What is ESG?

**ENVIRONMENTAL:**
- Does your organization minimize the impact of its activities on nature and the surroundings?
  - Landscaping choices, e.g., wilding projects around buildings
  - EH&S Program management
  - Safety audits
  - Green materials & supplies procurement
  - Indoor air quality (inspect HVAC systems, low emitting materials, ventilation)
  - Access to light (provide natural light)
  - Fair wages
  - Employee assistance programs
  - Skills & development opportunities
  - Flexible work arrangements
  - Local vendors
  - Employee composition reflecting local community

**GOVERNANCE:**
- Does your organization focus on decision-making processes, report on activities, and ensures ethical behavior?
  - Bribery & anti-corruption policies
  - Promote psychology safety
  - Business continuity plan

**SOCIAL RESPONSIBILITY:**
- Does your organization improve how it interacts with its workforce and the community at large?
  - Reduce use of disposal products
  - Composting
  - Recycling programs
  - Reduce use of disposal products

**ETHICS & TRANSPARENCY:**
- Track monitor emissions (Scopes 1, 2, & 3)
  - Smarter procurement to reduce footprint
  - Water saving, collection, and reuse measures
  - Water use audits
  - Lighting, Heating, Cooling
  - Implement more efficient building materials/construction techniques
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**RISK MANAGEMENT:**
- Does your organization minimize the impact of its activities on nature and the surroundings?

**STAKEHOLDER ENGAGEMENT:**
- GOVERNANCE:
- SOCIAL RESPONSIBILITY:
- ENVIRONMENTAL:

**BOARD & DIRECTOR DIVERSITY:**
- Do board members represent the diversity of stakeholders?

**COMMUNITY ENGAGEMENT & IMPACT:**
- Diversity programs
- Inclusion programs
- Employee assistance programs
- Skills & development opportunities
- Flexible work arrangements
- Local vendors
- Employee composition reflecting local community

**GOOD OCCUPANT HEALTH:**
- Health & Safety
- Employee welfare
- Access to light
- Promote better occupant behavior
- Implement more efficient building materials/construction techniques

**EMISSIONS REDUCTION:**
- Green building design & operations
- Selecting building with better environmental profiles
- Ensuring operations apply best practices
- Mitigation (Flood, Fire, & Extreme Weather Risk)
- Location (Flood, Fire, & Extreme Weather Risk)

**WASTE REDUCTION:**
- Recycling programs
- Composting
- Reduce use of disposal products

**ENERGY CONSERVATION:**
- Water saving, collection, and reuse measures
- Water use audits
- Lighting, Heating, Cooling
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**WATER CONSERVATION:**
- Track monitor emissions (Scopes 1, 2, & 3)
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**CLIMATE RISK MITIGATION:**
- Location (Flood, Fire, & Extreme Weather Risk)
- Mitigation (Flood, Fire, & Extreme Weather Risk)
- Water use audits
- Promote better occupant behavior
- Lighting, Heating, Cooling
- Implement more efficient building materials/construction techniques

**BIODIVERSITY:**
- Landscaping choices, e.g., wilding projects around buildings
- Implement more efficient building materials/construction techniques
- Water saving, collection, and reuse measures
- Water use audits
- Lighting, Heating, Cooling
- Implement more efficient building materials/construction techniques

**GOOD OCCUPANT HEALTH & SAFETY:**
- Employee assistance programs
- Skills & development opportunities
- Employee composition reflecting local community
- Diversity programs
- Inclusion programs

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