

The Green Pathway - The journey to Net Zero

Sustainability Toolkit

Kiwi Education



Contents

Understanding

This section will focus on a few key elements important to understanding the principles of sustainability and its importance in relation to your organisation.

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Action

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Understanding

Carbon Neutral

Carbon Neutral means that you pay money to offset the CO2 emissions your business produces

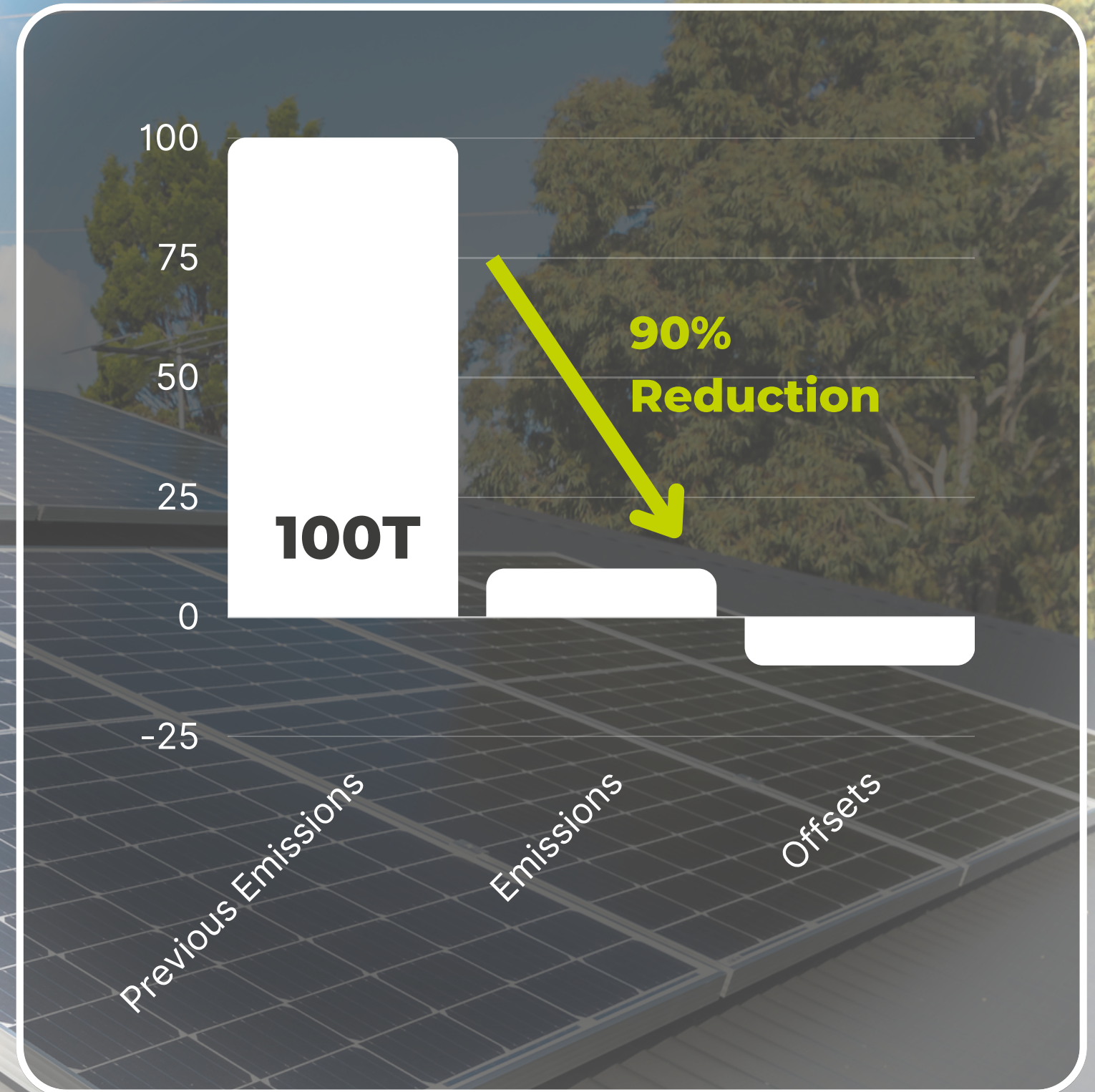
- Includes direct sources (Indirect sources are encouraged but are considered optional)
- More passive than 'active'
- Creates a difference & is certifiable but doesn't alter the impact of a business.



Understanding Net Zero

Net Zero means you reduce business emissions by 90% against a baseline and only offset 10%.

- ACTION is Key
- Includes both direct + indirect sources (e.g. procurement)
- 10% offset has to be seen as carbon removal



CSR

Understanding

C.S.R Corporate Social Responsibility

Corporate social responsibility, or CSR, is a form of self-regulation that reflects a business's accountability and commitment to contributing to the well-being of communities and society through various environmental and social measures.

- Environmental social responsibility.
- Ethical/human rights social responsibility.
- Philanthropic corporate responsibility.
- Economic corporate responsibility.

Understanding

ESG: Environmental Social Governance

The Environmental, Social and Governance framework is often used to assess business performance by financiers and investor.

Enviromental

- Climate Change
- Energy Fuel
- Environmental Compliance
- Greenhouse Gas Emissions
- Pollution Control
- Resource Scarcity
- Waste & Recycling
- Water Use



Social

- Diversity & Equality
- Employee Relations
- Environmental Justice
- Health & Safety
- Human Rights
- Non - Discrimination
- Security
- Training & Education



Governance

- Board Diversity
- Bribery & Corruption
- Values & Ethics
- Exec Compensation
- Political Lobbying
- Procurement
- Resilience
- Risk



Understanding

Scopes 1-2-3

CO₂

SF₆

CH₄

N₂O

HFCs

PFCs

NF₃

Scope 2

INDIRECT SOURCES



Emissions from purchased electricity

Scope 1

DIRECT SOURCES

Onsite energy consumption and materials processing



Company owned vehicles

Scope 3

UPSTREAM & DOWNSTREAM



Business travel



Processing of sold products

End of life treatment of sold products



Downstream transportation & distribution



Investments

Commuting staff



Use of sold products



Understanding

Understanding your value chain

Where can you enhance your organisation's reputation for its efforts in sustainability?



Supply Chain

- What environmental impacts are in your supply chain?
- Any ethical issues with raw materials or third-party labour?



Organisation

- How efficient and climate neutral are your operations?
- How does your organisation embrace diversity, equity and inclusion in the workplace?



Distribution

- What are your transportation impacts? What other impacts are there in your retail or distribution channels?



Customers

- What customer behaviours do your good or services encourage or discourage?
- Can your products be reused or recycled?

Understanding

Triple Bottom Line

Where can you enhance your organisation's reputation for its efforts in sustainability?

People

Social Inclusion

How do we progress together as a diverse equitable and inclusive society & what does this mean to your people?

Planet

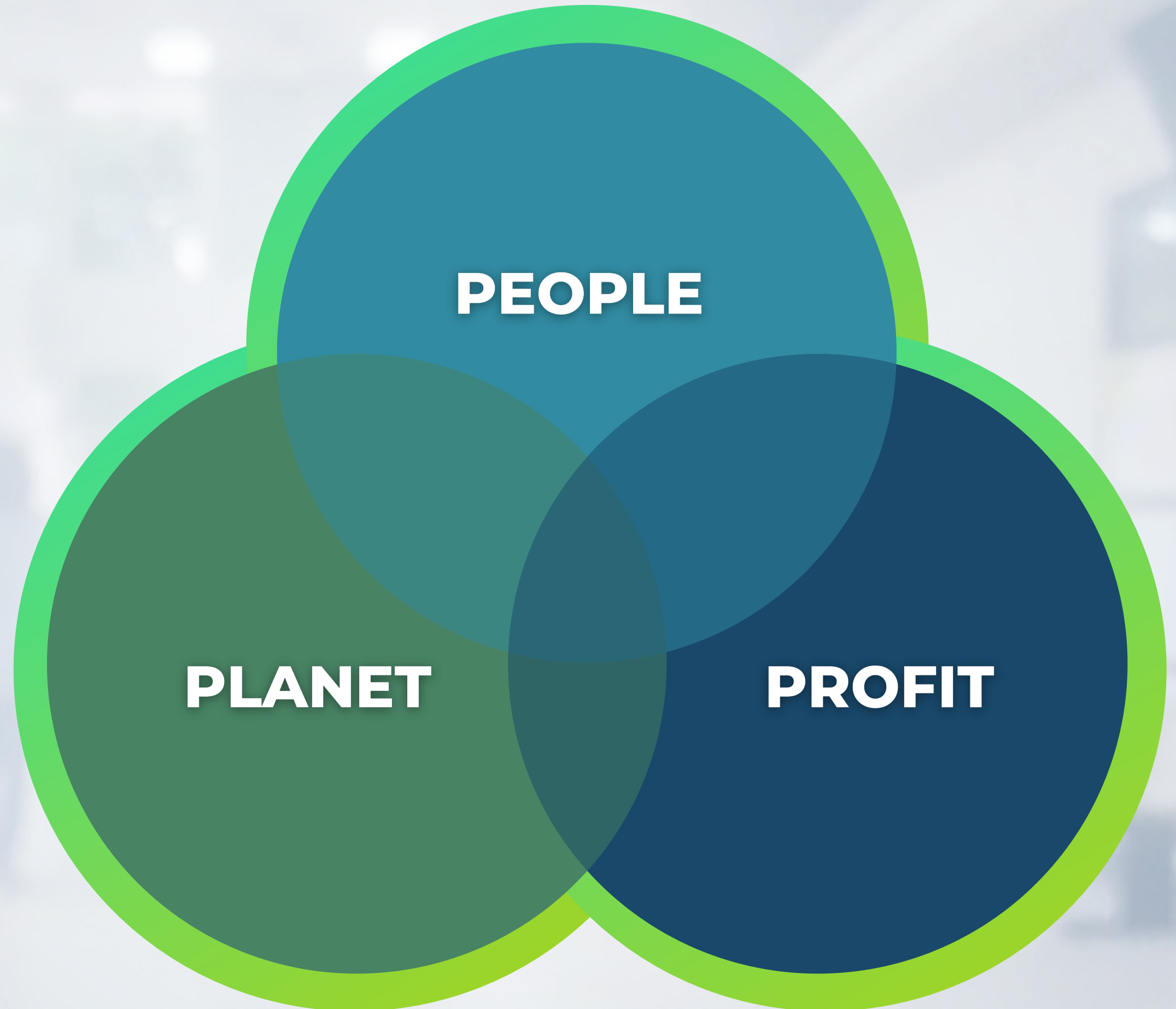
Environmental balance

How do we protect and restore the natural world and avoid a climate emergency?
How can your business play its part in achieving Environmental balance?

Profit

Economic Equity

How do we ensure an equitable division of the value derived from economic progress?



	Sustainability Plan in place	Responsibility & Delegation	Range of Activities	Focus of activities	Climate Change Goals	Benchmarks & Standards	External assurance & authentication	Report & Communication
Needs Work	No current plan in place	Not assigned to anyone	Varied, occasional , & sporadic - not defined external or internal	Unfocused / not coordinated with a strategy in mind	Not considered currently	No benchmarking or external standards being targeted	No external assurance	No reporting
Good	Theres a basis of a plan in place but nothing absolute	Senior Management	Acivity varies but is regular and is planned within internal operations	Philanthropy, charity & CSR	Direct GHG emission reduction only	Occasional & met to voluntary standards	Optional and limited assurance	Standalone & occasional reports
Great	A plan is in place with a clear organisational strategy moving forward	Responsibility is understood at SLT & Board Level	Activities are planned according to strategy, value chain, risks and oppportunities	Triple Bottom Line	Integrated and audited standards	Mandatory independent data assurance	Mandatory but backed independent data assurance	Integrated at least annual reporting

Action

Sustainability Self Assessment

Where can you enhance your organisation's reputation for its efforts in sustainability?





Action










Identify your impacts

Now you can combine your value chain assessment with your organisation's triple bottom line.

This should make it easy to identify your priority impacts and where the opportunities are for sustainability.

Where in your value chain do you need to improve your sustainability on people, planet & profit?

	PEOPLE	PLANET	PROFIT
SUPPLY CHAIN 			
ORGANISATION 			
DISTRIBUTION 			
CUSTOMERS 			

Engaging Supply Chain 	Energy & Buildings 	Purpose & Vision 	Carbon Footprint 	Engaging People 
	Transport 		Emission Hotpots	
	Waste 	Water 	Carbon Offsets 	
What will Success look like? NOW (<3months)		What will Success look like? Next (3-6 months)		

Action
Creating a Carbon Action Plan

Use the table above to plan ideas and offer solutions to critical areas affecting your organisation's sustainability. Use the Now, Next, Later sections to prioritise your next steps.
[Download a pdf of this table from our Sustainability Hub](#)



Champion Sustainability in your organisation

Making Sustainability work for your organisation can seem like a massive task. The best way for organisations to achieve their Net Zero aspirations is through upskilling.

Our range of Sustainability Courses are focused on empowering learners with skills knowledge and behaviours to drive sustainability efforts forward within the workplace.

Our Sustainability Courses

- NOCN Level 1 : Waste and Recycling
- NOCN Level 1 : Energy Efficiency
- Level 4: Corporate Responsibility and Sustainability
- Level 4: Community Energy Specialist
- Level 2: Climate change and Environmental Awareness

(Included with every Apprenticeship in Kiwi's Green Pathway)

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Nature positive

Being nature positive means that negative impacts on nature are outweighed by efforts to enhance ecosystems and biodiversity. It is related to the concept of biodiversity net gain, which is typically associated with specific projects that aim to add value to their natural environment.

Going 'Green'

Things are described as 'green' if they have a positive effect on the environment or are at least better for the environment than the alternatives. Environmentally friendly products, for example, are often referred to as green products.

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Sustainability Jargon Buster

Renewable

Renewable resources are part of the Earth's natural environment and can be consumed at the rate at which they will naturally be replenished within a human timescale (for example water, wind power or biomass). Sustainability presumes that finite non-renewable resources should be used conservatively and that we should rely more on renewable resources instead.

Equality, diversity and inclusion

Equality, diversity and inclusion in the workplace mean promoting equal opportunities and opposing discrimination. Actively promoting diversity, equality, and inclusion enables companies to access a more extensive and diverse set of potential workers, make optimal use of available labour and talent, and retain qualified employees.

Carbon Offsetting

Investment in third party emissions reduction (often forestry carbon sequestration projects) as a balance to remaining organisational emissions.

Social Value

The values an organisation provides to its people, supply chain partners, local communities and broader society.

Circular Economy

Circular economy –reuse, repair, share and recycle resources, rather than rely only on new materials and then throw them away at 'end of life'

GHG / CO₂e

The greenhouse gases (GHGs) that warm the planet. Their emissions factor is often calculated as the carbon dioxide equivalent (CO₂e).



Contact Us

For any questions or
if you would like help
championing sustainability in
your workplace.

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