things have to change. But we also know that if we work together we can enjoy just as much comfort, more security and better health, while living lives that are enriching, fulfilling and sustainable.

One Planet Living sets out to make this transition. We developed the framework after the experience of developing the pioneering BedZED eco-village in south London, UK in the early 2000s.

It is a simple framework which enables everyone – from the general public to professionals – to collaborate on a sustainability strategy drawing on everyone's insights, skills and experience. It is based on ten guiding principles of sustainability which we can use to create holistic, joined-up solutions:

	Health and happiness
	Equity and local economy
	Culture and community
	Land and nature
	Sustainable water
	Local and sustainable food
	Travel and transport
	Materials and products
	Zero waste
	Zero carbon energy

## The scope of this review

Bioregional is a small charity with two office locations. Most of our 29 staff work in our offices in the BedZED eco village, which we initiated and worked with partners to develop. Three of us are based in Elmsbrook, the One Planet Community which is the first part of the North West Bicester eco-town, led by A2Dominion.

We've used the One Planet Living framework to create our own Bioregional One Planet Action Plan (OPAP), covering all of our operations at our BedZED office, which we rent from our landlords Peabody Housing Association. Our status as tenants places limits on how much we can modify the building we occupy.

This document is a short review of progress, covering the period April 2017 – March 2018.

Read Bioregional's Impact Review 2017/18 to find out more about how we are spreading One Planet Living in the UK and across the globe: [bit.ly/2FLIww8](https://bit.ly/2FLIww8)



# How we manage our One Planet Action Plan

## Roles and responsibilities

Everyone at Bioregional is responsible for implementing our One Planet Action Plan. There are three distinct roles:

### **Principle protectors (currently Hayley Baines-Buffery, Tom Schuurman and Julia Hawkins)**

- Overall accountability for implementing, measuring and reporting on progress against the OPAP
- Ensure the OPAP is adequately resourced
- Ensure all staff at Bioregional feel inspired by, and engaged in the OPAP

### **Principle sponsors**

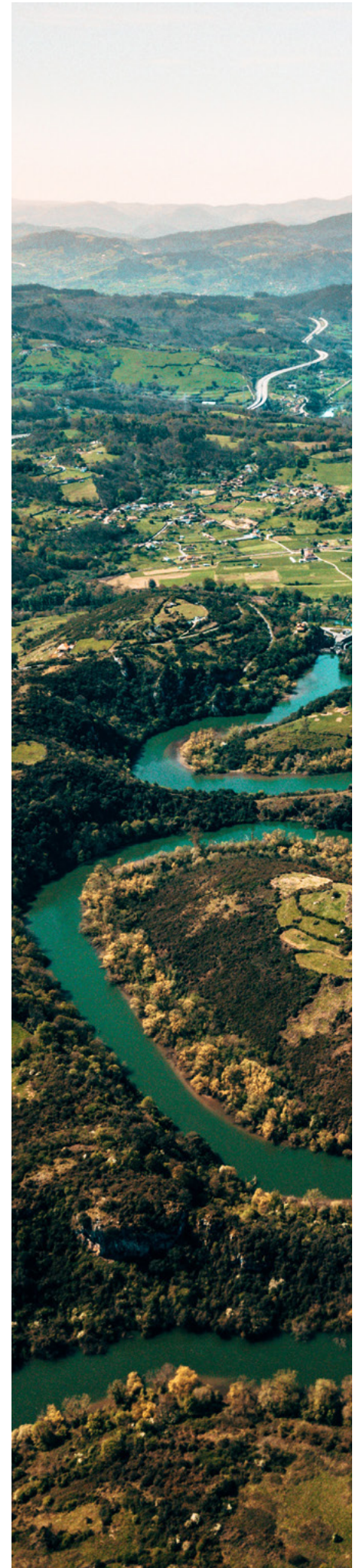
- Accountable for ensuring delivery of actions for the principle concerned
- Provide moral support and work with principle champions to undertake planned activities and to ensure progress is measured
- Provide technical advice to principle champions where needed

### **Principle champions**

- Champion their principle with co-workers and beyond
- Hold principle protectors to account
- Implement agreed actions, including measuring progress
- Seek advice from principle champions or principle protectors where needed

Principle champions and sponsors set targets at the start of each year and we review progress throughout the year. Where possible we clarify what the appropriate best practice and industry benchmarks are for an organisation like ours.

Each month except January and August has a designated One Planet Living principle associated with it. This gives us the opportunity to organise staff engagement activities or external communications campaigns around that principle.



## Embedding our action plan

We want to make sure that everyone in our BedZED office takes ownership of implementing our One Planet Action Plan. Creating clear roles for principle champions, sponsors and protectors, and regularly reviewing progress in all-staff meetings, is part of this. This year we have also:

- Decided to include OPAP responsibilities in the job descriptions of staff. This is being rolled out in 2018/19
- Encouraged staff to include OPAP responsibilities as part of their annual objectives
- Made our OPAP more visible. We now have a big board in the middle of the office to showcase achievements and clarify priorities – there’s a space for people to post individual pledges too.
- Created an award for principle champions, which will be presented at the end of 2018/19.

## Principle months, Principle champions and sponsors

Month	Principle	Champion	Sponsor
April	Health and happiness	Emily Auckland and Jonny Wilkinson	Julia Hawkins
May	Land and nature	Florence Best	Chloe Joyeux
June	Culture and community	Anthony Probert	Tom Schuurman
July	Materials and products	Karen Bruce	Tom Schuurman, Hayley Baines-Buffery
August	Principle-free month		
September	Travel and transport	Suzannah Gore	Nicole Lazarus
October	Local and sustainable food	Kat Lund-Yates and Sian Cooke	Sue Riddlestone
November	Zero carbon energy	Lyndsey Vipond	Ronan Leyden (Doug Drewniak, Matt Wood)
December	Zero waste	Johanna Tilkanen and Marina Goodyear	Claire Brady
January	Principle-free month		
February	Equity and local economy	Emmelie Brownlee	Julia Hawkins
March	Sustainable water	Lewis Knight	Majonne Frost

## Key achievements at a glance



### Health and happiness

- We installed a new heating system and temperature loggers so we can keep our offices comfortably and efficiently warm through the winter
- We achieved a 4.16 staff engagement score (best practice is 4.2 out of 5, according to Gallup)



### Equity and local economy

- Staff held four fundraising lunches, raising a total of £220 for three charities
- We started tracking local suppliers - 36% of our suppliers are local (based in Sutton or a neighbouring London borough).



### Culture and community

- We celebrated BedZED's 15th birthday – 50 staff and residents came
- We took a trip to the amazing One Planet Community Villages Nature Paris for our annual staff awayday



### Land and nature

- We carried out a houseplant audit and set aside budget to spend on air pollution-reducing plants in our office
- At least six staff took part in RSPB's annual Big Bird Watch



### Sustainable water

- We got our monitoring back on track after issues with the water meter - staff use nine litres of water each per day, far less than the UK average.



### Local and sustainable food

- We set up a gardening club and are now using home-grown produce in our lunches



### Travel and transport

- Three of us started commuting regularly by bicycle after participating in the annual Cycle to Work Day in September 2017, joining our existing team of cycle commuters



### Materials and products

- Our average paper use is 2.5 reams per employee every year. The industry average is 20 reams per person every year



### Zero waste

- Our waste audit revealed a 84% recycling and composting rate
- We introduced new bin labels, making it crystal clear which types of waste can be recycled



### Zero carbon energy

- We were 51% lower than the good practice benchmark for electricity and 12% lower than the good practice benchmark for heat demand (per unit of floor space)



## Health and happiness

Encouraging active, social, meaningful lives to promote good health and wellbeing.

### Goal

To have happy, healthy staff

### Targets

- Achieve high staff contentment and satisfaction, also encourage feedback and communication between employees
- Recognise achievements and successes regularly
- Advocate a healthy work-life balance and ensure the wellbeing of staff at work

### Achievements 2017/18

A total of 93% of staff completed the Gallup Staff Engagement Survey and the average score was 4.16. According to Gallup, 80% participation and a score of 4.2 out of 5 is good practice.

We also introduced measures to increase comfort levels in the office. For several years our office heating system, which draws heat from the BedZED district heating system, had not been working properly. We installed temperature loggers and a new heating system to help maintain comfortable temperatures during bitterly cold weather.

### Actions for 2018/19

- Implement a cooling system so staff feel more comfortable during very hot weather
- Explore the feasibility of a reduced-length working day

#### Getting away from our desks

We want staff to get away from their desks regularly for a stretch and a stroll – and to spend some time working while standing up if they want to. This year we put some new signs on our walls to remind people about this.

Encouraging people to take part in lunchtime ping pong and wander down to the River Wandle all help give our brains a rest too.







## Equity and local economy

Creating safe, equitable places to live and work which support local prosperity and international fair trade.

### Goal

Bioregional's business should benefit local people and businesses and support fair trade. We prefer the local over the faraway provided it is sustainable and renewable. We challenge large inequalities in remuneration.

### Targets

- Use local enterprises whenever possible and ensure service providers are paid the London Living Wage
- Support a selected charity throughout 2018
- Inform staff of the importance of the principle of equity in One Planet Living

### Achievements in 2017/18

In 2017/18 we organised four fundraising lunches and a bake-off for three chosen charities: Jigsaw, Epilepsy UK and Toilet Twinning, raising £220 in total.

Toilet Twinning supports clean water and sanitation projects for poor communities in developing countries and Jigsaw supports children facing problems and bereavement in our area of south London.

We have also begun tracking our suppliers, 36% of which are local (defined as being based in Sutton or the neighbouring boroughs of Croydon, Merton and Kingston upon Thames).

### Actions for 2018/19

- Actively seek to use local suppliers whenever we can
- Continue to build the sustainability case for using locally grown and processed biofuel for BedZED's new biomass boiler
- Sustain charity fundraising initiatives
- Identify more learning opportunities for staff on issues around equity and fair and ethical trade within One Planet Living

#### Raising awareness about modern slavery

In April, our equity and local economy month, we ran a seminar for staff about ethical trade and workers' rights, which included information on the Modern Slavery Act and what resources are available to people to help combat slavery.

Some of the resources we used were:

- Stronger Together: [stronger2gether.org](http://stronger2gether.org) - this has helpful videos and factsheets
- The Salvation Army: [salvationarmy.org.uk/modern-slavery](http://salvationarmy.org.uk/modern-slavery) - The Salvation Army runs the national helpline for the government and provides some pointers on how to spot modern forms of slavery.



## Culture and community

Nurturing local identity and heritage, empowering communities and promoting a culture of sustainable living.

### Goal

Support good, strong community relations in BedZED and Hackbridge and a sense of local identity

### Targets

- Encourage staff engagement with the local community and inform our staff about opportunities for community engagement.
- Promote and run tours of BedZED, also spreading knowledge of BedZED in the Hackbridge community
- Enhance the positive and inclusive culture of BedZED through social events

### Achievements 2017/18

We reflected BedZED's community spirit in a 15th birthday celebration for its residents and workers in the summer of 2017, with around 50 people enjoying the chance to get together over drinks and a barbecue. We also celebrated all staff birthdays and two long-service anniversaries.

We organised a two-day visit for all our staff to Villages Nature Paris, a truly inspiring One Planet Community, travelling there and back by high-speed train.

Four more staff took on the role of tour guides, showing visitors around BedZED and taking our total number of guides to eight. Bioregional was added to the mailing list for the popular BedZED Bar evenings in BedZED's on-site community centre.

### Actions for 2018/2019

- Appoint a social secretary with their own targets
- Increase visitor numbers and publish data on BedZED tours
- Support a volunteering project with a school or other local community-based group



*BedZED's 15th birthday celebrations for residents*



## Land and nature

Protecting and restoring land and marine systems for the benefit of people and wildlife.

### Goal

To contribute to action that conserves and increases local biodiversity and help staff connect to nature

### Targets

- Support a local nature conservation project through volunteering
- Identify and involve staff in at least one 'citizen scientist' campaign project every year
- Organise an annual birdwatching walk on Beddington farmlands
- Increase plant life in the office

### Achievements 2017/18

Our land and nature champion and sponsor carried out a plant audit and we created a small budget to have more plant life in the office. We also identified some local nature conservation projects, and at least six Bioregional staff participated in the RSPB Big Garden Birdwatch 2018.

### Actions for 2018/19

- Contact nature conservation organisations to find out how staff could volunteer to participate in local projects
- Research into more 'citizen scientist' project participation opportunities and again encourage staff to join the RSPB Big Garden Birdwatch
- Buy new plants for the office

#### The Big Garden Bird Watch 2018

Our land and nature champion Chloe Joyeux encouraged staff to participate in the Big Garden Birdwatch in January 2018, and at least six of us duly donned our warmest clothes and sat on benches in our gardens and parks to count birds for an hour.

In total, 420,000 people across the country took part, counting an impressive 6.7 million birds. We also promoted the day on social media, to help encourage others to join in. Find out more: [bit.ly/RSPBBirdwatch](https://bit.ly/RSPBBirdwatch)





## Sustainable water

Using water efficiently, protecting local water resources and reducing flooding and drought.

### Goal

To consume water at sustainable levels

### Targets

- Reduce water consumption by aiming for results below the national average water usage per employee
- Organise behavioural campaign activities such as those based on World Water Day and Water Aid advice
- Arrange a seminar to educate staff on key sustainable water issues

### Achievements 2017/18

Our 2017/18 water consumption at BedZED totalled 51,000 litres or 8.2 litres per employee per day. We found benchmarks for office water consumption ranging from 16 litres per employee per day to 50 litres. Our consumption is far below either figure, but we are unsure if our water meter measures water used to flush toilets – a large part of our total consumption (the meters in BedZED homes do not measure water for toilet flushing).

We organised several behavioural campaigns to improve water use and inform staff, like the webinar exploring nature-based solutions to water challenges in the 21st century.

We also invited the Head of Policy and Communication at the Chartered Institute of Water and Environmental Management to come to our offices to lead a staff seminar on the UK's performance against UN Sustainable Development Goal 6 – Clean Water and Sanitation.

A Toilet Twinning Lunch successfully raised the £60 we targeted, contributing to a toilet for a poor community in Tanzania. We organised a water footprint quiz over a staff lunch to help raise staff awareness of water conservation.

### Actions for 2018/19

- Continue monitoring water consumption with the aim of reducing water waste
- Establish whether our water meter includes water used for toilet flushing
- Research the latest water-efficient dishwashers to investigate the viability of a new model to replace our existing, ageing dishwasher
- Continue with behavioural campaigns and implement toilet twinning in two other countries in need
- Hold a water-themed seminar for colleagues

#### What is Toilet Twinning?

According to Toilet Twinning, 2.3 billion people don't have somewhere safe to go the toilet. With a £60 donation you can twin your loo with an impoverished family's household latrine in a country of your choosing. Find out more: [toilettwinning.org](http://toilettwinning.org)





## Local and sustainable food

Promoting sustainable humane farming and healthy diets high in local, seasonal organic food and vegetable protein.

### Goal

To promote consumption of food that is local and sustainable produced with high welfare standards, and to encourage diets high in vegetable protein

### Targets

- Develop new lunch club guidelines that aim to ensure sustainability while maintaining healthy nutrition in addition to creating a recipe book
- Develop a One Planet Living checklist for event catering
- Increase the use of BedZED allotments for growing lunch club food

### Achievements 2017/18

We grew food on site at BedZED in allotment troughs through the successful start-up of our Bioregional gardening club, boosting the amount of local, healthy food consumed. This allowed staff to plant, harvest and eat a variety of vegetables.

Several reforms to our lunch club – a self-catering cooperative to which many staff belong – were implemented, including creating a recipe book. We have also created a One Planet Living checklist for catering events.

### Actions for 2018/19

- Review lunch club guidelines and work with our Zero Waste group to monitor food waste each week
- Add to the lunch club recipe book by launching a competition for new recipes
- Record our use of the catering event One Planet checklist, monitoring success and reviewing progress in a year
- Create a food planner for growing vegetables, considering the successes and failures of the previous year, and ensure information and what is ready for harvesting is passed to lunch club cooks

### Sustainable event catering checklist

The sustainable event catering checklist we created this year focuses on minimising the use of single-use plastics, ensuring that food and drinks provided are local and sustainable as far as possible – and that nothing ends in landfill.

To help others think about how they can make provide low-impact catering we've published the checklist. It also provides information on organisations that help make sure any leftovers end up in people's tummies, not in the bin.

[bit.ly/2MiWBsr](http://bit.ly/2MiWBsr)



*Our allotment troughs at BedZED*





## Travel and transport

Reducing the need to travel, encouraging walking, cycling and low-carbon transport.

### Goal

To promote sustainable travel by our staff and visitors, and reduce the need to travel

### Targets

- Strongly encourage sustainable transport methods for staff when commuting travelling for business
- Ensure we encourage visitors to use sustainable transport when visiting BedZED

### Achievements 2017/18

We completed a staff commuting survey and found 57% of staff cycled to work during their weekly commute, exceeding the target of 50%.

To promote this, regular bike cleaning and maintenance sessions have begun, in which staff learn how to keep their cycles in good condition and share knowledge.

The Cycle to Work loan scheme has been implemented at Bioregional, encouraging staff to purchase bicycles while benefiting from an income tax break. Loans for rail season tickets are made available to staff. Some 21% of colleagues also take regular work from home days, further helping reduce our transport carbon footprint.

To increase the sustainability of visitor travel, clear information on how to access BedZED using public transport is located on the Bioregional website; information is also sent via email to tour groups.

### Actions for 2018/19

- Review our recruitment literature and ensure it covers sustainable travel
- Explore options to incentivise electric vehicle use and car sharing in staff
- Introduce a simple process for calculating the carbon footprint of our business travel, with a standardised method of collecting flight information, and research into energy-efficient carriers
- Update our working from home policy to take into account opportunities to reduce our travel-related carbon footprint
- Develop a process to collect data on how people travel to BedZED
- Ensure any flights taken are offset with a recognised and reputable provider

### Creating cycling converts

After taking part in Cycle to Work day 2017 three of our staff started commuting regularly by bicycle. Read about the experiences of new cyclist Jonny Wilkinson and some of our other recent converts here [bit.ly/2Pk6tYk](http://bit.ly/2Pk6tYk)

Find out more about Cycle to Work Day [cycletoworkday.org](http://cycletoworkday.org)





## Materials and products

Using materials from sustainable sources and promoting products which help people reduce consumption.

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### Goal

To use products and materials that come from sustainable sources

### Targets

- Ensure all stationary supplies are recycled or FSC/PFC certified, that outside printers have strong sustainability credentials, and that green cleaning products are used
- Apply basic sustainability criteria to all one-time and ongoing purchases
- Seek opportunities to trial and demonstrate circular economy products and services

### Achievements 2017/18

Bioregional has a high sustainability performance across the range of materials we use in our operations, including FSC-accredited and recycled paper and paper products, eco-friendly cleaning products, and two office printers with strong sustainability credentials - one has an EPEAT Silver certification (the leading global ecolabel for IT products) and both are Energy Star certified.

We also had several upcycling successes. The steel 'honeycomb' display panels we used in the permanent exhibition in our front foyer are now used by a greengrocer to display fruit and vegetables. The architect's model of our One Brighton apartment complex is now part of a model train enthusiasts' landscape set.

The ground coffee we purchase is Fairtrade-accredited and all bean waste is composted.

We have also achieved a paper usage of 1,250 sheets per employee per year, or 4.8 sheets per employee per working day. According to waste experts WRAP the average office worker uses up to 45 sheets per day.

### Actions for 2019

- Source more eco-friendly pens, toners and dishwasher salts
- Make sure all products we use are as eco-friendly as possible, and continue upcycling redundant items
- Waterless offset printing: we use Oxford-based company Seacourt for the vast majority of our printed materials. Seacourt is a 'net positive' printing company, which includes avoiding any water or chemicals in its printing process, using 100% recycled FSC stock and sending zero waste to landfill. Find out more at [www.seacourt.net/planet-positive-printing](http://www.seacourt.net/planet-positive-printing)



## Zero waste

Reducing consumption, re-using and recycling to achieve zero waste and zero pollution.

### Goal

To reduce waste in Bioregional's own operations and seek to reduce consumption, to reuse and to recycle

### Targets

- Carry out a general waste audit twice a year
- Establish what happens to our office waste, make achievable reductions in waste generation and recycling improvements, identify food packaging alternatives and explore recycling scheme options that accept more materials
- Encourage staff to suggest alternatives to non-recyclable materials

### Achievements 2017/18

Our Zero waste champions carried out a week-long general waste audit, identifying an 84% recycling and composting rate (45% composted, 39% recycled) compared to our target of 90%. We generated waste equivalent to 62 kg per employee per year.

These figures are in line with what we found in previous audits dating back to 2007 but they compare well with WRAP's benchmarks of a 60-70% recycling and composting rate and up to 200kg of waste generated per employee per year.

New bin signs were put in place to aid understanding about what packaging and other waste materials can be recycled. Our audit showed that if we took account of items placed in the wrong bins our recycling and composting rate would fall to 78%.

### Actions for 2018/2019

- Carry out another waste audit to investigate the effects of new bin signs on recycling rates and research new ways to improve recycling and efforts from lunch club members to go plastic-free. Also, offer a lunchtime presentation on correct use of the recycling bins
- Organise a webinar on plastic waste using waste audit findings
- Get a bin for collecting plastic film wastage and develop a staff rota for taking the material to a recycling scheme
- Set up a staff suggestion scheme for alternatives to non-recyclable materials
- Develop a strategy to move content from paper/printing to a digital medium

#### Our office waste audit – common culprits

Our two Zero waste champions Marina Goodyear and Johanna Tilkanen carried out a waste audit in December 2017. Common recycling errors included putting used paper towels in the recycling bins rather than in our compost bin and dirty food cartons in the recycling bins.

We also found that black bin bags were being used to line recycling bins, which added 7% to the total amount of our rubbish being sent to landfill. We have rectified the bin bag issue and now have detailed signage next to bins to give clearer guidance to staff on recycling options.



## Zero carbon energy

Making buildings energy efficient and supplying all energy with renewables.

### Goal

To move towards zero carbon in the buildings we use by saving energy and using renewable energy sources

### Targets

- Secure accurate, functioning heat and electricity meters, then measure and report office electricity and heat consumption
- Ensure electricity is supplied from a credible low carbon tariff
- Facilitate large electricity savings by replacing the lighting system with LED alternatives
- Ensure all staff turn off monitors and lights appropriately

### Achievements 2017/18

We installed a new heating system in our offices to draw heat from BedZED's district heating system in September 2017, including a new heat meter to measure our energy consumption for hot water and heating. We also monitor our electricity consumption using our electricity meter.

Our heat consumption in 2017/2018 was 26,489 kilowatt hours, and our electricity consumption was 11,983 kilowatt hours.

### Actions for 2019

- Conduct more energy waste reduction activities and spot checks during the next Zero carbon energy month
- Persuade Peabody to provide us with up to date energy consumption and generation figures for BedZED, so we can estimate carbon footprints for our office and BedZED
- Working with BedZED residents, persuade Peabody to use local and sustainably sourced wood fuel at BedZED rather than imported wood pellet

#### The case for better wood fuel at BedZED

Mounting concerns about urban air quality in the UK raises debate as to whether wood is an appropriate low-carbon energy source for urban developments like BedZED. But Peabody has now invested in a new biomass boiler (financed using the Government's Renewable Heat Incentive), replacing BedZED's original biomass-burning combined heat and power (CHP) plant which failed more than ten years ago.

Bioregional is keen for this new boiler to be fuelled by wood chip made from abundant tree surgery waste from London's street and park trees and urban woodland, rather than manufactured wood pellet imported from overseas. BedZED's original CHP plant was supplied with this local fuel. Woodchip is considerably cheaper than wood pellet, but there would have to be further spending on the fuel handling system for the boiler if the fuel was changed from pellet to chip. We continue to make the case for this change.

## How good is our energy use?

In terms of energy consumption per unit of floor space, we used 74 kilowatt hours per square metre per year for heating and hot water and 33 per square metre for electricity. Both are excellent compared to benchmarks for typical practice and good practice for naturally ventilated offices like ours. We were 51% lower than the good practice benchmark for electricity and 12% lower than the good practice benchmark for heat demand.

However, compared to the average office we have generous amounts of floor space per employee at BedZED. It would be more meaningful to compare our energy consumption per office employee with national benchmarks. We could not find a published UK benchmark for this, so we developed our own using national data.

Our energy consumption per FTE employee is 479 kWh per year for electricity and 1,060 kWh per year for heating and hot water. For electricity consumption we compare very well, being 36% below the good practice benchmark. For heating demand, however, we are close to the typical benchmark figure – 22% below. This reflects the fact that we have lots of office space per employee to heat.

In 2017 a new wood-pellet burning boiler was installed to provide heat for BedZED's district heating system, which had been using only natural gas. This will have reduced our office's carbon footprint significantly, given that wood pellet is a very low carbon fuel (provided new wood is always grown to replace what is burnt). We want to estimate our office (and BedZED's) carbon footprint, but to do this we need Peabody to supply us with data for total wood pellet and gas consumption at BedZED and data on the carbon credentials of the wood pellet fuel used. Peabody has yet to supply this information.






Our offices achieve further carbon savings because some of the electricity we consume is generated by BedZED's on-site photovoltaic panels. But here too, Peabody has not provided us with data that would enable us to estimate this saving.

During our Zero carbon energy month our champion Lyndsey Vipond carried out a series of spot checks of staff computers to check whether screens are turned off when people are away from their desks. Generally performance is good, though there's room for improvement, particularly when people are in meetings or at lunch.



## Our priorities for 2018-19

We have identified five priorities to focus our efforts on this year:

Principle	Priority for 2018/19
 Health and happiness	We will implement solutions to make sure temperature levels in the hottest and coldest months are reasonable.
 Equity and local economy	Working with BedZED residents, we aim to persuade Peabody to buy local and sustainably sourced wood fuel.
 Zero carbon energy	Working with BedZED residents, we will request that Peabody switches to a credible green electricity tariff for BedZED. We will also look for opportunities to reduce our electricity and heat consumption.
 Zero waste	We aim to achieve a 90% recycling rate.
 Land and nature	We will ensure that everyone can see at least one healthy plant nearby when sitting at their desk.