

FACE THE FUTURE WITH CONFIDENCE – IN A SUSTAINABLE WAY

HOW FOSTERING A SUSTAINABILITY CULTURE CAN MAKE ALL THE DIFFERENCE

Right now, companies are dealing with sustainability with increasing intensity. In order to do so effectively, they are introducing a large number of new measures and structural changes. But, to ensure that they don't lose employees on this journey, they must actively build their own Sustainability Culture.

The Benefits of Creating a Sustainability Culture

A company's culture is the "keystone" that holds everything together and thus provides a source of strength and coherence. "Sustainability Culture" stands for the way in which companies internalize sustainability and this is reflected in the values, actions, and experiences of employees.

This culture influences things such as whether employees understand the purpose of their everyday work and consider it meaningful. It rather has an impact on how they interact with each other and how they treat stakeholders and customers. A Sustainability Culture amplifies this success especially with regards to the company's financial and market performance.

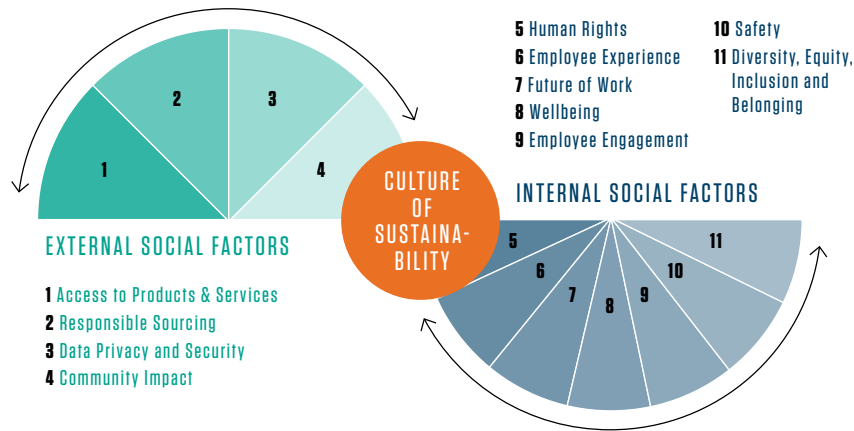
Protiviti is here to support you in getting your people aligned with a culture that fosters these values and builds an environment in which people feel trusted and heard. We help you to position your organization as an attractive place to work and to work with.



Protiviti's Approach: Sustainability Culture Framework

Our approach to building a Sustainability Culture is based on a comprehensive framework which includes both strategical and organizational components along with talent and people management and communication management. We expand corporate culture by implementing structures and processes which will lead to sustainable and lasting changes. >

A SUSTAINABILITY CULTURE CREATES VALUE FOR THE FUTURE



Protiviti can help you with all steps within the transformational program:

- Audit Checklists
- Implementation & Strategy
- Assessment, Measures & Analytics
- Sustainability Culture Training & Education

The Circles of Sustainability Culture

Creating a culture of sustainability allows your company to react to external social factors (like regulatory requirements and social expectations) and it helps you to handle internal social factors (like employee engagement and wellbeing).

This resilient and agile internal culture framework can transform your business in many ways. It helps you to improve adaptation processes with exposure of new and unknown challenges and risks and to build open communication and error management practices to foster innovation. This way it creates a resilient and strong workforce which, in turn, will lead to a reduced mental load within your workforce and lower level of employee turnover due to health reasons.

Furthermore, people want to work for an organization that takes care of them. A holistic culture program attracts new talent and enhances your employer branding, making you an attractive employer. Protiviti helps you face the future with confidence – in a sustainable way.

CHECKLIST

OUR SERVICES



STRATEGIES & PURPOSE

We help you to implement a Sustainability Culture which considers all of the relevant norms and values.



ORGANIZATIONAL STRUCTURES

We support you in creating organizational structures, measurements, and procedures.



TALENT & PEOPLE MANAGEMENT

We assist you in optimizing your recruitment, your reward and recognition system and training programs.



COMMUNICATION & CHANGE

Together, we will improve your change and communication management.

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Protiviti advises companies hands-on and on a par in the areas of strategy, organizational transformation and optimization, ESG, digital transformation, risk management, internal audit and control systems, compliance, and IT. Together, we find individual solutions to position your company for years to come. Face the Future with Confidence.