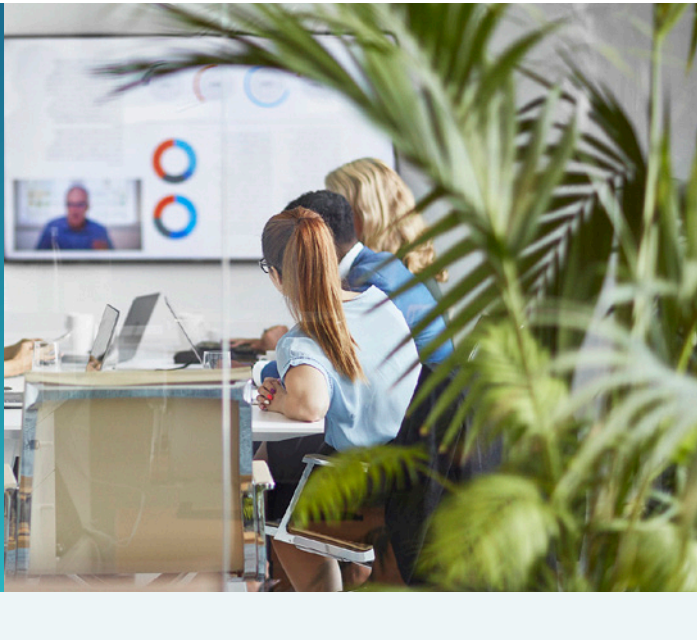


5 CRUCIAL STEPS

To Creating A Greener Organisation



Sustainable practices can have a big impact on every element of your organisation – from your people and operations, to your services and customers.



With greener practices, organisations can **increase employee engagement**, improve their ability to **attract new talent**, and **satisfy customers'** growing demands for ethical products and services.

But driving these practices will require leadership from HR, and a strategic approach to sustainable change across the entire organisation.

Here Are 5 Key Steps You Can Take To Start Leading Sustainable Change In Your Organisation:



1. Calculate Your Carbon Footprint

Carbon footprints measure the total greenhouse gas emissions caused by your organisation – helping you identify how your organisation is contributing to climate change.



By using an online business carbon footprint calculator – or getting support from an external professional – you can find out how green your practices are today, and what you need to improve them.

2. Set Sustainable Goals

Set relevant goals by aligning your sustainable policies with international agreements, like the [UN's Sustainable Development goals](#), or the [European Green Deal](#). Get involved with campaigns like the [United Nation's Race to Zero](#) – the largest ever global alliance committed to achieving net zero carbon emissions by 2050, backed with science-based targets.



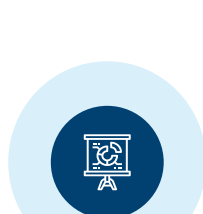
3. Transform with Tech

Once you've set your goals, a big part of meeting them will be reducing organisational emissions by embracing technology.



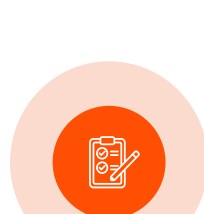
4. Engage Employees

Sustainability is also about engaging your workforce. Many organisations are working to create sustainably conscious workforces.



Offer Short, Regular Training

on your sustainability goals, carbon neutrality, and waste management.



Run Surveys

to figure out what's most important to your existing workforce.



Create A Rewards Scheme

to incentivise your workforce to learn more about sustainability and put it into practice.

5. Track your progress

Monitor your efforts to identify what's working best, and keep morale high. You can measure your organisation's sustainability efforts using environmental, social, and governance criteria (ESG), alongside your financial metrics.



- Environmental**
Track your organisation's energy consumption, water usage, waste levels and carbon footprint.
- Social**
Survey your employees' health and wellbeing, their involvement in sustainable projects, track your relationships with suppliers – and how it's all impacting your customers and community.
- Governance**
Monitor the involvement of green teams, shareholders, and board members.
- Financial**
Measure a cost/benefit analysis for energy, time and resources saved.

Contact Us

If you'd like to learn more about how you can create a more sustainable organisation, we have HR consultants with decades of experience across a wide range of sectors – just get in touch to see how we can help.

www.jigsaw-cloud.com



Here at Jigsaw Cloud, we've been helping small to medium sized businesses achieve their HR goals since 2004. With an experienced team of SAP SuccessFactors and SAP Litmos consultants and HR practitioners, we understand how to combine people management, technology and process together to achieve maximum business impact.