

Date: Tuesday 11th November 2025 11am-1pm (GMT)

Attendees: Anthony Heaton (BAM), Katherine McIlvaney (Equans), Rachel Burn & Will Glover (Mitie), Monika Zilionyte (Vinci), Steve Hatton (Reconomy Connect), Mark Turner and Katherine Say (Action Sustainability/ School)

Please note these meeting notes are to be read in conjunction with the final slide deck as circulated to all.

Meeting Notes:

1. Welcome & Introductions

Mark Turner welcomed attendees to the meeting, introducing himself as Group Lead and Katherine Say as the Group's support.

2. New Resources in the School and Upcoming Events of Interested

Katherine Say discussed the new resources of interest which have been added to the Schools catalogue recently including:

- [Bereavement in the Workplace](#), web link
- [Modern Slavery Global Benchmark Assessment methodology and criteria - CCLA Investment](#), document/presentation
- [We need to talk about land](#), video
- [Diversifying Real Estate: Faith & Religion](#), web link
- [New from Old: Retrofitting Historic Buildings - Virtual Conference Recording](#), video
- [ESG Reporting Guide \(WELL\)](#), web link

Mark and Katherine then discussed upcoming events of interest:

Virtual Conferences:

- [COP30-Bridging Climate and Nature: Strategies for a Resilient Future](#)  
Wednesday, 12 November 2025, 10:00 AM - 12:00 PM
- [Diversity Data Benchmarking Conference 2026](#)  
Thursday, 22 January 2026, 10:00 AM - 4:00 PM

Webinars:

- [Sustainable Procurement and Social Value](#) - Thursday, 13 November 2025, 11:00 AM - 12:00 PM
- [Reducing Your Carbon Footprint](#) - Wednesday, 19 November 2025, 12:00 PM - 1:00 PM
- [Leading Teams to Drive Change](#) - Wednesday, 21 January 2026, 12:00 PM - 1:00 PM
- [Modern Slavery: What Businesses Can Learn From The Frontline](#) - Tuesday, 10 February 2026, 10:00 AM - 11:00 AM

Mark then gave an update on the FM & Property Leadership Groups webinar programme for financial year 2025/2026.

Integrating Data into Decision Making – Completed

- [Unlocking Energy Efficiency with Equans – Transforming Facilities Management for a Sustainable Future - Webinar on Wednesday, 11 June 2025](#)

Sustainable Procurement – Completed

- [Responsible Timber Sourcing with PEFC – Webinar - Tuesday, 4 November 2025, 1:00 PM - 2:00 PM](#)

Sustainable Stewardship, Retrofit and Small Works – Completed

- [Retrofit and Circular Economy in Facilities Management – Webinar - Tuesday, 11 November 2025, 2:00 PM - 3:00 PM](#)

Inclusive recruitment

- [Inclusive Recruitment and Supply in the Existing Built Environment – Webinar -Tuesday, 20 January 2026, 1:00 PM - 2:00 PM](#)

## ACTIONS

- Please register to attend and share with your network, the [Inclusive Recruitment and Supply in the Existing Built Environment – Webinar](#).
- If you would be interested in speaking at the above webinar or indeed any other webinar to present an FM perspective OR have someone in your network who you think would be interested, please contact Mark Turner ([mark@actionsustainability.com](mailto:mark@actionsustainability.com)) to discuss.

## 3. Business Planning Overview 2025/2026

The purpose of this meeting was to create a business plan for 2026/2027 which reflects the learning priorities of the FM sector.

Mark outlined the results of the 2025 Impact Survey from Partners and members, which are used to inform business planning. Please refer to the slides for further information regarding data collected. Key themes:

- Sustainability was ranked as the highest priority for Partners. The top 5 sustainability challenges were: Carbon & Net Zero, Procurement / Costs, Reporting, People & Skills and Waste & Circular Economy

Feedback from the group:

- Monika Zilionyte raised that for Vinci, Digital including digitisation and online platforms/tools are slowly becoming more of a priority
- Rachel Burns agreed that sustainability should be at the top but queried what kind of sustainability it is meant to refer to as there are so many topics encompassed. She also asked, is this Sustainability or ESG?

- Steve Hatton also mentioned that data, reporting and transparency are a big priority for their company.

Mark then highlighted that for the FM & Property sector, the top 3 risks are:

- Carbon - 24%
- Legislation & Government - 13%
- Client & market expectations - 12%

Feedback from the group:

- Anthony Heaton thought that the legislation & government risk was an interesting choice by the sector
- Monika then suggested this could be due to the shifts in government expectations and the increase in legislation such as for PPN 002 for Social Value
- Mark also raised the Buildings Safety Act could be another cause for legislation & government to be a popular risk
- Anthony Heaton also highlighted that the rise of 'Client & market expectations' as a risk priority, might suggest a growing maturity from consumers around sustainability topics
- Monika Zilionyte reaffirmed this by mentioning in recent bid meetings, being asked by the client "what are you doing that is new and innovative".

#### 4. Business Planning 2025/2026 Discussion

The group then went on to discuss 4 questions. Please see key outputs for each question discussed on the [Mural Board here](#).

Main Discussion Points:

- The use of the term 'Sustainability' should be adapted, as it covers so many topics. It was suggested that 'ESG' should be considered as a viable alternative, and that it would be beneficial to identify what sustainability would look like broken into sections
- Implementing positive behavioural changes internally and within supply chains has been a large obstacle for partners. The group queries how do you make sustainability commercially attractive and to change 'business as usual'
- FM resources within the School would benefit from a review and potentially an update to hopefully increase engagement
- Carbon was a major focus, especially around Scope 3 and supporting the support chain with reporting on their emissions
- The key sustainability challenges noted overall were: Carbon, Engagement & Behavioural Change and Evolution from Sustainability to ESG.

Initial proposed outputs for 2026/2027 include:

- Collaborative delivery of 3 webinars, topics include:
  - o Carbon: Deliver scope busting in FM & Property webinar focusing on Scope 3, supporting the supply chain with emissions, and upskilling SMEs on key sustainability issues.
  - o Engagement & Behavioural Change: Webinar addressing a change BAU to influence investment in innovation and collaboration. Creating an uplift in importance of sustainability/ESG in supply chain relationships.
  - o Evolution from Sustainability to ESG: Deliver a "practicalities of ESG action and reporting" webinar focusing on the full scope of ESG, which will focus on how partners are addressed and what the supply chain can do to support.
- A complete resource review of FM & Property focused content in the School Catalogue.

Priority challenges were identified as follows:

Challenge	Solution School - Knowledge & Collaboration
1. Carbon	<div style="display: flex; justify-content: space-around;"> <div data-bbox="774 1080 901 1201">           Scope 3 - supporting supply chain with emissions         </div> <div data-bbox="949 1080 1076 1201">           Upskilling SMEs on key sustainability issues         </div> <div data-bbox="1140 1080 1267 1201">           Deliver Scope busting in FM and Property - webinar and associated resources         </div> </div>
2. Evolution from Sustainability to ESG	<div style="display: flex; justify-content: space-around;"> <div data-bbox="774 1260 901 1381">           Full scope of ESG         </div> <div data-bbox="949 1260 1076 1381">           Focus on how partners are assessed and what supply chain can do to support         </div> <div data-bbox="1140 1260 1267 1381">           Deliver "practicalities of ESG action and reporting" webinar and associated resources         </div> </div>
3. Engagement and behaviour change	<div style="display: flex; justify-content: space-around;"> <div data-bbox="774 1439 901 1560">           Change BAU to influence investment in innovation and collaboration.         </div> <div data-bbox="949 1439 1076 1560">           Create an uplift in importance of sustainability/ESG in supply chain relationships         </div> <div data-bbox="1140 1439 1267 1560">           Develop webinar and share relevant materials on engagement and behaviour change         </div> </div>

**ACTIONS:**

- Get in touch with Mark if you have any questions, comments or would like to add anything further to the 2026/2027 business plan (by end of December).

School to:

- Share Impact Survey results once data have been collected (March 2026)
- Share group suggestions with other relevant School Groups

- Look at what the School can do in the coming FY to meet the suggestions made by the group and develop a business plan based on this (ongoing)
- Mark to circulate draft Business Plan to FM Leadership Group members for feedback.

5. AOB  
DONM – Tuesday 10<sup>th</sup> February 11am – 1pm.