


# PML Policy

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## Environmental Policy (PML Group)



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| Issue:            | 5   |
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| Signature:        |    |
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## At a glance: Key takeaways from this policy

### A quick summary

This environmental policy sets out our (both PML's and PML Applications') commitment to reduce the negative impact of our research and innovation activities on the natural environment.

The policy includes our commitments, which are aligned with the priority areas of the Concordat for the Environmental Sustainability of Research and Innovation Practice. The policy also references our [Environmentally Responsible Research Cross-Cutting Initiative](#) and how we will deliver our commitments through our [strategic objectives](#).

### The essentials – what you need to know

The priority areas of the Concordat for the Environmental Sustainability of Research and Innovation Practice are as follows:

1. Leadership and System Change
2. Sustainable Infrastructure
3. Sustainable Procurement
4. Emissions from Travel
5. Collaborations and Partnerships
6. Environmental Impact and Reporting

### Who can help?

Beverly Tremain, Chair, Environmentally Responsible Research Strategy Group  
Rachael Rees, Scientific Facilities Manager  
Lee Merchant, Head of Estates & Facilities

### Related resources

[The Concordat for the Environmental Sustainability of Research and Innovation Practice](#)

**Please see the final page for the full document history, including most recent changes.**

## ENVIRONMENTAL POLICY

### 1 Scope

This policy applies to all employees of PML and PML Applications Ltd and to all activities undertaken by both companies.

### 2 Summary

This policy sets out our commitment to reduce the negative impact of our research and innovation activities on the natural environment, as well as alignment to the priority areas of the Concordat for the Environmental Sustainability of Research and Innovation Practice.

### 3 Purpose / Introduction

As an environmental organisation, PML has a responsibility to reduce the negative impacts of its activities on the natural environment. Consequently, PML aims to demonstrate leadership in environmental responsibility to address the priority areas of the (UK's) Concordat for the Environmental Sustainability of Research and Innovation Practice, and the UN Sustainable Development Goals, enhance its reputation, and improve its business efficiency.

PML Applications Ltd, PML's wholly-owned trading subsidiary, contributes towards a sustainable ocean through the delivery of exceptional and environmentally responsible marine consultancy services.

Our collective purpose is to deliver sustainable research and innovation, achieve net zero carbon by 2040, and contribute to biodiversity net gain in a business sustainable manner.

### 4 Definitions

Environmentally Responsible Research: a cross-cutting initiative of PML's Strategy 2025-2030 *Science for Ocean Action* to deliver the collective purpose in 3 above.

Environmentally Responsible Research Strategy Group: the Group responsible for implementing the cross-cutting initiative; the Group is accountable to the Senior Management Team.

Senior Management Team: the body through which the Board of Trustees collectively drive the strategic and operational activities undertaken in pursuit of PML's mission.

### 5 Responsibilities

The Environmentally Responsible Research Strategy Group is responsible for the development and achievement of strategic objectives in order to implement the cross-cutting initiative.

All employees have a responsibility to support our collective purpose and our commitments under this policy.

### 6 Our Commitments

PML and PML Applications Ltd (PML Group) make the following commitments in line with the Concordat for the Environmental Sustainability of Research and Innovation Practice:

- (1) **Leadership and System Change**: We will demonstrate leadership and ambition, integrating sustainability into all our research and innovation activities, fostering cultural shifts, and promoting best practice.

- (2) **Sustainable Infrastructure:** We will minimise emissions and invest in infrastructure that mitigates environmental impacts in alignment with our target of achieving net zero carbon by 2040. Where practicable and environmentally sustainable, we will prioritise the re-use and adaption of existing infrastructure over purchasing new.
- (3) **Sustainable Procurement:** We will embed sustainable procurement into organisational policy, ensuring that purchasing decisions prioritise low-emission and circular economy solutions. This approach aims to minimise impacts on biodiversity, reduce waste and support our commitment to achieving net zero carbon by 2040.
- (4) **Emissions from Travel:** While recognising the importance of conducting fieldwork, disseminating our research and impact, and maintaining our global engagement, we are committed to promoting “climate conscious” travel. We will therefore actively seek to travel less frequently where feasible, in support of our broader sustainability and carbon reduction goals.
- (5) **Collaborations and Partnerships:** When collaborating with other organisations, we will advocate for the integration of environmentally sustainable practices in our research and innovation activities, while actively sharing best practices to support collective progress towards shared sustainability goals.
- (6) **Environmental Impact and Reporting:** We will provide transparent and consistent reporting against the above priorities with information made available publicly. This includes publishing an annual report of progress against the commitments of the Concordat for the Environmental Sustainability of Research and Innovation Practice as well as our strategic objectives.

## 7 Document Review

This policy will be reviewed every three years, or updated more frequently as necessary.

## 8 Linked Documents

[The Concordat for the Environmental Sustainability of Research and Innovation Practice](#)

## 9 Document History

| Issue | Date      | Description of Changes  |
|-------|-----------|---|
| 1-4   | 2020-2024 | Main content changed to align with strategy (2020-2025).  |
| 5     | 2025      | Major rewrite to align with new strategy (2025-2030) and Concordat for the Environmental Sustainability of Research and Innovation Practice |

Changes made at Issue.. are in blue.

*(Highlight recent changes to the document so that they are clearly visible to the reader, thus saving them time and increasing efficiency if they are already aware of the document and its contents.)*