

**Supporting nature at work – How to deliver benefits for nature at the workplace**



**SANDWICH SESSIONS**  
*Lunchtime webinars for businesses*

# Welcome

**Greener Footprints Sandwich Session** - grab a bite to eat or a cuppa and join us for a short info session for Herefordshire businesses

[Greener Footprints Sandwich Sessions - Herefordshire Zero Carbon and Nature Rich](#)

Topic you'd like us to cover? Email [climate@Herefordshire.gov.uk](mailto:climate@Herefordshire.gov.uk)

Hosted by Herefordshire Council. Open to all.



# Today's session

The importance of supporting nature through the workplace

Local case study

Large project considerations

Resources

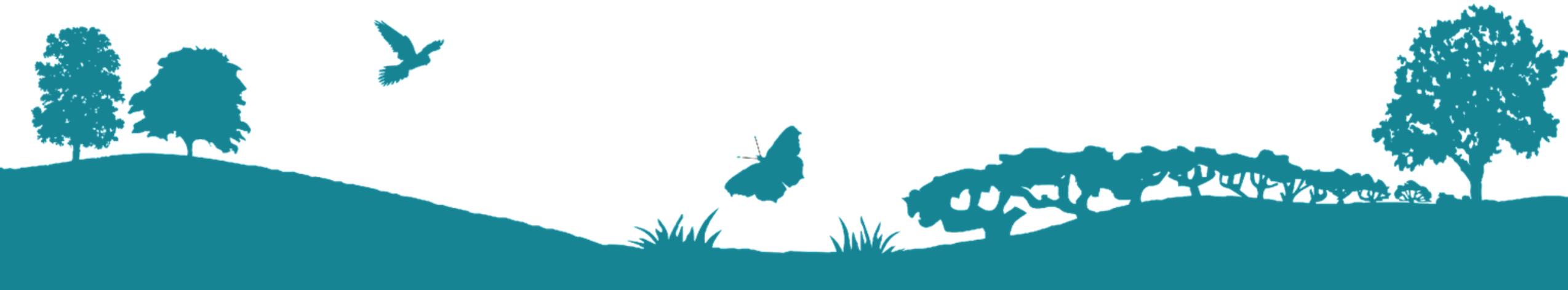
Questions

# Hello!



**Herefordshire**  
Wildlife Trust

## Jamie Audsley, CEO



# An overview of our work...



# Taking action for nature as businesses...

Thank you to our renewing corporate partners

ARBOR  
*artifacts*



VISIT **HEREFORDSHIRE**  
brought to you by **Herefordshire  
County BID**

**jackson**  
property



**WYE VALLEY  
BREWERY**

**EAT SLEEP LIVE  
HEREFORDSHIRE**

**BORDER OAK**

**wcma**  
we make things better

**GATTERTOP  
DRINKS  
CO**

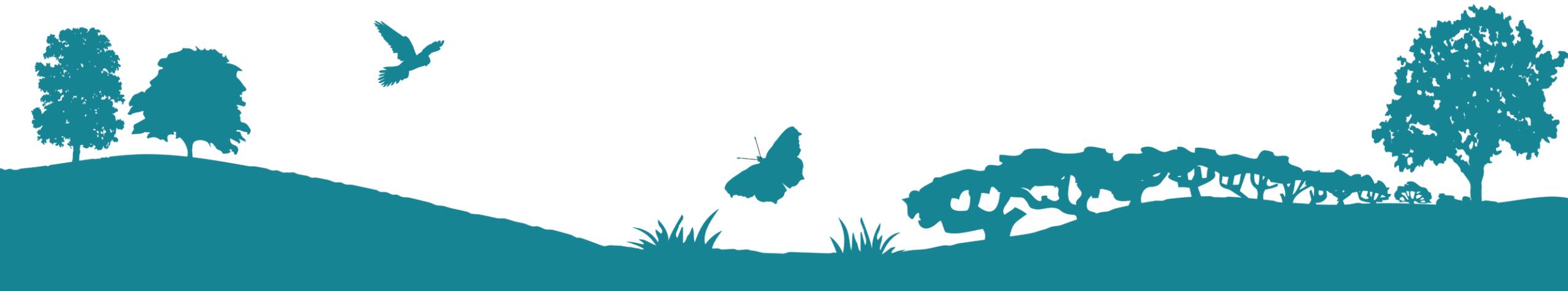
**ORPHANS  
PRESS est. 1873**



# Why is this so important...

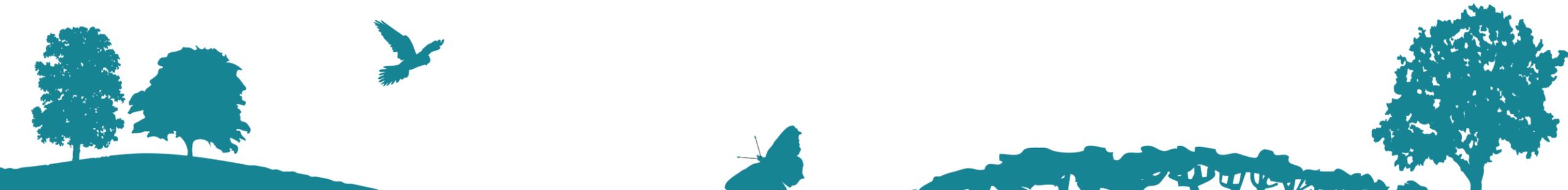
## Key drivers of nature loss:

- Intensive agriculture
- Infrastructure + building
- Climate change

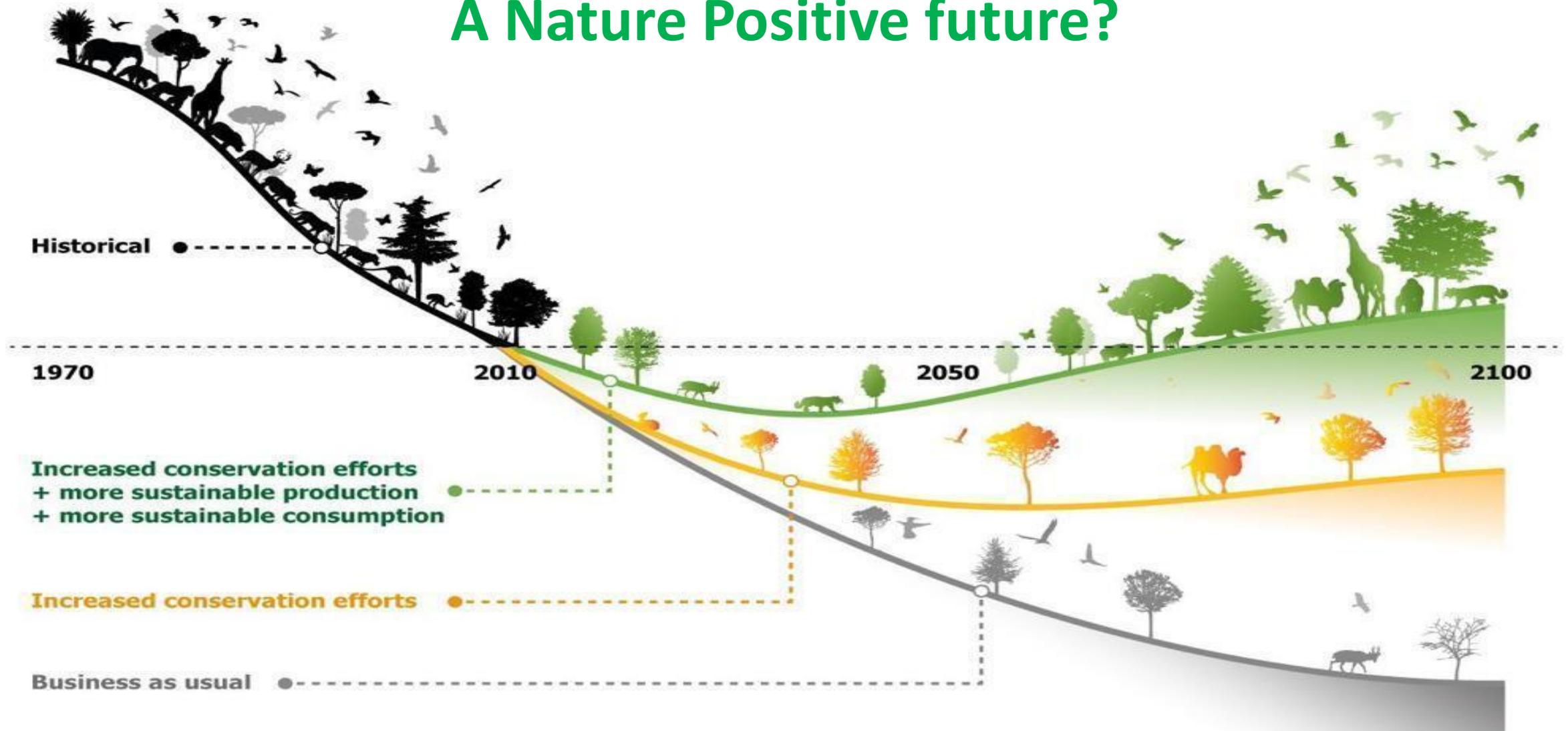


# Why is this so important...

- \$125 trillion = nature's annual value
- 6 of top ten business risks climate and nature related
- Customers, employees, public increasingly expect action



# A Nature Positive future?



This artwork illustrates the main findings of the article, but does not intend to accurately represent its results (<https://doi.org/10.1038/s41586-020-2705-y>)

# PRIORITISE YOUR ACTIONS: MITIGATION HIERARCHY

## AVOID

Prevent adverse impacts by exploring alternatives and sustainable practices

## REDUCE

Minimise harm where it cannot be completely avoided

## RESTORE

Restore altered ecosystems to their natural states

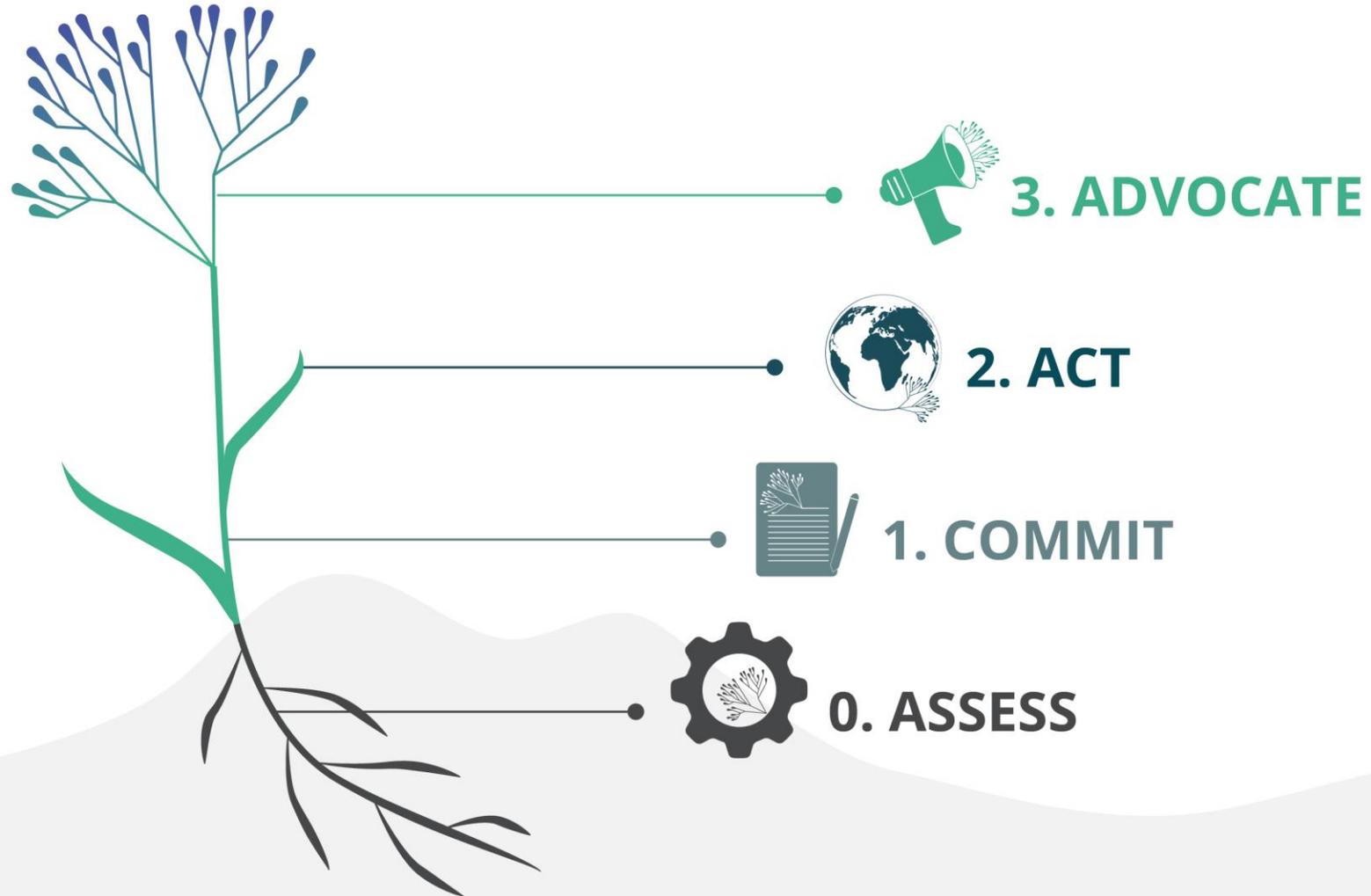
## REGENERATE

Regenerate degraded ecosystems to full productivity

## TRANSFORM

Revolutionise your business and the systems in which you operate

# BECOMING NATURE-POSITIVE



# Key questions...

- How are we manging our own land?
- What is the impact of our supply chain?
- How can we take action to influence decision makers and policy?



# Action Area 1: If you own or manage land

- Biodiversity survey
- Land management plan
- Create nature corridors

Or

- Wildlife friendly gardens
- Improve a local green space

# Action Area 2: Assess supply chain

....products, ingredients, fibres, manufacturing, packaging waste

## DEVELOP AND IMPLEMENT SOLUTIONS

For example:



### INDUSTRIAL GOODS

**IMPACT:** Land conversion

**RESPONSE:** Make biodiversity considerations central to development plans



### FOOD & BEVERAGES

**IMPACT:** Deforestation

**RESPONSE:** Ensure all suppliers are 100% free from deforestation and conversion.



### APPAREL

**IMPACT:** Water pollution

**RESPONSE:** Work with peers and suppliers to implement sustainable water practices



### FMCG

**IMPACT:** Plastic pollution

**RESPONSE:** Redesign product packaging for 100% recyclability in practice and at scale

# Action Area 3: Influence decision makers

- Demand REAL action for The River

## Wye

Five key tests that a REAL PLAN for the Wye should meet

A clear overall aim

Recovery of the River Wye Special Area of Conservation (SAC)

Alignment with international biodiversity commitments

Deliver the changes needed as set out in the RePhoKUs report

Take a cross-border view



**Katie Shearer**

Marketing,  
Sustainability Director,  
Orphans Press



# Supporting Nature at Orphans

Making our site nature-rich

# Context

- **Who we are**

Creative, marketing & web agency plus printers & publishers

- **Our space**

Office & factory on Leominster Enterprise Park with car park and generous boundary

- **Our mindset**

Committed to making a difference and responding to the climate crisis

Keen to attract diverse wildlife & improve our working environment

Team approach, lots of us get involved & all will benefit

Opportunity to show and tell our neighbours & encourage best practice



Spring 2024

2009



2024

# Our Priorities



Annual native tree planting



New hedge planted 2024



Bird table & feeders



Creating a butterfly-friendly garden with plum, apple & pear trees, plus chives, lavender etc

Invites pollinators and other insects whilst making our outdoor seating area prettier



All food waste is recycled on site and we recycle everything from paper to crisp packets

# Our Next Steps

We're focusing on:

- Capturing water and use to water our plants & trees
- Creating a colourful, flower-filled outdoor space for eating & socialising
- Making a wildlife pond (advice please!)



**Nigel Koch**

Senior Landscape Officer,  
Herefordshire Council



**Climate &  
Nature  
Network**





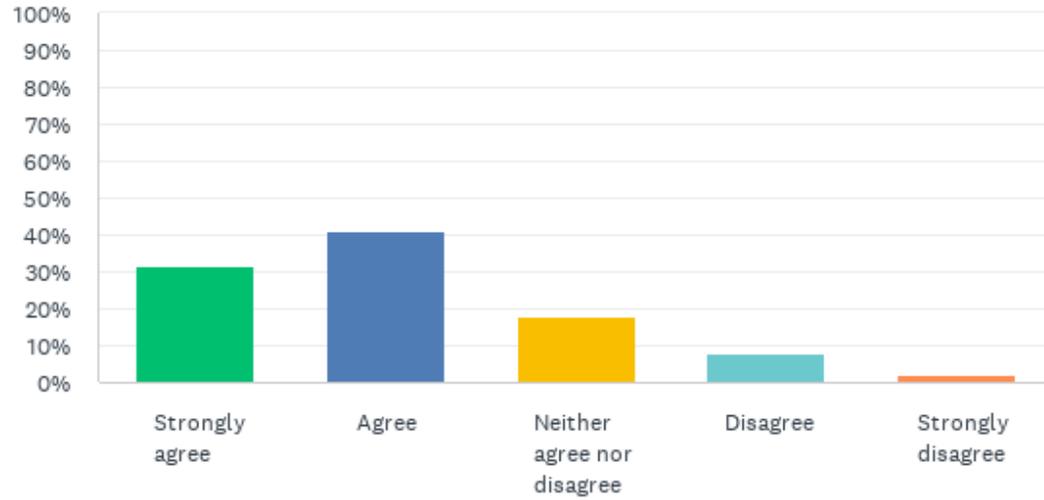
*Biophilia* a hypothetical human tendency to interact or be closely associated with other forms of life in nature : a desire or tendency to commune with nature.



Climate &  
Nature  
Network



# Survey question: Do you feel the outdoor environment at the workplace has an impact on your well-being?



70% of participants indicated that the exterior of the place of work has impact on well-being.

**Depressing** to arrive

Like existing trees, but **could be improved**

**Outdated** appearance

More nature could improve wellbeing

**Uninspiring**

Outside a bit grim

Do not use outdoor space

**First impressions** of building important

Not welcoming

**Survey Question: What would you like to see as positive 'green' improvements at your place of work?**

'Chat' benches  
Greener place will lift spirit  
Trees  
Pleasant area for meetings  
Seating, planting and flowers  
Fragrant plants  
Herbs and pollinators  
Pond to attract wildlife  
Practice what we 'preach'  
Apple trees  
Roof garden  
Bat boxes  
Let grass grow into meadow  
Green wall  
Tidy up and wildflowers  
wildflowers  
Evergreen plants  
Solar panels  
More seating  
Bird feeder  
More trees  
Wind turbine  
Bug hotel

# Vision: *To create 'mini' environments to demonstrate climate change adaptation and biodiversity enhancement.*

**Ideas** + **message** + **Site opportunities** = **Work place wellbeing  
Nature & Climate outcomes  
Better business**

**Green/ brown roof**

**Mini meadow**

**Gravel garden**

**Tiny forest**

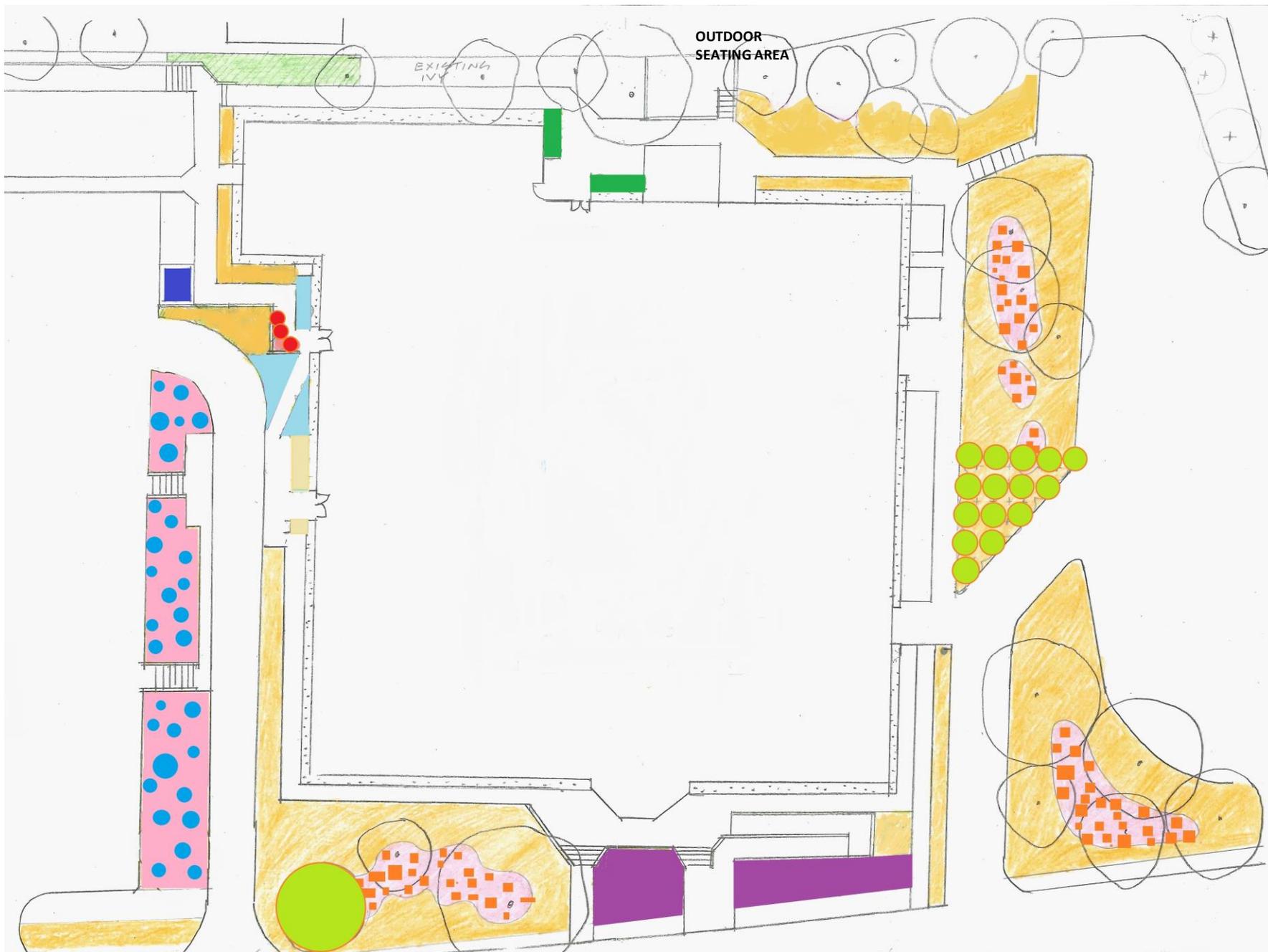
**Herbs & lettuce**

**Insect hotel**

Heat island effect  
Sustainable urban drainage  
Biodiversity  
Carbon sequestration  
Carbon footprint

Cafe  
Outdoor eating area  
Lawn area  
Entrances  
Walls  
Roof  
Pots on hard areas





## 'Mini' Environments and Gardens - Zones

-  EXISTING TREES
-  PROPOSED TREES
-  MINI MEADOW
-  WOOD BULBS
-  GRAVEL GARDEN
-  CAFÉ GARDEN
-  IVY BANK
-  PLANTING BEDS
-  HERBS AND SALAD
-  GREEN ROOF

## Working together

### **Support:**

Evidence based vision for business case

### **Making:**

Working together, making and creating gives meaning

### **Maintenance:**

The mission is to keep it alive, well and evolving

Thank you

# Resources

[Business Toolkit | Nature & Biodiversity | Climate Change  
\(groundworksbs.org.uk\)](https://groundworksbs.org.uk)

[Lets make our workplaces sustainable | WWF](#)

[How to help wildlife at work | The Wildlife Trusts](#)

[nature\\_action\\_business\\_toolkit\\_200708.pdf \(panda.org\)](#)

# Any Questions?

Herefordshire Council

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# Thank you!

To get updates into your inbox:  
Sign up to the Greener Footprints  
Business Network

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