

# PATH TO INTEGRATING ESG INTO FM OPERATIONS

FM organizations will most likely be a stakeholder that assists their core organizations in achieving ESG goals, identifying relevant real estate initiatives, and supporting ever-expanding data collection requirements. For any reporting element, FM teams will have to document that reporting data is accurate and verifiable. This graphic explains the key steps in the FM's ESG journey supporting their broader organizations' ESG ambitions.

ORGANIZATIONAL DEVELOPMENT



## 1. Awareness

**Develop your ESG awareness**

- » Start with ESG resources and training provided by IFMA



## 2. Knowledge

**Understand your organizations' ESG ambitions**

- » Understand organization's ESG goals and ambitions and identify opportunities for RE & FM Stakeholder roles in delivering on these objectives
- » Identify ESG framework your company uses and which ones provide opportunities for FM



## 3. Resources

**Identify the resources**

- » Are additional subject matter resources needed internally and externally?
- » Identify potential collaboration points



## 4. Develop

**FM and Real Estate Plan**

- » Develop your ESG operational guidelines for maintenance, operations, acquisition, investment, procurement, leasing and reporting
- » Integrate the 10 R's of circularity for energy, carbon materials, waste and water (reduce, recover, refill, refuse, repair, repurpose, rethink, regift, reuse and restore)
- » Develop your health and safety guidance
- » Identify and select initiatives in alignment with goals



## 5. Data Management

**Calculate your organization's current-baseline**

- » Develop data management & governance plan (what data is needed, what framework is being used and the collection process)
- » Ensure data and reporting accuracy and assurance
- » Foster "openness" & best practice sharing



## 6. Application

**Apply at scale**

- » Execute selected initiatives (e.g., Net Zero, Green Cleaning, Equipment purchases and installations, etc.)
- » Integrate verifiable and enforceable ESG goals



## 7. Monitor

**Monitor FM team and vendors in progress towards FM goals through:**

- » Performance Monitoring
- » Reporting/Communications plan

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IFMA's Sustainability Facility Professional credential

Learning Video: From Sustainable FM to Strategically Sustainable FM



**7 steps for integrating ESG into FM operations**

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**E:** Does your organization minimize the impact of its activities on nature and its surroundings?

**S:** Does your organization improve how it interacts with its workforce and the community at large?

**G:** Does your organization focus on decision-making processes, report on activities, and ensures ethical behavior?

TIME