

# 2023 SERIES

THE TRUSTED ADVISORS ON PERFORMANCE

## Climate Emergency Handbook

No corner of the globe is immune from the devastating consequences of climate change. Rising temperatures are fueling environmental degradation, natural disasters, extreme weather events, food and water insecurity, and contributing to economic disruption, conflict, and terrorism. Sea levels are rising, there are mass bleaching events occurring in our coral reefs, increasing acidification of our oceans, and forests around the world are burning at an unprecedented rate.

It is clear that business as usual is not good enough. As the infinite cost of climate change reaches irreversible highs, now is the time for bold collective action.

Organisations across the world are changing the way they associate and care for the environment. Organisational leaders are taking creative, practical and bold action to combat the effects of climate change.

Yellow Edge believes it is our responsibility to look after our climate and environment and to help drive ecological stewardship within our network and across our community.

In 2021 Yellow Edge achieved B Corp certification. B Corps are businesses who make decisions that make a positive impact across their staff, clients, community, and the environment. In line with this we have set ourselves the ambitious target of becoming carbon neutral by 2023 and net zero by 2030.

Transitioning to a net-zero business is challenging. This Climate Emergency Handbook is a collection of information and resources for organisational leaders to help them and their organisations to net zero.

Our goal is to reassure, educate and inspire leaders to harness the goodwill, energy and desire which exists within their organisations and from their stakeholders and lead their organisations to a net zero future.



“The fact is that no species has ever had such wholesale control over everything on Earth, living or dead, as we now have.

That lays upon us, whether we like it or not, an awesome responsibility. In our hands now lies not only our own future, but that of all other living creatures with whom we share the Earth.”

Sir David Attenborough

# Climate Emergency Information, Resources & Partners

## Communication & Engagement

### The science

- [Intergovernmental Panel on Climate Change \(IPCC\)](#)
- [The Climate Crisis – A Race We Can Win. \(United Nations\)](#)
- [The Institute for Climate, Energy and Disaster Solutions](#) (Australian National University ANU)
- [Global Climate Change: Vital Signs of the Planet](#) (National Aeronautics and Space Administration NASA)

### Communication and engagement tools

- [Net zero jargon buster: A guide to common terms](#) (Science Based Targets Initiative, Nov 2021)
- [How to declare a climate emergency and take climate action](#) (B Lab, 2020)
- [5 steps to effective climate communication.](#) (ecoAmerica, 2016)
- [Sell The Sizzle: The formula for compelling climate messages.](#) (Futerra, 2022)
- [Getting Climate Smart: A Primer for Corporate Directors in a Changing Environment](#) (The B Team and Ceres, 2018)
- [Talking climate handbook: How to have a climate change conversation.](#) (Climate Outreach, 2020)
- [15 Steps to create effective climate communications.](#) (Ecoamerica, 2023)
- [Leading in disaster recovery: A companion through the chaos](#) (NZ Red Cross, 2015)
- [Engage your team in climate action - build a climate-conscious culture](#) (Trace, 2022)
- [Introduction to climate action](#) (United Nations Framework Convention on Climate Change UNFCCC)
- [Talking climate handbook: How to have conversations about climate change in your daily life](#) (Climate Outreach, 2019)

## Standards & Frameworks

### Net Zero Frameworks & Standards

- [Tackling climate change: understanding, preparing for and adapting to climate change.](#) (Australian Institute for Company Directors)
- [Net Zero Resource Library](#) (The B Climate Collective & Oxford University, 2021)
- [Net Zero Guidelines: Accelerating the transition to Net Zero](#) (International Organisation for Standardisation, 2022)
- [Climate Active Certification and Standards.](#) (Dept. of Climate Change, Energy, the Environment and Water)
- [SBTi Net Corporate-Zero Standard](#) (Science Based Targets, April 2023)
- [The 4 A's of Climate Leadership](#) (We mean business coalition)
- [The 1.5°C Business Playbook](#) (Exponential Roadmap & Race to Zero, 2022)

### Sustainability Frameworks

- [UN Sustainable Development Goals](#) (United Nations)
- [B Impact Assessment \(BIA\)](#) (B Lab)
- [LEED - Global Green Building Rating System and Platform](#) (US Green Building Council)
- [Green star rating and certification system](#) (Green Building Council of Australia)
- [A Climate Emergency Guide for New and Existing Buildings in Australia](#) (UNSW, 2022)
- [Terra Carta - The Earth Charter.](#) (Royal Trust and Sustainable Markets Initiative)
- [1% for the Planet](#)

## Monitoring, Measuring & Reporting

### Measuring emissions

- [An introductory guide to Scope 3 emissions.](#) (The Carbon Trust, March 2023)
- [How to calculate your carbon footprint.](#) (B Corp Climate Leadership, 2020)
- [A guide: carbon footprinting for businesses](#) (The Carbon Trust, Sept 2022)
- [Measure your carbon footprint. \(World Wildlife Fund, 2023\)](#)
- [Methodology for measuring remote working carbon emissions](#) (Compare your footprint, Nov 2021)
- [Homeworking emissions Whitepaper](#) (Ecoact)

### Reducing and eliminating emissions

- [Guidelines for an integrated energy strategy](#) (World Business Council for Sustainable Development)
- [The Green Freight Handbook](#) (Environmental Defence Fund EDF, 2019)
- [Resources for assessing wasted food](#) (US Environmental Protection Agency)
- [The landlord-tenant energy partnership efficiency toolkit](#) (Institute for Market Transformation)
- [How to be a good supplier](#) (The Carbon Trust)
- [Fleet management toolkit](#) (Energy Saving Trust)
- [Digital declutter toolkit for business](#)
- [How to limit your emissions to 1.5C - An audio guide for Financial Services Firms, Legal Firms and Food & Beverage Firms](#)

### Offsetting residual emissions

- [The Oxford Principles for Net Zero Aligned Carbon Offsetting](#) (University of Oxford, 2020)
- [Carbon offsetting and carbon credits explained](#) (Trace, 2023)

### Reporting on emissions

- [Emission Possible: A beginners guide to emission reporting](#) (World Wildlife Fund, August, 2022)
- [Global Reporting Index](#)
- [How to counter greenwashing with transparent communications](#) (The Carbon Trust, Feb 2023)

## Institutions & Partners

### Local / Australia

- [Australian organisations & grassroots groups taking action on climate change.](#)
- [B Lab ANZ.](#) A NFP creating standards, policies, tools, and programs to shift behaviour, culture, and the structural underpinnings of capitalism.
- [ANU Below Zero](#) (Australian National University)
- [Climateworks Centre.](#) (Monash Sustainable Development Institute)
- [National Net Zero Authority](#) (Dept. of Prime Minister & Cabinet)
- [Rewiring Australia](#) An independent NFP advocating for renewable energy.
- [Towards Net Zero Mission](#) (CSIRO)

### Global

- [Blueprint for Better Business.](#) A charity creating a better society through better business.
- [The B Team.](#) Business and civil society leaders driving a better way of doing business.
- [Carbon180](#) is reversing two centuries of carbon emissions.
- [Climate Action 100+.](#) Investor-led initiative to ensure largest emitters take necessary action.
- [Ellen MacArthur Foundation.](#) A charity committed to creating a circular economy.
- [RE100.](#) Businesses committed to 100% renewable electricity.
- [Science Based Targets initiative.](#) The SBTi champions science-based target setting.
- [UN-convened Net Zero Asset Owner Alliance \(NZAOA\)](#) - investors committed to transitioning their investment portfolios to net-zero by 2050.
- [World Business Council for Sustainable Development \(WBCSD\) CEO-led community.](#)

### Environmental consultants

- Search for consultants in the [B Corp Directory](#).

# FAQs

## What can leaders in organisations do?

Successful leadership is dependent on getting the balance 'right' between competing realities and priorities. Here are nine mindsets, behaviours and actions which help to define successful climate change leadership.

- Have a noble purpose.

A strong and true noble purpose is the glue that will hold people together when things go wrong, personal sacrifice is high and your team is tired.

Ask yourself, who does my leadership benefit? What issue is compelling enough to bring diverse groups and leaders together?

- Be ethical.

Be brave enough to act ethically. Determine your non-negotiables, the issues where you will put your courage and energy towards achieving. Build a network of colleagues whose ethics and values you trust and who can help you.

Ask yourself, who can help give me the courage to do the right thing?

- Be intentional.

If you value something, be intentional about it because it won't happen by accident. What is important to you, your organisation, and your stakeholders? Whatever you decide, create a plan for achieving it.

Ask yourself whether your intentions are adequately represented in planning, monitoring and reporting?

- Make decisions.

A good leader must recognise if a situation calls for a quick decision, more time to reach a consensus or a complete change of plan.

Ask yourself, is this really an 'either-or' decision or can I find an 'and'? How well have I communicated the reasons for the decision?

- Keep perspective.

Tackling the climate emergency is too big for one person. Seek multiple opinions from many different and unlikely places.

Ask yourself, do I have an external 'board' of trusted wise heads – people with whom I can have safe conversations, and whose feedback I will respect?

- Lead with empathy.

An empathic approach allows connections to be made and opens you up to understanding complexity. Through empathy people are more likely to walk with you rather than protest, and undermine.

Ask yourself, how do I ensure I hear the voice of the staff and stakeholders? How representative are the voices in my calendar?

- Be innovative.

Ideas on how to tackle the climate crisis can come from unusual and unexpected places. Create a culture that embraces wildly different ideas and disciplines in order to innovate and co-create.

Ask yourself, am I am hiding behind obstacles? Am I being creative with ways to say yes to good ideas?

- Support the team.

Teams need barriers removed and autonomy to act. Trust your team to be best placed to support their communities.

Ask yourself, how am I ensuring the team feels trusted to make decisions and to implement the behavioural changes required to have a real impact?

- Prioritise self-care.

Self-care is a demonstration of respect – for your team, for the people you care about and for yourself. A stressed leader equals a stressed team.

Ask yourself, have I considered when and how to hand over the reins?

Extracted from [Leading in Disaster Recovery: A companion through the Chaos](#). Elizabeth McNaughton Jolie Wills and David Lallemand (NZ Red Cross)

# FAQs continued

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## What can individuals and teams do?

Climate change may seem like an overwhelming challenge however if change at an organisational level is to be successful, it must first begin at the individual level.

Individuals and teams in organisations play a vital role in mitigating the climate crisis by taking proactive steps towards greater sustainability in their everyday lives.

Individuals and teams can implement reduce, reuse, repair, recycle concepts into their everyday lives consistently.

This may include things like:

- Saving energy when working from home and changing providers to green sources.
- Walking, cycling or taking public transport as much as possible.
- Eating more conscientiously and sourcing foods from sustainable manufacturers.
- Being more proactive in your own personal waste management. Reducing waste and donating and repairing things that others can use.
- Looking for opportunities to share your sustainability knowledge, experiences and skills with your colleagues. Consider sitting on sustainability, climate adaptation or emissions reductions working groups or forums, helping to research the latest strategies and solutions or co-designing your organisation's sustainability plan.

Reference: [10 ways companies can do more to fight climate change.](#) (Hotjar. 2022)

## How can I have a constructive conversation with my staff about the climate emergency?

Having constructive conversations about the climate emergency can be very challenging, as there are varying levels of understanding, a spectrum of opinions and emotions and constant external interference.

To begin a positive, progressive conversation about climate change with your staff:

- Start with identifying shared values and goals to underpin and motivate individuals to help tackle the climate crisis. An example being to preserve the environment for future generations or to create a better world for all living species.
- Focus on possible solutions, rather than dwelling on the negative and daunting aspects of the climate crisis. Try focus and draw attention to things that you and your staff can do. Find creative and constructive ways to inspire and motivate others around you.
- Take time to listen to perspectives and understand your staff's beliefs and perceptions of climate change. Even if you do not completely agree with things they discuss it is vital to understand all aspects of the issues at hand. This will also help you connect to others on a personal level.
- Deploy verified, trusted sources to convey facts and evidence to further bolster your credibility.
- Be optimistic. Having constructive conversations may be difficult however the topic must be approached with absolute positive gusto to create a sense of importance and urgency.

Reference: [5 steps to effective climate communication](#) (EcoAmerica, 2022)

# FAQs continued

Are there any Australian organisations demonstrating leadership in this area?

[Climateworks Centre's Net Zero Momentum Tracker](#) provides visibility of corporate Australia's progress towards a 1.5°C goal.

The Centre uses publicly available data to track the emissions reduction commitments of ASX200 companies with operations in Australia.

Below are two ASX listed companies who have committed to becoming net zero within the next decade.

## Appen Limited

Appen is a machine intelligence and data development company founded by Julie Vonwiller in 1996.

As an ASX listed company employing over a million contractors worldwide Appen is committed to playing their role in supporting the transition to a net zero emissions economy by becoming net zero by 2030.

This involves:

- Leasing energy efficient buildings and adopting energy efficient practices.
- Reducing electricity consumption and increasing use of renewable energy.
- Optimising data centre requirements and working with a cloud supplier that has committed to using 100% renewable energy.
- Reducing waste generation and water use and increasing recycling.
- Evaluating and reducing greenhouse gas emissions and achieving climate active certification by 2024.
- Minimising travel by using digital conferencing and collaboration tools.
- Buying carbon offsets for unavoidable travel
- Working with partners and suppliers on sustainable procurement solutions.

For more visit [Appen's website](#).

## Macquarie Group Limited

Macquarie Group (Macquarie) has been driving practical climate solutions for almost 20 years. Their response to climate change is rooted in their organisational purpose 'to empower people to innovate and invest for a better future'.

Macquarie has been carbon neutral since 2010, and are committed to maintaining their carbon neutrality status for Scope 1 and 2 emissions and Scope 3 business travel emissions through to 2025 in line with their 2025 Sustainability Plan. Their plan to achieve net zero emissions across Scope 1, 2 and 3 is built on four pillars.

- Increasing investment in climate mitigation and adaptation solutions including creating and scaling the solutions that will allow for a balanced green energy system, and the de-carbonisation of transport, buildings, agriculture, and industrial processes.
- Strengthening support for clients and portfolio companies to help achieve their de-carbonisation ambitions.
- Continuing to reduce Macquarie's operational emissions to achieve net zero scope 1 and 2 emissions by or before 2025.
- Aligning financing activity with the global goal of net zero emissions by 2050. This involves expanding the scope to include highest emitting sectors one at a time.

For more visit [Macquarie's website](#).



# About Yellow Edge

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## We are a B Corp

Yellow Edge is a local, privately owned Canberra company focused on helping individuals, teams and organisations to achieve high performance.

Yellow Edge became a certified B Corporation in December 2021 joining just 500 Australian and New Zealand businesses who meet the highest standards of verified social and environmental performance, public transparency, and legal accountability.

The B Corp certification process is a holistic, highly rigorous assessment process which examines a business' performance across five impact improvement areas - governance, workers, customers, community and the environment. The BIA or B Impact Assessment has been integral to nurturing a "people and planet" culture and provides a roadmap for continuous improvement.

In line with our values and our commitment to being better for the planet, we have set ourselves the ambitious target of becoming climate active certified and carbon neutral by 2024 and net zero by 2030.

## How can we help?

Yellow Edge has developed a suite of programs and services to support organisational leaders to effectively lead their organisations to net zero.

[Leading to Net Zero programs.](#) These programs give leaders a chance to make sense of the demands of this new business context. Programs cover a range of topics including ecology, complexity, systems thinking and social constructionism, and we look to make connections with business concepts like 'shared value', 'brand substance', 'circular economy', 'base of the pyramid', 'integrated reporting' and 'public value'.

[B Corp Certification Coaching and Advisory Services.](#) Yellow Edge's B Consultant works one-on-one with business leaders and their teams to help them navigate and successfully achieve B Corp certification.

[Professional coaching for individuals and teams](#) Individual and group coaching can help to make sense of ones experiences and help relate these experiences to their organisational roles. Coaching can support the design, and implementation of pathways to net zero for organisations.

[Global Leadership Program Japan.](#) This international study tour program has been conceived as a way to expose senior Australian executives to the climate emergency and educate leaders on what they might be able to do in their own spheres of influence.

[Climate Emergency Forums.](#) These forums bring together people experiencing pressing climate challenges within their organisations with people working to help address these challenges.

# Interested in learning more?

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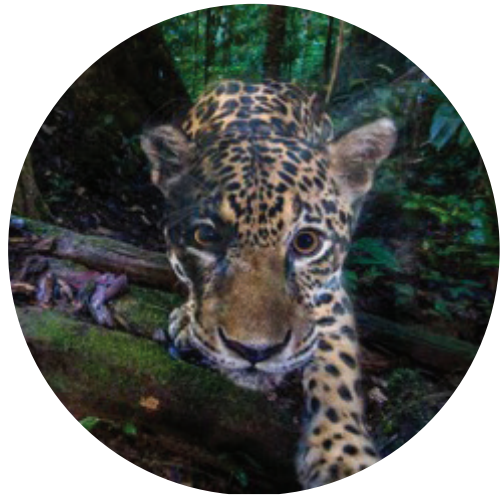
Interested in reducing your organisation's emissions and carbon footprint? Need help?

To talk to our B Consultant or enquire into Yellow Edge's Leading to Net Zero programs and services you can contact us at:

Email: [clientservice@yellowedge.com.au](mailto:clientservice@yellowedge.com.au)

Phone: (02) 6273 0168

Website: [www.yellowedge.com.au](http://www.yellowedge.com.au)



“We are at a time in history where everyone with any insight of the climate crisis that threatens our civilisation - and the entire biosphere - must speak out in clear language, no matter how uncomfortable and unprofitable that may be.”

Greta Thunburg