

# Your roadmap to a sustainable workplace culture

## HR Eco Audit

Climate change is the pressing issue of our time. Employers are facing ever-increasing pressure to reduce their carbon footprint, from both government and their employees. That's why a climate-conscious culture needs to be embedded within the very fabric of your business.

To attract and retain the right people, every business has to create a sustainable workplace culture that their employees believe in. Clyde & Co are ready to work with you to get ahead of the game. Our HR Eco Audit can identify many ways to strengthen your sustainability culture. To do that we meet, evaluate, then move forward.

1

### Meet

Our employment and pension specialists will partner with your HR and legal teams. Together they will look at where your workplace culture is in terms of sustainability currently and where you want to be.

2

### Evaluate

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)

3

### Move forward

Your user-friendly HR Eco Audit report summarises all findings. It highlights:

- How contracts and policies should be updated
- New initiatives to help you reach your climate goals

### 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

**A Clyde & Co HR Eco Audit is your roadmap to a sustainable workplace culture.** It will give you the confidence that you can meet your climate business targets and assure your employees (and prospective employees) that their company is playing its part in striving for a greener future.

### Further information

To find out more email our dedicated HR climate change team on [hr-esg@clydeco.com](mailto:hr-esg@clydeco.com)