



WILD Sustainability Policy

At WILD, we acknowledge that there's significant room for improvement when it comes to sustainability—and we're ready to take action. We're committed to developing and implementing a clear sustainability plan, with the goal of making meaningful, lasting changes across our organisation.

As a proud BIAZA-accredited zoo, we believe in leading by example. We're dedicated to creating a more sustainable society by embedding environmental responsibility into everything we do—from daily operations to visitor engagement and education.

Our goal is to maximise the positive impact of our conservation work while reducing our environmental footprint. We ensure our practices meet current legislation and align with recognised environmental standards, including the use of FSC-certified timber, MSC-certified fish, and adherence to BIAZA's Environmental Sustainability Guidance.

We're committed to continuous improvement. This means regularly measuring and reporting on our sustainability performance, using evidence-based decision-making, and drawing on recent carbon literacy training. Collaboration is at the heart of our approach as we work together toward a greener, more responsible future.

1. Waste Management

- Provide clearly labelled recycling and waste disposal facilities for staff and visitors.
- Ensure all waste disposal is legally compliant and handled by licensed waste management contractors.
- Minimise waste generation across all departments by promoting reusable alternatives and reducing single-use items.
- Recycle and compost as much as possible on-site, and track waste output to identify further opportunities for reduction.
- Introduce a waste audit process and set annual waste reduction targets.

2. Sustainable Travel

- Encourage and facilitate car sharing among staff through a dedicated internal forum.
- Conduct regular travel surveys to monitor staff commuting and visitor travel behaviours.
- Encourage staff to use public transport or active travel for training trips.
- Use electric or low-emission vehicles for outreach programmes and veterinary trips wherever possible, and explore options for expanding a green vehicle fleet.

3. Energy Use

- **Buildings:** Optimise energy efficiency in new and existing structures using sustainable design codes and passive technologies (e.g. insulation, solar gain, natural ventilation).
- **Equipment:** Prioritise the procurement of energy-efficient appliances (rated A or above), especially for heating, cooling and lighting systems.
- Invest in renewable energy sources where feasible and explore on-site generation (e.g. solar panels).
- Regularly monitor energy usage and set targets for reduction.
- Explore options for battery storage and energy-smart systems.

4. Water Stewardship

- Reduce, reuse and recycle water wherever possible through rainwater harvesting and water-saving technology.
 - Treat water on-site where practical and ensure any discharge complies with environmental regulations.
 - Prevent water pollution through staff training, maintenance of systems, and responsible use of chemicals.
 - Install water meters and conduct regular audits to monitor consumption.
 - Promote water-saving awareness among staff and visitors.
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5. Sustainable Procurement

- Review procurement practices to identify and reduce products with high environmental or social impacts.
- Develop and implement a **Sustainable Procurement Policy** with clear targets, measurable outcomes, and timeframes.
- Prioritise local, ethical, and low-carbon suppliers wherever possible.
- Ensure suppliers comply with environmental and ethical standards, including those recognised by BIAZA and relevant certification bodies.
- Encourage bulk purchasing and reduce reliance on air-freighted goods.

6. Education for Sustainability

- Promote sustainability as a shared responsibility, empowering staff, visitors, and stakeholders to contribute meaningfully.
- Embed sustainability messaging throughout our education programmes, including keeper talks, signage, workshops, and digital content.
- Develop creative and inclusive touchpoints for sustainability learning, engaging diverse audiences in practical and inspiring ways.
- Collaborate with schools, colleges, and community groups to promote sustainability as part of our formal and informal education offer.
- Offer **carbon literacy training** for staff, volunteers, and learners, helping build a culture of climate-aware action.
- Develop a **sustainability leadership programme** to build internal capacity for change.

Monitoring and Reporting

To ensure accountability and continuous improvement, WILD will:

- Conduct an annual **sustainability audit** covering energy, water, waste, travel, procurement, and education.
- Set and review clear sustainability targets aligned with **BIAZA's Environmental Best Practice Standards**.
- Report progress to staff, trustees, and BIAZA through transparent metrics.
- Engage staff in sustainability reviews and provide regular feedback opportunities.
- Partner with external consultants and training bodies where appropriate to improve our knowledge, tools and impact.

Carbon Literacy and Climate Action

As part of our response to the climate emergency, WILD will:

- Provide **carbon literacy training** for all staff and volunteers.
 - Calculate and review our organisational **carbon footprint** annually.
 - Identify and implement opportunities for **carbon reduction** across all departments.
 - Support carbon offsetting initiatives where emissions cannot yet be avoided.
 - Communicate our climate goals and achievements to visitors and the wider community.
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WILD is proud to be part of a community of organisations taking bold action on behalf of wildlife, people, and the planet. We are committed to **making sustainability visible, measurable, and meaningful** in everything we do.
