

# HR “Eco” Audit

How HR & employees can work together to help achieve their organisation's climate targets

Climate change is the most pressing issue of our time - and now is referred to by some as our “last, best chance to make a difference”. The future will see employers under ever increasing pressure to reduce their carbon footprint and reach Net Zero emissions targets.

We have invested time in designing an innovative HR “Eco” Audit to help employers drive climate change initiatives through greater collaboration with their employees to embed a climate conscious culture across all aspects of the employment relationship and thereby the very fabric of their organisations.

## Areas addressed by the HR “Eco” Audit include:

- C-Suite Mission Statement and Communications
- Sustainability policy
- All other employment orientated policies (including disciplinary, grievance and whistleblowing policies)
- Obligations in contractual documents (including the employment contract and settlement agreement)
- Employee Incentives and benefits (for example considering investments in sustainable pension funds and paid leave for undertaking voluntary activities at an environmental charity)
- Recruitment (for example new joiner packs, interviews and literature)
- Flexible working and sustainable commuting including offering travel allowances
- Training
- Sustainability Champions
- Campaigns
- Workplace Culture

## Why complete the HR “Eco” Audit?

- Give you a snapshot of where your organisation currently is
- Set you apart from your competitors
- Help you to mitigate reputational risk
- Enhance hiring potential (in turn, reducing departures)
- Provide you with the tools to pioneer real change, allowing you to get ahead of the game

## Our commitment

We will partner with you to help you achieve your sustainability targets by looking at ways our work with you can maximise sustainability.

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