



Environmental Policy (Operations)

This policy sets out our commitments and areas of focus to managing the environmental impacts of our operations. It applies to our employees, contractors, agency staff, service partners, and tenants.

Context

The science could not be clearer: humanity is facing a self-made climate and nature emergency of unprecedented scale, and urgent action is needed now to safeguard our common future.

This is a health crisis as much as an environmental one. As a global funder with climate and health as a key aspect of our mission, Wellcome has an important role to play addressing this crisis by driving impact through our mission and our leadership, and by reducing the impacts of our own operations.

Our commitments

How we operate is part of our impact in the world, and we are committed to tackle our own environmental impacts. We are at the beginning of a transformative journey to incorporate environmental sustainability considerations across everything we do and to achieve net-zero emissions.

We are dedicated to continuously improve our environmental performance, prevent pollution, and promote good environmental practices as an organisation and as individuals. Our approach is guided by our ISO 14001:2015 certified environmental management system, and we are committed to:

- Minimise our negative environmental impacts, maximise our positive impacts, and prevent pollution through effective environmental and energy management.
- Measure, manage, and monitor energy use and our key environmental impacts.
- Set targets to continually improve our environmental and energy performance.
- Reduce our carbon emissions through energy and resource efficiency measures, supply chain engagement, and the adoption of more sustainable business practices.
- Apply the waste hierarchy and circular economy principles.
- Comply with all relevant environmental laws, regulations, and other requirements.

Targeted areas of focus

We are committed to embed environmental sustainability across key aspects of our operations:

- **Travel & Events** - Addressing the carbon impact of our business travel and making our events more sustainable.
- **Buildings & Facilities** - Embedding environmental sustainability into how we operate, maintain and develop our buildings and facilities.
- **Data & Technology** - Reducing the environmental impact of our data and technology and use it as an enabler for change.
- **Wellcome Collection** - Embedding environmental sustainability in how we care for our collections and deliver our public programmes.
- **Procurement** - Embedding sustainability considerations in how we procure goods and services and work with our suppliers.
- **Investments** - Driving down carbon emissions and reaching net zero for our investment portfolio.
- **People & Culture** - Engaging, upskilling, and empowering our people to embed sustainability in our culture and deliver our mission.

Maggy Chan
Chief Operating Officer