

Our commitment to sustainability

Sustainability is at the heart of the way the Met Office operates. Here we describe just some of the ways we conduct business, and look after the environment, our suppliers, the community and our staff.



Environment

Minimising our environmental impact while meeting our objectives.

Enhancing biodiversity

We manage our sites to enhance biodiversity and have achieved the Wildlife Trusts' Biodiversity Benchmark at our headquarters in Exeter where we have a wildflower meadow, two ponds, a 'bee hotel' and basking rocks for reptiles.

Reduce, reuse, recycle

We have reduced waste through initiatives such as promoting the use of reusable cups.

Our plastics, metal, cardboard, paper and glass are all recycled. Our food waste is processed by anaerobic digestion and our garden waste from the grounds is composted. Our residual waste is sent to an incineration facility where the heat created by incineration is used to generate electricity.

Making best use of our water

Water cooling is the most efficient way to cool our supercomputers and we recapture the water from the cooling process and use it to flush our toilets.

Meeting the standard

Since 2008 we have held ISO14001 certification for our Environmental Management System. This has provided a framework for us to improve our environmental performance across our business.



Marketplace and community

Buying the right things in the right way and helping others.

Marketplace

We work with our stakeholders and suppliers to deliver ethical and sustainable procurement through a variety of channels including:

- **Supporting small businesses.**

On average, about 20% of our direct spend per month goes to SMEs and our tenders are structured to encourage SME bids wherever appropriate.

- **Making prompt payments.**

We aim to pay 80% of invoices within five days.

- **Increasing electronic invoicing.**

We encourage suppliers to submit electronic invoices, making prompt payment easier and reducing waste.

- **Sustainable goods and services.**

We are committed to buying goods and services in line with our Environmental and Sustainable Procurement Policy.

Community

Our contribution to the wider community:

- We attend and organise STEM (Science, Technology, Engineering and Maths) events including visits to schools and colleges.
- We make our headquarters available for lunchtime engagement sessions with charities or community groups - including Hospiscare, WaterAid and Devon Wildlife Trust.
- We proudly support the Surfers Against Sewage (SAS) as our corporate charity, as chosen by our staff.



People

Making the Met Office a great place to work.

Diversity

We are committed to being a diverse organisation in line with our Diversity and Equality Policy.

Wellbeing

We ensure effective welfare systems are in place to support our employees including free counselling sessions, sports and social groups and bike to work scheme.

Reward and recognition

We recognise the work of our employees and the demonstrated added value that they bring. We reward them with a staff discount scheme, instant recognition scheme and more.

Ways of working

We support lifelong learning and are committed to working with employees to develop new skills and competencies that are relevant to their job and career aspirations.