

WERC india summit post-event summary notes

7 May 2024

Cartus joined almost 100 mobility professionals at the recent WERC Regional Summit held in Bengaluru, India, networking and sharing relocation trends and insights applicable to India and the region.

Roundtable Session - Role of Environmental, Social and Governance (ESG) in Your Mobility Program

At the Cartus Roundtable where Nancy Patrick, Global Talent Mobility Manager moderated, we had a lively discussion with 42 delegates on ESG and its role in their mobility program. Here are the key takeaways:



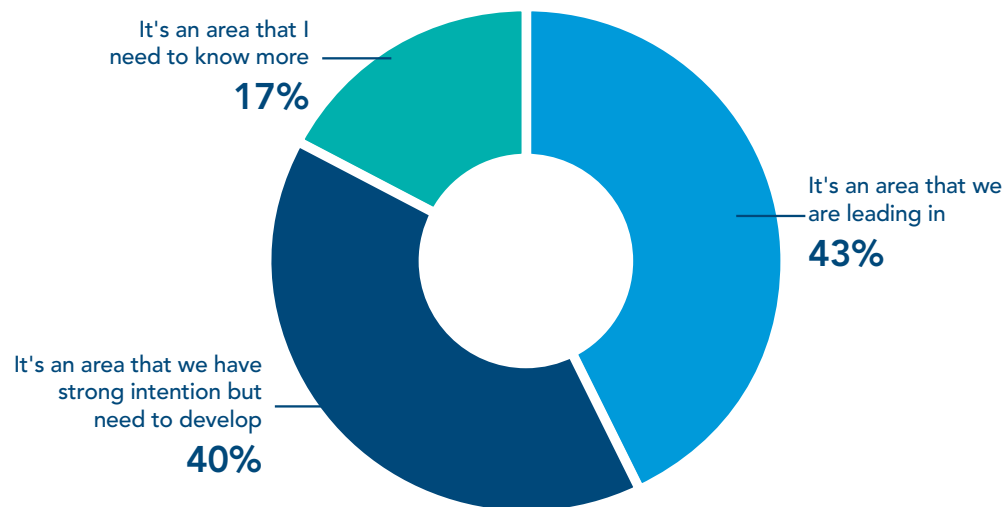
Importance of ESG

ESG Pillars	Description	Examples
Social	<ul style="list-style-type: none"> • Impact of the program on people, the employees/customers • Diversity, inclusion, equity policies • Other social and community impacts in tandem with compliance activities 	<ul style="list-style-type: none"> • Human rights policies • Workplace health and safety laws • Diversity, inclusion and equity training and policies • Firm company stance on issues including modern slavery, child labour or progressive commitments such as living wages
Environmental	<ul style="list-style-type: none"> • Impact of the mobility program on the environment • Sustainability and environmental footprint • Commitment to business decarbonisation and the pursuit of targets to reduce emissions in line with global climate targets 	<ul style="list-style-type: none"> • Decisions and policies to reduce impact to global warming, climate change, and biodiversity loss • Practices around packaging, facilities, and waste management
Governance	<ul style="list-style-type: none"> • How is the program governed? • Decision-making and accountabilities • Measurements and benchmarking 	<ul style="list-style-type: none"> • Cartus partners with Carbon Disclosure Project (CDP) and ECOVADIS to manage environmental impact and continuously increase our efforts on sustainability measures and practices • Global government standards of reporting

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Nancy explained the significance of ESG and how it is relevant in many businesses today. It is not just a trendy term but a key priority for companies who care about the ecosystem where they operate, which affects their business sustainability and longevity. Amongst the attendees surveyed, the majority (43%) feels that ESG is an area that they are leading in, followed by 40% have strong intention but need to develop, and the rest (17%) want to know more about ESG.

which of this following best describes your current feelings on the pursuit of ESG objectives?



key ESG initiatives

While some attendees feedback that their companies are at the forefront for sustainability work, even tailor-making relocation programs to priorities sustainable options, most attendees at the table have implemented some of form of sustainable initiatives such as:

- Re-forestation projects and other environmental projects to offset one's mobility impact.
- Usage of short-term assignments as a viable alternative to frequent business travel, reducing carbon emissions and expenses associated with air travel and relocation. Some businesses at the forefront of sustainable travel are increasingly examining employee and departmental travel data and associated emissions as date driven factors to showcase how a relocation could be more climate efficient than ongoing air commuting.
- Use of digital brochures and leases for destination services services
- In markets where EV uses and carpools are viable, use within mobility programs and services can support improved local air quality in addition to reducing overall carbon footprints from mobility activity.
- Use of solar power and rainwater harvesting, waste disposal and recycling initiatives at the offices
- For businesses whose work is largely administrative, some of the most significant impacts can be driven by the sources of their purchased power, in locations where there are adequate networks to support such choices, the use of emission free vehicles, and also charge them from sustainably generated energy can be a significant step towards decarbonisation of a businesses' operations
- Tailor relocation programs with sustainable options, including incentivising assignees with extra points for train travel instead of private cars
- Uses airlines such as Air France, as the airline only use sustainable aviation fuel and green energy
- Providing charging stations at office premises
- Replace packing materials with sustainable/recycled options and surface shipping instead of air for household goods shipment
- Reduce and report use of plastic materials on a regular basis

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Cartus regularly seeks methods to reduce the impact of mobility and to support efficient, and mindful relocation. One such method includes the availability of discard and donate programs, which seeks to reduce the size (and cost) of shipments via the donation of goods and furniture not needed in the destination location. In 2023, engagement with discard and donate programs by Cartus clients reduced shipment weights by nearly 1 million kilos, supporting circular economies and in turn also saving 40,000 Kg of packing material and an estimated 346,000 Kg of carbon emissions.



At Cartus, we are committed to developing and delivering a sustainable mobility option to our clients both present and future.

In Q4 2023, we committed to develop and pursue Science Based emissions reductions targets, to be validated by the Science Based Target Initiative (SBTi) and will be conducting ongoing innovation and development work both internally and across our value chain of partners to deliver innovative solutions for more environmentally sound mobility solutions. Read more about [Cartus's environmental policy](#) and efforts [here](#).

To sum up, ESG policies should not only be considered at the corporate level but should also be consistent with global mobility function for more coherence and effectiveness. And as being more socially and environmentally responsible becomes a requirement for companies by governments around the world, companies are also advancing and innovating in their efforts and impact on the environment.

As the topics continue to evolve, we want to keep the conversation going. Look out for upcoming events, white papers, and blogs to help you in your ESG and global mobility journey by subscribing to our [blog](#).

To learn more about how Cartus can partner with you and your organization's relocation program, please email us at cartussolutions@cartus.com.