

Environmental Impact Action Plan

1. Part 1: The Microbiology Society Operations

Action	Measure of success	Timeframe	Implementation group
Recycle 80% of office waste	80% of office waste is recycled	Q4 2025	Central Operations Manager
Reduce energy consumption of office tech	Provision of guidance to staff on powering-down devices	Q1 2025	Technology Lead
	Continue initiative to migrate Society servers to more efficient off-site facilities		
Increase length of device replacement cycle	Device replacement cycle extends from 3 years up to 5 years	Q3 2024	Technology Lead
Minimise print material used at events	Cease producing printed programmes	2024	Scientific Programmes
	Cease producing physical event merchandise	2024	
Include commitment to sustainability as a key decision-making criterion when selecting suppliers and venues	Instate sustainability criteria in procurement policy	Q4 2024	Leadership Team Infrastructure Scientific Programmes
Formulate guidance on the Society's expectations for suppliers regarding their sustainability commitments	Instate sustainability criteria in procurement policy	Q4 2024	Leadership Team Infrastructure
Review the Society travel policies to ensure they are appropriate and encourage those travelling on behalf of the Society to make sustainable travel choices	Updated travel policy produced	Q4 2024	Infrastructure Scientific Programmes
Publish a statement on sustainability alongside the publication of the action plan	Publication of Statement	July 2024	Leadership Team Engagement and Storytelling
	Engagement metrics		

2. Part 2: Support for Microbiology Society Members

Action	Measure of success	Timeframe	Implementation group
Convert the Climate Change hub to include all resources supported by the Environmental Impact Network	Volume of resources produced or collected	Q1 2025	Engagement and Storytelling
Collaborate with organisations with existing sustainability resources to connect them with members (e.g. My Green Lab, Smart Labs Toolkit)	Clickthrough rates on webpage	Q4 2025	Engagement and Storytelling
Increase sustainability content in Society publications via working group members and the wider membership producing articles for <i>Microbiology</i> , <i>Access Microbiology</i> and <i>Micro Perspectives</i>	Increased articles and content tagged with sustainability keywords	Q4 2025	Membership – Working Group Scientific Programmes
Make existing sustainability content easier to find in Society publications	Increased promotion of sustainability content via Society channels	Q4 2024	Scientific Programmes
	Increased engagement as indicated by metrics on social media	2027 onwards	Engagement and Storytelling
Encourage grant applicants to consider their environmental impact by introducing a sustainability tick-box into the grants application process for some grant schemes	Completion of sustainability section in grant applications	Q1 2025	Infrastructure
Investigate the viability of introducing sustainability accreditation or actions as a grant criteria	Recommendation produced for Council consideration	Q1 2027	Infrastructure
Highlight talks related to sustainability at Annual Conference and other Society events	Attendance at sustainability related events and talks at Annual Conference	Annual Conference 2025	Scientific Programmes Engagement and Storytelling
	Qualitative feedback from delegates on relevant talks	Annual Conference 2025	
	Attendance numbers at other sustainability events and talks	Q4 2025/ Q1 2026	
	Number of network members	Q4 2024	

Convert the Working Group into a time-limited (until the end of 2025) Environmental Impact Network to manage and create resources (similar to the Education Outreach Network) to eventually integrate into Sustainability Committee business			Membership – Working Group
	Number of resources produced	Q4 2025	
	Engagement metrics with resources	Q4 2025	
Trial run a professional development workshop on sustainability in microbiology and link out to organisations like My Green Lab for further development	Attendance numbers	2027	Scientific Programmes
	Qualitative feedback from delegates	2027	