

**Date:** Thursday 28<sup>th</sup> November 2024

**Attendees:** Chair - Ben Stone (Kier), Grace O’Connell (Action Sustainability/School), Mark Turner (Action Sustainability/School), Cassie Charette (Canary Wharf), Daisy-May Yeomans (Balfour Beatty), Don Holmes (Mitie), Ellen Eriksson (Defra), Jackie Cuthbert (Sunbelt Rentals), Kate Swan (Mott Macdonald), Lee Heykoop (Homes England), Lene Bryant (Kier), Lynne Good (Supply Chain Sustainability School), Margaux Lovrich (Savills), Mark Sargeant (Murphy Group), Martin Ballard (Wates), Michael Kehinde (Environment Agency), Niall Conroy (Wolffkran), Nichola Johansen (Redrow), Rob Butcher (ACO), Rosie Barnett (Graham).

[Please note these meeting notes are to be read in conjunction with the final slide deck as circulated to all.](#)

### Meeting Notes:

#### 1. Welcome & introductions

Ben Stone welcomed all attendees to the sixth meeting of the Nature Recovery Group and introduced himself as the Group Chair, Mark Turner as Group Lead and Grace O’Connell as the Group’s support.

**Ben Stone covered highlights from the pre-read and key focus on:**

- *Carbon and interrelations with carbon crisis and biodiversity/nature crisis – fundamentally interlinked*
- *TNFD and global reporting frameworks*
- *Water and increasing significance of this topic and clear linkages with biodiversity and nature*

Every first time attendee then introduced themselves to the Group, including their name, organisation, job role and why they have joined the Nature Group (see attendee list above).

Mark Turner then covered the Agenda for the meeting which included:

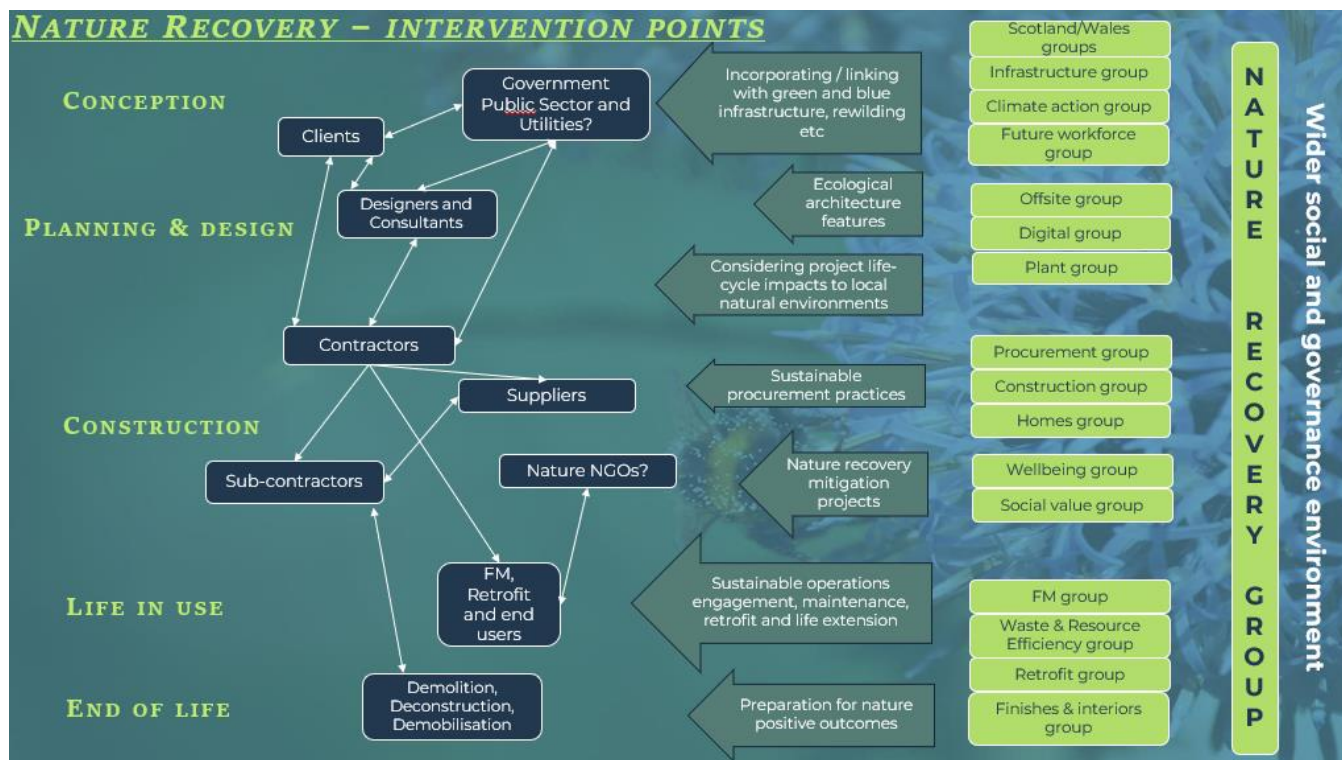
- 1. Welcome & introductions**
- 2. Recap of work programme**
- 3. Business Plan 2024-25**
- 4. Resource update**
  - Resource review
  - Revamped biodiversity and ecology topic page
- 5. Training programme FY 24/25**
  - Upcoming Virtual Conference – December 4<sup>th</sup>
- 6. Update – External Nature Reporting and Disclosures (SCSS x GFI)**
- 7. Business Planning 2025/26**
- 8. AOB and DONM**

### Explaining the Nature Recovery Group to interested parties

- Mark Turner demonstrated activities the Group intends to do to help maintain School membership and partnership. These include:
  - **Legislation and policy updates** – call out to our Partners to inform the Group about any other legislation and policy that may fall through the net or any policy on a smaller scale that is still important for the Group to be aware of
  - **Updating resources** – i.e. maintaining the School library and all resources that range through five stages – beginner/ intermediate /expert/ advanced /leader - and making sure the School’s resource bank is as rich and up to date as possible
  - **Events** – The Group has run a range of successful webinars so far – find them [here](#).
  - **Collecting case studies** – e.g. As Biodiversity Net Gain (BNG) in England for certain projects is now a legal requirement, the School would massively appreciate any case studies that showcase examples of Biodiversity Net Gain done well and the art of the possible
  - **Topics promotion** - (e.g. Green/Blue Infrastructure)
  - **Intervention points framework** – The School Group is very diverse in its approach and how it splits down markets/topics across the built environment and value chain from design through to build/operation, in-use, deconstruction etc.
  - **Whole built environment life cycle** - We have to consider the whole built environment and land asset life cycle through our approach including over time, impacts from supply chain, materials and product choices etc. We want this to be a key area of focus in the Nature Recovery Group to help ensure that we do good things here but also positively influence nature recovery and nature positive outcomes elsewhere in the world.

### Nature Recovery Group intervention points framework

- Mark Turner showcased the Nature Group’s intervention points framework (see below) and other various interconnected leadership groups within the School
- All Leadership Groups in the School **should** have an interest in the nature recovery agenda and maintain links and build these up over time



## 2. Recap of work programme – initial priorities

- Mark Turner summarised the overall work programme of the Group so far. This has included:
  - **Setting up the group** – Including creating a title, drafting a terms of reference document. Ben Stone – new chair.
  - **Confirm cross sector approach** – This relates back to the intervention framework. The Group should refer to all sectors, tiers and the whole value chain. There is a crucial requirement to influence supply chains and associated impacts on local areas, communities and ecosystems
  - **Agree scope and work of partnership** – The Group will encompass all aspects of the built environment including planning, design, construction, management & maintenance
  - **Resource review** – See **4. Resource update** below
  - **Events for BNG** – The Group has run a range of successful webinars so far – find them [here](#).
  - **Raising any future sub groups** – e.g. resource review, events (webinars, workshops), virtual conference (VC) planning.

### 3. **Business Plan 2024-25**

- Mark informed the Group of the business planning agenda and context behind the School and its 7 key action focus to drive impact – through more partners, more suppliers, multipliers, staff learning, improved customer journey, marketing, recommendations – all culminating together to achieve more active companies, more active individuals and people doing more learning
- Mark reminded the group of the business planning agenda for the Group this FY 2024-25 including the main focus:

***“To educate and upskill more people about biodiversity, nature positive solutions and their role in nature recovery”***

## Focus 2024 To educate and upskill more people about biodiversity, nature positive solutions and their role in nature recovery

- **Establish Nature Recovery Group within School**
  - All elements of School Partnership to engage
  - Ensure that group addresses reporting standards and supply chain impacts as well as biodiversity net gain and its equivalents
  - Develop and share content to engage colleagues at all levels in securing nature positive outcomes locally and globally
  - Support development and delivery of a virtual conference, at least three webinars and two workshops addressing key topics
- **Collaborate to encourage supply chain and internal team engagement**
  - Partners to engage procurement to help identify or develop content relevant to own colleagues and supply chains
  - Ensure supply chains are included in plans for virtual conference and webinar programme
  - Develop relevant learning pathways for supply chain and colleagues
  - Partners to assign learning (via the School's LMS / Learning Pathways or their own) to their workforce and supply chains
- **Collaborate on net gain strategies and practice**
  - Deliver training on requirements and best practice across England, Wales, Scotland and Northern Ireland
  - Focus on effective practice, highlighting the challenges, pitfalls and showcasing opportunities from successful and innovative implementation
- **Improve reporting and stakeholder engagement**
  - Work with Partners and external stakeholders to understand then improve reporting standards
  - Partners to input into development of resources including case studies and share their outputs through the School
  - Develop and grow relationships with regulatory bodies, NGOs and corporate reporting stakeholder organisations.
- **See the full slide deck from slides 9-16 for information on KPIs, targets and intended activity for the Group over this FY 2024-25 to meet and exceed the School's 50k (active individual users) target**
- Particular emphasis on work was needed for workstreams/content on BNG and wider supply chain related impacts (e.g. different product sources and materials) and delivering webinars/video content on each

#### 4. Resource update

- **Resource review:**
  - Since our last meeting in September, we have now refreshed and updated the entire nature and biodiversity library in the School
  - We have streamlined it down to 94 resources in total across varying competency levels of Beginner, Intermediate, Advanced, Expert and Leader
  - There are also an updated and refreshed versions of the below modules:
    - [Introduction to Biodiversity](#)
    - [Introduction to Water](#)
    - [Green Infrastructure](#)
  - These three modules in the School complement each other to delve into biodiversity as a concept, how to apply the concepts of net gain and install green infrastructure to enhance and improve nature in the built environment
  - The Water module explicitly mention the role of nature and biodiversity and key linkages to water-related impacts and reporting/disclosures.
- **Revamped biodiversity and ecology topic page:**
  - **We have also revamped the School's dedicated Biodiversity and Ecology topic page [here](#)**
  - The update includes a **new interactive feature** that allows you to browse all the School's biodiversity and ecology-related resources, categorised into different themes and competency levels to suit your priorities. Themes include site practice, designing for nature, BNG and its equivalents, nature reporting and surveys/mapping.

#### **ACTIONS:**

##### Partners to:

- Please direct your colleagues and suppliers to this resource and promote as far and wide as possible. It is our main way of sharing key information for users at all levels. We will continue to update and review this feature to make sure all resources remain relevant and add/remove any materials when needed.

##### **Call out for case studies:**

- Although the case study library is growing, **we are always looking for more** to be added.
- Utilising case studies in **multiple formats (video, report, animation, short summary etc) makes for interesting resources** showcasing real life application and examples
- **Extra case studies are needed for the School** – e.g. on nature based solutions, BNG gone well/challenges, blue infrastructure projects, deeper supply chain impacts



**ACTIONS:**

**Partners to:**

- Please do send any additional case studies, relevant to the School’s library, to Grace O’Connell.

**New video content:**

- As part of the Group’s business plan, we have undertaken filming to produce x4 new videos for the library based on:
  - **Video 1 = Setting the scene on biodiversity – why is biodiversity important**
  - **Video 2 = BNG across England, Scotland and Wales**
  - **Video 3 = External reporting and nature related impacts (TNFD, GRI)**
  - **Video 4 = Supply chain impacts - deeper impacts throughout the whole supply and value chain**
- Thanks to our partner experts who have been involved – we will share the final videos in due course once edited and published.

**5. Training programme FY 24/25 – since launch**

- The Group has delivered a range of successful webinars so far:

Title	Date/Time	Type of event	Number of attendees	Recording link
An Introduction to Biodiversity Net Gain and the TNFD with Mott MacDonald	January 23 <sup>rd</sup> 2024 13:00-14:00pm	Public 1 hour Webinar	236	<a href="#">Recording link</a>
Biodiversity enhancement policies across the UK: similarities and differences with Mott MacDonald	February 22 <sup>nd</sup> 2024 12:00-13:00pm	Public 1 hour Webinar	120	<a href="#">Recording link</a>
Biodiversity Net Gain: Beyond Legal Compliance – Virtual Conference	May 22 <sup>nd</sup> 2024 14:00-16:00pm	2-hour Virtual Conference	550	<a href="#">Recording link</a>
Speedy Hire: Nature Positive Roadmap	12 <sup>th</sup> September 2024 14:00-15:00pm	Public 1 hour webinar	91	<a href="#">Recording link</a>
<b><a href="#">Nature Positive: Reporting &amp; Disclosure on Nature-Related Impacts</a></b>	<b>4<sup>th</sup> December 2024 10:00am-11:30am</b>	<b>1.5 hour Virtual Conference</b>	<b>687 current registrations</b>	

**Reminder: Upcoming Virtual Conference – December 4<sup>th</sup> 10:00-11:30am**

- The Supply Chain Sustainability School has been collaborating with the GFI (Green Finance Institute), who are acting on behalf of TNFD (the Taskforce on Nature-Related Financial Disclosures) to help gain clarity on what future requirements might

be and how School partners and members might best tackle this issue. This conference will update attendees on this work and give anyone new to this an introduction to the topic and information on what they can start to do straight away. Speakers include:

- **Charlie Dixon**, Associate Director - Green Finance Institute
- **Ben Stone**, Group Head of Environmental Sustainability - Kier
- **Ruth Voigt**, Environmental Sustainability Leader, Europe - Laing O'Rourke
- **Julia Baker**, Head of Nature Services – Mott MacDonald
- **Kate Swan**, Environmental & Sustainability Consultant - Mott MacDonald
- **Gabrielle Graham**, Managing Director- SWT Ecology Services (The Wildlife Trusts)

### **ACTIONS:**

#### **Partners to:**

- Please promote the above virtual conference, we're on a great number of registrations so far. Link HERE - <https://learn.supplychainschool.co.uk/local/resourcelib/catalogitem.php?id=8679>
- Anyone willing to contribute webinar content, or topics for the next FY, please contact Grace – use the opportunity to showcase you and your suppliers' expertise and let's develop a really exciting programme!

#### **Partners to:**

- Feedback any more ideas to Mark Turner and Grace O'Connell on training programme content for the next FY and if you would like to be involved in the production of any webinars or the virtual conference.

#### **6. External nature reporting and disclosures (SCSS x GFI)**

- Ben Stone then gave a quick recap on the work involved with the Supply Chain School and the GFI (Green Finance Institute) since the initial scoping workshop in July 2024 and follow up workshop in November 2024
- A key focus for nature reporting is to move away from just carbon and double materiality assessments and incorporate reporting and disclosures into strategy – and to begin actually making changes and delivering value through those changes
- The TNFD in particular focuses not just on the impacts of climate change to a business but impacts and dependencies. The TCFD (Task force for Climate related financial disclosures) report on strategy, governance, risks, opportunities and metrics and the TNFD align the same way – the key difference is the TNFD looks a lot more at dependencies and impacts due to the complexity of the topic matter
- There are also links to [Defra's Nature Positive Pathway](#) and [IEMA's Nature Positive Business Pledge](#)

- The School offers a great opportunity here due to the scale of its membership and partnership and reach into the supply chain
- The School has started working with the GFI (Green Finance Institute) as the implementation partners of TNFD to begin to attempt to unravel and simplify nature reporting and disclosure for the built environment sector. The GFI are particularly keen to initially work with a manageable number of School partners – including tier 1 contractors, FM and property organisations and others
- This work feeds into the virtual conference planned above on **'The path to Nature Positive: Getting prepared for Reporting and Disclosure on Nature Related Impacts'**
- Following the work conducted with the Green Finance Institute (GFI) so far, the School's plan is to advance built environment stakeholder knowledge on what is coming our way, opportunities and risks and how engagement with the TNFD fits into this

#### **ACTIONS:**

##### **Partners to:**

- If any Partner is interested in more closely supporting the School's work with the GFI and TNFD please let Mark or Grace know
- Insights and information to share from any early adopters or those closely considering this step would be particularly helpful.

#### **7. Business Planning 2025/2026**

- The rest of the session then focused on business planning for the coming financial year 2025-2026
- Mark explained the partner impact survey results from this FY so far and how the overt push for nature and biodiversity evident in last FY seems to have eased
- The creation of the Nature Group last FY should not be seen as a box ticking exercise however, as there is lots of work still to be done in this area
- We want to consider the balance of volume of the training programme especially for next FY and what will work best
- A full report of the findings from the impact survey were circulated prior to the meeting, so all Partners have a copy for reference.

##### **Mural exercise**

- Ben, Mark and Grace then invited the Group to join the Mural link to commence the business planning exercise. [Mural link can be found here.](#)
- Focus moved to the main activity slides for 'Q2 Balance', 'Q3 Challenges', and 'Q4 Rank Priority'



- See details below of each board and a screenshot of all notes added to the Mural – N.B. These will be easier to read on the Mural itself, which will remain open.

**Q2: Balance Board**



Nature Recovery – Leadership Group Meeting  
Thursday 28<sup>th</sup> November 2024 10am-12pm (GMT)

- For the 'Q2 Balance' board, the group were asked to add sticky notes about the type of activities that the group should focus on and what activities the group needs more, the same, or less of across the next financial year. This first exercise in the mural board aimed to be a broader overview of all ideas with the aim that each board that follows down to prioritised tasks and a set list of challenges and proposed solutions.
- [See the full board here to explore the results more closely.](#)

**Q3: Challenges Board**

- The group members were then asked to move on to the 'Q3 Challenges' board to discuss the key sustainability challenges that we have as a sector.
- From the list produced, the group then had to identify a top 3/4 challenges
- [See the full board here to explore the results more closely.](#)

**QUESTION 3: Discuss the key sustainability challenges that we have as a sector. Then choose 2 or 3 key challenges that the School can address through knowledge & collaboration.**

**GROUP 3** Spend 3 minutes brain storming and use the sticky notes to write down what you think are the key challenges. Then spend 5 discuss these ideas together. Use the rest of the time to decide and choose as a group which 2 or 3 are the key challenges that need to be addressed and move them into that section.

In the second breakout session Group 1 and 2 will peer review and add any further thoughts.

**TOP 2 / 3 CHALLENGES**

**Sticky Note Content:**

- How to engage with supply chains
- Small company actions - what can they do on a small scale
- carbon tunnel vision
- Transparency throughout supply chain procurement, build understanding in what we should be asking of the supply chain, with consideration given to no overloading with reporting requirements
- Not sure how many have done a risk assessment if nature depleted - materials available, operating in adverse weather events, supply chain impacts. And translated those into their business plan and communicated across the company
- Addressing knowledge gaps - enabling organisation to understand what their staff need to know
- Perception of nature 'being in the way' and adversely affecting profit + programme
- Lack of long-term thinking
- Different approaches in different UK countries for legal updates
- Many companies not aware of the actual opportunities too, of making nature a key part of the business
- regulation compliance and liability risks with high pace of change - BNG, NN, UGF etc
- Adaption guide for sites: Being 'rain-ready' to mitigate prolonged weather events
- starting education early
- climate change increasing nature risks
- Nature is an easier topic to engage people with (it's all around us and most people value it) even though it's more difficult to tackle in business - we need to capitalise on this
- Reliance on materials that suppress nature, remove nature and e.g. non-porous road materials, paving, brick drives etc reducing nature's porous water absorption / increasing flooding, etc
- Competition taking precedence over collaboration
- Financial implications of not using nature based solutions
- Long term nature management knowledge can be lacking from a strategic perspective
- 'Visual standards' around environmental - biodiversity impacts, considerations, etc
- Lack of systems thinking and joining the dots/working with nature as being a key part of all sustainability and commercial. We are all nature, all material used are nature or originated from nature in some way, i.e. upskilling needed re this.
- Knowledge of importance of nature to the future of business is focused in just a few key people in businesses. The wider picture needs to be understood by more people 'on the ground'. Need buy-in from all
- Need more circular economy processes, solutions, infrastructure, products built in, to reduce extracting virgin materials, depleting nature/biodiversity (i.e. lives),/eco systems and reduce waste plus pollution. Could bring commercial and financial benefits too, plus think of how that impacts emissions across scopes.

**TOP 2 / 3 CHALLENGES:**

- Controls for groundworkers - silt run off, dust etc etc
- Basics on site - silt, ecology
- Improved co-ordination between sustainability disciplines
- Early design incorporation
- Buy-in from all stakeholders
- Supply chain buy in for disclosure reporting, getting early engagement
- supply chain actions to mitigate risk and action enhancement
- Clear routemap of actions and outcomes, applicable to all parts of the supply chain, and applicable to any given scenario, proving a single point of reference for required actions to deliver a nature positive project
- reporting and disclosure - guidance and forthcoming requirements
- Legislation
- High risk materials... soil, timber, mining, hvo etc
- Material risks - timber, soils, HVO etc

**GROUP 2 QUESTION**  
Pick your choice

**Q4 Rank Priority Board:**

- Using the results from the ‘Q3 Challenges’ board, the group were then asked to prioritise four key challenges and discuss solutions, stages or component parts for how to tackle each challenge identified
- This has the aim of outlining a headline business plan for the upcoming year and our proposed “must do” activities  
 N.B. the other content will still form part of the group’s thinking and workplan, to some extent depending on budget, time and opportunity
- [See the full board here to explore the results more closely.](#)

Challenge	Solution School - Knowledge & Collaboration							
1. Basics on site and in supply	The fundamentals of on site ecological management	Continual awareness - case studies, real-life positive impacts, site visits, resources on soils	Basics on site - silt, ecology, run off, fumes, emissions, air land and water	3 pronged approach? • Preventing nature degradation. • Restoring nature levels to the modern norm. • Going beyond the modern norm (BNG)				Case studies on best practice
2. Reporting and disclosure - guidance and forthcoming requirements	Long term approach	Timeline on disclosure	BNG and equivalents / units coming online	Supply chain buy in for disclosure reporting, getting early engagement	Demonstration of benefits of voluntary initiatives and reporting	Integrated reporting		Case studies on best practice
3. Material risks - timber, soils, HVO etc	Common specifications for materials	Double materiality assessment	Best practice on due diligence	EPDs and equivalents	Cross collaboration and engagement/ awareness with carbon impacts and Climate Group			Case studies on best practice
4. Practical collaboration and engagement across the supply chain and procurement	Standardising a form of questionnaire for the supply chain to build understanding of how they can align with the nature positive goal	Overlaps with climate and nature... aligning resources and learning		Green skills introduced early for associated disciplines	Educating clients - continual awareness - case studies, real-life positive impacts, site visits	Nature - always - as a key element and agenda item of every topic and area in the business		Case studies on best practice

**ACTIONS:**

**School to:**

- Ben, Mark and Grace to meet internally to discuss proposed outline above and fine tune the plan
- The group will be meeting again before the plan is finalised
- The proposals will be put before the School board for approval in principle, most likely in March 2025.

**The date of the next Group meeting is 20<sup>th</sup> February 2025, 10am-12pm.**

**END OF MEETING NOTES.**