



Making compliance simple, every day

Beginners Guide to Sustainability

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WHO ARE WE?

We're on a mission to take consulting from dreary to delightful. Our clients love our friendly, jargon-free and personal approach, but we're more than just happy faces.

We lead by example, holding ourselves to high standards of governance, risk management, and compliance.

Quite simply, we would never ask our clients to do something we wouldn't do ourselves.

Welcome

- Barriers to sustainability
- Start small think incrementally
- Focusing on impact
- Engaging Employees
- Turning vision into action
- Leveraging benchmarks
- Some projects

Implementing sustainability in business doesn't have to be overwhelming or complex. This session is designed to provide clear, practical steps for establishing and integrating sustainable thinking into your organisation.

We will delve into manageable and actionable approaches that not only yield immediate, tangible benefits but also contribute to long-term, positive impact. By focusing on incremental changes and leveraging simple yet effective strategies, you can drive meaningful improvements in sustainability without the need for extensive resources or major overhauls.

Our goal is to empower you to make sustainable choices that align with your business objectives and foster enduring environmental and social benefits

Barriers to sustainability

Lack of Resources

Limited budgets and small staff sizes can make it difficult to allocate resources to sustainability initiatives. Fewer available financial/human resources, often limits ability to implement impactful environmental changes



Measuring Impact

Quantifying environmental and social impact of sustainability efforts is challenging esp. when considering short- and long-term effects. Many benefits, like ecosystem health or community well-being, are intangible or slow to appear, making it hard to measure their full impact. Different industries often need varied assessment methods, complicating the process further.



Limited Influence

SMEs often lack the leverage to demand sustainable practices from suppliers and struggle to access green technologies or funding. Their smaller scale also limits their ability to influence industry standards or government policies, hindering meaningful change.



Isolation or limited Network:

Often face difficulties accessing specialised sustainability expertise. limited industry networks or connections. Without established relationships or networks, small businesses may find it challenging to identify opportunities to partner, or to 'join forces' in sharing initiatives



Complexity and Confusion

challenges in determining where to start with sustainability, selecting the right methods, and navigating complex, ever-evolving regulations. The task of aligning strategies with specific business goals while adapting to a constantly changing landscape can be overwhelming.

Start Small and Scale Gradually

Embarking on a sustainability journey doesn't require a complete overhaul of your operations all at once. Begin with small, manageable projects that offer immediate benefits and are easy to implement.

“QUICK WINS!”


Focusing on incremental improvements allows you to build experience and gain insights into what works best for your organization. Celebrate these early wins to demonstrate the value of sustainability initiatives, making it easier to secure support and resources for larger, more ambitious projects.

Environment

Segregate your waste
Contributes to decreasing the amount of waste sent to landfill and reduces GHG

Go Paperless
Scale up and set incremental reduction targets to reduce the number of 'reams purchased'

Zero Waste Kitchen Initiative
Scale up and become an influencer. Introduce composting, work with local suppliers to reduce packaging on catered events.



Social

Introduce structured training initiatives
Provide employees with designated time for professional skills development. Options for skills aligned to the business and or personal interests. Track the total number of hours or equate it to £ value.


Support local suppliers
Prioritise sourcing goods and services from local channels. Handy-person, cleaning service or stationary provider.



Governance

Start with the basics
Ensure that essential policies such as Health and Safety, Information Security, and Data Privacy are in place and compliant

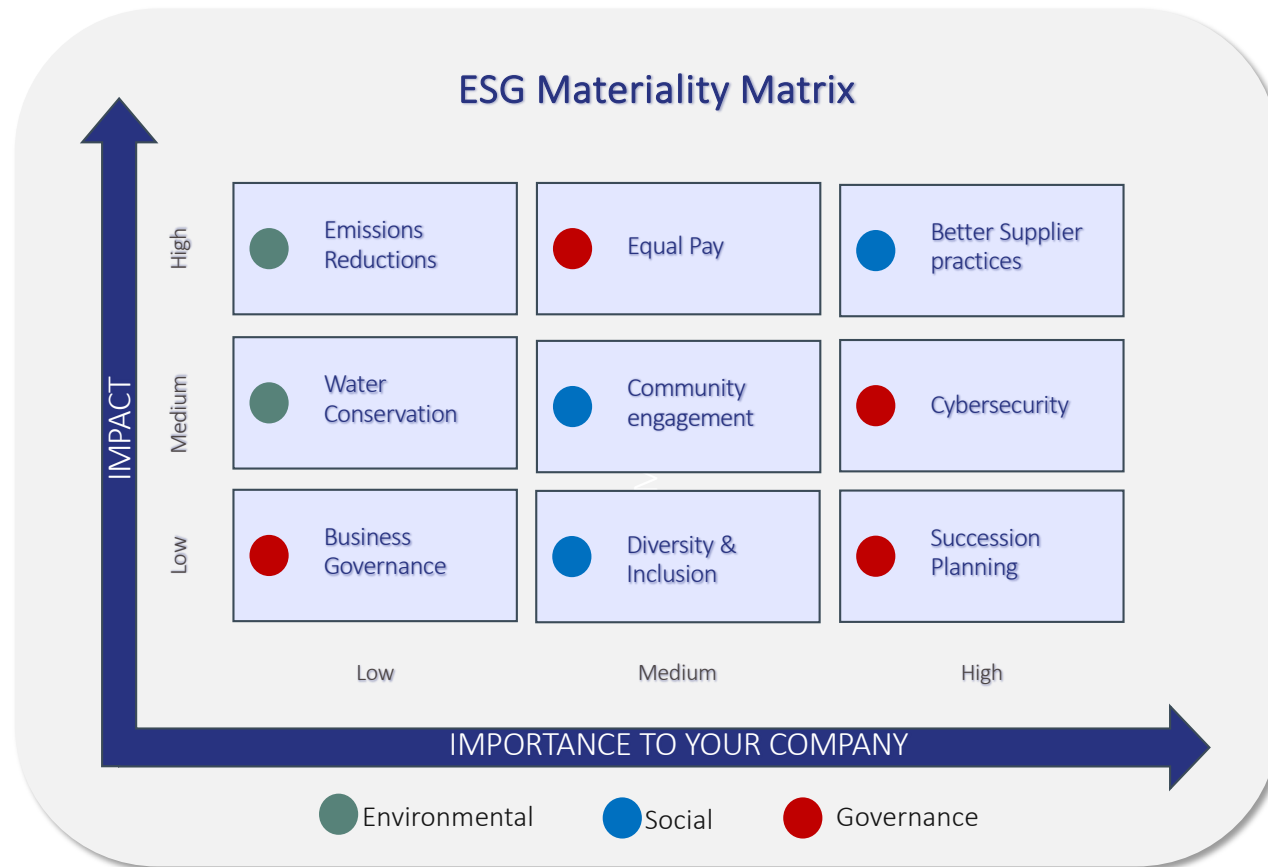
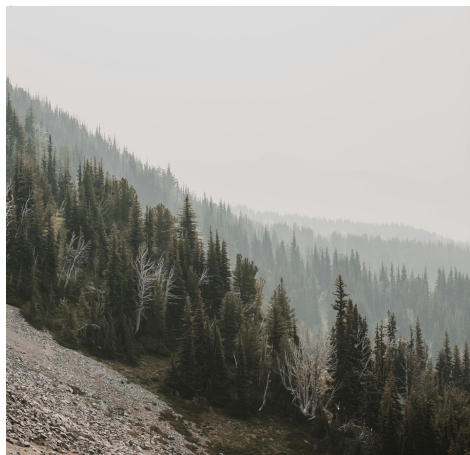
Specialised policies and structures
Scale up by implementing more detailed and specialised policies such as



Focus on key Impact Areas

Identify and prioritise key areas where your business can make the most significant impact. For SMEs, focusing on either **“reduction”** (cutting down waste, emissions, or energy use) or **“improvement”** (enhancing efficiency, processes, or sourcing) can yield measurable results in the first year.

By concentrating on one or two areas initially, you can allocate resources more effectively and develop expertise in those specific components of sustainability.



Adapted from GroupCaliner.com



Engage Employees

Host Company-Wide Challenges or Competitions

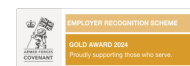
Organise friendly competitions or challenges centres on reducing or improving a **'focus area'**. For example, host a *'most creative upcycling challenge'* to reduce waste or have a *'Paperless/ Wasteless week'* challenge.

Host a swap shop for unwanted items.

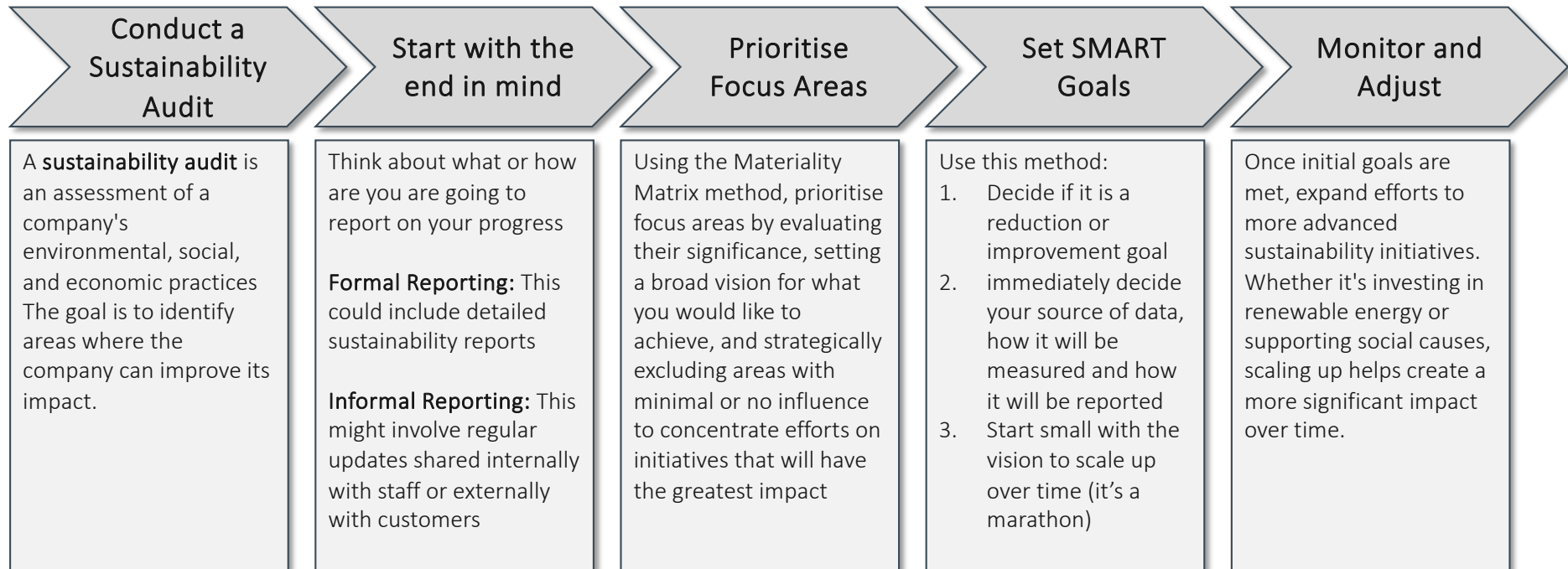
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Encourage Employee Led Initiatives

Empower employees to suggest and lead their own sustainability projects. This can range from starting office recycling programs to initiating carpooling or bike-to-work schemes

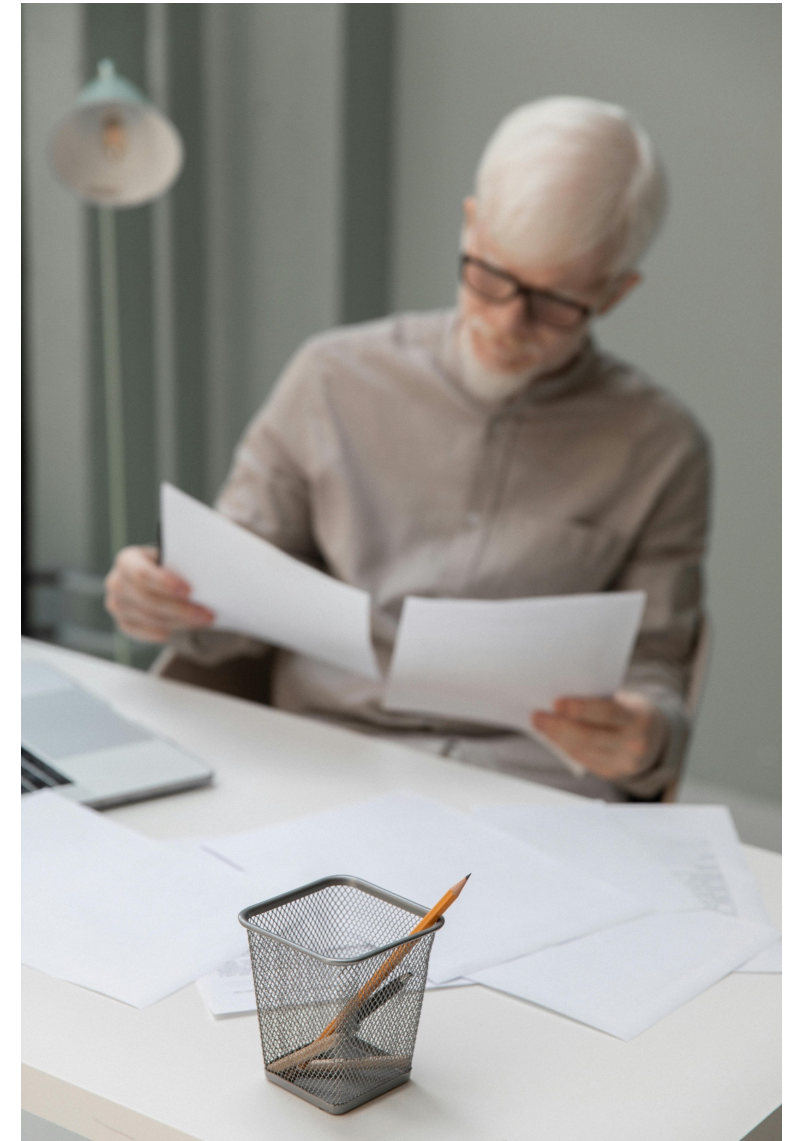


Turning vision into action, one step at a time



Leverage Sustainability Benchmarks

	Coverage	Complexity
ISO14001 or PAS2060 Focus: Environmental Management Benefit: Structured framework for improvement	Environment Governance	Low
Ecovadis Focus: Measuring impacts in all areas ESG Benefit: provides a benchmark to start with	Environment Social Governance	Med
BCorp Focus: Overall sustainability Benefit: Holistic assessment and recognition. Not for the fait hearted*	Environment Social Governance	High
Global Reporting Initiative (GRI) Focus: Overall impact and sustainability performance Benefit: Holistic assessment and recognition. Not for the fait hearted*	Environment Social Governance	High
UN Global Compact Focus: Overall sustainability Benefit: Easily align with the UN Sustainable Development Goals	Environment Social Governance	High



From small steps to giant leaps

Starting with manageable sustainability projects allows businesses to build a solid foundation and gain valuable experience. By beginning with small, actionable steps and progressively tackling larger challenges, your organisation can effectively scale its sustainability efforts and achieve long-term success

Office Recycled Art Project

Organise a team activity to create artwork or sculptures using office waste materials such as paper, plastic, and cardboard. Display the finished pieces in the office to raise awareness about recycling and sustainability. Consider auctioning pieces to generate money for charity



Walkathon

Organize a Walkathon or similar event where employees participate in either in a designated area or through a virtual challenge. This promotes health and well-being, fosters team spirit, enhances company culture and raises awareness



Business Incubator

Set up a small-scale incubator program to support startups or small businesses focused on sustainability issues such as governance, environmental or social impact. Provide access to shared resources, mentorship, and networking opportunities at minimal or no cost. This encourages the growth of sustainable businesses, fosters innovation, and provides valuable support to new ventures in the sustainability space.



Urban Beekeeping

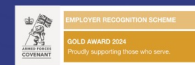
Establish an urban bee garden on the office rooftop or nearby green space. Produce honey from the hives and use it as a unique product for the business. Donate the proceeds sales to local causes. Supports local biodiversity and contributes to community welfare through donations.



Rewilding

Undertake a long-term rewilding project by restoring a local area of land to its natural state. This might include reintroducing native plants and animals, creating habitats, and managing the land to support local wildlife. Engage employees and the community in the project.

ANY QUESTIONS?





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