



---

**SCHEDULE 12:**

**SUSTAINABILITY**

<b>Version number</b>	<b>Issue Date</b>	<b>Comment</b>
1.0	28 November 2025	Execution Version



CONTENTS

1 INTRODUCTION ..... 3

2 PRINCIPLE REQUIREMENTS ..... 3

3 SUSTAINABILITY PLAN ..... 4

4 SUSTAINABILITY RESOURCES ..... 6

5 SUSTAINABILITY COMPLIANCE ..... 7

6 MONITORING AND REPORTING ..... 8

7 SUB-CONTRACTORS ..... 8

8 ENERGY AND WATER MANAGEMENT ..... 8

9 WASTE PREVENTION AND RESOURCE MANAGEMENT ..... 11

10 TRANSPORT ..... 17

11 SUSTAINABLE PROCUREMENT ..... 18

12 ICT AND DIGITAL ..... 19

13 ECOLOGY, BIODIVERSITY AND THE NATURAL ENVIRONMENT ..... 20

14 UTILITY (ENERGY AND WATER) MONITORING AND REPORTING ..... 23

15 WASTE AND RESOURCES MONITORING AND REPORTING ..... 25

16 ECOLOGY, BIODIVERSITY AND THE NATURAL ENVIRONMENT AND REPORTING  
..... 26

17 UTILITY PAYMENT/VERIFICATION ..... 26

18 SUSTAINABILITY TRAINING AND SKILLS ..... 26

APPENDIX 1: SUSTAINABILITY DATA COLLECTION TEMPLATE ..... 28

APPENDIX 2: ECOLOGICAL MANAGEMENT PLAN TEMPLATE ..... 29

APPENDIX 3: HABITAT DATABASE ..... 30



---

**Introduction**

1.1 This Schedule should be read in conjunction with, and the Contractor's approach to sustainability should complement, the Authority's requirements set out in **Schedule 11 (Property and Facilities Management)**.

1.2 The Contractor should note that the Authority is committed to achieving the Authority's Sustainability Policies and Strategies, specifically managing energy and carbon emissions, water, waste and recycling, adapting to climate change as well as protection and enhancement of biodiversity on its estate.

**2. Principle Requirements**

2.1 The Contractor shall support the Authority in moving towards a 'net zero' carbon estate, decarbonising heat and meeting targets set under the Greening Government Commitments, and any future Government sustainability targets, in line with the Authority's Sustainability Policies and Strategies.

2.2 The Contractor shall demonstrate its commitment to achieving 'net zero' by 2050 for its UK operations by implementing and maintaining an organisational Carbon Reduction Plan that is compliant with the requirements of PPN 06/21.

2.3 The Contractor shall comply with, at a minimum, all reporting requirements under the Greening Government Commitments and FreM, including the Authority's own targets and performance monitoring as set out in the Authority's Sustainability Policies and Strategies.

2.4 The Contractor shall ensure the Services, the Prison, the Site and the Authority (with regards the Services, the Prison and the Site) are compliant with all relevant current and future environmental and energy Legislation.

2.5 The Contractor shall develop and maintain the Sustainability Plan, which shall include plans for reducing energy, carbon emissions, water use, waste and enhancement of biodiversity and climate resilience, in accordance with **paragraph 3 (Sustainability Plan)**.

2.6 The Contractor shall ensure that all plans and strategies created in accordance with the Authority's Sustainability Policies and Strategies are adhered to.

2.7 The Contractor shall support and maintain the Authority's EMSs and shall implement systems and maintain a Site-wide and Site-specific EMS certified to ISO 14001.



---

2.8 The Contractor shall take cognisance of any new Government initiatives or technology in sustainability or environmental management, in order to best advise the Authority on new systems, processes or technologies (etc.) which may be beneficial to the Authority's Sustainability Policies and Strategies.

3. **Sustainability Plan**

3.1 The Contractor shall develop, maintain and implement a Sustainability Plan in accordance with this **paragraph 3 (Sustainability Plan)**. The initial version of this plan produced as part of the Contractor's Competition and included within the Contractor's Proposals shall subsequently be updated annually in accordance with **clause 24 (Annual Custodial Service Delivery Plan)**. The Contractor's plan shall:

3.1.1 set out actions to reduce energy and carbon emissions, particularly reducing carbon emissions from heating, reduce water and waste and enhance biodiversity and climate resilience in line with Government environmental policy (including but not limited to the '25 Year Environmental Plan' (available at <https://www.gov.uk/government/publications/25-year-environment-plan>)), recognised industry targets, the Authority's Sustainability Policies and Strategies, and the targets in the Greening Government Commitments, in each case, as amended or superseded from time to time.;

3.1.2 include targets and metrics (where applicable); the tools and processes used to gather data and refer to reporting (including the reports required pursuant to this Schedule) to demonstrate progress;

3.1.3 interface between the Sustainability Requirements and other obligations in the Contract, including (but not limited to) those under **Schedule 11 (Property and Facilities Management)**;

3.1.4 be informed by advanced monitoring of the Site and available data; and

3.1.5 be formatted as a timed project plan including how actions will be implemented, monitored, measured and reported upon and timeframes for implementation.

3.2 The Contractor shall:

3.2.1 using the initial Sustainability Plan (included in the Contractor's Proposals), agree with the Authority the content, structure and format of the annual Sustainability Plan that will be submitted as part of the Annual Custodial Service Delivery Plan;



- 
- 3.2.2 submit an updated Sustainability Plan for the Authority's approval within ninety (90) Days of the Services Commencement Date and thereafter on or before 1 April in each subsequent Contract Year, in accordance with the requirements of **clause 24 (Annual Custodial Service Delivery Plan)**;
- 3.2.3 ensure that the Sustainability Plan complies with Government Buying Standards;
- 3.2.4 ensure that the Sustainability Plan complies with all current and future Government Sustainability Policies and Strategies and Legislation, including the 'net zero' carbon emissions by 2050 requirement under the Climate Change Act 2008 (as amended), supports the Greening Government Commitments targets, and relevant instructions from the Authority from time to time, and sets out a strategy for meeting or improving on the targets set out in those commitments; and
- 3.2.5 ensure that the Prison and Buildings on the Site meets the Authority's Sustainability Policies and Strategies.
- 3.3 The Sustainability Plan produced by the Contractor shall include (but not be limited to) the approach by the Contractor to:
- 3.3.1 carbon reduction, including its approach to decarbonising heat and making the Prison 'net zero' by 2050, or sooner, in line with the Authority's Sustainability Strategies and Policies;
- 3.3.2 energy and water management, including its approach to identifying opportunities for improving energy and water efficiency, strategy for automatic monitoring and targeting for each Building and the strategy for data collection, assurance, verification and reporting;
- 3.3.3 resource and waste prevention and management, including the Waste Hierarchy, segregation, minimising waste to landfill and energy from waste, increasing levels of recycling and measures to avoid single use plastics;
- 3.3.4 a food and food waste plan including as outlined in the Balanced Scorecard for Public Food Procurement and other Guidance (such as that made available by the Waste and Resources Action Programme (WRAP) via <https://www.wrap.ngo/>);
- 3.3.5 minimising travel and ensuring efficient and sustainable transport use in relation to operations under this Contract including reference to the creation, delivery of and



---

periodic review of the Contractor's Travel Plan in line with its obligations under **paragraph 10 (Transport)**;

3.3.6 its strategy and actions for climate change adaptation, which shall be prepared in accordance with the Authority's overall Climate Change Adaptation Strategy and the National Adaptation Programme (NAP), which forms part of the Disclosed Data provided by the Authority before the Commencement Date (and as may be updated by notification of the Authority from time to time); and

3.3.7 protecting and enhancing biodiversity in accordance with the Biodiversity in Construction Policy, which forms part of the Disclosed Data provided by the Authority before the Commencement Date (and as may be updated by notification of the Authority from time to time).

#### 4. **Sustainability Resources**

4.1 The Contractor shall ensure appropriate sustainability resourcing and structure to deliver a sustainable Service including access to specialist, technical advice and support to drive up sustainability performance in all areas and provide innovation.

4.2 The Contractor shall appoint, no later than ninety (90) Days following the Services Commencement Date, a Sustainability Lead who shall be responsible for:

4.2.1 managing and promoting sustainability in respect of the Services;

4.2.2 implementing the Sustainability Plan;

4.2.3 resourcing the Sustainability Requirements appropriately and ensuring all relevant staff are aware of their roles and responsibilities in delivering the Sustainability Requirements;

4.2.4 ensuring the ISO 14001 certified EMS is maintained at organisational and Site level;

4.2.5 identifying innovation, communication and behaviour change measures;

4.2.6 monitoring and reporting of the Contractor's compliance with the Sustainability Requirements; and

4.2.7 developing and implementing the Ecological Management Plan.

4.3 The Sustainability Lead shall advise the Authority on the following:



- 4.3.1 reducing running costs of the Prison and wider Site;
  - 4.3.2 measuring and improving the environmental performance of the Prison and wider Site
  - 4.3.3 empowering the Contractor's Staff to assist in meeting the Sustainability Requirements;
  - 4.3.4 actions to deliver the Sustainability Requirements; and
  - 4.3.5 reporting of performance of the Sustainability Requirements.
- 4.4 The Contractor shall notify the Authority in writing of the potential implications of not implementing the recommendations of any advice given by the Sustainability Lead.
5. **Sustainability Compliance**
- 5.1 The Contractor shall ensure that its Local Operating Procedures and the Property and Facilities Management Services are performed in accordance with the Contractor's Sustainability Plan to achieve (to the extent reasonably practicable):
- 5.1.1 reductions in carbon emissions from across the Prison and the wider Site as a whole, including Buildings and road vehicles;
  - 5.1.2 increases in energy efficiency of the Prison and the wider Site;
  - 5.1.3 increases in the proportion of energy sourced from low carbon sources of the Prison and the wider Site;
  - 5.1.4 reductions in water consumption of the Prison and the wider Site (including setting out how the Contractor will promptly identify and repair water leaks);
  - 5.1.5 reductions in waste of the Prison and the wider Site;
  - 5.1.6 0% waste to landfill, minimising incinerated waste including waste-to-energy and increasing the proportion of waste which is recycled to at least 70% of overall waste of the Prison and the wider Site;
  - 5.1.7 protection and enhancement of biodiversity of the Prison and the wider Site; and
  - 5.1.8 implementation of an ISO 14001 certified EMS as described in **paragraph 2.7 (Principle Requirements)** of this Schedule.



---

5.2 The Contractor shall undertake, or shall procure that any appropriately qualified assessor undertakes, under the latest version of any BREEAM new build, refurbishment or BREEAM in Use assessments of the Prison and the wider Site as required by the Authority from time to time.

6. **Monitoring and Reporting**

6.1 The Contractor shall from the Services Commencement Date:

6.1.1 measure and collect all relevant data in accordance with the requirements set out in FreM and the Greening Government Commitments, the requirements of this Schedule, and such other requirements as may be notified in writing to the Contractor by the Authority from time to time, and shall use and analyse the data measured and collected pursuant to prepare a report for the Authority; and

6.1.2 issue any such report to the Authority for the Monthly and quarterly periods as agreed between the Parties from time to time in each Contract Year, with the first such period running from the Services Commencement Date to the end of the quarterly period in which the Services Commencement Date occurs.

6.2 The report(s) in **paragraphs 6.1.1 and 6.1.2 (Monitoring and Reporting)** shall be made available to the Authority on a Monthly basis within fifteen (15) Business Days after the end of the relevant Month and uploaded onto such system as is notified by the Authority from time to time.

7. **Sub-Contractors**

7.1 The Contractor shall ensure that its Sub-Contractors comply with the obligations set out in the Sustainability Plan and the monitoring requirements set out in this Schedule.

8. **Energy and Water Management**

8.1 The Contractor shall be responsible for all utilities consumption. The Contractor shall ensure effective management of energy and water consumption and ensure that the consumption of utilities is minimised whilst maintaining the comfort of the users and residents of the Prison and that the provision of utilities shall be provided in accordance with the Authority's Sustainability Policies and Strategies.

8.2 The Contractor shall work with the Authority to meet the Authority's targets for reducing energy and water consumption and reducing carbon emissions.



- 
- 8.3 The Contractor shall ensure that all energy and water-consuming plant and assets under its jurisdiction or control are maintained to operate at optimum efficiency and only running at times required to meet its obligations under this Contract;
- 8.4 The Contractor shall ensure all fuels, gas, electricity are used economically, in accordance with any Authority's Sustainability Policies and Strategies.
- 8.5 The Contractor shall provide and manage its own energy and water management and targeting software in order to provide all reports and volumetric data relating to energy and water consumption and efficiency and carbon management, including costs. The Contractor shall measure the energy and water efficiency of the Site against previous Years' performance and/or original energy / water efficiency predictions of the design, and across the estate and against the Authority's benchmarks, targets and normalised data such as Prisoner numbers and Gross Internal Area (GIA).
- 8.6 The Contractor shall report the information ascertained as part of its requirements under the above **paragraph 8.5 (Energy and Water Management)** to the Authority in accordance with **paragraph 14 (Utility (energy and water) Monitoring and Reporting)** of this Schedule.
- 8.7 The Contractor shall analyse the Prison's and the Site's energy and water consumption and costs and make recommendations to the Authority on how to improve the efficiency and performance of Buildings on a Monthly basis pursuant to **paragraph 14 (Utility (energy and water) Monitoring and Reporting)**. This shall include all aspects of performance including, but not limited to, no cost and low cost measures that the Contractor may implement with the Authority's agreement, installing low carbon or energy and water efficient technologies and enacting behavioural change. It may also include energy storage, demand side response techniques, and smart grid technologies. The Contractor's senior energy manager will meet with the Authority on a Monthly basis to discuss utility performance and proposals for improvement (at such times and dates as may be agreed by the Parties).
- 8.8 The Contractor shall keep a schedule of potential and recommended energy and water efficiency projects which could be implemented given the required funding, including the value of reduced energy or water use and carbon saving, pay-back, or other benefits. This shall be kept up-to-date in order that the Authority is able to quickly match new funds to projects, should such funding become available.
- 8.9 The Contractor shall undertake annual energy and water audits of all key energy and water using plant and equipment for which it has responsibility. The Contractor shall submit audit reports to the Authority detailing run times, seasonal adjustments and energy and water usage along with



---

recommendations to improve performance pursuant to **paragraph 14 (Utility (energy and water) Monitoring and Reporting)**. The Contractor shall set out the costs of any recommendations, estimated financial savings, carbon savings, operation and maintenance savings and the timescale for implementation of the recommendation. The Contractor shall also identify Key Plant and Equipment which can be replaced to deliver energy and water savings and carbon emission reductions.

8.10 The Contractor shall operate a Building Management System in accordance with **paragraph 4.21 (Building Management System) of Schedule 11 (Property and Facilities Management)** and use such system to contribute to an analysis and summary of all smart meter data and report this to the Authority on a Monthly basis, detailing proactive management of the assets and savings made or identified pursuant to **paragraph 14 (Utility (energy and water) Monitoring and Reporting)**.

8.11 **Energy and Water Efficiency and Carbon Reduction**

8.11.1 The Contractor shall measure carbon and the energy efficiency of the Prison and the Site against the original predictions of the design and shall use the Energy Assessment Tools to inform the overall Sustainability Plan, including, but not limited to:

8.11.1.1 performance against design stage and energy use;

8.11.1.2 measurement and verification process which details sub-meters and the mechanisms for dealing with any loss of data, assumptions or interpolations made in the case of missing or incomplete data;

8.11.1.3 initial baseline carbon and energy consumption;

8.11.1.4 actions to be taken to optimise energy consumption and reduce carbon emissions and ensure effective implementation, with clearly identified responsibilities of relevant parties;

8.11.1.5 final energy use and performance report (produced at close of each financial year); and

8.11.1.6 forecast energy use and associated carbon emissions for the Prison and the Site

8.11.2 The Contractor shall develop an energy efficiency plan over the Contract Period, which shall comply with the requirements of ISO 50001, and utilise best practice tools



---

for continuous benchmarking, measurement and verification, and reporting protocols including but not limited to the use of Energy Assessment Tools.

8.11.3 The Contractor shall improve the carbon, energy and water efficiency of plant and equipment through Planned Preventative Maintenance and Reactive Maintenance using a whole-life costing model as opposed to like-for-like replacements. For all relevant Asset replacements (planned and reactive) pursuant to the Asset Forward Replacement Plan the Contractor shall include a fully costed resource efficient option, and associated benefits, within its proposal to the Authority.

## 8.12 Energy Management Statutory Compliance

8.12.1 The Contractor shall perform an audit, issue and display and renew the Display Energy Certificate at the Prison and the Site. All Display Energy Certificates must be displayed in line with applicable Legislation.

8.12.2 The Contractor shall ensure Energy Performance Certificates are provided, where required, in line with applicable Legislation.

## 9. Waste Prevention and Resource Management

9.1 The Contractor shall collect and dispose of all waste in line with the Waste Hierarchy and in accordance with Good Industry Practice and all applicable Legislation.

9.2 The Contractor shall be responsible for waste management at the Prison and shall work with the Authority to meet targets set for the reduction of waste; and to develop sustainable ways of avoiding waste, achieving zero waste to landfill, minimising energy from waste, maximising the proportion of waste that is recycled and continuous improvements as advances in technology arise. The Contractor shall maximise opportunities for skills and qualifications linked to the Circular Economy that could support jobs for Prisoners on release.

9.3 The Contractor shall be responsible for providing suitable waste receptacles and waste collection facilities to align with Legislation (including the Simpler Recycling Reforms(available at <https://www.gov.uk/government/publications/simpler-recycling-in-england-policy-update/simpler-recycling-in-england-policy-update>)) to encourage the segregation at source of waste into the various waste streams: re-use, recycling, food waste, waste electronic and electrical equipment (or 'WEEE'), general waste and all others not specified.



- 
- 9.4 The Contractor shall provide information to the Authority, pursuant to **paragraph 6 (Monitoring and Reporting)**, on the methods of disposal of waste, showing clear evidence of using disposal methods which are Environmentally Preferable. The Contractor shall ensure that as much of the waste as possible will be re-used or recycled, rather than sent to landfill or used for energy recovery.
- 9.5 The Contractor shall ensure that all products purchased contain a high proportion of recycled content, wherever possible.
- 9.6 The Contractor shall ensure that the collection and disposal of non-hazardous and hazardous wastes meets with all applicable Legislation, including the use of appropriately licensed carriers, the completion of the Waste Duty of Care documentation and final disposal to a waste facility that is permitted in accordance with Legislation.
- 9.7 To enable the Authority to comply with their responsibilities under the Waste Duty of Care, the Contractor shall provide to the Authority copies of waste carriers' licences for all carriers employed for the removal of non-hazardous wastes (including offensive wastes) and also copies of permits for final disposal facilities, applicable for the properties the service is provided to. The Contractor shall also retain copies of these documents for the duration of the Contract and produce and present these to the Authority upon request.
- 9.8 The Contractor shall explore and make recommendations to the Authority for cost effective closed loop recycling opportunities and support the Authority's ambitions to move towards integrating Circular Economy principles or processes wherever possible.
- 9.9 The Contractor shall ensure that single use plastics are not procured for use in the Prison (unless the use of single-use plastics is unavoidable) and identify wastes that could be avoided to reduce product consumption by rethinking the need for use, re-use, repairing, refurbishing, leasing, and shall discuss waste avoidance options with the Authority. The avoidance of the procurement of single use plastics will form part of the Sustainability Plan.
- 9.10 The Contractor shall provide a waste diversion report for the Month and cumulatively financial year to date pursuant to **paragraph 6 (Monitoring and Reporting)**.
- 9.11 The Contractor shall ensure that any construction waste is managed effectively in accordance with applicable Legislation.
- 9.12 A full auditable trail is required for all waste attributed to the Contractor and removed from the Site and this shall be produced and maintained by the Contractor. Waste handling and processing



---

must be compliant with the Environment Agency Guidance, information about which can be found at: <http://www.environment-agency.gov.uk/business/topics/waste/default.aspx> (as updated from time to time).

- 9.13 The Contractor shall agree with the Authority the process relating to the retention of certificates of destruction of waste and shall make these certificates available to the Authority on request.
- 9.14 The Contractor shall ensure that its waste carriers and the Prison and the Site hold all relevant waste Consents and that these are renewed promptly. If at any time the waste carrier's licence or an environmental permit is withdrawn or revoked, the Contractor shall inform the Authority immediately and cease any further movement of waste by such carrier until such carrier becomes authorised again and holds the Consents required by Legislation.
- 9.15 The Contractor shall ensure that transport carbon emissions are minimised by optimising waste collections and ensuring that waste transportation schedules are planned to reduce carbon emissions and/or using well maintained, low emission vehicles (e.g. electric or hybrid electric vehicles).
- 9.16 The Contractor shall ensure that all the Contractor's Staff responsible for collecting waste are appropriately trained, are provided with any necessary equipment (including personal protection equipment) and adhere to the Authority's Policies.
- 9.17 The Contractor shall consider the potential for products to be re-deployed elsewhere, for example, when electrical and electronic products are no longer required, using the Authority's preferred re-use avenues, as notified by the Authority, as notified to the Contractor from time to time.
- 9.18 If any products are to be disposed of, this shall be done through an authorised treatment operator (as issued by the Environment Agency) with a focus on re-use, component recovery or material recovery in preference to recycling.
- 9.19 Prior to any waste removals from the Prison and Site a signed waste transfer note, season ticket or a hazardous waste consignment note must be prepared. The Contractor shall ensure that this documentation is completed correctly and submit consignee returns to the producer as required by Legislation.

9.20 **Food and Catering Services**

- 9.20.1 The Contractor is required to comply with the mandatory requirements of the Government Buying Standards for food and catering services (as may be amended



---

from time to time), the Balanced Scorecard for Public Food Procurement, and any other Governmental requirements and Legislation. The Contractor is encouraged to meet the best practice criteria of the Government Buying Standards for food and catering services.

9.20.2 In its provision of catering and food as part of the Services, the Contractor shall develop an approach to food waste minimisation in accordance with Good Industry Practice and the best practice standard Government Buying Standards and with acknowledgement of the Waste and Resources Action Programme's 'The Hospitality and Food Service Agreement: Taking Action on Waste (Final Report)' (available via: <https://www.wrap.ngo/resources/case-study/hospitality-and-food-service-agreement-taking-action-waste-final-report>) and comply with the aims of the Public Services (Social Value) Act 2012.

9.20.3 The Contractor shall report back to the Authority on compliance and the provenance of food and food ingredients at such times as the Authority shall request from time to time and within deadlines set by the Authority.

## 9.21 **Paper and Packaging**

9.21.1 The Contractor shall ensure that it and its Sub-Contractors align with Government initiatives by influencing packaging recovery and recycling rates, and so reduce the amount of packaging disposed into landfill; and influencing the amount of packaging actually used in the supply chain.

9.21.2 The Contractor shall ensure that paper and packaging products purchased contain a high proportion of recycled content wherever possible.

9.21.3 The Contractor shall ensure there is chain of custody certification on all paper products through a certified scheme, such as the Forest Stewardship Council (FSC) recycled certification.

9.22 The Contractor shall reduce paper usage through behavioural change and the use of dedicated technologies in accordance with (as a minimum) the Greening Government Commitments (as may be amended or superseded from time to time).

## 9.23 **Timber**

9.23.1 The Contractor shall procure all timber and timber products from responsible sources in accordance with the Government Buying Standards including the UK Government



---

Timber Procurement Policy (available at <https://www.gov.uk/government/collections/timber-procurement-policy-tpp-guidance-and-support> (as updated from time to time)) or be recycled. No timber shall be procured if it is protected by international agreements such CITES or if its composition or origin are not known.

9.23.2 All timber and wood derived products must be compliant with all relevant Legislation.

9.23.3 The Contractor shall have in place throughout the Contract Period procedures to monitor and verify the procurement of all timber products and to ensure Government policies and Legislation are adhered to (including the UK Government Timber Procurement Policy (available at <https://www.gov.uk/government/collections/timber-procurement-policy-tpp-guidance-and-support> (as updated from time to time))). The information collected by the Contractor shall include:

9.23.3.1 the type of evidence used to verify compliance ("Category A" or "Category B");

9.23.3.2 if "Category A", the chain of custody (CoC) certificate number and confirmation that the invoice and delivery note specifies "Category A" (as per the Forest Stewardship Council or Programme for the Endorsement of Forest certification) for each relevant product and CoC number; and

9.23.3.3 volume data.

9.23.4 The UK Department for Environment, Food and Rural Affairs which manages the Timber Procurement Policy provides checklists and templates for gathering this information. This information shall be held by the Contractor and provided to the Authority on request.

9.23.5 The Contractor shall ensure all timber is treated in accordance with the relevant British Standard from time to time.

## 9.24 **Hazardous Materials**

9.24.1 The Contractor's obligations with regards to hazardous materials are in accordance with the requirements of **paragraph 6 (Health & Safety Compliance) of Schedule 11 (Property and Facilities Management)**.



- 
- 9.24.2 The Contractor shall avoid the use of Persistent Organic Pollutants (POPs) and hazardous substances including but not limited to substances which are radioactive, flammable, explosive, toxic, corrosive, biohazardous, oxidisers, asphyxiates, pathogens or allergens.
- 9.24.3 On the occasions where there are no alternatives, hazardous materials must be stored, used and disposed of in accordance with the instructions of the product, COSHH, and all relevant Legislation.
- 9.24.4 The Contractor shall ensure that all internal finishes, including solvents and paints are inert and meet best practice standards for using low levels of Volatile Organic Compounds during their manufacture.
- 9.24.5 The Contractor shall use products that contain low levels of solvents or are solvent-free, such as water-based paints, varnishes and/or glues.
- 9.24.6 The Contractor shall prohibit the use of lead-based paints and primers in delivering the Services.
- 9.24.7 The Contractor shall:
- 9.24.7.1 ensure that no substances prohibited by the Montreal Protocol are used at the Site in connection with any part of the Services;
  - 9.24.7.2 comply at all times with the Montreal Protocol in relation to the provision of the Services;
  - 9.24.7.3 carry out an audit to identify which (if any) substances prohibited under the Montreal Protocol are contained in any item of plant or equipment at the Site;
  - 9.24.7.4 if any items of plant or equipment containing any such substance(s) is/are identified at the Site pursuant to **paragraph 9.24.7.3 (Hazardous Materials)**, the Contractor shall:
    - (a) promptly inform the Authority and provide the Authority with a copy of the list of plant and equipment containing such substance(s); and



---

(b) remove, re-charge, maintain and/or phase out the use of such items of plant or equipment at the cost of the Contractor and in line with applicable Legislation.

9.24.8 All materials procured for the Buildings shall contain or have been produced using no or low 'Ozone Depleting Potential' or 'Global Warming Potential' compounds, and be in compliance with the Montreal Protocol.

9.24.9 The Contractor shall ensure that any fluorinated greenhouse gases in use on the Site are the lowest Global Warming Potential (GWP) as is feasible and a regular review is conducted to ensure the move to lower GWP gases wherever possible.

9.24.10 All equipment containing refrigerants shall be inspected, monitored and maintained by the Contractor in accordance with (i) obligations under the Energy Performance of Buildings (England and Wales) Regulations 2012 (including in particular the obligation to ensure that air-conditioning systems are inspected by an energy assessor at regular intervals not exceeding five Years) and (ii) the process adopted detailed within a dedicated maintenance strategy. Records and output reports shall be stored securely.

9.24.11 The Contractor shall ensure that any refrigerants in use on the Site shall at all times comply with Legislation.

9.24.12 The Contractor shall ensure that any leaks of refrigerants are immediately notified to the Authority. Data on volume and conversion to CO<sub>2</sub> should be notified as soon as it is available.

## 10. **Transport**

10.1 The Contractor shall work to reduce the amount of travel undertaken by the Contractor's Staff, Sub-Contractors and Third Parties by combining deliveries of goods to each Prison and the Site.

10.2 The Contractor shall measure the performance of the Prison and the Site and report as part of the Sustainability Plan on its overall transport usage against the Contractor's internal targets and the Greening Government Commitments targets.

10.3 The Contractor shall collect data on transport and shall make this available to the Authority on a Monthly basis.



- 
- 10.4 The Contractor shall maintain records of actions taken to reduce the impact of transport. This will allow the Authority to share effective strategies across the organisation.
- 10.5 The Contractor shall ensure that any vehicle used (or predominantly used) by the Contractor for the purpose of delivering the Services are in compliance with the Government Buying Standards for transport and other mandated Government requirements (including applicable Legislation such as phase out of internal combustion engine vehicles).
- 10.6 The Contractor shall assess, review and report to the Authority on the impacts of travel under the Contract, in particular:
- 10.6.1 emission of greenhouse gases, and health impacts of other exhaust emissions (hydrocarbons, nitrogen oxides, carbon monoxide, Volatile Organic Compounds, particulates and other pollutants);
  - 10.6.2 handling of various substances used in the maintenance of fleets;
  - 10.6.3 waste, e.g. end of life vehicles, used oils, tyres, packaging, etc.;
  - 10.6.4 spills of hazardous substances during accidents; and
  - 10.6.5 impacts from commuting and business travel on work-life balance.
- 10.7 The Contractor shall implement initiatives for reducing vehicle emissions from travel associated with delivering this Contract. In particular, the Contractor shall:
- 10.7.1 adopt systems to reduce vehicle mileage;
  - 10.7.2 use alternatively fuelled vehicles, where possible;
  - 10.7.3 reduce single occupancy car commuting; and
  - 10.7.4 provide a public transport information system to allow building users access to up-to-date information on the available public transport and transport infrastructure.
- 10.8 The Contractor shall provide information on actual mileage, costs and carbon dioxide equivalent emissions incurred in performance of this Contract upon request from the Authority.

## 11. **Sustainable Procurement**

- 11.1 The Contractor shall support the Authority in meeting Government commitments for sustainable procurement. The Contractor shall practice responsible sourcing and shall buy sustainable and



---

efficient products and services with the aim of achieving the best long-term, overall value for money for society.

11.2 The Contractor shall demonstrate their approach to sustainable procurement through a recognised standard such as ISO 20400.

11.3 In particular, the Contractor shall:

11.3.1 achieve 100% compliance with the Government Buying Standards;

11.3.2 develop mechanisms to understand, measure, report and reduce supply chain impacts and risks. The Contractor shall produce and submit to the Authority a plan to receive, measure and report on carbon emissions from its supply chain within six (6) Months of the Services Commencement Date and updated annually;

11.3.3 regularly audit their supply chain including traceability of purchased goods and services;

11.3.4 develop specifications which invite solutions (in particular by incorporation of award criteria and best practice in Government Buying Standards) which encourage innovation closed loop systems and give sufficient weight to sustainable considerations when awarding any sub-contract for the provision of the Services; and

11.3.5 measure this in accordance with Government requirements (including the Government Buying Standards and the Greening Government Commitments), as amended from time to time, and in a format agreed with the Authority report on progress pursuant to **paragraph 6 (Monitoring and Reporting)**.

11.4 The Contractor shall collect and analyse all data necessary and in sufficient detail to monitor, report and improve performance against targets notified by the Authority and in accordance with the Government's property "Benchmarking Programme" and "State of the Estate Report". The Contractor shall provide this information on request of the Authority within two (2) Business Days.

## 12. **ICT and Digital**

12.1 The Contractor shall apply the principles of the "Greening Government: ICT and Digital Services Strategy" (as may be amended or superseded from time to time) to its Services including by demonstrating that ICT and digital services are a key component of its approach to a sustainable service.



---

12.2 The Contractor shall monitor and report on their ICT footprint from their services and align with the business rules and objectives of the Greening Government: ICT and digital services strategy.

13. **Ecology, Biodiversity and the Natural Environment**

13.1 The Contractor shall include within the Sustainability Plan its approach to biodiversity enhancement of the built and non-built environment, along with a Contractor's vision statement for biodiversity.

13.2 The Contractor shall demonstrate the willingness to work with local charities and partnerships where appropriate for nature and habitat/species monitoring and shall participate in and contribute towards landscape scale nature initiatives (for example, through 'Nature Recovery Networks').

13.3 The Contractor shall ensure that all activities undertaken by the Contractor shall adhere to the ecological 'mitigation hierarchy' (avoid, mitigate, compensate) regarding impacts on the environment. Works must take into consideration, in consultation with a suitably qualified ecologist with a high level of experience in the habitats/species concerned:

13.3.1 the presence of protected species/habitats at different times of Year and whether impacts are direct/indirect, temporary or permanent;

13.3.2 whether any appropriate protected species Consents or standard method statements are required, which are then applied and monitored (as appropriate);

13.3.3 loss or fragmentation of habitat and species via new development / changes in land use / inappropriate management / non-routine maintenance activities;

13.3.4 inappropriate management of grounds and land, or not adhering to best practice standards (e.g. planting or failing to control non-native species, incorrect grass cutting regimes, use of pesticides and fertilizers, scrub encroachment, fire damage, the effects of ecological disturbance such as trampling and compaction, and illegal acts such as fly tipping);

13.3.5 direct and indirect sourcing of products from unsustainable sources (e.g. peat, aggregates, timber);

13.3.6 soil erosion and/or pollution of water courses; and

13.3.7 other pollution (e.g. waste emissions, air pollution and noise) which cause damage or disturbance to habitats and species,



---

and the Contractor shall also ensure that any and all Consents are obtained to ensure the activities are performed in accordance with environmental best practice standards and comply with applicable Legislation.

13.4 The Contractor shall create and implement the Ecological Management Plan for the Prison and wider Site to improve and maintain habitat condition(s) (as relevant) and demonstrate best practice management in keeping with landscape and species priorities (for example, conservation areas, 'Areas of Outstanding Natural Beauty' (AONBs), National Parks). The Ecological Management Plan shall be informed by and shall implement any recommendations of the Ecological Baseline Survey. The Ecological Management Plan shall state how the Contractor will implement improved ecological performance at the Prison and wider Site in order to achieve, demonstrate, quantify and safeguard the natural environment and deliver the agreed Biodiversity Net Gain across the Prison and wider Site and help contribute towards the overall performance of the Authority estate. For example, this could include but shall not be limited to ground maintenance actions, where appropriate, to:

13.4.1 alter grass management regimes to benefit pollinators;

13.4.2 actively manage and increase specific species/habitat enhancements (for example ponds, barn owl boxes, bat roosts) and their monitoring protocols;

13.4.3 review methodologies (for example pesticide use, tree management);

13.4.4 contribute towards strategic invasive non-native species management;

13.4.5 contribute to national tree planting strategies;

13.4.6 conserve and restore wetlands; and

13.4.7 commit to retrofit enhancements when cost-effective and technically feasible (for example lighting shields, nest boxes),

all with an appropriate level of monitoring by the Contractor.

13.5 The Contractor shall procure that, before the expiry of the second Contract Year and in the period that is between twenty-four (24) Months and eighteen (18) Months prior to the expiry of the Initial Contract Period (and, in any event, before using the Biodiversity Metric Tool), an ecologist shall assess and ascertain the following information in respect of the Prison and wider Site:

13.5.1 the types of habitat, both present and planned;



- 
- 13.5.2 the size of each 'habitat parcel' in hectares or metres squared, or for linear habitats (watercourse and hedgerows) in kilometres or metres;
- 13.5.3 the condition of each 'habitat parcel';
- 13.5.4 whether the proposed actions for the habitat parcel are mapped in the local nature recovery strategies local habitat map (in draft) or identified in other alternative strategies,
- and any habitats will be digitised by the Contractor using a Geographic Information System (GIS) package and use the UKHab's UK Habitat Classification System (available at <https://ukhab.org/> (as updated from time to time)) in accordance with the guidance for the Biodiversity Metric Tool and the Habitat Database set out in **Appendix 3 (Habitat Database)** of this Schedule.
- 13.6 The Contractor shall provide to the Authority quantitative estimates of contributions towards pollinator and tree planting government targets annually.
- 13.7 The Contractor shall perform an Ecological Impact Assessment before performing any Works or other development in respect of the Site that may have an ecological impact on the environment. The Ecological Impact Assessment shall be performed:
- 13.7.1 in accordance with and as required by the CIEEM guidelines (available at <https://cieem.net/wp-content/uploads/2018/08/ECIA-Guidelines-2018-Terrestrial-Freshwater-Coastal-and-Marine-V1.2-April-22-Compressed.pdf> (as may be updated from time to time));
- 13.7.2 using and as required by the Wildlife Assessment Checklist Tool (available at <https://www.biodiversityinplanning.org/wildlife-assessment-check/> (as may be updated from time to time)) to inform the Ecological Impact Assessment and/or the need for a sustainability-qualified ecologist;
- 13.7.3 in accordance with and as required by the Biodiversity in Construction Policy which forms part of the Disclosed Data provided by the Authority before the Commencement Date (and as may be updated by notification of the Authority from time to time).
- 13.8 The Contractor shall comply with the Authority's duty to conserve and enhance biodiversity pursuant to the Natural Environment and Rural Communities Act 2006, Environment Act 2021, The Conservation of Habitats and Species Regulations 2017 and Wildlife Countryside Act 1981 (as amended) as if such duty applied to the Contractor itself.



- 
- 13.9 The Contractor shall annually report any records, sightings or anecdotal data on the Site relating to any priority protected species to the Authority.
- 13.10 If ecological incidents do occur, the Contractor shall report them to the Authority, the relevant statutory authority and Environment Agency, cooperate fully, actively and transparently with any investigation, follow best practice to remediate and put a procedure in place to ensure lessons are learned across the Contractor's organisation.
- 13.11 The Contractor shall submit, a proposed schedule of works that will complete and maintain planned and existing soft landscape works in line with the requirements for plans for Maintenance Services in **paragraph 3 (Maintenance Services) of Schedule 11 (Property and Facilities Management)**, and where applicable include a proposed replacement planting programme for dead, diseased and dying plants with native species material that will encourage and support pollinators and other native species.
- 13.12 The Contractor shall provide training to the Contractor's Staff in the area of wildlife and countryside Legislation and best practice as is relevant to their duties, drawing upon the input of a professional ecologist to ensure the training provided is up-to-date and relevant.
- 13.13 The Contractor shall follow best practice in order to ensure a high level of biosecurity in performing the Services (including in the procurement of natural materials such as plants, trees and soils).
14. **Utility (energy and water) Monitoring and Reporting**
- 14.1 The Contractor shall develop an approach for data collection (meter reading) and reporting for the Prison and the Site for consideration by the Authority within 90 (ninety) Days of the Service Commencement Date. The strategy shall include the Contractor's data assurance and verification process as well as methodology for estimated and apportioned data and reflect the requirements below.
- 14.2 The Contractor shall be responsible for taking main and sub-meter readings on a Monthly basis (this can be via smart meters) and shall provide all reports and volumetric data relating to utility consumption using the utilities data collection template at **Appendix 1 (Sustainability Data Collection Template)** of this Schedule (which may be amended from time to time) or as otherwise required and agreed between the Authority and Contractor.
- 14.3 The Contractor shall provide the Monthly Usage Report, which details utility consumption for each Building forming part of the Prison and the Site, on a Monthly basis. The Contractor will



- 
- submit a Monthly Usage Report in a form to be agreed between the Authority and Contractor during Mobilisation.
- 14.4 The Monthly Usage Report shall include the following information, set out for the relevant Month and for the financial year to date, in such form as is agreed between the Authority and Contractor prior to the Services Commencement Date:
- 14.4.1 actual electricity, gas and water consumption;
  - 14.4.2 fugitive emissions;
  - 14.4.3 other fuel use;
  - 14.4.4 total energy consumption and carbon emissions from energy use;
  - 14.4.5 variance from same period last year, rolling year, and against target;
  - 14.4.6 actual cost, and variance from same period last year and target;
  - 14.4.7 forecasting and trend analysis; and
  - 14.4.8 identification of key factors accounting for variances of over and including 10% from last year (where not already reported) and proposed corrective action.
- 14.5 The Monthly Usage Report shall set out the utility consumption compared to a benchmark consumption agreed with the Authority during Mobilisation.
- 14.6 The Monthly Usage Report shall identify priority initiatives for the forthcoming month, together with any assistance and permissions (including Consents) required from the Authority or Third Parties.
- 14.7 The Monthly Usage Report shall set out average occupancy information to take account of the Authority's staff, contractors, tenants and visitors. The occupancy data shall be updated by the Contractor at least quarterly.
- 14.8 The Monthly Usage Report shall be made available to the Authority on a Monthly basis within fifteen (15) Business Days after the end of the relevant Month.
- 14.9 The Contractor shall provide a fugitive emissions report to the Authority on a Monthly basis within fifteen (15) Business Days after the end of the relevant Month.



---

14.10 The Contractor shall develop and maintain a strategy for automatic monitoring and targeting for each Building to include whole Building fuel and water use and sub-metering for consideration by the Authority within ninety (90) Days of the Services Commencement Date. This shall form part of the Sustainability Plan.

15. **Waste and Resources Monitoring and Reporting**

15.1 The Contractor shall from the Services Commencement Date:

15.1.1 provide management information on all waste materials managed by the Contractor on behalf of the Authority for each Building on the Site. The Contractor shall record that waste management information for each Building on the Site, including material tonnages (or part thereof), disposal methodology (landfill, energy from waste, anaerobic digestion, composting etc.), tonnages of specific waste streams directed to reuse and recycling, and service costs (and revenues where applicable). The Contractor shall submit the waste management information on a Monthly basis using the sustainability data collection template at **Appendix 1 (Sustainability Data Collection Template)** of this Schedule (which may be amended from time to time), or in a standardised format and timescale otherwise agreed in writing with the Authority; and

15.1.2 collect and analyse all data necessary, and in sufficient detail to monitor and report performance against the Sustainability Requirements. The Contractor shall use this data to create a Monthly waste report for each Building on the Site. The waste report, shall include the following information, set out for the relevant Month and for the financial year to date:

15.1.2.1 tables and graphs which set out weights of each waste stream recycled, total waste, total recycled waste, total landfill waste;

15.1.2.2 variance from same period last financial year and target to be agreed between the Authority and Contractor and included in the Sustainability Plan;

15.1.2.3 forecasting and trend analysis; and

15.1.3 detail on the actions to be taken by the Contractor and the Authority to improve waste management. The Authority shall have regard to the actions but shall be under no obligation to carry out the actions.



---

15.2 The above Monthly waste report shall be made available to the Authority on a Monthly basis within fifteen (15) Business Days after the end of the relevant Month and uploaded onto the such system as is notified by the Authority from time to time.

15.3 The Contractor and the Authority shall meet on a Monthly basis (or such other frequency as may be agreed by the Contractor and the Authority) to discuss and agree the Site waste management approach (as defined in the Sustainability Plan).

15.4 The Contractor shall measure the waste and waste streams to be measured using a consistent and transparent methodology to be agreed with the Authority as part of the Sustainability Plan. Changes in the measurement methodology shall be made only with the prior written agreement of the Authority.

16. **Ecology, Biodiversity and the Natural Environment Monitoring and Reporting**

16.1 The Contractor shall report on ecological performance (delivery of actions in accordance with the management plan prescriptions) on an annual basis using the Ecological Management Plan template at **Appendix 2 (Ecological Management Plan Template)** of this Schedule (which may be amended by the Authority from time to time). The Contractor shall submit its annual Ecological Management Plan as part of the Annual Custodial Service Delivery Plan, in accordance with the requirements of **clause 24 (Annual Custodial Service Delivery Plan)**. Example habitat types and content are included within the template for illustrative purposes only.

16.2 The Contractor shall ensure that every fifth (5th) update of the Ecological Management Plan is also informed by detailed ecological habitat assessments which are conducted by a suitably qualified and experienced ecologist. Each fifth (5th) annual update of the Ecological Management Plan shall also reflect the updated habitat condition and associated information provided in **Appendix 3 (Habitat Database)** of this Schedule.

17. **Utility Payment/Verification**

The Contractor shall comply with the relevant requirements set out in **Schedule 3 (Authority Third Party Contracts)** and **Schedule 14 (Payment Mechanism)** to ensure all utility payments and checked, processed and paid accordingly.

18. **Sustainability Training and Skills**

18.1 The Contractor shall work in collaboration with the Authority to take reasonable steps to provide opportunities for:



- 
- 18.1.1 Contractor's Staff training and skills development within sustainable facilities management and implementing the Greening Government Commitments in prisons; and
- 18.1.2 training, work experience and recruitment opportunities for Prisoners.
- 18.2 Within six (6) Months from the Services Commencement Date, the Contractor shall produce a sustainability training and skills plan that sets out how sustainability recruitment, training opportunities and outcomes for the Contractor's Staff and Prisoners will be achieved. The plan shall be updated by the Contractor on a quarterly basis, reflecting the Contractor's strategy pursuant to **paragraph 1.2.3 (Requirements) of Part 2 (Prisoner Education Services) of Schedule 1 (Authority's Custodial Service Requirements)**.
- 18.3 The Contractor's sustainability training and skills plan shall be provided upon request of the Authority's Representative.



---

**Appendix 1: Sustainability: Data Collection Template**

The Sustainability Data Collection Template is set out in the document with file name 'Sch 12 App 1 – Sustainability Data Collection Template' contained in the folder entitled 'USB Documents' made available at the Commencement Date to the Contractor on the Authority's procurement software, Jaggaer.

*[The rest of this page is intentionally blank.]*



---

**Appendix 2: Ecological Management Plan Template**

The Ecological Management Plan Template is set out in the document with file name 'Sch 12 App 2 – Ecological Management Plan Template' contained in the folder entitled 'USB Documents' made available at the Commencement Date to the Contractor on the Authority's procurement software, Jaggaer.

*[The rest of this page is intentionally blank.]*



### Appendix 3: Habitat Database

The Habitat Database is set out in the document with file name 'Sch 12 App 3 – Habitat Database' contained in the folder entitled 'USB Documents' made available at the Commencement Date to the Contractor on the Authority's procurement software, Jaggaer.

*[The rest of this page is intentionally blank.]*