

# Plan on a page



## Purpose

Securing the future through excellent science



## Vision

To be international leaders delivering transformative solutions for global challenges



## Mission

Conduct excellent, open and impactful science in partnership with policy, industry and society

## Our values



Respect and value people



Make a difference



Strive for excellence



Foster creativity and innovation



Lead by example

We work together as One Hutton Group to deliver science that matters, inspires and transforms the world around us

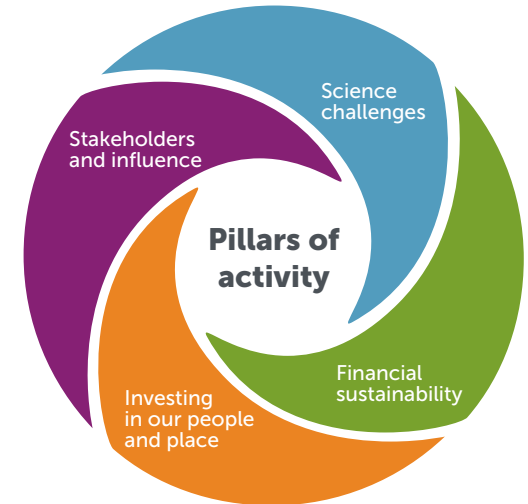
## Strategic pillars and priorities

### 1. Stakeholders and influence

Outcome focus: Trusted, influential partner shaping decisions and behaviours

#### Priorities

- ✓ Deepen strategic partnerships across Scotland, UK and internationally
- ✓ Co-create solutions through living labs and action-based research
- ✓ Strengthen science–policy–society interfaces
- ✓ Expand public engagement and citizen participation
- ✓ Build global reach via international strategy and alumni network



### 2. Science challenges

Outcome focus: Solutions to climate, nature and societal challenges

#### Priorities

- ✓ Sustainable crops and food systems: resilient, productive and low-impact agriculture
- ✓ Natural capital and ecosystems: biodiversity recovery, water and soil health
- ✓ Resilient communities: social, economic and technological innovation
- ✓ Open science leadership: transparency, accessibility and collaboration

Aligned to UN SDGs and global sustainability goals

### 3. Financial sustainability

Outcome focus: Diverse, resilient funding model enabling long-term impact

#### Priorities

- ✓ Diversify funding (Scottish Govt, UKRI, EU, philanthropy, global)
- ✓ Grow commercial income via Hutton Scientific Services
- ✓ Increase industry partnerships and co-funded research
- ✓ Strengthen bid quality, scale and success rates
- ✓ Expand unrestricted income and long-term investment

### 4. People and place

Outcome focus: High-performing organisation with world-class capability

#### Priorities

- ✓ Attract, retain and develop high-quality talent
- ✓ Invest in campuses, farms and research infrastructure
- ✓ Build digital, AI and data capability (Digital Transformation Office)
- ✓ Embed equity, diversity and inclusion
- ✓ Strengthen culture, wellbeing and professional development

## How we deliver

- ✓ Research excellence across lab to field to landscape
- ✓ Action-based research and living labs
- ✓ Open science and knowledge exchange
- ✓ Strong partnerships and networks
- ✓ Advanced infrastructure and digital capability



## Impact (what success looks like)

#### Environmental

- ✓ Restored ecosystems and enhanced biodiversity
- ✓ Sustainable land use and food systems
- ✓ Reduce greenhouse gas emissions by two-thirds by 2030

#### Economic

- ✓ Innovation and growth in agriculture and environment sectors
- ✓ Commercialisation of science and new technologies

#### Social

- ✓ Resilient, healthy and equitable communities
- ✓ Improved decision-making and behaviour change



## Success measures

- ✓ Increased stakeholder engagement and influence
- ✓ Growth in funding, partnerships and commercial income
- ✓ Adoption of science in policy and practice
- ✓ Stronger reputation and global reach
- ✓ Improved staff engagement, capability and retention