

Our Ref: ENV0003982C/task 3\_PCBs/PBDEs

Date: 13 October 2021

Dear Sir/Madam,

**Contract Ref: ENV0003982C/task 3\_PCBs/PBDEs**

**Contract Title: Otter liver tissue analysis for polychlorinated biphenyls (PCBs)/polybrominated diphenyl ethers (PBDEs)**

You are invited to quote for the above in accordance with the enclosed documents.

Instructions on what information we require you to provide is in Section 4 of the following Request for Quotation document.

Your response should be returned to the following email address by 12:00 pm, 28 October 2021.

[lindsey.sturdy@environment-agency.gov.uk](mailto:lindsey.sturdy@environment-agency.gov.uk) (please copy in elizabeth.gibson1@environment-agency.gov.uk)

Please confirm, by email, receipt of these documents and whether you intend to submit a quote.

If you have any queries, please do not hesitate to contact me and Liz Gibson.

Yours sincerely,

Lindsey Sturdy

Senior Advisor

E-mail: lindsey.sturdy@environment-agency.gov.uk

Telephone: 07833049532

**The Environment Agency**, Horizon House, Deanery Road, Bristol BS1 5AH

**Request for Quotation**

**Ref: ENV0003982C/task 3\_PCBs/PBDEs**

**Title: Otter liver tissue analysis for polychlorinated biphenyls (PCBs)/polybrominated diphenyl ethers (PBDEs)**

**Section 1**

**Who is the Environment Agency?**

We are an Executive Non-departmental Public Body responsible to the Secretary of State for Environment, Food and Rural Affairs. Our principal aims are to protect and improve the environment, and to promote sustainable development.

Further information on our responsibilities, Corporate Plan and how we are structured can be found on our Website.

<https://www.gov.uk/government/organisations/environment-agency/about>

**What do we spend our money on?**

We are a major procurer of goods and services within the UK, spending circa £600M per annum, our major spend areas are:

* Flood and Coastal Risk Management (design, construction and maintenance)
* ICT and Telecommunications
* Vehicles and Plant
* Environmental Consultancy and Monitoring
* Temporary Staff and Contractors
* Facilities Management, Energy and Utilities
* Flood Management and Water Related Services

**What do we need from our suppliers?**

Suppliers are vital in supporting the delivery of our corporate plan. We aim to support the economy and society whilst delivering more environmental outcomes for every pound we spend. In many areas we are leading the way on environmental and technical developments. It is our role to ensure that suppliers clearly understand our corporate aims and objectives and know that we are committed to delivering the best value most sustainable solutions, taking into account the whole life cost of our procurement decisions. We promote diversity and equality and treat all of our suppliers fairly.

Our procurement strategy may be of interest to you as a potential supplier. It sets out our priorities and key commitments in a range of areas such as delivering our corporate plan, Government policy, supplier management and sustainable procurement:

<https://www.gov.uk/government/organisations/environment-agency/about/procurement#procurement-strategy>

**Government changes and collaboration**

Since 1 April 2013, the Environment Agency is no longer responsible for delivering the environmental priorities of Wales. This is now the remit of Natural Resources Wales (NRW).Further information can be found here:

<http://naturalresources.wales/splash?orig=/>

By bidding for this requirement, you may also be approached by other members of the Defra network, NRW or other government departments that are specifically named in the tender document.

**Further information**

For further information and to see our commitments to Diversity and Equality, please visit our website.

<https://www.gov.uk/government/organisations/environment-agency/about/procurement>

https://www.gov.uk/government/organisations/environment-agency/about/equality-and-diversity

Also, are you up to date on environmental legislation? See links below for further information.

Waste and Environmental Impact - <https://www.gov.uk/browse/business/waste-environment>

Environmental Regulations - <https://www.gov.uk/browse/business/waste-environment/environmental-regulations>’

**Section 2**

**The Customer**

**Summary**

This work covers the chemical analysis of archived otter liver samples for PCB and PBDE suites as well as percentage lipid content measurements. Otter samples will be provided by the Cardiff University Otter Project, who the supplier will need to liaise with alongside the project manager. Concentration results are to be provided by the supplier in Excel format as per the specification. The work involves analysis only, no data interpretation.

The contact for any queries is Lindsey Sturdy, project manager for this work and H4 indicator lead, or Liz Gibson, project manager for the H4 indicator work.

The project manager, Lindsey Sturdy, sits within the Evidence Synthesis team of the Chief Scientists Group. This group uses data and information to present chemicals evidence to inform and support decisions around chemicals management. The current work will feed into reporting under one of the indicators used to help measure progress on commitments under the UK Government’s 25-Year Environment Plan.

## Contract Length

It is anticipated that this contract will be awarded to one supplier for a period of approximately 4.5 months to end no later than 31/03/22. Prices will remain fixed for the duration of the contract award period. We may at our sole discretion extend this contract to include related or further work. Any extension shall be agreed in advance of any work commencing and may be subject to further competition. Any amendment to contract prices for the extensions are to be by negotiation.

The Environment Agency Conditions of Contract for Research (Appendix C) shall apply to this contract.

This contract shall be managed on behalf of the Agency by **Lindsey Sturdy,** [**lindsey.sturdy@environment-agency.gov.uk**](mailto:lindsey.sturdy@environment-agency.gov.uk)**, 07833049532.**

## Contact Details and Timeline

Lindsey Sturdy and Liz Gibson will be your contacts for any questions linked to the content of the quote pack or the process. Please submit any questions by email and note that both the question and the response will be circulated to all tenderers.

[lindsey.sturdy@environment-agency.gov.uk](mailto:lindsey.sturdy@environment-agency.gov.uk) and [elizabeth.gibson1@environment-agency.gov.uk](mailto:elizabeth.gibson1@environment-agency.gov.uk)

Key elements of the process have been reviewed. Anticipated dates for planned activities are below:

|  |  |
| --- | --- |
| **Activity** | **Due Date** |
| Supplier responses for Request for Quote | 28 October 2021 |
| Evaluation of Request for Quote submissions | 3 November 2021 |
| Award of contract | 5 November 2021 |
| Project/Contract end date | 31 March 2022 |

It should be noted that these timescales and activities may be subject to change.

**Section 3**

## Evaluation Criteria

We will award this contract in line with the most economically advantageous tender (MEAT) as set out in the following award criteria:

* Price – 60%
* Quality – 40%

The following quality criteria are weighted in accordance with the importance and relevance attached to each one.

* Your proposed methodology and capacity
* Your experience in the analysis of wildlife biota tissue
* Your key personnel who will be directly involved with this contract.
* Your measurement of success in each of the deliverables.

The criteria listed above will be assessed on a 0 to 10 basis and will reflect the following judgements:

|  |  |
| --- | --- |
| **Rating of Response**  **The tenderer provides a response which in the opinion of the evaluators is:** | **Score** |
| **Excellent:** Addresses all of the requirements and provides a response with relevant supporting information which does not contain any weaknesses, giving the Agency complete confidence that the requirements will be met. | 10 |
| **Very Good:** Addresses all of the requirements and provides a response with relevant supporting information, which contains very minor weaknesses, giving the Agency high confidence that the requirements will be met. | 8 |
| **Good:** Addresses all of the requirements and provides a response with relevant supporting information, which contains minor weaknesses, giving the Agency reasonable confidence that the requirements will be met. | 6 |
| **Satisfactory:** Substantially addresses the requirements and provides a response with relevant supporting information which may contain moderate weaknesses, but gives the Agency some confidence that the requirements will be met. | 4 |
| **Weak:** Partially addresses the requirements, or provides supporting information that is of limited relevance or contains significant weaknesses, and therefore gives the Agency low confidence that the requirements will be met. | 2 |
| **Nil:** No response or provides a response that gives the Agency no confidence that the requirements will be met. | 0 |

**Section 4**

**Information to be returned**

**Please note, the following information requested must be provided. Incomplete tender submissions may be discounted.**

Please complete and return the following information:

* completed Pricing Schedule (Appendix A);
* completed Prior Rights Schedule (Appendix B);
* confirmation that terms and conditions are accepted (Appendix C. Please note that the terms cannot be amended later);
* details of the proposed methodology and your capacity (number of samples that can be analysed);
* details of the personnel you are proposing to carry out the service, including CVs of your key personnel;
* details of how you propose to maintain continuity of personnel;
* details of how you measure your success in each of the deliverables;
* details of your experience in the analysis of wildlife biota tissue, particularly if relating to otters

**Section 5**

**Specification**

# Background to the Requirement

The H4 indicator on ‘the exposure and adverse effects of chemicals on wildlife in the environment’ is one of a suite of indicators created to help measure progress against commitments in the 25-Year Environment Plan (25-YEP)[[1]](#footnote-1). It contributes to assessing whether the UK Government is managing exposure to chemicals and is published as part of the 25-YEP Outcome Indicator Framework[[2]](#footnote-2).

An interim version of the indicator has been published[[3]](#footnote-3), but there are currently evidence gaps in the exposure information. We need to improve our baseline understanding of exposure, ensure we have the right data to report change over time and have good coverage across terrestrial, freshwater and marine compartments.

This work aims to address those gaps by analysing available historical samples of top predators so that we can establish a baseline and report trends information sooner. The data will enable us to report a more-robust indicator under the 25-YEP and improve our knowledge of chemicals exposure through stronger monitoring data.

This work specifically relates to the laboratory analysis of otters from the Cardiff University Otter Project ([CUOP](https://www.cardiff.ac.uk/otter-project/about-us)) for polychlorinated biphenyls (PCBs) and polybrominated diphenyl ethers (PBDEs). The results will be used beyond this work to improve the reporting for this freshwater top predator under the H4 indicator and could be used to support other areas of work.

# Specific Objectives/Deliverables

This work covers the chemical analysis of archived otter liver samples for PCBs and PBDEs. Analysis of suites of these groups of compounds is needed. The supplier should provide a list of congeners for which it can routinely provide concentration data for each group. The below congeners are a minimum, but the supplier is very much encouraged to have more expansive suites to help inform the quantitative exposure of otters to these groups of contaminants.

PCBs 28, 52, 101, 118, 138, 153, and 180

PBDEs 28, 47, 66, 85, 99, 100, 153, and 154

Lipid content should also be assessed so that both wet weight and lipid weight concentrations can be reported.

The work will require initial liaison with the CUOP and the Environment Agency by a virtual start up meeting, followed by establishing any final details through email correspondence, to arrange the sending of appropriate samples to the contracted laboratory. CUOP will explore post-mortem data and geographical information prior to sample selection, to ensure suitable spatial spread, and an appropriate sex / age balance within the samples to be analysed. The CUOP will also cover the cost of delivery of samples to the laboratory.

The intention of the indicator is to cover the analysis of ca. 30 samples per year for the anticipated years of 2015-2020 to help set a baseline, though this may vary slightly depending on availability for each year. It is anticipated that it may not be possible to cover all ca. 150 samples this year. Therefore, we would like information on the following to be included in any response:

* The number of samples that could be covered by 31 March 2021 (capacity).
* Whether the samples are run in batches and if so how many are included per batch?
* What the costs are per sample or batch depending on which is applicable.
* What the extra costs are around the management of this work and how this changes, if at all, based on number of samples processed.
* How the samples will be handled, stored and disposed.
* Lists of congeners to be included in each suite and method of analysis.

A decision on the final number of samples to be analysed will be made when the contract is let.

The supplier should quality assure any data analysis and provide updates to the Environment Agency and copy in the CUOP by the dates specified in Section 3. These updates should include a short record of progress and a datasheet with the results specifying:

* ID number for the otter
* Location of found otter
* Date collected
* Year of collection
* Resulting analytical concentrations (%lipid content, wet weight and lipid weight both as concentrations of individual congeners and as a sum of their corresponding chemical group (as a total and possibly as a smaller subset of congeners depending on those covered)

The final results will be provided by the supplier laboratory by 31 March 2022 in Excel format and should be sent to the project manager at the Environment Agency and the CUOP contact. The CUOP will then add the results to their central database.

If there are any remaining amounts of liver sample at the end of the project, these should be returned, if possible, to the CUOP so that it can use them in future.

### Timescales/Deadlines

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Task No. | Deliverable | Responsible party | Format / Compatibility Requirements | Date of completion, end: |
| 1 | Contract issued | EA | By email | 5 November 2021 |
| 2 | Liaison with CUOP for samples | Supplier | Initial meeting with EA, CUOP and contracting laboratory followed by email correspondence | w/c 8 November 2021 |
| 3 | Analysis started | Supplier | Email confirmation | w/c 8 November 2021 |
| 5 | Analysis progress updates | Supplier | Spreadsheet of intermediate results and email | 15 December 2021  31 January 2022  28 February 2022 |
| 6 | Submission of all results to CUOP and EA | Supplier | By email | 31 March 2022 |

### Skills of Personnel Required

The laboratory should have previous experience of handling wildlife biota for analysis, preferably for otters.

Quality control and assurance of the work and its outputs is essential as these data will be part of UK Government national reporting and will influence other research and development. The supplier should specify any relevant accreditation it has, e.g. ISO17025 or equivalent, and participation in interlaboratory proficiency testing schemes for the types of analyses included in this work.

Excellent communication and management skills are required to run this work to ensure the outputs are appropriate and provided in a timely manner.

Previous experience of working with the CUOP would be considered advantageous.

The supplier should apply appropriate health and safety considerations for this work.

The laboratory awarded this contract will need to have or obtain, following contract award, the corresponding licence [CL01](https://www.gov.uk/government/publications/licence-to-possess-plants-and-animals-for-scientific-purposes) for this scientific work. To register, the laboratory must notify Natural England within one month of receiving a specimen[[4]](#footnote-4).

**Section 6**

**Contract Management**

This contract shall be managed on behalf of the Agency by **Lindsey Sturdy, lindsey.sturdy@environment-agency.gov.uk**

There will be an initial start-up meeting with the project manager, supplier and the CUOP lead. Regular review of the work will occur on 15 December, 31 January and 28 February through brief progress updates of the work by email with submission of intermediate results, followed by final submission of all results to the project manager and CUOP by 31 March 2022. The project manager will assess progress through the updates and CUOP will also review the intermediate results. The project manager will contact the supplier directly with any further questions and the supplier should flag any issues as soon as possible and at any stage during the work.

We will raise purchase orders to cover the cost of the services and will issue to the awarded supplier following contract award.

The supplier will invoice according to the following schedule:

30% 15 December 2021

30% 31 January 2022

40% 31 March 2022

Before the invoice is issued, a fee note must be emailed in advance to the contract manager for approval. All invoices must quote the purchase order number in order to be processed. A file copy invoice must be provided to the contract manager, on request. The timescale for payment of invoices will be up to 30 days after we have received a valid invoice.

**Section 7**

**Sustainability Considerations**

We are committed to continually improving our sustainability performance. The Environment Agency has set itself tough objectives as a clear commitment and contribution to sustainable development throughout England. The Agency recognises that this can only be achieved through commitment from all sectors of society and it is intent on raising awareness amongst industry and commerce.

Contractors must adopt a sound proactive environmental approach, designed to minimise harm to the environment.

Environmental criteria should be considered as part of your tender submission with credit given for innovation. Factors to be considered could include areas such as:

* + - Paper use: All documents and reports prepared by consultants and contractors are produced wherever possible on recycled paper containing at least 100% post consumer waste and printed double sided.
    - Travel: use of public transport, reduce face to face meetings by using email and videoconferencing. Meetings to be held in locations to minimise travel and close to public transport links.
    - Packaging: should be kept to a minimum. Re-use and disposal issues must be considered.
    - Efficient Energy and Water Use.
    - Disposal of Waste: Whilst on site the contractor is responsible for the disposal of their own waste and can only use client facilities with express permission from the on site facilities officer.
    - Whilst on site, contractors should comply with the local environmental policy statement which will be made available to you in advance or on arrival.

**Diversity and Equal Opportunities**

We are committed to promoting equality and diversity in all we do and valuing the diversity of our workforce, customers and communities.  As a public body, we publish regular information about what our equality objectives are and how we’re meeting them.

<https://www.gov.uk/government/organisations/environment-agency/about/equality-and-diversity>

**Health and Safety**

Contractors will be responsible for making sure all required health and safety aspects including risk assessments are undertaken and required management measures are in place to protect worker exposure. This includes management of all partners, consortium members and subcontractors.

**IEM2020:**

## Sustainability Objectives

As the Environment Agency, our overarching aim is to protect and improve the environment for people and wildlife. Over the last 10 years we have achieved significant reductions in our environmental impacts that occur through our everyday operations. This included a 40% reduction in our carbon emissions and a 37% reduction in the number of miles we travel. This year we have launched our new Internal Environmental Management strategy to take us through to 2020, building on these successes and widening our ambition.

**Supply chain**

Our 2020 approach will have a very strong emphasis on the indirect impacts of our supply chain.

Our supply chain accounts for over 70% of our total environmental impacts.

Working with our supply chain we want to be world class in the area of environmental management. The environmental impacts of our work and that delivered by and through our supply chain must be reduced; environmental risks must be effectively managed and opportunities for enhancements investigated.

As an organisation, our environmental management system (EMS) is accredited to ISO14001 and EMAS standards. Our procurement activities form part of this system; driving environmental performance improvements across the value chain.

## Section 8

### Additional Information

### Copyright and confidentiality

Unless otherwise indicated, the copyright in all of the documentation belongs to the Environment Agency, and the documentation is to be returned to us with your tender. The contents of the documentation must be held in confidence by you and not disclosed to any third party other than is strictly necessary for the purposes of submitting your quote. You must also ensure that a similar obligation of confidentiality is placed upon any third party to whom you may need to disclose any of the documentation for the purposes of the tender.

### Accuracy of documentation

You should check all documentation; should any part be found to be missing or unclear you should immediately contact us at the address given in the covering letter. No liability will be accepted by the Environment Agency for any omission or errors in the documentation which could have been identified by you.

### Amendments to documentation

Prior to the date for return of tenders, we may clarify, amend or add to the documentation. A copy of each instruction will be issued to every Tenderer and shall form part of the documentation. No amendment shall be made to the documentation unless it is the subject of an instruction. The Tenderer shall promptly acknowledge receipt of such instructions.

### Alternative Offers

Alternative offers may be considered if they constitute a fully priced alternative and are submitted in addition to a quotation complying with the requirements of the Invitation to Quote Documents. If, for any reason you wish to submit an alternative offer without a fully compliant tender please contact us in accordance with the details in the covering letter.

## Continuity of personnel

The Contractor shall employ sufficient staff to ensure that the Services are provided at all times and in all respects to the Project Standard. It shall be the duty of the Contractor to ensure that a sufficient reserve of staff is available to ensure project delivery in the event of staff holidays, sickness or voluntary absence

The Environment Agency will be notified immediately of any changes to personnel associated with the project. The Contractor will ensure that every effort is made to replace outgoing staff with personnel of equal calibre and expertise. All new members of staff undertaking work for the Project will need to be agreed by the Environment Agency prior to commencement.

At all times, the Contractor shall only employ in the execution and superintendence of the Contract persons who are suitable and appropriately skilled and experienced.

## Intellectual property rights

All results, including material and tools produced, developed or paid for under this contract shall be the property of the Environment Agency.

## References

The Environment Agency may request recent and relevant references prior to the award of the project.

**Contract award**

This Request for Quote is issued in good faith but we reserve the right not to award any or all of this work.

### DATA PROTECTION ACT ADDENDUM TO SPECIFICATION

## Protection of personal data

In order to comply with the Data Protection Act 1998 the Contractor must agree to the following:

* You must only process the personal data in strict accordance with instructions from the Environment Agency.
* You must ensure that all the personal data that we disclose to you or you collect on our behalf under this agreement are kept confidential.
* You must take reasonable steps to ensure the reliability of employees who have access to personal data.
* Only employees who may be required to assist in meeting the obligations under this agreement may have access to the personal data.
* Any disclosure of personal data must be made in confidence and extend only so far as that which is specifically necessary for the purposes of this agreement.
* You must ensure that there are appropriate security measures in place to safeguard against any unauthorised access or unlawful processing or accidental loss, destruction or damage or disclosure of the personal data.
* On termination of this agreement, for whatever reason, the personal data must be returned to us promptly and safely, together with all copies in your possession or control.

# APPENDIX A - PRICING SCHEDULE

ALL COSTS QUOTED MUST BE EXCLUSIVE OF VAT

All costs must be quoted on this schedule. Any costs not detailed will not be paid.

Please complete the below table for costs per sample. A scenario of the analysis of 120 samples for PCBs and PBDEs will be used to compare pricing across suppliers. This number reflects the number anticipated to be covered. If there are any factors that may affect this, such as samples being processed in batches, please make a note of this in the submission.

Because the number of samples we can cover will be influenced by budget and potentially your capacity, a decision on the number of samples and, therefore, confirmation of final costs will be made before the contract is let.

Please detail your task costs per sample in the table below.

|  |  |  |  |
| --- | --- | --- | --- |
| **Cost proposal per sample (To be completed by Supplier)** | | | |
| **Tasks** | **Hourly Rate** | **No of Hours** | **Cost** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
| Total Staff Costs | | |  |
| **Expenses (please detail type, i.e. travel etc)** | | |  |
| **Discounts applied (please detail)** | | |  |
| **Total Overall Cost** | | |  |

The following limits will be applicable to all claims for travel and subsistence under this contract:

1. Travel by rail: standard class should be used at all times
2. Travel by car: 45 pence/mile

Hotel bookings should be made through the Environment Agency’s corporate travel contract. Details of this contract are available from the Corporate Contracting Team.

When making reservations you should state that you are a contractor working on Environment Agency business.

Hotel charges must not exceed a maximum limit per night bed and breakfast (VAT included) of: £140 in London; £100 in Bristol; £90 in Warrington; £85 in Reading; £75 in Aberdeen, Birmingham, Belfast, Cardiff, Coventry, Edinburgh, Glasgow, Harlow, Leeds, Manchester, Middlesbrough, Newcastle, Oxford, Portsmouth, Sheffield and York; and £70 in all other destinations. Please note that these hotel ceiling rates are subject to change throughout the life of the contract.

Expenditure on dinner during an overnight stay must not exceed a maximum limit of £25, including a drink.

Receipts for all rail travel, hotel and food expenses will be required as proof of expenditure and will be reimbursed at cost. No profit or additional cost shall be applied by the contractor to such personal expenses.

**APPENDIX B - PRIOR RIGHTS SCHEDULE**

Details of Prior Rights held by the Parties (To be updated as Rights are introduced during the period of the Contract)

Prior Rights owned or lawfully used by a Party, whether under licence or otherwise, which it introduces to the Project for the purposes of fulfilling its obligations under the Contract

Held by the Environment Agency

|  |  |  |
| --- | --- | --- |
| **Name and description of Prior Rights** | **Extent of proposed use in the Project** | **Proprietary owner of the Prior Rights** |
| None |  |  |
|  |  |  |
|  |  |  |

Held by the Cardiff University Otter Project

|  |  |  |
| --- | --- | --- |
| **Name and description of Prior Rights** | **Extent of proposed use in the Project** | **Proprietary owner of the Prior Rights** |
| Otter samples | Analysis and storage | Elizabeth Chadwick |
|  |  |  |
|  |  |  |

Held by the Contractor

|  |  |  |
| --- | --- | --- |
| **Name and description of Prior Rights** | **Extent of proposed use in the Project** | **Proprietary owner of the Prior Rights** |
|  |  |  |
|  |  |  |
|  |  |  |

**Explanation of Contractor's Prior Rights**  
All Intellectual Property Rights owned by or lawfully used by the Contractor, whether under licence or otherwise before the date of this Contract. It can also mean any invention and know how or other intellectual property (whether or not patentable) owned by one of the parties prior to the commencement of the Project, or devised or discovered by one of them only in the course of other projects during the Project period and not arising directly from the Project.

**APPENDIX C – ACCEPTANCE OF TERMS AND CONDITIONS**

I/We accept in full the terms and conditions named in Section 2 and appended to this Request for Quote document.

Company \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name

Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Print Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Position \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. [25-year-environment-plan.pdf (publishing.service.gov.uk)](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/693158/25-year-environment-plan.pdf). [↑](#footnote-ref-1)
2. [Outcome indicator framework for the 25 Year Environment Plan (defra.gov.uk)](https://oifdata.defra.gov.uk/). [↑](#footnote-ref-2)
3. [Exposure and adverse effects of chemicals on wildlife in the environment: interim H4 indicator - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/exposure-and-adverse-effects-of-chemicals-on-wildlife-in-the-environment-interim-h4-indicator) [↑](#footnote-ref-3)
4. Contact details can be found at [Licence to possess plants and animals for scientific purposes (CL01) - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/licence-to-possess-plants-and-animals-for-scientific-purposes). [↑](#footnote-ref-4)