BIODIVERSITY ROADMAP

GREEN CONSTRUCTION BOARD – BIODIVERSITY AND ENVIRONMENTAL NET GAIN GROUP
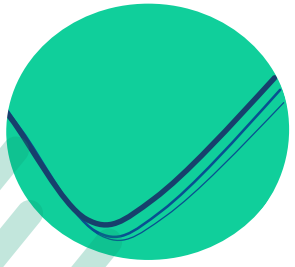
CONSULTATION DOCUMENT

CONTEXT

Biodiversity underpins the ecosystem services that we need to survive and thrive. Unlike carbon, it cannot be accurately measured. The construction industry not only impacts but depends directly and indirectly upon biodiversity and ecosystems although these interdependencies are often less tangible. This complexity has pulled focus from the crises; however, it is just that complexity that delivers the resilience against climate change, stability, productivity, and sustainability upon which we depend.

Improving natures recovery will help us to adapt to future climate change and the more extreme weather which is expected. For the built environment more space needs to be provided for adaptation. This includes the need to link more sites through green infrastructure to help natures recovery.
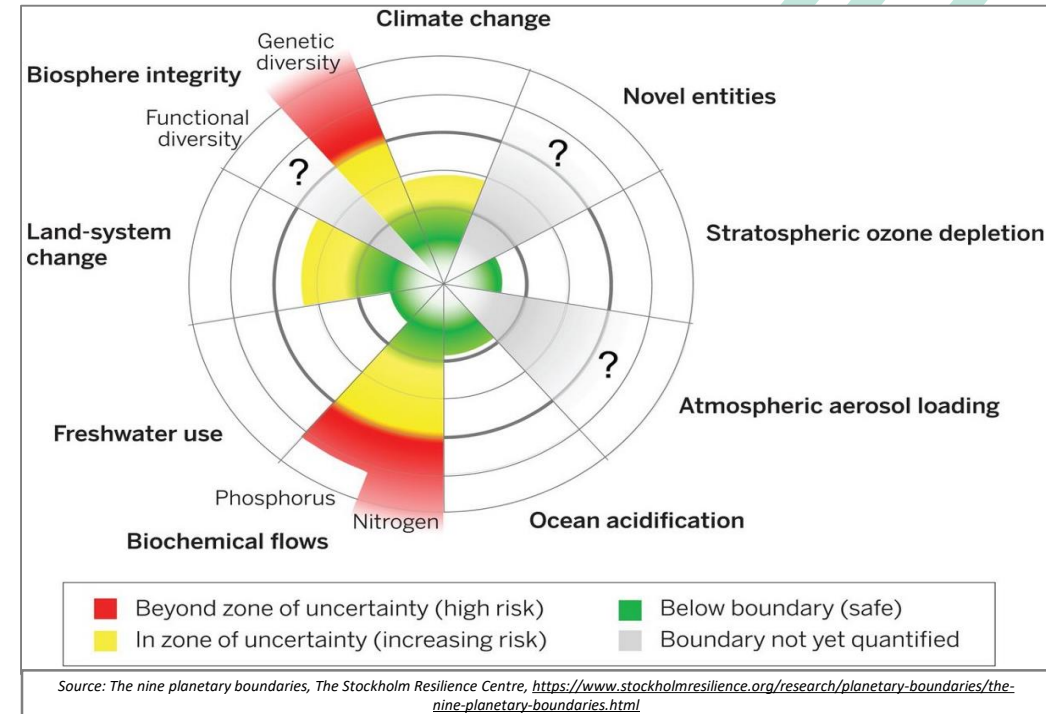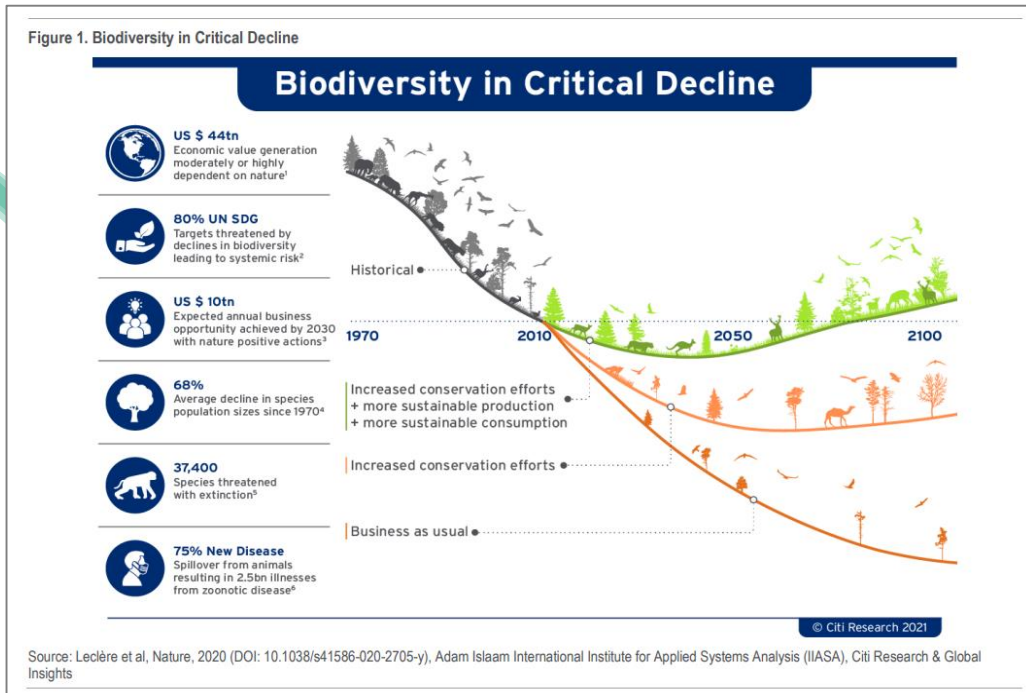
The UN Convention on Biological Diversity's Framework looks to achieve 'zero net loss of nature' from 2020, 'net positive' by 2030, and a full recovery of nature by 2050.

Biodiversity in crisis

Figure 1. Biodiversity in Critical Decline

Biodiversity in Critical Decline

US $ 44tn
Economic value generation moderately or highly dependent on nature[1]

80% UN SDG
Targets threatened by declines in biodiversity leading to systemic risk[2]

US $ 10tn
Expected annual business opportunity achieved by 2030 with nature positive actions[3]

68%
Average decline in species population sizes since 1970[4]

37,400
Species threatened with extinction[5]

75% New Disease
Spillover from animals resulting in 2.5bn illnesses from zoonotic disease[6]

Historical ●
1970   2010   2050   2100

Increased conservation efforts + more sustainable production + more sustainable consumption

Increased conservation efforts ●

Business as usual ●

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Source: Leclère et al, Nature, 2020 (DOI: 10.1038/s41586-020-2705-y), Adam Islaam International Institute for Applied Systems Analysis (IIASA), Citi Research & Global Insights

Climate change
Genetic diversity
Biosphere integrity
Functional diversity
Novel entities
Land-system change
Stratospheric ozone depletion
Freshwater use
Atmospheric aerosol loading
Phosphorus
Nitrogen
Ocean acidification
Biochemical flows

■ Beyond zone of uncertainty (high risk)   ■ Below boundary (safe)
■ In zone of uncertainty (increasing risk)   ■ Boundary not yet quantified

Source: The nine planetary boundaries, The Stockholm Resilience Centre, https://www.stockholmresilience.org/research/planetary-boundaries/the-nine-planetary-boundaries.html

Our ecosystems are already at, or potentially beyond, the critical thresholds. We need to maximise every opportunity to deliver biodiversity and environmental net gain to restore these systems so that we can all enjoy the quality of life in the future that we have today.

Background

The Green Construction Board has identified biodiversity and environmental net gain as a key area of focus which needs greater emphasis within the construction industry. A working group (Biodiversity and Environmental Net Gain Working Group) was started in 2021 to focus on biodiversity and drive understanding in the industry.

The working group produce a thought piece on nature in the built environment which is available on the CLC website here.
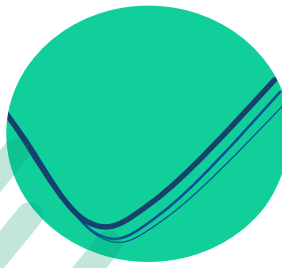
Over the last year the working group have been developing this roadmap to provide a direction of travel for the industry on how we can address the biodiversity crisis and move towards an environmental net gain.

The focus for this work is mainly on improving nature in our built environment and the places that surround our towns and cities. We are dependent on the natural systems that support our health and well being that surround our towns and cities so this is taken into consideration. This work does not include nature recovery within farming or the wider countryside but offsetting could provide solutions for natures recovery in the wider countryside.
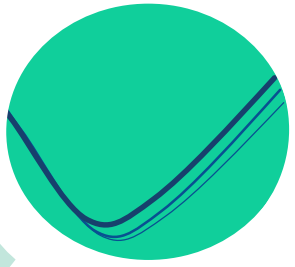
Purpose of the consultation

Aims

Biodiversity and nature is a complex area. There are different focuses such as ecosystem services, nature based solutions, natural capital. This roadmap sets out what the industry should prioritise with the ultimate aim to be 'net positive and align with the targets in the UN Convention on Biological Diversity's Framework.

The roadmap provides context to the key issues and short, medium and long term goals. These goals can be applied to the industry as a whole or to an individual organisation trying to understand what they can do to understand the value of biodiversity and nature within our built environment. It does not provide all the answers and solutions but is there to be a tool to use to increase knowledge and understanding in the industry and to drive action.

Who should respond

We are interested in the views from across all built environment stakeholders. We want to hear from anyone who is interested in biodiversity and wants to start imbedding it into their projects or organisations.

Definitions and terms

Within this document we use terms such as nature based solutions (NbS) and terms to describe key players within industry. A glossary is included here of these terms.

How to respond

Review this consultation document and then complete the survey here. The consultation will run for 6 weeks from Monday 9 October to Friday 17 November.

KEY THEMES OF THE ROADMAP
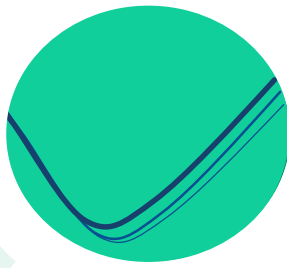
Taking action to create an Environmental Net Gain

The roadmap has four themes which are the strategic priorities and are grouped around similar topics. Under each of the themes are the key areas of action. Under each of these key action areas we have set out the aim for the theme, targets and then the detail on how we are going to achieve the vision over the short (2 years), medium (5 years) and long term (8 years).

Leadership, Ownership and Policy	Strategy, Design and Delivery	Measurement, Management, Monitoring	Education, upskilling and recruitment
• **Leadership and Policy** • **Ownership and Funding**	• **Strategy and Design** • **Delivery**	• **Metrics** • **Management** • **Monitoring**	• **Skills and Knowledge** • **Engagement**

THE ROADMAP

Leadership, Ownership and Policy

Leadership and Policy

Targets:
1. **BNG over 10% delivered on all projects not just new developments by 2028**
2. **20% BNG Target by 2028**
3. **ENG in legislation with clear timelines by 2030**

Aim: The changes in legislation and policy should be swift and industry risks falling behind on compliance, needs are also driving emerging policy and elements that may lead to new legislation. The industry need to be aware of the direction of travel of legislation and policy and be involved in its creation.
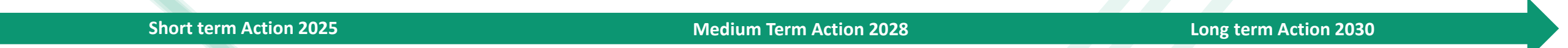
| Short term Action 2025	Medium Term Action 2028	Long term Action 2030
What: Mandatory BNG is (business as usual) BAU, awareness of the potential for NbS to deliver ENG via Environmental Targets (Environmental Improvement Plans and Environmental Outcome Reports).	**What:** Development of ENG policy and timeframes for delivering Environmental Targets is clear.	**What:** National legislative requirements delivering Environmental Targets for ENG are embedded into policy and practice.
How: Clear, concise and directional policy regarding improvements in biodiversity and the environment. Policy must be accompanied by clear action plans, with geographical information to support placemaking and design for implementation.	**How:** Environmental Outcome Reports to include templates and guidance for delivering Environmental Targets. Clear consultation from government on the direction of travel and development of policy.	**How:** Defra and Local Authorities work with Leaders in the industry to ensure that policy is deliverable, through consultation and advice from practitioners.
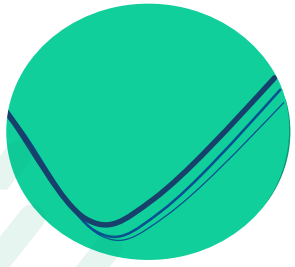
Leadership, Ownership and Policy

Ownership and funding

Targets:
1. **Biodiversity loss is halted across the UK by 2030**
2. **Increase in uptake of Green Funding**
3. **Higher percentage returns on green investment**

Aim: Clear actions attached to targets are essential, but they also require ownership. It must be clear who is responsible for the delivery of targets. Funding for NbS should be attached to targets to demonstrate the benefits that are linked to national and local targets.

Short term Action 2025	Medium Term Action 2028	Long term Action 2030

What: Data is collected to enable standardised Benefit Cost Ratios of NbS and management to be integrated into profit and loss.

How: Signpost the preferred natural capital accounting sources and request that benefit and cost data be collected and shared for NbS being developed.

What: Clear ownership of targets from national to local level with clear action plans for improvement linked to funding.

How: National targets set by government that flow to regional and local targets. Local authorities have clear understanding of biodiversity and are actively encouraging the delivery of NbS. Industry providing case studies on the Benefit Cost Ratios of NbS.

What: Ownership of targets across the industry and within companies. A suite of standardised BCRs for NbS capital and operational costs are available.

How: Advocate for targets within different levels of industry from LPAs to companies. Produce peer reviewed costs and benefits for NbS with agreed industry tools and values for funding.
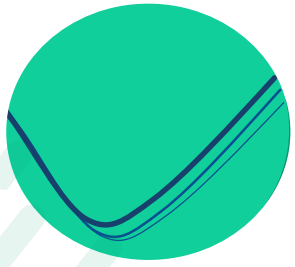
Strategy, Design and Delivery

Strategy and Design

Targets:
1. **Uptake of Urban Greening Factor in urban environment by 2028**
2. **Environmental targets to be set and aligned with the Environmental Improvement Plan and legislative targets by 2030**

Aim: We know that green/blue infrastructure can deliver multifunctional benefits but demonstration of benefits and a link to targets is a key blocker to adoption (the other being maintenance and management). NbS should be a clear part of a design for both maintenance of existing sites and for new sites. There needs to be clear strategies in place at the local and national level to encourage the uptake of schemes such as Urban Greening Factor and BNG.

Short term Action 2025	Medium Term Action 2028	Long term Action 2030

What: Promote the ability of NbS to deliver multiple biodiversity and environmental benefits for project and plans.

How: Consolidate disparate guidance by signposting existing design guidance and how this aligns with strategic targets (webinars, knowledge shares).

What: Integration of NbS is considered for all projects and plans from the outset. The Urban Greening Factor is common in urban environments.

How: Develop design guidance potentially linked with design process (e.g. RIBA).

What: Environmental targets are set for projects and NbS become BAU in design and delivery of new projects and plans.

How: NbS delivers biodiversity and environmental targets via integration into projects and plans both new and retrofit, driven by design guidance with key metrics.
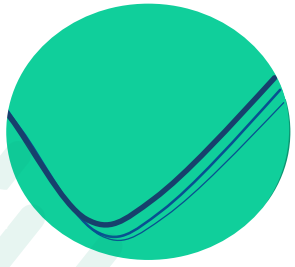
Strategy, Design and Delivery

Delivery

Targets:
1. **All projects to embed a whole-systems approach to design, incorporating NbS as part of the system interventions to deliver multifunctional benefits**

2. **Have a clear and agreed (by government and industry) approach on benefit stacking, including additionality by 2025**

Aim: In order to implement nature-based solutions (NbS) there needs to be a strategy that incorporates a delivery model which includes capital and operational funding and collaborative delivery (multi-stakeholders working together such as ecologists, landscape architects, engineers etc). We know that green/blue infrastructure can deliver multifunctional benefits but funding is a key blocker to adoption, this theme aims to open up funding opportunities to groups who would use NbS to replace grey infrastructure.

Short term Action 2025	Medium Term Action 2028	Long term Action 2030

What: Fund and implement NbS (that is delivering, water and air quality, flood and thermal attenuation, health and wellbeing etc.) on small- and large-scale projects to demonstrate the benefits.

How: Understand the positive cost benefit ratios, co-delivery possibilities and funding models to maximise value of NbS (webinars, knowledge shares) clarify benefit stacking and additionality.

What: Support collaborative funded delivery of NbS, maximising benefit stacking and additionality

How: Case study examples, with real capital and maintenance costs and benefits (via funding, revenue generation or benefit in kind) using vehicles such as the Environmental Land Management Scheme, Woodland Carbon Credits, Environment Agency Grant in Aid, National Highways Designated Funds, Ofwat and Ofgem Performance Requirements funding, private investment vehicles etc….

What: NbS becomes BAU with clear funding streams driven by confidence in returns and route to market options

How: Provide a list of NbS funding opportunities/sources with case studies demonstrating their value and sharing successes
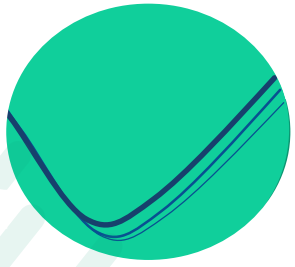
Measurement, Management, Monitoring

Metrics

Targets:
1. **BNG metric used on all projects to baseline and measure improvements by 2025**
2. **Simple measuring tools developed for ENG and used across industry by 2030**

Aim: NbS and their benefits can be complicated. There should be key measurement tools and metrics that are easy to understand and used across industry. Confidence is needed in metrics to ensure that we are consistently measuring key environmental indicators. The metrics can sometimes be complex but they need to be clear and understood.

Short term Action 2025	Medium Term Action 2028	Long term Vision 2030

**What:** BNG metric is used on projects to deliver a standard approach to measuring.

How: Share case studies, best practice, knowledge of tools being used.

What: Standardised metrics for NbS benefits and ENG delivery (air, water, pollution, species, habitats, nutrient attenuated etc.)

How: Collate data and agree standardised metrics for ENG to enable system level interventions.

What: Metrics for ENG and NbS are being implemented on projects and there is growing use of the best tools to deliver environmental net gain.

How: Development of tools, trials and demonstration projects to show the efficiencies of NbS (inc. quanta of carbon sequestered, nutrients attenuated etc.)
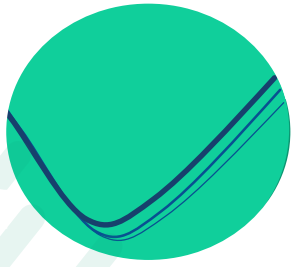
Measurement, Management and Monitoring

Management

Targets:
1. **Sustainable management specifications adopted as standard by 2028**
2. **LPAs and institutional land owners to have a sustainable environmental maintenance plan or sustainable maintenance within their nature recovery plans by 2030**

Aim: There are huge gains to be made, or lost, during the management of green infrastructure. Green spaces have the potential to enhance biodiversity, increase carbon reduction & climate resilience and improve physical & mental wellbeing. By managing our green estates more creatively, rather than the usual short-mown grasslands, we can also create more healthy green jobs.

Short term Action 2025	Medium Term Action 2028	Long term Action 2030

**What:** Promote positive land management via NbS at no or low cost.

How: Demonstrate how land management can deliver BNG and ENG at low cost and with wider stakeholder benefits via webinars and case studies.

What: Promote and support agreement for users and beneficiaries to draft holistic management plans to be finalised by 2028 with targets for BNG and ENG.

How: Task groups to develop and produce land management specifications to deliver BNG and ENG at low or no extra cost. Encourage the formation of stakeholder groups to engage in land management for educational, health and wellbeing benefits and to embed the culture within their organisations.

What: Management plans that deliver biodiversity and wider environmental benefits are implemented.

How: Clear incentives and benefits for land management that demonstrably and sustainably increases environmental value. Sharing examples of management plans and case studies that demonstrate BNG and ENG with financial viability.
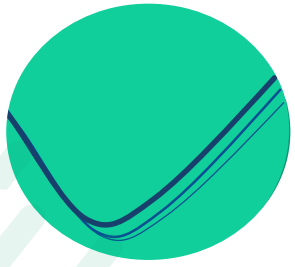
Measurement, Management and Monitoring

Monitoring

Targets:
1. **Sites proposed for BNG align with Local Nature Recovery Strategies**
2. **Sites proposed for BNG demonstrate additional Environmental Targets**
3. **Combine and centralise the current data into a government led national database of land use and quality by 2030**

Aim: Baselining and monitoring is essential to confirm that biodiversity and environmental value is delivered and maintained. Ideally a simple metric within a single platform is delivered but also incorporating the efficiencies and financial aspects of NbS.

Short term Action 2025	Medium Term Action 2028	Long term Action 2030

What: Encourage BNG baselining and monitoring by scaling up assessment processes and using technology.

How: Demonstrate the use of technology (remote sensing, automated GIS etc.) to deliver long term monitoring.

What: Monitoring of sites for BNG is BAU and KPIs for Environmental Targets and ENG are being included.

How: Promote and support technology, develop the tools to include ENG KPIs.

What: A national database hosting spatial and quantified data on biodiversity, natural capital and ecosystem services associated with land categories including opportunities.

How: Lobby government for national database funding, potentially offer cross industry financial support.
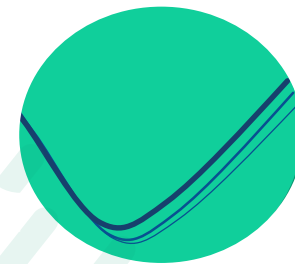
Educating, upskilling and recruitment

Skills and knowledge

Targets:
1. **Increase awareness on BNG and ENG, across the sector, by 2025, through presentation/infographics around the importance of BNG and ENG**
2. **Embed training into institutions and industry bodies and deliver industry wide modules by 2030**
3. **Double the number of environmental professionals employed in industry by 2030 and produce a roadmap to achieving this**

Aim: Increase understanding of the importance of biodiversity and NbS. Knowledge sharing between sectors is essential so that the fundamentals become embedded into the industry (as has been successful with H and S). We need to encourage new people into the workforce and provide them with the right skills to help deliver our environmental targets.

Short term Action 2025	Medium Term Action 2028	Long term Action 2030

What: Upskill the existing workforce and stakeholders so that they understand the importance of biodiversity and how it can be incorporated into our built environment and on going management. Industry is confident in delivering BNG requirements with an awareness of ENG and Environmental Targets.

How: Provide practical guidance and messaging on the opportunities and successes for delivering BNG and ENG via NbS. Signpost to the best existing guidance. Training of biodiversity becomes mainstream within institutions and industry bodies.
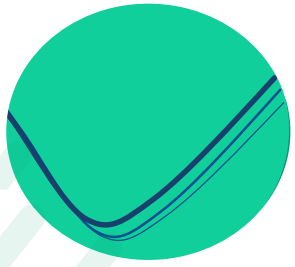
What: Increase the number of biodiversity and environmental specialists that understand Environmental Targets, business cases, feasibility and metrics. Improve the understanding of ENG by delivering mandatory training for built environment institutions.

How: Training modules developed for practical application embedded into career progression across the sector. A playbook of NbS, the Environmental Targets they deliver, with CBRs and case studies.

What: Increased numbers of environmental professionals across the sector who can deliver Environmental Targets, ENG benefits

How: Apprenticeships, outreach to Universities and Schools, cross sector webinars for early career professionals, building upon the existing training modules to be measured by industry and biodiversity skills surveys.

Educating, upskilling and recruitment

Engagement

Targets:
1. **Biodiversity is a central criteria of mainstream industry awards/ recognition schemes**
2. **Every company has a biodiversity champion in their workforce and/or engagement with nature focussed community groups**
3. **Companies have engagement with/use of key, relevant certification schemes e.g. Building with Nature**

Aim: to provide content that demonstrates the importance of nature in a clear and engaging way and supports Biodiversity and Environmental Net Gain delivery via NbS. Enable support from the ground up as well as top down. Engagement in the importance of nature can be successful if it is clear and engaging.

Short term Action 2025	Medium Term Action 2028	Long term Action 2030

What: The implementers, users and beneficiaries engage with the benefits of biodiversity and NbS so there is a wider understanding of their benefits including climate resilience, health, well-being and education etc.

How: Demonstrating the benefits and the ease of integrating biodiversity and NbS in a people centric way, using headline benefits with simple info graphics.

What: Incentivise implementers and engage users and beneficiaries to encourage them to commit to industry initiative and certifications to demonstrate their commitment.

How: Showcase industry initiatives and support biodiversity champions who will advocate and knowledge share to support delivery, encourage the industry to share successes (for example the CIRIA Big Award) and provide case studies on the effectiveness of positive management.

What: Have implementers, users and beneficiaries supportive of the concepts and ideas of ENG building on the work of BNG.

How: Provide, guidance, information and case studies of best practice not for specialists but for implementers, users and beneficiaries.

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SUMMARY OF THE TARGETS
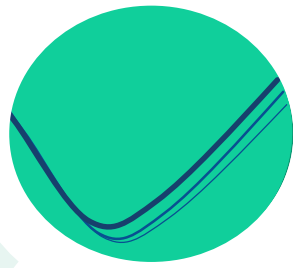
Leadership, Ownership and Policy

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2. 20% BNG Target by 2028
3. ENG in legislation with clear timelines by 2030

1. Biodiversity lost is halted across the UK by 2030
2. Increase in uptake of Green Funding
3. Higher percentage returns on green investment

Strategy, Design and Delivery

1. Uptake of Urban Greening Factor in urban environment by 2028
2. Environmental targets to be set and aligned with the Environmental Improvement Plan and legislative targets by 2030

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2. Have a clear and agreed (by government and industry) approach on benefit stacking, including additionality by 2025

Measurement, Management, Monitoring

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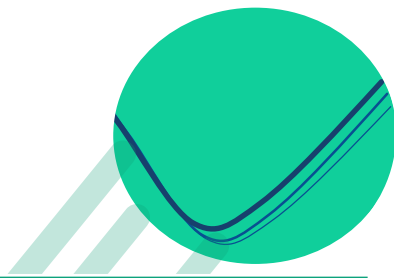
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Education, upskilling and recruitment

1. Sites proposed for BNG align with Local Nature Recovery Strategies
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1. Biodiversity is a central criteria of mainstream industry awards/ recognition schemes
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3. Companies have engagement with/use of key, relevant certification schemes e.g. Building with Nature

Definitions and terms

| Term	Meaning
Additional	The payment results in the delivery of a service(s) that would not otherwise have been provided.
BAU	Business as usual
Biodiversity	Biodiversity is defined by the UN Convention on Biological Diversity (CBD) as the variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species and of their functions (i.e. ecosystem function).
Biodiversity Net Gain	Biodiversity net gain (BNG) is an approach to development, and/or land management, that aims to leave the natural environment in a measurably better state than it was beforehand. It is, or is becoming, mandatory on all new developments in England.
Bundling	Packaging the biodiversity and environmental services produced by a nature-based project on a single area of land, and selling the package (typically as a single unit of trade or credit) to a single buyer.
Dependencies	Refers to irreplaceable ecosystem services that are a critical to enabling, enhancing or influencing successful business performance.
Ecosystem	A dynamic complex of plant, animal and micro-organism communities and their non-living environment interacting as a functional unit.
Ecosystem services	The flow of benefits people obtain from ecosystems, which includes timber, fibre, crop pollination, water regulation, climate regulation, recreation, and physical health.
Environmental Net Gain	Environmental net gain is an approach to development that leaves both biodiversity and the environment in a measurably better state than prior to development – as measured by the biodiversity measures, alongside a broader range of measures of ecosystem services (e.g. recreation, flood protection) and environmental metrics (e.g. air quality).
GI	Green infrastructure or blue-green infrastructure is a network providing the "ingredients" for solving urban and climatic challenges by building with nature
Grey Infrastructure	Grey infrastructure refers to structures such as dams, seawalls, roads, pipes or water treatment plants
Metric	Quantitative measure of an indicator, including the units used.
Natural Capital	The stock of renewable and non-renewable natural resources on earth (e.g., plants, animals, air, water, soils, minerals) that combine to yield a flow of benefits or 'services' to people. These flows can be ecosystem services or goods and benefits, which provide value to business and wider society.
Nature-based Solutions	NbS are infrastructure that use ecosystem services to deliver core services such as clean water, carbon reduction, passive cooling etc.
Net gain	Following completion of a project the biodiversity, natural capital or ecosystem services associated with the project is greater than the previous baseline values.
Stacking	Measuring and accrediting the different types of environmental services from a nature-based project on a single area of land, and selling the services to different buyers, or receiving multiple payments from a single buyer for each service delivered.
SuDS	Sustainable drainage systems are a collection of water management practices that aim to align modern drainage systems with natural water processes. SuDS efforts make urban drainage systems more compatible with components of the natural water cycle such as storm surge overflows, soil percolation, and bio-filtration.
Urban Greening Factor	The Urban Greening Factor (UGF) is a planning tool to improve the provision of Green Infrastructure (GI) particularly in urban areas. It is voluntary and can be used to increase urban greening where the baseline is so low that BNG may not be meaningful.

Green Construction Board Working Group

Thank you to all the hard work of the working group for their time and dedication to getting this roadmap ready. With special thanks to Martina Girvan and Rosie Whicheloe for their editing support

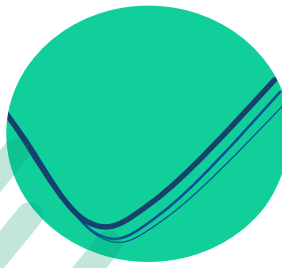| Name	Organisation
Hannah Bilston	WSP
Philip Box	UKGBC
Louise Clarke (Chair)	Berkeley Group
Martina Girvan	Arcadis
Phil Henry	Genuit Group
David Mason	Skanska
Heleni Pantelidou	Arup
Ellie Powers	Affinity Water
Mark Ross	Environment Agency
Kay Tor	IPA
Rosie Whicheloe	London Borough of Sutton
Melissa Zanocco	Infrastructure Client Group

Taking action to create an Environmental Net Gain
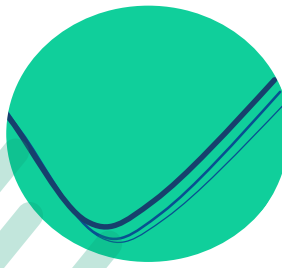
Consultation questions

Thank you for taking the time to read the road map and to undertake the consultation.

Overall questions

- Does the roadmap set out what the industry should prioritise?
  - *Scale 1-10 (1 not ambitious enough and 10 too ambitious)*
- Does the roadmap provide a structure on how we can improve biodiversity within in the industry and move from Biodiversity Net Gain (BNG) to Environmental Net Gain (ENG)?
- Do you think planning should be changed to help deliver the aims of the roadmap?
- Is there anything else that you would include in the roadmap?
- What is the biggest barrier to the delivery of BNG and ENG. Are there any barriers to delivering this roadmap?
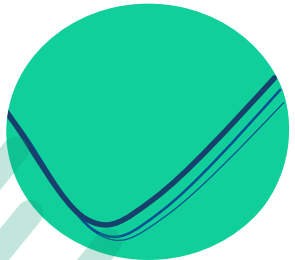
Consultation questions

Theme questions

- The key themes in the roadmap are:
    - Leadership, Ownership and Policy
    - Strategy, Design and Delivery
    - Measuring, Managing, Monitoring
    - Education, upskilling, recruitment and engagement
    - Do you agree with these themes?

- Are there any themes that we have missed?

Leadership and Policy

- Do you agree with the targets on achieving BNG for all development, increasing it to 20% by 2028 and setting clear timelines for achieving ENG by 2030?

- Are there any additional targets you would include?

- Do you have any comments on the short, medium or long term actions?

- Do you think some of the targets set out in the roadmap can be funded by ESG requirements and/or risk driven insurance markets or will the driver be legislation which will need funding?
    - Legislated
    - Market driven funding
    - Market driven funding by demand such as insurance.

Consultation questions

Taking action to create an
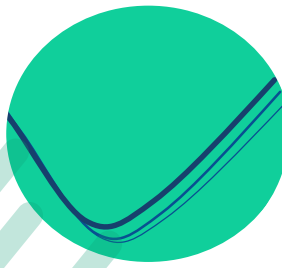Environmental Net Gain

Ownership and funding

- Do you agree with the targets to halt biodiversity loss by 2030 and to increase funding and green investment by 2028 and increase the margin on returns by 2030?
  - *Scale 1-5 (1 too ambitious and 5 not ambitious enough)*

- Are there any additional targets you would include?

- Do you have any comments on the short, medium or long term actions?

Strategy and Design

- Do you agree with the targets to increase the uptake of the Urban Greening Factor in urban environments and for Environmental targets to be set which align with Environmental Improvement Plans?
  - *Scale 1-5 (1 too ambitious and 5 not ambitious enough)*

- Are there any additional targets you would include?

- Do you have any comments on the short, medium or long term actions?

- How familiar our you with the Urban Greening Factor?
  - Scale 1-5 (1 very familiar to 5 not familiar at all)

Consultation questions

Delivery

- Do you agree with the target for an agreed approach agreed (by government and industry) to benefit stacking including additionality by 2025
  - *Scale 1-5 (1 too ambitious and 5 not ambitious enough)*

- Do you agree with and all projects having to embed a whole-systems approach to design, incorporating NbS by 2030?
  - *Scale 1-5 (1 too ambitious and 5 not ambitious enough)*

- Are there any additional targets you would include?

- Do you have any comments on the short, medium or long term actions?

Metrics

- Do you agree with the targets for the BNG metrics to be used on all projects by 2025 not just new development and for a simple tool for ENG to be developed by 2030?
  - *Scale 1-5 (1 too ambitious and 5 not ambitious enough)*

- Are there any additional targets and or metrics you would include?

- Do you have any comments on the short, medium or long term actions?

- Are there any other metrics that should be considered in this roadmap?

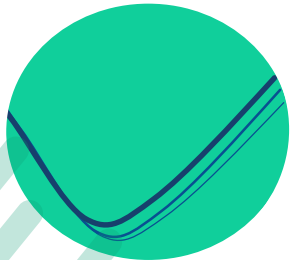# Consultation questions
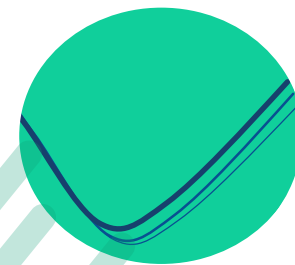
Managing

- Do you agree with the targets for sustainable management specifications to be standard by 2028 and for sustainable environmental maintenance plans to be developed by 2030?
  - *Scale 1-5 (1 too ambitious and 5 not ambitious enough)*
- Are there any additional targets you would include?
- Do you have any comments on the short, medium or long term actions?

Monitoring

- Do you agree that BNG sites should align with Local Nature Recovery Strategies, demonstrate additionality by delivering wider environmental targets and be monitored via a national database demonstrating the increased biodiversity and environmental value?
  - *Scale 1-5 (1 too ambitious and 5 not ambitious enough)*
- Are there any additional targets you would include?
- Do you currently undertake any kind of monitoring on your land or green estate to understand the biodiversity value or increase the value overtime?
- If you have answered yes what do you do?
- Do you have any comments on the short, medium or long term actions?

Consultation questions
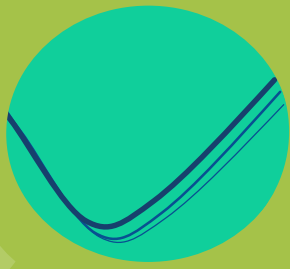
Educating Upskilling and Recruitment

- Do you agree with cross sector awareness raising on BNG and ENG by 2025, embedding training into cross sector professional development by 2028 and that we should aim to double the number of environmental professionals by 2030?
  - *Scale 1-5 (1 too ambitious and 5 not ambitious enough)*

- Are there any additional targets you would include?

- Do you have any comments on the short, medium or long term actions?

- What do you feel is your current widest knowledge gap around biodiversity?

Engagement

- Do you agree with that where there are impacts and dependencies, biodiversity should be a criteria in mainstream industry awards; that every company should have at least one biodiversity champion; and that every company should engage with a relevant biodiversity accreditation the targets set in this section?
  - *Scale 1-5 (1 too ambitious and 5 not ambitious enough)*

- Are there any additional targets you would include?

- Do you have any comments on the short, medium or long term actions?

Final questions

- Who do you think can help to deliver this roadmap?

- Do you have any final comments?

THANK YOU