

## Sustainability Strategy

The purpose of this strategy is to set clear standards and actions for our sustainability goals. To become a leader in sustainability by minimising our carbon footprint and promoting environmental stewardship across all operations and activities. Integrating sustainable practices into all organisational process and activities and engaging stakeholders in sustainability effort and promote environmental awareness

Our approach has three strands: carbon reduction; other environmental action; and social sustainability.

## Carbon Reduction Strategy

### Assess and analyse

- Conduct a thorough assessment of the current carbon footprint across the organisation for scopes 1, 2 and 3
- Identify the major sources of carbon emission
- Implement systems for ongoing data collection
- Review inefficiencies and track progress over time

### Carbon reduction goals

- IOM3 has signed the [Pledge to Net Zero](#) and set itself a science-based target to reduce its Scope 1 and 2 GHG emissions in line with a 1.5°C scenario for global average temperature change and aims to reach net-zero GHG emissions well before 2050. IOM3 has also joined the SME Climate Hub.
- To be carbon neutral in scope 1 and 2 by 2035. Where possible this should be done by direct emissions reduction; offsetting those emission that IOM3 is unable to reduce should be a last resort
- To reduce scope 3 emissions not related to investments by at least 20% by 2035
- Continuously monitor, report and improve carbon reduction initiatives

# Carbon reduction road map

Appendix 1

## Implementation Plan

### 1. Energy efficiency and renewable energy

- Conduct a 5-year energy audit
- Move to renewable energy across the business or offset what isn't possible by 2035
- Transition to onsite renewable energy by 2050
- Upgrade equipment to energy efficient lighting, appliances

### 2. Sustainable operations

- Green procurement options, incorporate sustainability goals in to tendering
- Reach a 75% recycling rate
- Overall reduce waste
- Water conservation, water saving measures and technologies
- Promote and offer options for sustainable travel, cycle to work, electric car scheme
- No flying for business in mainland Britain except in exceptional circumstances; offset any flying emissions that are unavoidable.
- Develop and implement a sustainability strategy for our offsite events

### 3. Monitor and report

- report our carbon emissions on an annual basis
- Regularly review and update this strategy to meet carbon reduction goals

## Other Environmental Action

### Assess and analyse

- Conduct an assessment to identify any environmental impacts from IOM3 activities not caught by our work to reduce carbon emissions

### Environmental Goals

- Develop and implement a sustainability strategy for our offsite events
- Review procurement of cleaning materials
- Review possibility of water based inks

# Social Sustainability Strategy

## Assess and analyse

- Conduct an assessment to understand the current social impact of our organisation
- Engage with stakeholders to identify key social issues and opportunities
- Establish regular dialogue with employees, members, local communities and other stakeholders

## Social Sustainability Goals

- Pay all employees and ensure contractors are paid at least the living wage (national or London as appropriate)
- Ensure we are following IOM3 best practice on EDI
- Provide a suitable wellbeing programme for employees

## Social Sustainability Roadmap

### Implementation Plan

- Develop programmes to support employees and members to promote EDI
- Foster a positive work environment through flexible working and professional development
- Investment in local community projects
- Encourage employee volunteering
- Audit suppliers for fair labour practices
- Develop and implement a sustainability strategy for our offsite events

### Monitor and report

- Publish annual social sustainability report highlighting achievements and future plans
- Annually review strategy and update
- Stay updated on evolving best practices and standards

## Integrating carbon reduction and social sustainability

- Establish and promote collaboration between departments
- Consider both environmental and social impact of strategic decisions
- Engage employees in both carbon reduction and social sustainability initiatives

## **Transparency and accountability**

Implementing this dual strategy requires commitment, collaboration and continuous improvement, ensuring that the organisation not only reduces its environmental impact but also contributes positively to society inline with the UN STGs.

IOM3 will report annually on the progress of both strategies and future plans. IOM3 will be transparent about where carbon costs have been created and how we have mitigated these.