

IMPLEMENTATION PLAN

Welthungerhilfe's commitment to sustainability takes concrete form in our implementation plan, intricately derived from our overarching Sustainability Strategy.

Focused on the dual pillars of operations and programs, this plan reflects our holistic vision - seeking to integrate sustainability across every facet of our organization's work. Within our implementation plan, we are actively formulating specific targets and priority areas for the period up to 2030 across defined action areas. It's noteworthy that this sustainability strategy marks a significant milestone as our first of its kind. The official rollout is scheduled to commence in 2024, with a commitment to a comprehensive review within a year. This ensures its ongoing relevance and effectiveness in guiding our organization's continuous evolution to effectively address the challenges of sustainable development.

OWNERSHIP AND ACCOUNTABILITY

All Welthungerhilfe staff will play an important role in implementing the sustainability strategy. Sustainability focal points will be established in our country offices who are driving the implementation in their region, guided by the sustainability team. The responsibility of promoting, monitoring, and further developing strategy is with the sustainability team in close collaboration with Senior Management, Regional and Country Directors, and Heads of Unit.

MONITORING AND REVIEW

As part of our commitment to continuous improvement, we embed mechanisms for ongoing review and adaptation. This allows us to stay agile and responsive to emerging environmental considerations and evolving best practices in sustainable development. By providing transparent and comprehensive sustainability reports, we will inform our progress biannually to our stakeholders. Our Key objectives and KPIs help us to systematically track and measure our progress.

STRATEGIC GOALS FOR THE IMPLEMENTATION PHASE

Our implementation unfolds in three distinct stages. A set of strategic goals and specific actions are outlined to reach the goals defined for both operations and programs. While all actions are crucial and time-sensitive in upholding our sustainability commitments, they vary in complexity, consequently influencing the duration of their implementation process. This is reflected in the following defined stages:

1.

Minimum actions, already in implementation or to be implemented by 2025

2.

Medium actions, more planning and commitment required. To be implemented by 2028.

3.

Advanced actions, substantial investment and change required. To be implemented by 2030.

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OPERATIONS

1.

WE ARE MEASURING OUR GREENHOUSE GAS EMISSIONS.

WHY IS THIS RELEVANT? HOW DO WE REACH THAT GOAL?

To effectively reduce our environmental impact, we need to understand our emissions. This requires a comprehensive accounting of greenhouse gases, which we do based on the Greenhouse Gas (GHG) Protocol¹ and by using the Humanitarian Calculator (HCC)² tool. Our assessment covers Scope 1 and 2 emissions (energy, electricity, fugitive, fleet), and Scope 3 emissions (business travel, purchased goods & services, capital goods

(purchased IT equipment and vehicles), waste, commuting) for all our offices. The aim is to monitor our carbon footprint, identify emission sources, and prioritize actions to reduce them. The emission data will be integrated into the WHH data warehouse to support decision-making. Going beyond the emissions from the operations in our offices, we want to assess our projects' carbon footprint.

OUR KEY OBJECTIVES

1.

We will annually collect the relevant emission data from our countries and field offices, as well as from our projects.

2.

We will calculate the emissions using a tailored version of the HCC and integrate the data in our WHH data warehouse.

3.

We will report our carbon footprint annually to our stakeholders.

TIME

2024–2028



WHO IS INVOLVED?

WHH Sustainability,
WHH Digital Services & Operations,
all staff

¹ The Greenhouse Gas Protocol is a standard used for emission accounting.

² Humanitarian Carbon Calculator. The HCC was developed to help organizations in the humanitarian sector to assess their direct & indirect greenhouse gas emissions, following the GHG Protocol methodology.

OPERATIONS

2.

WE ARE REDUCING OUR GREENHOUSE GAS EMISSIONS.

WHY IS THIS RELEVANT? HOW DO WE REACH THAT GOAL?

Reducing our emissions is crucial to minimizing our contribution to the climate crisis, enhancing efficiency, and saving operational costs. The data from our emission calculations will serve as a benchmark to measure our progress. Although our emission baseline is not yet completed, we have set a goal to reduce emissions by 30% by 2030. This reduction will be achieved through

various interventions, including policy changes, a shift to renewable energy, and behavioral changes. Reducing our emissions is the primary goal of all efforts. However, some emissions are unavoidable and beyond our control. These can be offset by contributing to climate projects. The specifics of our offsetting approach will be determined and outlined in our offsetting policy.

OUR KEY OBJECTIVES

4.

We will reduce our emissions by 30% by 2030³ (15% by 2026).

5.

We will offset unavoidable carbon emissions (e.g. from flights) via certified projects.

TIME

2024–2028



WHO IS INVOLVED?

WHH Sustainability,
WHH Digital Services & Operations,
all staff

³ The reduction of emissions will be compared to the baseline year of 2022 (considering the number of offices included in that assessment)

OPERATIONS

3.

WE WILL TRAVEL MORE SUSTAINABLY.

WHY IS THIS RELEVANT? HOW DO WE REACH THAT GOAL?

Flights currently account for the largest share of WHH's emissions⁴. During the pandemic, the number of flights drastically decreased, highlighting the importance of alternative collaboration and meeting options. We aim to ensure sure that only necessary flights are taken, considering the negative impact of air travel when planning trips. While flights remain crucial for our work, we intend to use this resource carefully and responsibly. Our global travel policy includes a rule to avoid flying

within Europe for travel distances below 1000 km or if a train journey takes less than 10 hours. A similar rule, tailored to the local context, will be developed for other countries, prioritizing safety and comfort. Our overall goal is to be environmentally responsible when planning business trips, opting for more eco-friendly transportation whenever possible, and generally reducing the number of flights and the total distance flown.

OUR KEY OBJECTIVES

6.

We will monitor our air travel and establish a goal to reduce emissions from flights.

7.

We will decrease the number and emissions from our flights.

8.

We will develop sustainable travel policies adapted to the local context of our project countries.

TIME

2024–2028



WHO IS INVOLVED?

WHH Sustainability, all staff,
WHH Human Resources,
WHH Supply Chain Management

⁴ The bigger the carbon footprint assessment grows, the smaller the share of flights. For the 2022 carbon footprint, roughly 25% of the emissions came from flights.

OPERATIONS

4.

WE WILL OPTIMIZE OUR FLEET MANAGEMENT TO REDUCE EMISSIONS AND POLLUTION.

WHY IS THIS RELEVANT? HOW DO WE REACH THAT GOAL?

Welthungerhilfe operates over 800 vehicles, primarily passenger cars and motorbikes, which significantly contribute to our carbon footprint and local air pollution. Multiple interventions seek to make our fleet more sustainable, reduce overall mileage, cut down fuel use and emissions per km and minimize garage waste. The introduction of FleetWave has been a big step towards managing our fleet and making it more efficient. Recording fleet movements on FleetWave allows for a comprehensive data-driven approach that enables a

continuous improvement in fleet operations and sustainability. This data can enhance trip efficiency (through vehicle sharing initiatives and WHH carsharing) to maximize our fleet utilization and minimize unnecessary mileage. Consequently, this allows us to reduce costs, fuel consumption, and decrease the environmental footprint associated with fleet operations. Our active membership at Fleet Forum benefits the organization through trainings and inter-organizational collaboration, supporting the achievement of our fleet goals.

OUR KEY OBJECTIVES

9.

We will digitize our fleet management to monitor and evaluate our fleet.

10.

Our drivers will apply eco-driving principles.

11.

We will procure more environmentally friendly vehicles.

12.

We will promote intra- and inter-organizational carsharing initiatives.

TIME

2024–2028



WHO IS INVOLVED?

WHH Supply Chain Management,
Heads of Logistics, Fleet Managers, Drivers

OPERATIONS

5.

WE WILL INCREASE ENERGY AND RESOURCE EFFICIENCY IN OUR OFFICES.

WHY IS THIS RELEVANT? HOW DO WE REACH THAT GOAL?

At Welthungerhilfe, we operate in 31 countries with over 150 offices. We want to focus on the sustainable use of resources in offices, such as energy, water, and paper.

Energy: We aim to select green energy suppliers for our offices wherever possible. In locations where the local grid relies on fossil fuels, or where we must generate our own electricity, we plan to transition to renewable energy sources. To this end, we have initiated projects to equip these offices with solar systems.

Paper: Digitization helps WHH streamline processes, enhancing workflow efficiency and reducing costs associated with printing, storing, and managing physical documents. Transitioning from paper-based systems

to digital solutions contributes to environmental sustainability by conserving natural resources, minimizing waste generation, and lowering carbon emissions associated with paper production and disposal.

Water: We aim to reduce water consumption and support sustainable water management by saving water during cleaning and by implementing rainwater harvesting systems.

The use of energy, water, and other resources can also be reduced through behavioral changes, which we summarize in a resource efficiency guideline to be rolled out in 2025.

OUR KEY OBJECTIVES

13.

We will install solar systems to cover the majority of our energy needs in our premises where generators are used and/or the local grid is fossil-fuel based.

14.

We will increase energy and resource efficiency in our offices.

15.

We will reduce our paper consumption.

TIME

2024–2028



WHO IS INVOLVED?

WHH Sustainability, sustainability focal points, all staff, WHH Supply Chain Management

OPERATIONS

6.

WE WILL IMPROVE WASTE MANAGEMENT.

WHY IS THIS RELEVANT? HOW DO WE REACH THAT GOAL?

Ensuring safe waste disposal while minimizing landfilling is crucial for environmental conservation and public health. We are committed to raising awareness, reducing waste, and implementing waste sorting practices in our offices. By composting biodegradable waste and recycling metals and plastics, we reduce the strain on

landfills, mitigate pollution, and promote a circular economy. Reducing single-use plastics and packaging is a significant step toward responsible and sustainable resource management, helping to mitigate the harmful impacts of plastic pollution on ecosystems and communities.

OUR KEY OBJECTIVES

16.

We will promote a culture of waste minimization.

17.

We will develop a waste management guideline.

18.

We will introduce and ensure waste sorting at our offices and ensure safe disposal locally or globally.

19.

We will eliminate single use plastics across WHH by 2026.

20.

We will establish a compost for biodegradable waste on our premises

21.

We will develop and implement guidelines for specific waste types, such as garage and electronic waste.

22.

We will join forces with other humanitarian organizations to decrease the environmental impact of our emergency response supply.

TIME

2024–2028



WHO IS INVOLVED?

WHH Supply Chain Management,
Heads of Logistics, Fleet Managers, Drivers

OPERATIONS

7.

WE WILL IMPROVE THE SUSTAINABILITY OF OUR SUPPLY CHAINS.

WHY IS THIS RELEVANT? HOW DO WE REACH THAT GOAL?

We are committed to maintaining a sustainable supply chain that upholds our high standards for Environmental, Social, and Governance (ESG) criteria. By integrating sustainability in our procurement processes, we aim to

reduce our environmental impact and promote ethical sourcing. This commitment not only mitigates environmental risks but also fosters long-term partnerships with suppliers who share our values.

OUR KEY OBJECTIVES

23.

We will promote sustainable sourcing.

24.

We will reduce packaging waste from our purchased products.

25.

We will minimize the environmental impact from transportation.

26.

We will foster collaboration and partnerships to enhance supply chain sustainability.

TIME

2024–2030



WHO IS INVOLVED?

WHH Supply Chain Management,
WHH Sustainability,
Logistics teams in countries

OPERATIONS

8.

WE WILL STRENGTHEN COMMUNICATION AND KNOWLEDGE TRANSFER ABOUT SUSTAINABILITY AND CLIMATE CHANGE AT WHH.

WHY IS THIS RELEVANT? HOW DO WE REACH THAT GOAL?

New WHH employees should be informed about the role of sustainability for the organization. A session during their induction will fill this gap to set the organization's sustainability culture from the start. At WHH, sustainability has different implications to different audiences. Our workshops aim to inform and engage colleagues,

enhancing sustainability at all organizational levels. While each country has its own sustainability initiatives, there is limited knowledge-sharing. To address this, we will establish a community of sustainability focal points in each country office to maintain in close contact and share milestones throughout our sustainability journey.

OUR KEY OBJECTIVES

27.

We will improve internal communication and knowledge sharing.

28.

We will tailor WHH's global sustainability strategy to fit our local contexts.

29.

We will improve accessibility to sustainability information.

30.

We will develop dedicated sustainability workshops.

31.

We will integrate sustainability into our brand messaging.

TIME

2024–2028



WHO IS INVOLVED?

WHH Sustainability,
Sustainability focal points,
all staff

OPERATIONS

9.

WE HANDLE OUR FINANCIAL RESOURCES RESPONSIBLY.

WHY IS THIS RELEVANT? HOW DO WE REACH THAT GOAL?

Sustainable finance is crucial for fostering a more resilient, inclusive, and environmentally responsible global economy. By integrating environmental, social, and governance (ESG) considerations into financial decision-making, we direct capital towards projects and companies that generate positive social and environmental impacts. This approach helps mitigate climate change, protect ecosystems, and promote social equity, all

while supporting economic growth. Our external asset managers adhere to our rigorous standards, reporting to and being supervised by the investment committee. This commitment ensures that our investments align with our ethical values and sustainability goals, all the while fostering transparency and accountability in our financial practices.

OUR KEY OBJECTIVES

32.

We are investing in sustainable products following international standards.

TIME

2024–2028



WHO IS INVOLVED?

WHH Finance