

# Employee Engagement Through Sustainability

For individuals entering or navigating their careers, the values and actions of a company regarding sustainability are no longer secondary considerations but core components of their employment expectations.

50%



## Why Sustainability Matters for Engagement and Retention

studies have shown that companies with high sustainability ratings can experience a reduction in employee turnover of up to **50%** compared to companies with low ratings.

**90%** of companies actively engage employees in sustainability to initiatives to embed sustainable practices into the corporate culture and strengthen relationships.



70%



**70%** of younger workers say a company's environmental practices influence their decision to stay long-term.

## Sustainability Drives Engagement and Satisfaction

Employees are more engaged when their values align with company sustainability goals

Participation in sustainability initiatives



Increases job satisfaction and sense of purpose

In a recent study, **79%** of employees say this directly influences their job satisfaction



## The Outcomes of Employee Engagement in Sustainability

40%



Companies report up to a **40%** increase in engagement scores after implementing sustainability initiatives

## Best Practices

- Establish strong ESG commitments (**86%** of employees proudly support this)
- Integrate sustainability into job descriptions and performance reviews (currently only **43%** do this)
- Publicly communicate employee engagement goals and progress (**63%** of companies)

## Looking towards the future

Sustainability is a proven driver of employee engagement, satisfaction, and retention. Embed sustainability in company culture, measure impact, and communicate progress to maximise benefits.

Source: [psicosmart.pro/en/blogs](https://psicosmart.pro/en/blogs)