

ESG: Environment

Taking action to improve the environment is a critical pillar within the ESG (environmental, social and governance) agenda. Organisations are striving to reduce their carbon footprint and promote sustainability. This factsheet examines this in one particular context, namely managing global mobility.

REVIEWING ASSIGNMENT TYPES

One way to reduce carbon emissions is to review the use of assignment types that involve considerable travelling such as commuter and other frequent flyer approaches to assignee deployment. For instance, multiple short-term assignments lead to significant carbon emissions through travelling. Long-term assignments which require less frequent travel to and from the host country might provide a viable alternative. One-way transfers or local resourcing could reduce travel carbon emissions even further.

Business travel within assignments might be replaced by online meetings. Hybrid working where assignees work partly from home and partly on-site can also help reduce local transport emissions.

REVIEWING POLICY COMPONENTS

A thorough review of each element the international assignment policy can result in carbon reductions and the promotion of sustainability. Carbon reduction can

be achieved through different approaches to managing travel, housing and cost of living. Both monitoring and reviewing policy changes can ensure successful green outcomes.

TRAVEL

The use of economy air flights rather than first or business class reduces carbon footprint per head. Reductions in the numbers of trips taken (such as home leave visits) can also be introduced. It is worth considering whether rail travel can be substituted for air travel, depending on time and distance.

Local transport should be reviewed. The use of electric vehicles, rather than those running on fossil fuels, reduces carbon emissions. Consideration might be given to providing an allowance to support public transport use rather than providing a car.

The use of virtual home and school search provides an option to screen housing and education ahead of a physical visit. Again this can help to lower the travel carbon footprint.

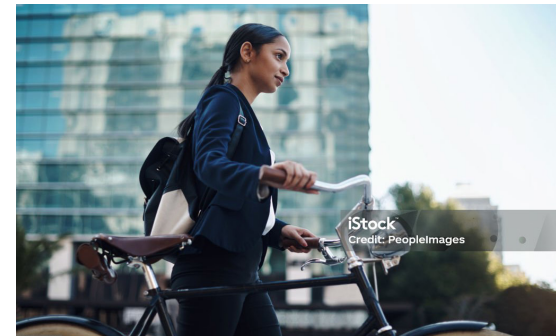
HOUSING

Eco-friendly housing which is energy efficient and enables charging of electric vehicles should be used. Temporary accommodation, such as furnished apartments, should also be green.

It is worth assessing the option of shipping household goods versus providing local furnishings. Ideally these should be rented or reused rather than replaced for every new tenant as regular replacement is not sustainable. Recycling household goods is also important for sustainability.

COST OF LIVING

Assignees should be encouraged to buy local goods and produce rather than branded goods which have to be imported.



This reduces 'food miles'. Efficient purchaser indices should replace standard indices to support this more sustainable approach to cost of living compensation.

THIRD PARTY SUPPLIERS

Partnering with third party firms which are committed to sustainability helps to build further eco-friendly approaches. Organisations can consider sustainability targets and carbon reduction activities when selecting third party providers.

A GREEN CULTURE

Culture change may be required before introducing policy amendments so that assignees will buy in to new approaches. Assignees will be used to receiving certain allowances and benefits so changing these can be demotivating. Organisations need to encourage a sustainable mind-set aligned with ESG objectives.

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