

As an employee – what can I do for Climate Action?

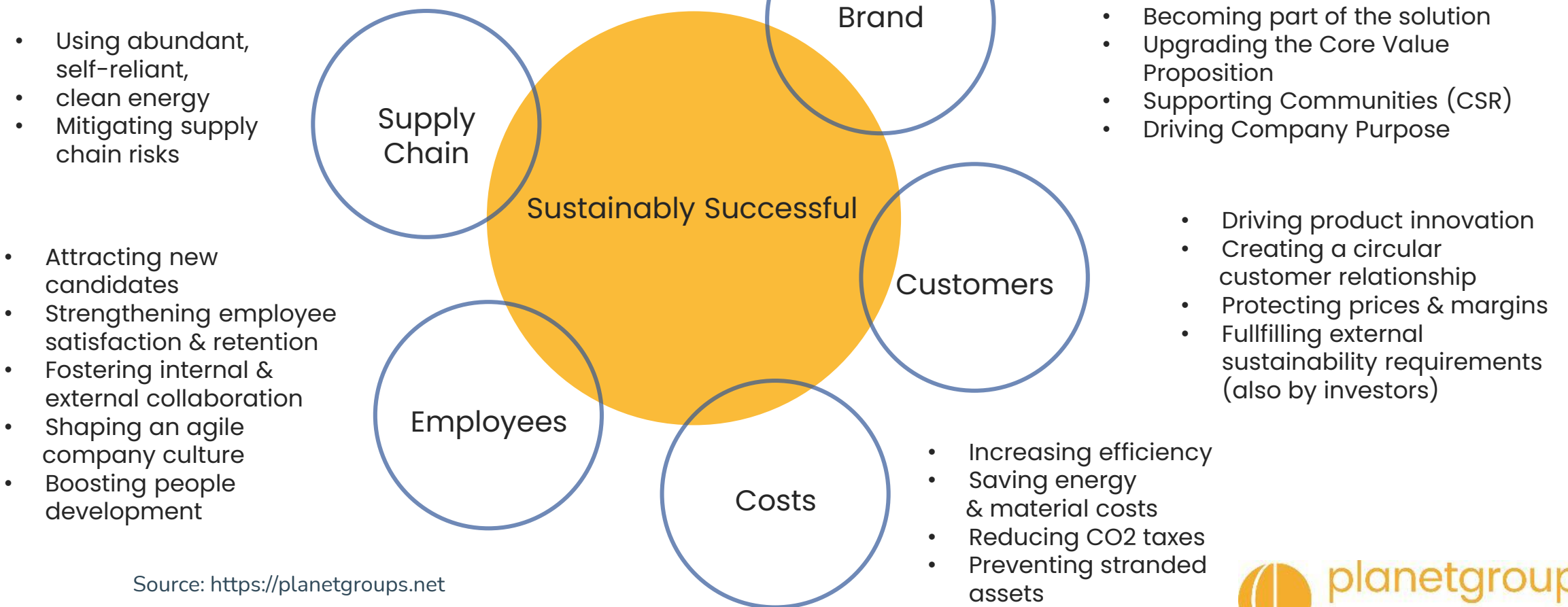
Companies are run by employees.

So is Climate Action!



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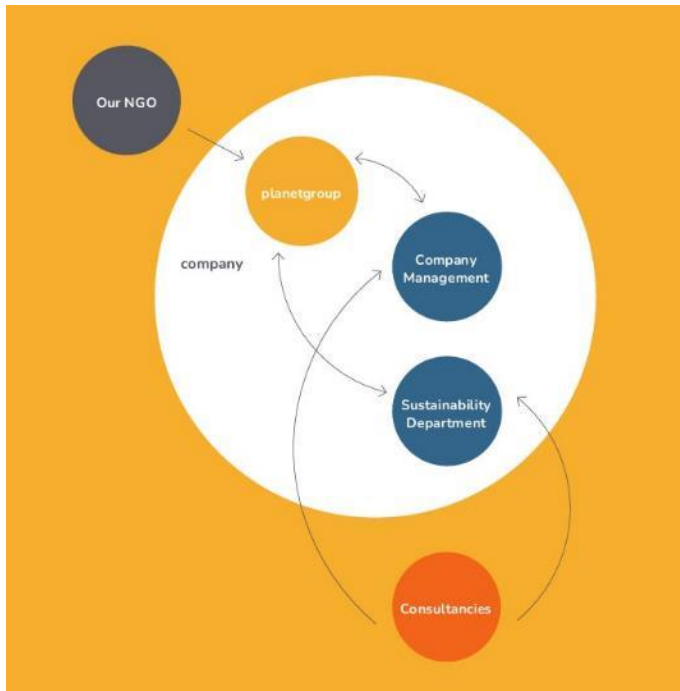
There's a strong business case for Climate Action. As an employee, you CAN make your company more successful as well as more sustainable if you engage with this topic!



Source: <https://planetgroups.net>

As an employee – what can I do for Climate Action?

To play a role in Corporate Climate Action, first find out what your company is already doing. Is there a sustainability manager, strategy or options to participate? If not, planetgroups can help you make contact with the relevant people, get buy in from decision-makers, and set up and support a „Climate Employee Group“ in your organisation.



<https://planetgroups.net>

As an employee – what can I do for Climate Action?

There are also a number of alliances around to empower, support and scale the momentum for Corporate Climate Action. Is your company already a member of any of them? If not, suggest your company joins one.

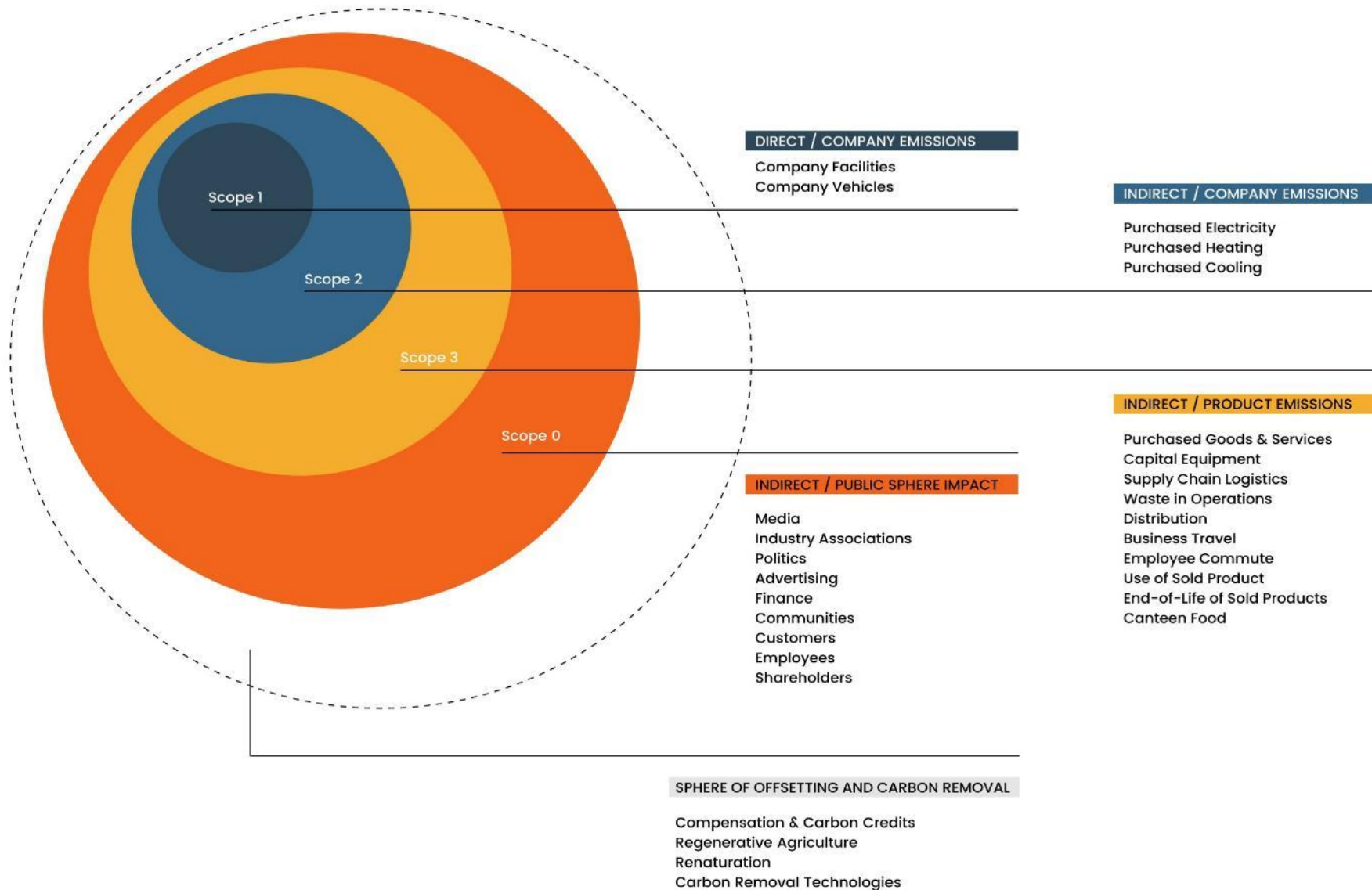


As an employee – what can I do for Climate Action?

While joining an alliance or setting up an „Employee Climate Group“ will need management endorsement to get started, there's a lot you can kick off yourself within your own sphere of influence, team or department.



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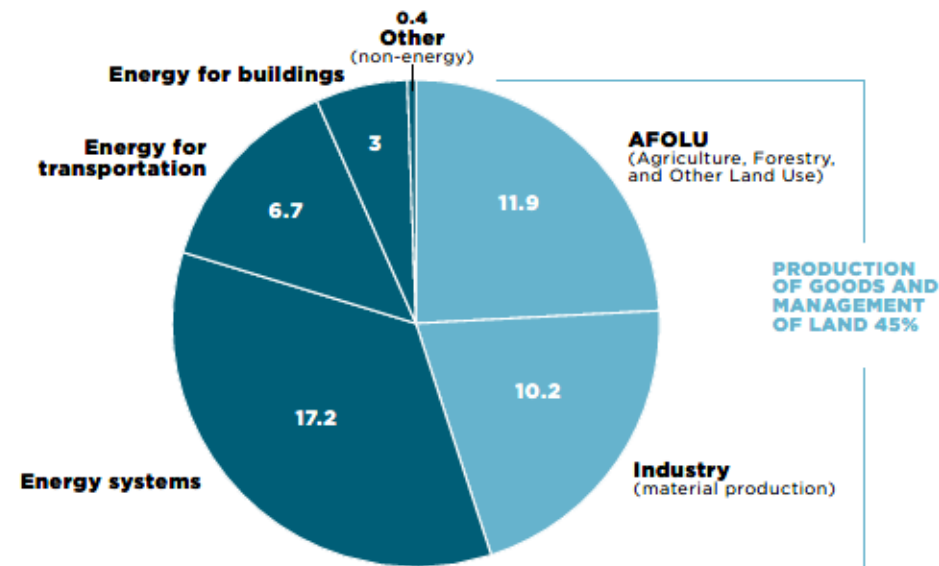
To get started, it helps to understand the scopes of Climate Action. These include both *Reducing your Emissions* (Scopes 1, 2 and 3) and *Increasing your Positive Impact* (Scope 0 plus Regeneration).

As an employee – what can I do for Climate Action?

Make sure to not only focus on Greenhouse Gas Emissions, but also integrate any material resources you use (such as minerals, plastics, gases, water, soil, plants, cement, wood, animals) in your Climate Action plan.

FIGURE 1: 45% OF GLOBAL GHG EMISSIONS CAN BE ATTRIBUTED TO THE PRODUCTION OF MATERIALS, PRODUCTS, AND FOOD, AS WELL AS THE MANAGEMENT OF LAND

Global GHG emissions
Billion tonnes of CO₂e per year, 2010



Note: 'Industry' and 'AFOLU' include their own energy-related emissions but not indirect emissions from electricity and heat production.
Source: IPCC, "IPCC's Fifth Assessment Report (AR5)" and Material Economics analysis.

Source: COMPLETING THE PICTURE - HOW THE CIRCULAR ECONOMY TACKLES CLIMATE CHANGE, ELLEN MACARTHUR FOUNDATION (2019)



Design out waste and pollution
to reduce GHG emissions
across the value chain

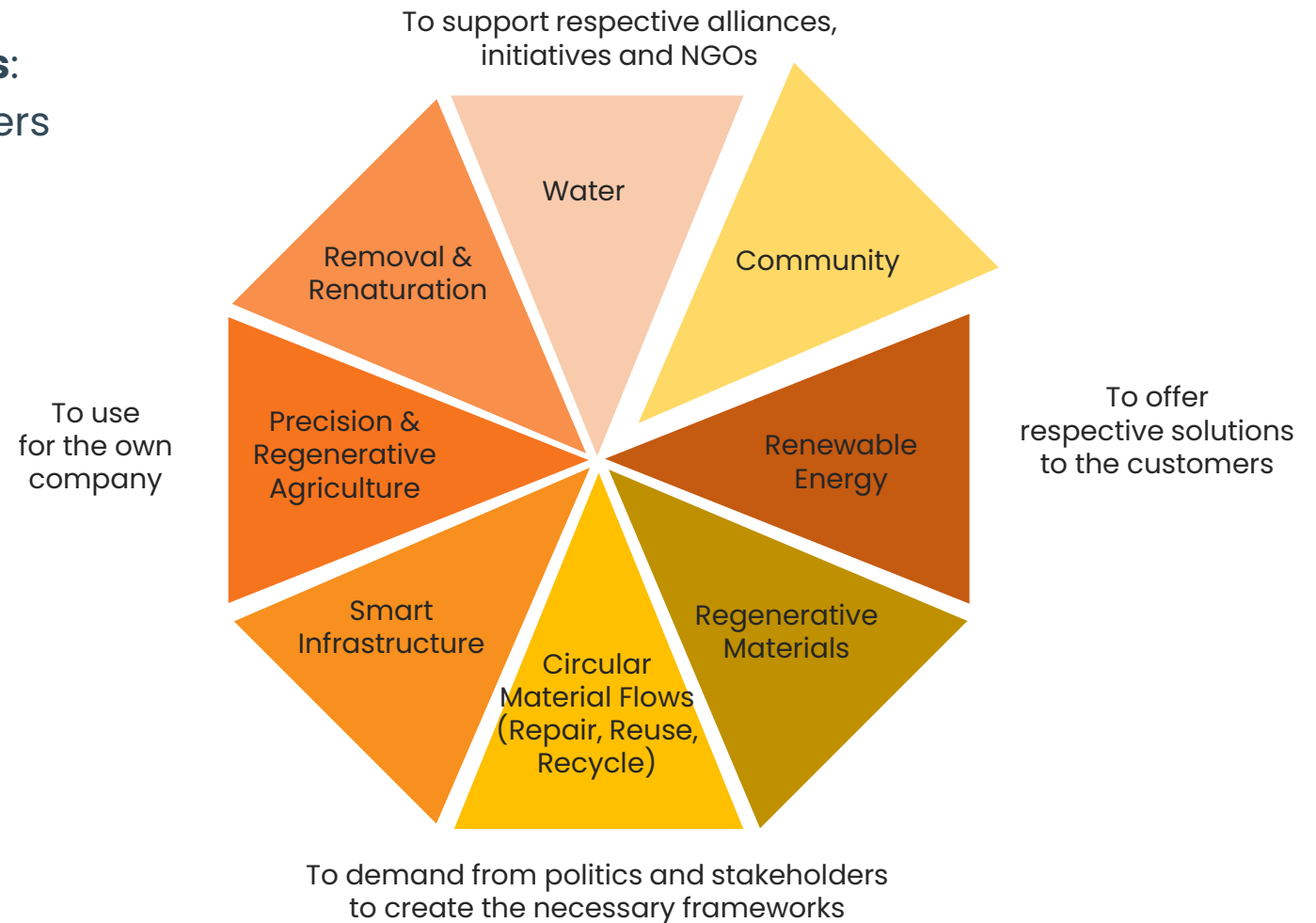
Keep products and materials in use
to retain the embodied energy
in products and materials

Regenerate natural systems
to sequester carbon
in soil and products

As an employee – what can I do for Climate Action?

And don't forget your **products and services**:
How are your offerings helping your customers
to become planet positive themselves?

Our **“Eight Pillars” Model**
of a planet positive
economy helps to identify
crucial areas for a
regenerative future.



As an employee – what can I do for Climate Action?

Human Resources

- Is sustainability reflected in your employer brand?
- What is the carbon footprint of your HR Marketing and Materials?
- What is your Climate Impact in Ads and Social Media?
- Can you support employees with loans for renewable heating, mobility and power at home?
- How „Green“ are your pension funds?
- Do you promote Electric Vehicles and Connected Mobility Solutions with your car policy?
- Do you incentivify / pay bonuses on sustainability targets?
- How carbon intensive is your travel policy?
- Are people aware of the Carbon Footprint of their menus in the canteen?
- Do you offer charging stations for electric vehicles of employees?
- Do you encourage shared or company organised employee commute?
- How much sustainability is in your purpose, values and mission statement?



As an employee – what can I do for Climate Action?

Finance & Risk Management

- Do you have a carbon and material accounting & controlling in place?
- Do you incentivize by resource use & sustainability targets?
- Do you have a Climate and Supply Chain Risk Assessment?
- Do you have your money in banks which have a sustainability focus?
- Do you review your own Climate Impact with owners and investors?
- How „Green“ are your pension funds?
- Do you consider resource use and resource costs in your CapEx and OPEX calculations?
- Do you have a sustainability reporting in place (based on standards like GRI, SASB, or IIRC)?
- Do you analyze strategic suppliers and customers by their climate alignment?
- How sustainable are the insurances you work with?
- How does your pricing reflect the climate and planet footprint?
- Do you calculate the „real value“ (EBIT after natural resource use) in your P&L?



As an employee – what can I do for Climate Action?

Production

- Do you purchase renewable energy, e.g. through PPA?
- Can you generate renewable energy on premises or in your community?
- Can you save more energy or other resources by optimizing processes?
- Do you have LED lighting and optimized heating / cooling / insulation in place?
- Can you improve productivity and reduce waste through IoT or Preventive Maintenance?
- Do you know the carbon footprint of each step in the production?
- Do you incentivify / pay bonuses on sustainability targets?
- What is the carbon and material footprint of your packaging?
- Can you reduce emissions through electrification or carbon capture technologies?
- Can you use a higher percentage of materials that are reused, recycled or regenerative?
- Can you use facilities in order to restore nature (bees, rooftop gardening, etc.)?
- Can you form alliances in your industry or community with the above targets?



As an employee – what can I do for Climate Action?

IT & Software Development

- How green are your hosting and server operations?
- How circular and carbon intensive is the hardware you use?
- How environmentally friendly are your printers and the paper you use?
- Can you further digitalize processes in order to reduce time, printing and paper?
- Can you provide networking opportunities related to climate and resource use in the company?
- Can you provide tools and write code to monitor, improve and reduce resource use?
- Can you develop software which enhance your products to make them more resource effective?
- Can you add to the efficiency of manufacturing, supply chain or distribution processes?
- Can you create business bases (or CSR cases) around a second life of your IT equipment?
- Can you provide tools and write code to improve ridesharing / connected employee commute?
- Can you create completely new IT products which are carbon sinks or regenerative?
- Can you virtualize more internal and external products, processes and services?



As an employee – what can I do for Climate Action?

Data Science, IoT & AI

- Do you track how (efficient) your products are used and disposed off?
- Do you use preventive maintenance systems?
- Do you track and evaluate product life time data?
- Can you incentivize your customers to use your products more climate consciously?
- Can you create business cases around using your products less?
- Can you create business cases around sharing, recycling, or second life products or parts usage?
- Do you track the carbon and material footprint of your supply chain and distribution?
- Do you track the carbon and material footprint of your production process?
- Can you apply your Data Science / IoT / AI skills to make other industries more sustainable?
- Can you apply your Data Science / IoT / AI skills to serve climate purposes (e.g. renaturation)?
- Can you apply Data Science for improving the carbon footprint of the canteen?



As an employee – what can I do for Climate Action?

Purchasing & Supplier Management



- Is sustainability one the of the criteria in vendor selection?
- Do you require your suppliers to disclose their emissions?
- Do you track the carbon and material footprint of the products and services you buy?
- Do you assess regionality / the supply chain carbon intensity for your purchasing decisions?
- Do you encourage carbon neutrality / a credible net-zero target among your suppliers?
- Could you organize Climate Impact Circles or trainings for your supplier network?
- Do you incentivize / pay bonuses or maluses to your suppliers based on sustainability targets?
- Do you have a Climate and Supply Chain Risk Assessment?
- Do you measure the ESG impact of your purchasing decisions?
- Can you form alliances in your industry or community with the above targets?
- Can you purchase a higher percentage of materials that are reused, recycled or regenerative?

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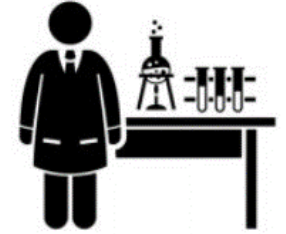
Logistics, Distribution & Supply Chain

- Do you track and analyze the carbon footprint of your logistic processes?
- Do you ask your Service Providers to disclose emissions?
- Can you further improve your supply chain and distribution through Data Science?
- Are you active in industry panels on the climate impact of transport and logistics?
- Do you assess and select Service Providers along sustainability KPI?
- Do you purchase renewable energy, e.g. through PPA?
- Can you use your warehouses to produce renewable energy or renewable thermal heat?
- Can you optimize resource use and costs of warehouses through smart demand management?
- Can you optimize logistics of e-commerce returns, multichannel sales and second life products?
- Are you pushing vehicle manufacturers to accelerate the electrification of logistics?
- Can you contribute more internally to the localization of SCM and Distribution?



As an employee – what can I do for Climate Action?

Research & Development



- Do you track carbon, waste and resource use of the R&D department?
- Do you integrate service, reuse and recycle readiness in product design?
- Do you assess the lifecycle carbon and material intensity of products and materials?
- Do you discuss circular sales models (Products as a Service, Sharing) with Product Management?
- Can more parts and materials you use be made of regenerative substances?
- Can more parts and materials you use be sourced from recycled substances?
- Do you evaluate the availability and regionality of materials you use?
- Do you review the climate footprint of your products with Data Science, Sales, and Service?
- Can you develop products to become a carbon sink?
- Can you develop, provide or share climate friendly technologies open source?
- Can you apply your Know How to make other industries more sustainable?
- Can you apply your Know How to serve climate purposes (e.g. renaturation)?

As an employee – what can I do for Climate Action?

Strategy, M&A and Government Relations

- Have you set ambitious targets on carbon and circular material use?
- Is there a roadmap with milestones in place to achieve these targets?
- Do your purpose, vision and mission reflect your Climate and ESG ambitions?
- Are you disclosing emissions, and a member of alliances like Science Based Targets?
- Are you actively moving away from fossil driven companies and technologies?
- Are you developing your product strategy towards a completely planet positive impact?
- Are you investing in technologies and acquisitions which will drive this transformation?
- Are you actively lobbying politics, media and industry associations for climate taxes and regulation?
- Do you financially support NGOs and scientific organizations with the ESG targets?
- Do you support local communities to help them prepare for and prevent climate change?
- Are you active in regenerative regional economic initiatives like the Donut Economy?
- Is everyone in your organization aligned with your climate strategy & objectives?



As an employee – what can I do for Climate Action?

Marketing & CSR

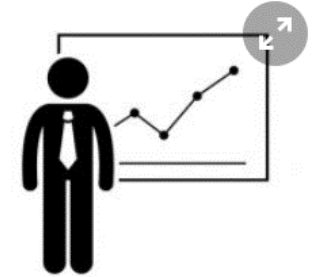
- Is sustainability adequately represented in your marketing and branding?
- What is the carbon footprint of your marketing activities and materials?
- What is your Climate Impact in Ads and Social Media?
- How do you select, monitor, communicate and support your carbon offsetting projects?
- Are your carbon offsetting projects aligned with CSR, HR development and branding activities?
- Is your company value proposition one of creating „real value“ (EBIT after natural resource use)?
- Do you use CSR activities to regenerate the planet?
- Do you select and assess your vendors also by their emphasis on sustainability?
- Do you use your marketing to engage customers and communities in your climate initiatives?
- How much sustainability is in your purpose, values and mission statement?
- Are you engaging in business alliances to better promote your climate cause?



As an employee – what can I do for Climate Action?

Sales, Business Development & Product Management

- Do you monitor and optimize the carbon footprint of your sales activities?
- Do you provide electric vehicles to your outside sales force?
- Do you train your sales force and develop your PR with sustainability as a key value proposition?
- Do you drive circular sales models (Products as a Service, Sharing, ...) with Product Management?
- Do you develop circular product lifecycles together with R&D, Service, distributors and competitors?
- Are you developing your product strategy towards a completely planet positive impact?
- Are you investing in technologies and acquisitions which will drive this transformation?
- Is your sales team aware of the carbon and material footprint of every product they sell?
- Do you incentivize / pay bonuses to your sales team based on sustainability targets?
- Do you use your distribution network (distribution partners and channels), to push for more sustainability both towards retail and towards producers?
- Do you review the climate footprint of how your products are used together with Data Science and Service?



As an employee – what can I do for Climate Action?

Service

- Do you monitor and optimize the carbon footprint of your service activities?
- Do you provide electric vehicles to your outside technical service?
- Do you use Data Science to improve the footprint of your service processes?
- Do you drive circular sales models (Products as a Service, Sharing, ...) with Product Management?
- Do you develop circular product lifecycles together with R&D, Sales, distributors and competitors?
- Can you virtualize more service?
- Can you support local, community based product repair initiatives as CSR or as business case?
- Are you involved in waste collection / resource retrieving, recycling, or second life initiatives?
- Can you apply your Know How to make other industries more sustainable?
- Can you apply your Know How to serve climate purposes (e.g. renaturation)?
- Do you review the climate footprint of how your products are used together with Data Science and Service?



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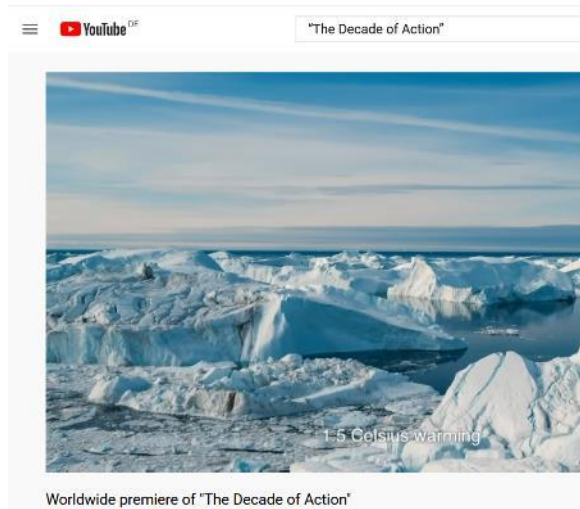
Facility Management



- Do you purchase renewable energy, e.g. through PPA?
- Can you generate renewable energy on premises or in your community?
- Can you save more energy or other resources by optimizing materials or processes?
- Do you have LED lighting and optimized heating / cooling / insulation in place?
- Can you improve productivity and reduce waste through Data Analytics and AI?
- Can you make your buildings carbon sinks?
- Do you select, evaluate and develop your contractors according to sustainability parameters?
- Do you lobby architects and governments for more climate action in the building sector?
- Can you reduce emissions through the electrification of your carpool or heating/cooling?
- Do you offer charging stations for electric vehicles of employees?
- Can you use facilities in order to restore nature (bees, rooftop gardening, etc.)?
- Can you apply your Know How to serve climate purposes (e.g. renaturation)?

As an employee – what can I do for Climate Action?

Great effort! If you need more inspiration, here are some videos to start:



This 35 mins. documentary “The Decade of Action” on sustainability demonstrates why businesses need to go all-in. This is the decade. We are the generation.

<https://www.youtube.com/watch?v=yCuheTKZA88>



This heartwarming film, inspired by Netflix’s Our Planet series, carries an emotional message how businesses can play their part in restoring nature and building a stable future for our planet.

<https://www.youtube.com/watch?v=JdWQJq2OkJs>



How can business survive climate change? This documentation by The Economist explains the risks and chances posed to business by Climate Change, and how companies are reacting to it.

<https://www.youtube.com/watch?v=7vOwjNTDwBE&t=784s>



And this is what a „planet project structure“ may look like.



Or like this.

Our Value Chain

Procurement

Scope 3 Emission Tracking
Integration of Sustainability KPI and Targets in Supplier Management
Supplier Training

Manufacturing

PV & Wind Efficiency
Circularity
Water Waste
Facilities

Transport & Logistics

Fleet Electrification
Cooling
Regenerative or Recycled Packaging
Optimised Routing
Warehouse Optimisation

IT & Ops

Green Hosting & Servers
Circular Hardware Concepts
GHG Emission Tracking Software
Digitalisation
IT-Skills for Smart Food Distribution & Precision Agriculture

Our Outreach

Marketing & Brand

Brand & Value Propositions
Messaging & PR
Events
Government Relations

Finance

GHG Accounting
Value Based Reporting
Banks & Insurances
Funds & Investments

Employees

Commute & Vehicles
Pension Funds
Individual Planet Action
Education
Employer Branding
Recruiting & Development
Compensation & Benefits

Our Products, Customers & Partners

Soil Health

Regenerative Agriculture
Training, Education & Research

Packaging

Regenerative B2B Packaging
Retail & HoReCa

Carbon Capture / BECCS

BECCS
Biochar
Composting

Food Waste

Food Storage
Distribution
Re-Use

Renaturation

Reforestation
Wetlands
Biodiversity

Energy

Bioenergy
PV & Wind
Subsistent Loops

Food Security

Climate Adaptation
Water Management
Diet Changes

Material Sciences

Textiles
Construction
Pulp & Paper

Our Locations

Offices

Travel
Waste Reduction & Recycling
Water- & Energy Efficiency
Plants & Gardening
Canteen

Communities

CSR
Education
Urban Gardening & Permaculture
Energy

Or like this...

Our Value Chain

Procurement

Scope 3 Emission Tracking
Integration of Sustainability KPI and Targets in Supplier Management
Supplier Training

Manufacturing

PV & Wind
Efficiency
Circularity
Water
Waste
Facilities

Transport & Logistics

Fleet Electrification
Cooling
Regenerative or Recycled Packaging
Optimised Routing
Warehouse Optimisation

IT & Ops

Green Hosting & Servers
Circular Hardware Concepts
GHG Emission Tracking Software
Digitalisation
Websites
IT-Skills for "Green" Products

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Our Products, Customers & Partners

Advertising Clients

Campaigns
Green Data
Green Loyalty Schemes
Branding

Users / Readers

Content
Consumer Guidance
Communities of Practice

Content Partners

Publishers Network
External Authors
Experts

Start-Ups

Rafts
Row boats
Speedboats

Corporate Social Responsibility

Renaturation
Farming

Media Partnerships

NGO
Thinktanks
Events

Platforms

Celebrities
Webinar Experts
Merchants

Education

Schools & Universities
Families
Vocational Training

Our Locations

Offices

Travel
Waste Reduction & Recycling
Water- & Energy Efficiency
Plants & Gardening
Canteen

Communities

Local Representatives
Education
Urban Gardening &
Permaculture
Energy