

# Employee suggestions drive reduced carbon footprint and enhanced Investors in the Environment accreditation for the CIPD

1 year ago



The [CIPD](#) has secured the [Investors in the Environment \(iie\)](#) silver accreditation after impressing auditors with a robust [environmental sustainability strategy](#) and environmental management system. A range of policies, initiatives and monitoring systems have enabled it to significantly reduce [scope 1 and 2 carbon footprint](#) since it was first awarded the Bronze accreditation in 2023.

The biggest impact came following an employee suggestion to close our head office on Fridays, which helped us to:

- cut our electricity use by 21%
- reduce our gas use by 27%
- shrink our waste by 27%.

Angela Attah, Director of Legal and Governance, CIPD, said: “I’m thrilled to see employee ideas and creativity making such a big difference to our environmental impact. Silver accreditation is an important step in our sustainability journey. Next stop: Green accreditation.”

Other initiatives that contributed to these impressive reductions included turning off some non-essential lighting, replacing lightbulbs with LEDs, reducing water leakage, stopping some of our IT systems from running 24 hours a day, and switching to a green tariff for our electricity supply.

The iiE auditors also praised CIPD for work to improve sustainability in other areas of our operations:

- Added a standard on environmental sustainability to the [business acumen core knowledge of the Profession Map](#)
- Published [external guides and thought pieces on environmental sustainability](#)
- Integrated sustainability into [external learning content](#)
- Held ESG (environmental, social and governance) sessions at a flagship Annual Conference and Festival of Work events
- Moved People Management magazine to a quarterly publication schedule to halve the print frequency.

The accreditation follows recent news of us joining [the United Nations Global Compact](#), and winning the 'best newcomer' the 2023 iiE Awards. We're now working with our internal Green Group to make further improvements to meet the criteria for green accreditation – the highest iiE accolade – with a focus on reducing our business travel emissions.

Having a positive and sustained social and environmental impact should be a priority for all businesses and their leaders. Explore how you can embed environmental sustainability initiatives into your organisation with [real-life case studies from global organisations](#) Deloitte, SUEZ and Smurfit Kappa Group plc. [Unearth practical tips](#) from CIPD's dedicated guide, and get a better understanding of the [impact of inaction by listening to our podcast](#).

Angela Attah, Director of Legal and Governance, CIPD, said: "As the professional body for experts in people, work and change, we have a huge responsibility to inspire organisations to become more sustainable – both by ensuring our own house is in order and by sharing good practice with our members."