

Environmental Programme 2016-2020		
Period	Measures	Indicators
<b>Objective: Reduce our greenhouse gas (GHG) emissions globally and strive to achieve climate neutrality for GIZ worldwide</b>		
2020	Produce better and more complete data on our GHG emissions outside Germany.	Our GHG emissions have been recorded in accordance with the standard set out in the Greenhouse Gas Protocol (GHG). Starting in 2019, data on GHG emissions have been compiled annually for each country and the results checked externally to ensure that they are valid and complete.
2020	Quantify the GHG emissions generated by the procurement of goods and services.	All significant procurement of goods and services has been analysed and the corresponding emissions calculated. At the end of 2019, as a minimum, data were available for office furniture, outsourced servers, the company restaurant and print shops. By the end of 2020, data were also available for logistics services.
2019	Record other significant sources of GHG emissions from operations outside Germany (e.g. cooling agents) as part of ongoing improvements to the Corporate Sustainability Handprint (CSH) tool.	All significant GHG emissions from our operations in and outside Germany are shown in a consistent format in our annual Climate and Environmental Report.
2020	Reduce specific GHG emissions (per capita) both in and outside Germany.	By 2020, the company has achieved a yearly reduction in its per capita emissions of 2.5% in Germany (baseline value 2016: 6.53 metric tons/employee) and 2% outside Germany (baseline value 2014/15: 7.12 t metric tons/employee).
2020	Offset the GHG emissions caused by GIZ in and outside Germany.	CDM Gold Standard certificates have been obtained for 2020 to cover all emissions (in and outside Germany).
2019	Develop a strategy for the systematic monitoring and reduction of GHG emissions.	A strategy has been developed specifying which GHG emissions are to be offset by GIZ and which compensation processes and standards must be observed.

## Environmental Programme 2016-2020 following mid-term review (2018)



2020	Evaluate proposals to submit GHG emissions reduction targets (including absolute reduction targets) to the Science Based Targets Initiative. <sup>1</sup>	The proposal has been submitted to the Sustainability Board/Management Board for a decision.
2020	Evaluate proposals to introduce an internal CO <sub>2</sub> price <sup>2</sup> as a way of identifying climate risks and opportunities and transitioning to a lower-emissions business model.	The proposal has been submitted to the Sustainability Board for a decision.
2019	Deliver a further reduction in building-related GHG emissions.	GIZ has evaluated the feasibility of purchasing biogas/'green' gas (from plant and other organic waste) in Germany. In the case of leasehold office premises, the company has investigated whether the conventionally generated electricity used for shared areas of the building (e.g. lift, reception hall) can be replaced by green electricity.
2020	Develop a tool to monitor the individual GHG footprint of flights taken by GIZ employees.	Individual GHG footprints can be viewed in the ESS (Employee Self-Service) system.
2019	Review GIZ's travel regulations.	Changes have been made to the travel regulations with a view to reducing GHG emissions. Social and economic factors were also taken into account.
<b>Objective: Reduce our resource consumption worldwide</b>		
2020	Reduce the company's global resource consumption per employee (energy, water and paper).	The following values were achieved in 2020 (consumption values 2019): <b>Germany</b> Electricity (kWh/employee)      2,195 (annual reduction: 2%) Heating energy (kWh/MA)      2,795 (annual reduction: 2%) Water (l/employee)      8,642 (annual reduction: 2%) Paper (sheets/employee)      4,955 (annual reduction: 5%)

<sup>1</sup> SBTs are reduction targets for relevant greenhouse gas emissions. They are calculated on a scientific basis. SBTs were established in mid-2015 by the Science Based Targets Initiative following a merger between CDP (Carbon Disclosure Project), WRI (World Resources Institute), WWF (World Wide Fund for Nature) and UNGC (United Nations Global Compact). To date, twelve German companies have joined the scheme. These include SAP, Deutsche Post, Daimler AG, Metro AG and Deutsche Bahn AG.

<sup>2</sup> Globally, nearly 1,400 companies have stated that they already use an internal CO<sub>2</sub> price or plan to do so in the next two years. For around two thirds of these companies, this measure is primarily intended to highlight climate risks and opportunities. For the other one third, internal CO<sub>2</sub> pricing is a mechanism to help them manage their transition to a low-emissions business model.

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		<p>Recycled paper as % of total &gt;98% (unchanged)</p> <p><b>Other countries</b></p> <p>Electricity (kWh/employee) 1,198 (annual reduction: 2%)</p> <p>Heating energy (kWh/employee) 160 (annual reduction 2%)</p> <p>Water (l/employee) 22,770 (annual reduction 2%)</p> <p>Paper (sheets/employee) 4,064 (annual reduction: 2%)</p> <p>Recycled paper as % of total 27% (annual increase: 25%)</p>
2019	Produce better and more complete data on our resource consumption outside Germany as part of ongoing improvements to the CSH tool.	Material environmental considerations from our operations in and outside Germany are shown in a consistent format in our annual Climate and Environmental Report.
2020	Develop ideas for adequately tracking resource consumption in response to new patterns of working (e.g. mobile working).	The change in resource consumption figures for 2019 was shown in both gross and net terms in the Climate and Environmental Report for 2019.
2019	Ensure that all consumables procured by GIZ have a low resource and environmental impact.	Only cleaning agents with the EU Ecolabel and toilet paper with the Blue Angel label (or equivalents) were purchased at GIZ locations in Germany.
<b>Objective: Improve our waste management system and increase our recycling rate</b>		
2019	Make further improvements to GIZ's waste management strategy for EMAS-certified locations in Germany.	The strategy now defines specific waste management responsibilities and processes. Adequate human and financial resources have been allocated in order to implement key elements of the strategy (e.g. principal advisors on waste management in Bonn and Eschborn), waste containers have been standardised and appropriately labelled, and there has been further separation of waste categories.
From 2019	Ensure that old, retired IT devices (laptops, monitors, desktop PCs and mobile phones) are sent for recycling.	The existing system in Germany has been maintained and/or updated. A strategy has been drawn up for other countries as part of ongoing improvements to the CSH tool.
2019	Ensure that retired office furniture is given to charitable organisations for reuse.	Legal issues have been clarified, charity selection criteria have been drawn up, and the furniture retirement procedure has been defined.

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<b>Objective: Procure goods and services that meet the highest sustainability criteria</b>		
From 2019	Establish sustainable procurement principles for the main product and service categories. Make greater use of stringently controlled environmental and social labels.	The sustainable procurement report has been applied on a compulsory basis, updated annually and published on GIZ's website.
From 2019	Develop a sustainable procurement training and awareness-raising strategy for purchasing officers from the Procurement and Contracting Division and, where requested, for staff from other organisational units.	The training programme has been implemented gradually since 2019.
From 2019	Ensure that the relevance and importance of sustainable procurement to GIZ have been communicated to GIZ staff and managers.	Communication measures and information packages have been developed and implemented in the area of sustainable procurement (e.g. updated e-learning tool 'Guide for practicing corporate sustainability').
From 2019	Train consultants/appraisers contracted by us in partner countries on our sustainability standards	The e-learning tool 'Guide for practicing corporate sustainability' has been introduced and is mandatory.
From 2019	Develop a structured supplier management strategy.	Based on an analysis of the existing supplier management system, GIZ has produced guidance on future procedures with the goal of promoting sustainability in the supply chain.
From 2019	Analyse the results of the corporate strategy evaluation of our sustainability management system in the area of sustainable procurement. These results are expected in the first half of 2019.	The feasibility of the recommendations has been assessed and initial steps towards implementation have been developed.
2019	Incorporate sustainability criteria into the technical assessment grid used to rate bids submitted by our consultants/appraisers and for consulting services.	The criteria have been developed, and the areas in which they are to be applied have been specified. A guide to applying the criteria has been produced, and the new assessment grid is in use.
From 2019	Implement further capacity-building measures in the area of sustainable procurement outside Germany.	Webinars and/or workshops have been held at regional hubs to facilitate the cross-sharing of experience in this area.

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2020	Increase the share of alternative drive systems when procuring vehicles in and outside Germany.	The objectives of GIZ's e-mobility strategy have been implemented (e.g. to procure electric vehicles for our German 'fleet', install metered charging points in Germany, draw up guidelines on the use of electric and hybrid vehicles outside Germany and revise the corresponding procurement policy).
2019	Draw up a policy/guidelines on sustainable procurement.	The policy/guidelines has/have been adopted, highlighting the company's clear commitment to procure goods and services in line with the highest possible sustainability criteria. In this context, GIZ has clarified how cost-efficiency is to be achieved given that additional costs may be incurred by applying strict sustainability criteria.
<b>Objective: Implement a sustainable approach to construction</b>		
2020	Construct the new buildings at Kottenforst Campus and the GIZ Campus in Bonn in line with the DGNB Gold Standard.	Certifications have been awarded for Röttgen (2019) and for the GIZ Campus (2020). The DGNB Gold Standard has been taken into account as a requirement for any other new construction or renovation work.
<b>Objective: Extend EMAS validation to our new buildings in Germany</b>		
2020	Assign the new Bonn Campus building to the existing EMAS site in Bonn and validate it accordingly.	The Bonn EMAS site has been validated without deviations. The EMAS locations in Eschborn, Berlin (two sites), Feldafing and Kottenforst Campus have been re-validated without deviations.
<b>Objective: Strengthen and promote healthy and environment-friendly mobility</b>		
From 2019	Optimise needs-based expansion of bicycle infrastructure in Germany.	The EMAS locations have been certified as 'cycle-friendly' (to at least 'silver' standard). Needs-based individual measures have been developed and implemented for each site (e.g. introduce JobRad and a mobility app, explore possibility of additional outside cycle parking facilities and showers, e-bike strategy, photovoltaic power supply for e-bike recharging points and further cycling information for employees).

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2020	Identify potential changes in the mobility patterns of employees following the introduction of the new GIZ employer/staff council agreement (mobile working).	A commuter survey has been conducted among staff at the major German and EMAS-certified locations (e.g. journeys to and from work, journeys home to the staff member's principal place of residence, business trips using a private car).
2019	Integrate the tool designed to record commuter mobility for the field structure into the CSH.	The results are shown in the annual Climate and Environmental Report.
<b>Objective: Promote staff participation in our environmental and sustainability management systems</b>		
2019	Update the environmental guidelines for raising awareness among managers and staff at EMAS-certified locations.	The environmental guidelines for Bonn, Eschborn, Berlin and Feldafing have been prepared/revised and are updated and communicated throughout the company as required.
2019	Develop a strategy for strengthening employee participation across all locations, with a focus on environmental management, the German Sustainability Action Days and CSH-related activities.	The strategy is in place and has been adopted and applied.
From 2019	Promote the voluntary engagement of our staff in environmental protection activities.	Criteria for the funding of activities linked to these environmental initiatives have been specified. An annual budget has been made available and awarded in a transparent process.
2019	Show due regard and appreciation within GIZ for the voluntary engagement of staff and initiatives.	The lessons learned from voluntary measures undertaken by staff as part of initiatives have been analysed, given due consideration and communicated within the company (e.g. CO <sub>2</sub> reduction during business trips and annual objectives in the staff assessment and development talk).
<b>Objective: Promote sustainable event management within the company and apply international standards</b>		
2019	Offer information and training events to strengthen the focus on sustainability in relation to event management.	A moderated IDA-community has been set up on the subject of sustainable event management.
2019	Establish criteria for large and recurring events in Germany and for our regional training hubs.	Advisory services have been developed to support our training hubs and staff in Germany responsible for organising events. Events have been planned and held with greater regard for key sustainability criteria.

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2019	Promote certification for selected events.	GIZ has assessed which recurring large events in Germany should be considered as potential candidates for a stringent certification process.
<b>Objective: Strengthen biodiversity in the company</b>		
2019	Develop a policy for the biodiversity-friendly design of the German EMAS locations and prepare guidelines for locations outside Germany.	Key elements of this biodiversity-friendly policy have been specified with regard to green spaces, building design and staff initiatives. The issue of biodiversity has been integrated as part of ongoing improvements to the CSH tool.
From 2019	Inform service providers and suppliers about GIZ's policy to promote biodiversity and develop criteria for sustainable procurement.	Key service providers (e.g. company restaurant) and suppliers (e.g. office furniture) have a certified environmental management system and/or largely offer products that meet rigorous biodiversity conservation standards.
<b>Objective: Take sustainability issues into account when investing our funds (e. g. pension funds), and avoid investments in enterprises and financial products that harm the climate</b>		
From 2019	Regularly review existing sustainability criteria, upgrade them where necessary and ensure compliance.	The criteria met international social and environmental sustainability standards (e.g. Climate Change Performance Index, best-in-class approach and exclusion of companies named in the Carbon Underground 200). At the end of 2019, a negative screening proposal was in place to operationalise the policy of excluding investments in the extraction and generation of energy from fossil fuels.
2019	Sign up to the Principles for Responsible Investment.	The signed Principles have been published in GIZ's Integrated Company Report and on the website.

<b>Objective: Participate in environmental management networks</b>		
From 2019	Maintain important memberships of networks such as B.A.U.M. and Biodiversity in Good Company and carefully assess potential new memberships (e.g. Electronic Watch).	At least four visible contributions have been communicated to the public annually through the channels of our networks and six contributions through our own channels.
2019/2020	Promote greater sharing of experience between members of EMAS networks.	GIZ participated in the EMAS competition in 2019 and/or 2020 (Europe/Germany) and has notified the German Federal Environment Agency (UBA) that it is willing to organise the annual conference of public-sector environment officers (possibly together with other EMAS organisations in Bonn, e.g. German Federal Ministry for Economic Cooperation and Development (BMZ), German Federal Ministry for the Environment, Nature Conservation and Nuclear Safety (BMU).