

## Sustainability route map

	ISSUE	PRIOR.	MAIN GOAL	SPECIFIC GOALS	ACTIVITIES	PERFORMANCE INDICATOR	DIFFICULTY	MANAGER	MATERIAL RESOURCES	HUMAN RESOURCES	TERM
PEOPLE	Dissemination and awareness	MEDIUM	Promote awareness about urban green heritage and its contribution to sustainability	Improve the existing information about the heritage resource and its contribution to sustainability	Issue publications about awareness, outreach and good practices at the heritage resource (social networks, websites, radio, etc)	No. of publications in articles and magazines, on social networks, etc, made in the past year					Short term
				Boost the role of the heritage resource in education about the environment and sustainable habits	Organise environmental education events in the context of the heritage resource (workshops, talks, exhibitions, guided tours, etc)	No. of outreach and education activities carried out in the past year				Short term	
	Training	MEDIUM	Improve the training of users and professionals on sustainability and good practices in urban green heritage	Improve the training of professionals who regularly provide their services to the heritage resource	Carry out training activities for the heritage resource's in-house professionals	No. of training activities held in the past year					Short term
				Improve the training of users and professionals outside the heritage resource	Carry out sustainability and good practices training for users or external professional of the heritage resource	No. of training activities held in the past year				Short term	
	Public health	HIGH	Put value on the role of Urban Green Heritage in improving public health and social well-being	Research the contribution of the heritage resource to public health and social well-being	Use i-tree software to measure the allergen index	Allergen index (0-10)					Short term
					Use i-tree software to estimate the pollution absorbed by the heritage resource	Pollution absorbed (g/year)				Short term	
				Improve public health and social well-being with sustainable management of the heritage resource	Create a public health improvement plan	Public health improvement plan				Short term	

	ISSUE	PRIOR.	MAIN GOAL	SPECIFIC GOALS	ACTIVITIES	PERFORMANCE INDICATOR	DIFFICULTY	MANAGER	MATERIAL RESOURCES	HUMAN RESOURCES	TERM	
PLANET	Biodiversity	LOW	Conservation and improvement to biodiversity in Urban Green Heritage	Assess the biodiversity at the heritage resource	Make an inventory of plant species	No. tree species; No. shrub species; linear metres of hedging; hedging area in square metres					Short term	
					Pielou index measuring for tree species	Pielou index				Short term		
					Pielou index measuring for shrub species	Pielou index				Short term		
				Improve tree biodiversity	Introduce native tree species not currently present at the heritage resource	No. tree species; Pielou index				Long term		
				Improve shrub biodiversity	Introduce native shrub species not currently present at the heritage resource	No. Shrub species; Pielou index				Long term		
	Procurement of services	LOW	Ensure procurement of sustainable services at Urban Green Heritage	Adopt sustainability as the main criteria in sub-contracting services at the heritage resource	Set out clear, precise sustainability criteria for the procurement of services							Short term
					Prioritise sub-contracting companies that publish sustainability reports	Proportion of suppliers publishing sustainability reports					Medium term	
					Promote the local economy and employment	Prioritise sub-contracting local businesses	Proportion of local suppliers				Medium term	
	Circular economy and waste management	HIGH	Reduce the amount of waste generated and maximise waste reuse and recycling at the Urban Green Heritage	Promote recycling at the heritage resource	Install clearly identified recycling bins	Proportion of waste recycled (%)						Short term
					Put composting systems into operation at the heritage resource	Selectively collect the remains of pruning, fallen leaves and other plant remains to make compost	Proportion of waste reused for compost or biofuel (%)					Short term
	Sustainable management of water resources	HIGH	Increase the efficiency and rational use of water at the Urban Green Heritage	Reduce the amount of water used for irrigation at the heritage resource	Replace herbaceous green cover with static cover	Amount of water used for irrigation						Medium term
					Improve the efficiency of irrigation systems at the heritage resource	Install irrigation monitoring equipment at the heritage resource	Proportion of efficient irrigation; Amount of water used for irrigation					Medium term
						Regulate the amount of irrigation water in line with isolated weather conditions	Proportion of efficient irrigation; Amount of water used for irrigation					Short term
					Progressively change the source of water used for irrigation at the heritage resource, avoiding the use of drinking water	Install underground tanks to collect and store rainwater	Water source					Long term

	ISSUE	PRIOR.	MAIN GOAL	SPECIFIC GOALS	ACTIVITIES	PERFORMANCE INDICATOR	DIFFICULTY	MANAGER	MATERIAL RESOURCES	HUMAN RESOURCES	TERM
PLANET	Sustainable management of fittings and infrastructures	LOW	Minimise the environmental impact and maximise the durability, practicality and aesthetics of the fittings and infrastructures at the urban green heritage	Use materials with low environmental impact in the fittings and infrastructures at the heritage resource	Replace iron and steel benches, litter bins and lampposts with low maintenance wood fittings	Proportion of infrastructures/ fittings finished with certified, low maintenance wood					Long term
				Promote the circular economy when replacing or repairing existing infrastructures	Use recycled or reused materials to restore infrastructures (irrigation installations, lighting, pavements, etc)	Proportion of infrastructures/ fittings finished with reused or recycled materials				Long term	
	Plant health	MEDIUM	Apply sustainability principles in the maintenance and improvement to the state of health of the vegetation at the Urban Green Heritage	Sustainable use of phytosanitary products	Use individual trunk injection (endotherapy) treatments for the tree species at the heritage resource	Phytosanitary products used					Medium term
					Reduce the amount of biocides used systematically and regularly at the heritage resource	Phytosanitary products used				Medium term	
					Put mulch on the parterres at the heritage resource	Phytosanitary products used (Herbicides)				Medium term	
					Draw up a Comprehensive Pest Management Plan	Comprehensive Pest Management Plan				Long term	
					Sustainable use of fertilisers	Replace chemical fertilisers with organic fertilisers	Chemical fertilisers; Organic fertilisers			Medium term	
	Energy transition and climate change	HIGH	Increase the potential of the Urban Green Heritage in the fight against climate change	Assess the capacity to mitigate climate change at the heritage resource	Use i-tree software to calculate the amount of carbon stored and sequestered by the trees at the heritage resource	Carbon stored and carbon sequestered					Short term
				Improve the heritage resource's potential to adapt to climate change	Introduce deciduous tree species that give shade in the summer and let the sunlight through in winter	Shadow index (%)				Medium term	
				Reduce energy consumption, particularly where this comes from sources that are not renewable and that pollute	Turn off the lighting in the early hours when the heritage resource is closed to the public	Reduction of the electricity bill				Short term	
Install lighting systems powered by photovoltaic energy					Proportion of energy from self-consumption				Long term		

	ISSUE	PRIOR.	MAIN GOAL	SPECIFIC GOALS	ACTIVITIES	PERFORMANCE INDICATOR	DIFFICULTY	MANAGER	MATERIAL RESOURCES	HUMAN RESOURCES	TERM	
PROSPERITY	Accessibility and inclusion	HIGH	Ensure that Urban Green Heritage is accessible and welcoming for everyone	Ensure easy access and independent, safe mobility around the heritage resource for physically disabled people	Replace steps with wide, gently sloping ramps	Proportion of the area accessible to disabled people. Number of actions aimed at reducing barriers in the past year					Medium term	
					Install handrails on all the ramps	Proportion of the area accessible to disabled people. Number of actions aimed at reducing barriers in the past year				Short term		
				Ensure that everyone can fully enjoy the heritage resource and all of its facilities	Replace water fountains, tables and benches, etc, with adapted fittings	Proportion of adapted equipment and fittings				Medium term		
				Ensure that the information is accessible for people with visual, hearing, cognitive, or other disabilities.	Install braille signage	No. of actions aimed at reducing barriers in the past year				Medium term		
	Heritage resource conservation, protection and safeguarding	HIGH	Ensure the Urban Green Heritage's protection and safeguarding	Promote good practices at the heritage resource	Develop a mobile app to report treatments carried out in real time, environmental information, and good practices, etc	No. of activities and actions devoted to the heritage resource's conservation, protection and safeguarding						Long term
				Improve the existing information about the heritage resource and its values	Put up posters with information about the plant species at the heritage resource	No. of activities and actions devoted to the heritage resource's conservation, protection and safeguarding					Medium term	
	Employment and working conditions	HIGH	Ensure a safe, healthy and just working environment for employees doing maintenance and management work at the Urban Green Heritage	Ensure employee health and safety	Assess all the possible risks linked to each professional activity that must be carried out prior to it being done, and adapt health and safety measures to the any one-off or occasional risks	Health and Safety Plan						Short term
				Ensure a proper balance between professional responsibilities and personal needs	Offer flexible working hours	Personnel Work/Life Balance Plan					Medium term	
	Sustainable economic management	HIGH	Ensure efficient use of financial resources in managing the Urban Green Heritage	Ensure efficient use of the financial resources when managing the Urban Green Heritage	Assess current expenditure directly destined for each important issue	Percentage of current expenditure directly destined for each important issue						Medium term
					Assess the cost of investment directly destined for each important issue	Percentage cost of investment directly destined for each important issue					Medium term	

	ISSUE	PRIOR.	MAIN GOAL	SPECIFIC GOALS	ACTIVITIES	PERFORMANCE INDICATOR	DIFFICULTY	MANAGER	MATERIAL RESOURCES	HUMAN RESOURCES	TERM	
PROSPERITY	Sustainable land management	LOW	Boost the soil's regulatory capacity in the hydrological cycle	Boost the soil's regulatory capacity in the hydrological cycle	Measure the soil permeability index	Soil permeability index					Short term	
				Replace impermeable paving with others that are permeable or semi-permeable	Soil permeability index					Long term		
	Equal opportunities	MEDIUM	Ensure equality of access and participation for everyone in providing services for the Urban Green Heritage	Promote wider dissemination of the jobs offered at the heritage resource	Increase the number of channels disseminating job offers	No. of channels disseminating job offers						Short term
				Ensure equal opportunities in recruitment processes	Set up recruitment criteria that do not exclude any specific social group	Recruitment criteria						Medium term
				Ensure equal opportunities in recruitment processes	Offer a specific number of places for people with a disability of 33%, or more	Proportion of people with a disability of 33% or more who regularly provide services (%)						Medium term
	Investment and funding	MEDIUM	Ensure the Urban Green Heritage's financial sustainability	Increase the financial resources of the heritage resource	Increase the percentage of expenditure on investments in the heritage resource	Proportion of expenditure on investments (%)						Long term
				Seek alternative sources of funding	Hold profit-making activities to generate funds for conservation of the heritage resource itself	No. of profit-making activities						Long term
	Users and local community	MEDIUM	Promote public use of the Urban Green Heritage and the local community's sense of belonging	Ensure the health and safety of the heritage resource's users	Install more street lighting to improve lighting at the heritage resource	No. street lights installed						Medium term
				Ensure the health and safety of the heritage resource's users	Install an electronic security system	Security system						Medium term
				Promote meeting spaces at the heritage resource	Organise sports or recreational events at the heritage resource	No. of activities held with the local community						Medium term
				Promote meeting spaces at the heritage resource	Create games and recreation areas for various age groups	Meeting spaces created						Long term

	ISSUE	PRIOR.	MAIN GOAL	SPECIFIC GOALS	ACTIVITIES	PERFORMANCE INDICATOR	DIFFICULTY	MANAGER	MATERIAL RESOURCES	HUMAN RESOURCES	TERM
PEACE	Ethical management, good governance and transparency	HIGH	Ensure responsible, sustainable management, prioritising social and environmental benefits	Ensure sustainable management of the heritage resource	Create a list of good practices for managing the heritage resource	List of good practices					Medium term
				Ensure transparency in the heritage resource's management	Develop a mobile app to report treatments carried out in real time, environmental information, and good practices, etc	Mobile app				Long term	
	Citizen participation	HIGH	Increase citizen participation in making decisions about the Urban Green Heritage	Promote active citizen participation and commitment to the conservation of the heritage resource	Set up volunteer programmes for maintenance and adaptation work at the heritage resource	No. of people doing active volunteer work					Medium term
				Increase acquisition of innovative ideas and creative solutions	Organise regular citizen participation events so they can contribute their ideas and needs	No. of participatory processes and events held in the past year				Medium term	
PARTNERSHIP	Public and private partnerships and collaborations	HIGH	Promote collaboration between heritage resources and other public and private entities	Increase the number of partnerships and collaborations with other entities	Organise events and meetings with other entities for a mutual exchange of needs	No. of collaboration agreements with public and private entities and number of networks collaborated with					Long term
				Take advantage of the resources and experience of the public and private sector in sustainable management	Use social networks, or other channels, to exchange ideas and experiences in heritage resource management	No. of outreach channels				Short term	