

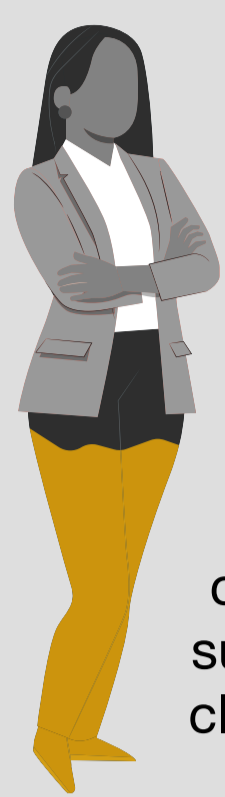
People in Sustainability Survey

How do leaders drive effective climate change action as part of sustainable transformation?



88%

Feel their employer has a responsibility to address climate change.



43%

Employees who agree that their company is working sufficiently against climate change.

Climate change action requires a big shift in the way organisations do what they do.

But how do we harness the power of our people to achieve this?

The relevance of culture to drive sustainability transformation



93%

Cultural change is relevant/very relevant for successful ESG/sustainability transformation.

Management is a key group in enabling sustainability transformation

80%

of respondents rank senior management involvement as most important



74%

of respondents rank middle management involvement as most important



The top three levers to drive sustainability transformation at the employee level



Communication and engagement



Learning and development



Performance management and KPIs



50%

of respondents agree that the leadership behaviour that motivates employees to engage most is **Lead by example.**

What trumps structure, controls and transparency when it comes to cultural change and embedding of sustainability response in organisations?

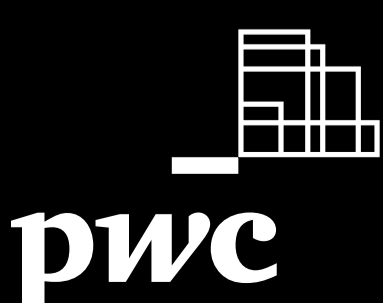
Promoting key values and behaviours by building on existing cultural strengths.

Final thoughts

“People pathways” are as important in your climate change/sustainability response as technical ones.

You could be missing out on opportunities to position your climate change/sustainability response as a differentiator rather than as a cost.

Think about your response in terms of mitigation (emissions reduction) and adaptation (how related impacts will affect us regardless).



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