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# Climate Actions at Work

Not every job is a sustainability job, but you can bring a sustainability lens into each and every job. Whether you are a client service professional, an IT professional, a human resources executive, or in any other role, there are opportunities to help address climate change in the workplace, educate and inspire others to take climate action, and make a meaningful impact.

**Here are some actions you can take in your professional role:**

## Educate



- Get smart on climate and sustainability
- Organize a webinar or speaker event on sustainability with internal or external specialists

## Ideate & Convene



- Incorporate sustainability into your job
- Conduct a team building exercise on climate change and sustainability

## Activate



- Join or start a local 'Green team'
- Make a sustainability promise with a colleague
- Share your views & use your superpower

*Find details on easy and creative ways to get started on the following pages.*

# Climate Actions at Work

## EDUCATE

### Get smart on climate and sustainability

#### Get started:

- Check out [Deloitte's Climate Impact Quiz](#) to identify areas to act
- Get inspired by [Deloitte's Climate Exchange](#), a global hub of insights and ideas
- Invite two friends to read a book on sustainability and meet to discuss it. Check out [Deloitte's Lightbulb List](#) of climate related books
- Identify a sustainability association that is relevant to your function or industry. Read one article they have published or listen to one of their podcasts
- Ask one person from a generation younger than you and one from a generation older than you for their perspectives on climate change
- Ask your children what they have learned about climate change at school
- Share what you've learned with three colleagues
- For Deloitte Professionals Only: Take the [WorldClimate eLearning](#)
- For Deloitte Professionals Only: Complete one climate-related learning opportunity on [Cura](#)
- For Deloitte Professionals Only: Explore [Deloitte WorldClimate Resources](#)
- For Deloitte Professionals Only: Subscribe to the [Climate Change Media Monitoring Newsletter](#).

**Why:** Educating yourself on climate change is one of the best ways to understand what's at stake so you can clearly speak to the issue with others and prioritize actions. Find opportunities to share what you learned.

### Organize a webinar or speaker event on sustainability with internal or external specialists

#### Get started:

- Work with your function, division or interest groups to bring in a climate-related speaker for a "lunch-and-learn" type session relevant to your group
- Ask your organization's Chief Sustainability Officer or equivalent to participate (live or virtually) in a town-hall style meeting with your team or group
- For Deloitte Professionals Only: Attend our Earth Month global speaker event
- For Deloitte Professionals Only: Host a speaker event with leaders in [Deloitte's internal sustainability teams](#) or the [Deloitte Global Climate & Sustainability](#) marketplace team.

**Why:** Leveraging internal and external experts can broaden your understanding of the issue and provide additional inspiration or clarity you may have needed.

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## IDEATE AND CONVENE

### Incorporate sustainability into your job

#### Get started:

- See the 'Sustainability by function' guidance below for function-specific actions
- Connect with two or more colleagues and identify sustainability issues in your area and ways to address them
- Identify a practice in your area that does not appear sustainable. Keep asking why until you discover the root cause and the person who can help change it
- Waste almost always indicates unused value. Identify areas you see waste and discuss with others how to eliminate it, then act
- Read your company (or client's) sustainability report. (For Deloitte Professionals Only: [2021 Deloitte TCFD Report](#), [2021 Global Impact Report](#))
- Look for opportunities to collaborate with others on climate and sustainability issues for your projects. (For Deloitte Professionals Only: [View member firm collaboration contacts](#)).

**Why:** While your job may not have a sustainability focus, there's always a way to bring a sustainability lens to every project or initiative. Often, the biggest impact we can make is through our day-to-day activities and strategic decisions at work.

### Conduct a team building exercise on climate change and sustainability

#### Get started:

- Play a group game to deepen your understanding of climate change (see examples at [Games4Sustainability](#), [Climate Fresk](#), [MIT Solve](#))
- Hold a sustainability-themed workshop or "Solve-a-thon"
- Host a climate-specific book club
- Lead a nature hike with your team.

**Why:** Find fun ways to engage with colleagues on the topic while building team rapport.

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## ACTIVATE

### Join or start a local 'Green team'

#### Get started:

- Find out if there are any other Green teams operating in your organization, and if so, connect
- If not, find leadership support to help you [start your Green team](#)
- For Deloitte Professionals Only: Join the [Deloitte Global Green Team channel on MS Teams](#) to find a Green Team near you or start one of your own.

**Why:** A Green team is an employee-led effort to increase sustainable operations and employee education in the local office. Grassroots efforts can have a big impact.

### Conduct a team building exercise on climate change and sustainability

#### Get started:

- Meet a colleague one day a week or month for a joint vegetarian lunch
- Share your commitment to a sustainable action with at least one other colleague during a live or virtual connection
- Pass on an article, book or post you read that influenced your approach to climate issues at work and explain how it impacted you.

**Why:** Sharing or making a commitment or promise with someone else can be a great way to increase accountability and follow-through. Make a promise with a colleague on how you plan to be more sustainable at home or work.

### Share your views and use your superpower

#### Get started:

- Have open conversations about climate change with friends, colleagues, and family members
- Identify what you're good at (your superpower) and think about ways you can address the climate crisis with those skills. For example, if you're a cybersecurity advisor, write about how climate change will have an impact on cybersecurity in the future.

**Why:** Oftentimes, when all else seems out of reach, we can use our voice and tap into our strengths, also known as our 'superpowers,' to make an impact that matters.

# Climate Actions at Work

## Sustainability by function

Whether you work at Deloitte (in client service or an enabling area) or another organization, there are many ways you can incorporate sustainability into the work you do.

**Here are some function-specific ideas on how to embed sustainable thinking and actions.**

### Human capital / Human resources

- Ensure sustainability is referenced in brand, purpose, values, and mission statement
- Tie incentive pay to achieving sustainability targets
- Advocate for hybrid or work-from-home policies for positions
- Incorporate small elements of climate learning into all organizational trainings
- Minimize paper documentation
- Ask how sustainability is incorporated into investment fund options (e.g., pensions, 401(k))
- Support use of sustainability perks or benefits for employees such as subsidies for bicycles, smart thermostats, etc.
- Locate new hires in locations that minimize travel requirements
- Evaluate need to provide employees with flood insurance.



### Finance

- Deploy an internal carbon tax
- Include an internal cost of carbon in financial modeling
- Factor the cost of carbon into pricing products
- Evaluate investment portfolios for climate risk
- Work with your sustainability team to ensure sustainability reporting is done with the same rigor as financial reporting
- Develop a responsible investment policy that incorporates ESG considerations (where permitted by regulation)
- Consider climate risk when evaluating potential acquisitions
- When hiring consultants agree to a carbon budget in addition to a financial budget
- Track financial losses due to severe weather impacts.



# Climate Actions at Work

## Supply chain and procurement

- Understand the carbon footprint of each step in the production process
- Align supply chain sustainability goals with overall organizational sustainability goals
- Ask suppliers to set science-based carbon reduction goals and factor sustainability performance into vendor choice
- Purchase renewable energy
- Work with vendors to reduce packaging
- Decrease waste and increase practices that reuse, recycle and regenerate.



## IT and Software

- Make hosting and server operations more 'green'
- Push hardware providers to design equipment so that it can be repurposed at the end of life
- Include take-back provisions in equipment contracts
- Ensure equipment specifications include green certification
- Track e-waste and send to e-waste recyclers who are certified to follow leading practices
- Extend equipment life and policies for upgrades, subject to security considerations
- Provide employees with solar chargers for their laptops and phones, or options to buy at a discount
- Make employees aware of best practices for equipment charging
- Program equipment to turn off completely when not in use
- Work with equipment providers to minimize packaging or provide returnable packaging.



## Facilities and operations

- Factor sustainability criteria when choosing new facility locations
- Purchase renewable energy or generate it on premise
- Add sustainability to the list of criteria in vendor selection
- Implement policies to reduce food waste and promote locally sourced food
- Include elements that support biodiversity into facility design
- Contractually require landlords to provide data on energy usage
- For multi-tenant buildings spearhead a sustainability tenants group
- Eliminate single-use plastics wherever possible.



## Strategy and risk

- Embed sustainability and climate change directly into short and long-term business strategy
- Evaluate organizational risks and opportunities associated with climate change
- Support reporting in line with the Task Force on Climate Related Financial Disclosures
- Consider how changing weather and severe weather events may impact operations
- Evaluate change in health risks to employees due to climate change and impact on business.



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