Appendix A: Topic List Interviews

1 BACKGROUND/CONTEXTUALISATION INTERVIEWEE

* Age
* Gender
* Student/employee/other reason for being at VUA
* Summary of current activity > description typical day at VUA
* Time spent at VUA per week

2 SUSTAINABILITY

* What sustainability entails according to them
* Personal definition of sustainability

3 OWN BEHAVIOUR TOWARDS SUSTAINABILITY

* Are they aware of what they can do to live more sustainable?
* Have they made changes in their behaviour to live more sustainable?
* If so, did they find it difficult to make these changes
* Did they join sustainability related activities (climate strike, cleaning beaches, etc)?
* If so, how did they experience this/feelings during partaking
* Motivations to live more sustainable (or lack thereof)

4 EXPERIENCES WITH SUSTAINABILITY AT VUA

* What do they think is the most visible sustainability initiative at VUA?
* Are they aware of other sustainability initiatives at VUA?
* Are they interested in using/partaking in these initiatives?

5 FEELINGS ABOUT SUSTAINBILITY INITIATIVES AT VUA

* Do they feel initiatives at the FSS make an impact (on themselves, others, VUA)?
* Why (not)
* Do they feel they receive enough room to develop/work on initiatives?
* Do they feel their own work/effort has an impact (on themselves, others, VUA)?

6 ROLE OF VUA

* What do they think to role of VUA is in creating awareness for sustainability?
* How far should this go?

7 FUTURE OF SUSTAINBILITY AT VUA AS A WHOLE

* What they think would make a difference for a more sustainable VUA
* Recommendations for VUA to improve sustainability initiatives

Appendix B: FSS-GO Survey Design

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| **Question/Statement in Questionnaire**  | **Answer options** |
| Q1. What is your gender? | 1. Male2. Female3. Other4. I do not want to specify |
| Q2. How old are you? | 1. 18-302. 30-503. 50+4. I do not want to specify |
| Q3. What is your job at the FSS? \* | 1. Management team2. Secretariat3. Scientific Staff4. Emeritus Professor5. PhD Candidate 6. Other |
| Q4. Where do you usually travel for work? \* | 1. The Netherlands2. Europe3.Africa4. North America5. South America6. Asia7. Australia8. Not applicable – I don’t travel for work |
| Q5. For work-related trips within Europe, I consider the environmental impact of my trip when deciding which mode of transport to take. | 1. Strongly agree2. Somewhat agree3. Neither agree nor disagree4. Somewhat disagree5. Strongly disagree agree6. Not Applicable – I don’t travel within Europe for work |
| Q6. Would travelling by train be suitable and/or possible for your work-related trips within Europe? | 1. Yes, always2. Yes, often3. Sometimes4. No, often not5. No, never6. Not applicable – I don’t travel within Europe for work |
| Q7. If you do not think that travelling by train for work-related trips within Europe would be suitable and/or possible, why not (e.g., travel time, inaccessible destinations, etc.)? | Open answer |
| Q8. When going on a work-related trip, I am encouraged by FSS/VUA to take the train instead of the plane when possible. | 1. Strongly agree2. Somewhat agree 3. Neither agree nor disagree4. Somewhat disagree5. Strongly disagree agree |
| Q9. Travelling to events that require long distance (12+ hours) flights is important for my career. |  1. Strongly agree2. Somewhat agree 3. Neither agree nor disagree4. Somewhat disagree5. Strongly disagree agree |
| Q10. Would 1 trip requiring a long-distance flight (12+ hours) every second year be enough for you to perform your work properly?  | 1. Definitely yes2. Probably yes 3. Might or might not4. Probably not5. Definitely not |
| Q11. Do any of your work-related events have alternative attendance options e.g., by tele-conference? | 1. Definitely yes2. Probably yes 3. Might or might not4. Probably not5. Definitely not |
| Q12. How do you usually travel for work-related trips within Europe? | 1. Car2. Car Sharing3. Train4. Bus5. Plane6. Boat7. Other8. Not applicable – I don’t travel within Europe for work |
| Q13. How do you usually travel for work-related trips outside of Europe? | 1. Car2. Car Sharing3. Train4. Bus 5. Plane6. Boat7. Other8. Not applicable – I don’t travel outside of Europe for work |
| Q14. What is your main mode of transport for your daily commute to work? | 1. Walking2. Bike3. Metro/Tram4. Car5. Car Sharing6. Train7. Bus8. Plane9. Boat10. Other |
| Q15. If you do not commute to work by walking or cycling, what would encourage you to do so (e.g., better changing/showering facilities at work, etc.)? | Open answer |
| Q16. I am familiar with the Blue-bikes concept | 1. Yes2. No3. Vaguely |
| Q17. I use a Blue-bike | 1. Never2. A few times per year or less 3. Once a month 4. Once a week5. Twice a week6. Three times a week or more |
| Q18. I flex-work… | 1. Never2. A few times per year or less 3. Once a month 4. Once a week5. Twice a week6. Three times a week or more |
| Q19. Is one of your reasons for flex working to reduce commuting? | 1. Yes 2. No3. I never flex-work |
| Q20. What, if anything, would enable you to perform your work more effectively (to the standard that you are able to perform it in the office) whilst flex-working? | Open answer |
| Q21. Would you be willing to bring a reusable bottle to the office rather than using disposable cups for cold drinks? | 1. Yes2. No |
| Q22. Would you be willing to bring a reusable cup/mug to the office rather than using disposable cups for hot drinks? | 1. Yes2. No |
| Q23. I am vegetarian or vegan.  | 1. Yes, strictly2. Yes, but not strictly3. No |
| Q24. I think the faculty should provide vegetarian food during events (e.g., department drinks, conferences, long meetings). | 1. Strongly agree2. Somewhat agree 3. Neither agree nor disagree4. Somewhat disagree5. Strongly disagree agree |
| Q25. I think the faculty should provide veganfood during events (e.g., department drinks, conferences, long meetings). | 1. Strongly agree2. Somewhat agree 3. Neither agree nor disagree4. Somewhat disagree5. Strongly disagree agree |
| Q26. I think the faculty should provide milk substitutes during events (e.g., department drinks, conferences, long meetings). | 1. Strongly agree2. Somewhat agree 3. Neither agree nor disagree4. Somewhat disagree5. Strongly disagree agree |
| Q27. I think the faculty should offer paper bags so that left overs can be taken home after events. | 1. Strongly agree2. Somewhat agree 3. Neither agree nor disagree4. Somewhat disagree5. Strongly disagree agree |
| Q28. I think the water fountain in front of the department should be replaced with a ‘join the pipe tap’ (like the one in the entrance hall of HG). | 1. Strongly agree2. Somewhat agree 3. Neither agree nor disagree4. Somewhat disagree5. Strongly disagree agree6. I don’t know what kind of tap this is |