

# People and sustainability

## Human capital sustainability review

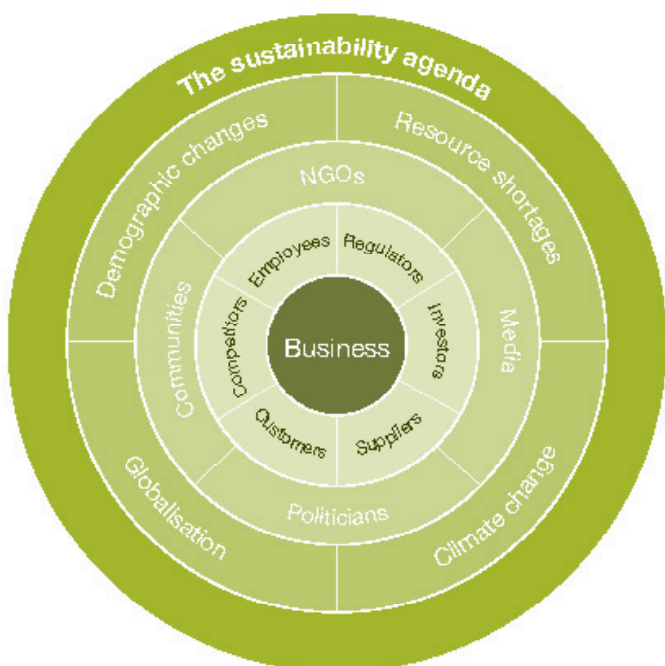
### Is the climate changing for HR?

Smart organisations know that sustainability issues such as climate change, the competition for scarce resources, and the demographic changes affecting the people agenda are not just going to go away.

Most are also in differing stages of developing viable sustainability strategies and, increasingly, HR professionals need to play a leading role in integrating them into the culture of the organisation.

Just how 'joined up' are your environmental or corporate responsibility policies and your people policies? Are they enhancing or damaging your brand as an employer? Do they help you to attract and retain a talented and engaged workforce? Are your initiatives perceived as simply well meaning, or do they have real impact on the bottom-line?

### What's driving the sustainability agenda?

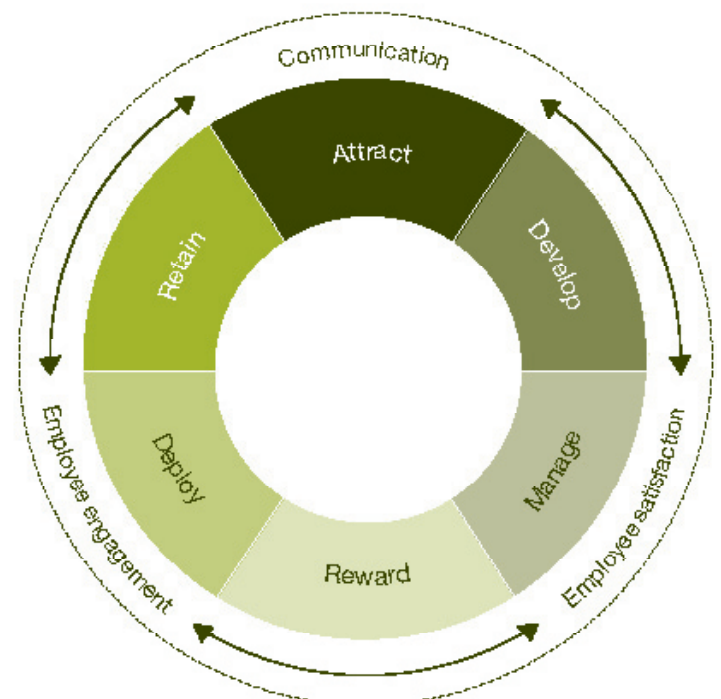


### How do HR professionals manage in a changing climate?

Managing people well has always had its challenges, but how is the role that HR plays changing in this new and constantly evolving environment?

- Just how can HR professionals create an employee experience where sustainability is totally embedded into the culture of their organisation?
- Does every aspect of the employee lifecycle from recruitment to retirement have a sustainability element?
- Are you ahead of the game or just starting out in your journey?

### How can HR integrate sustainability throughout the employee lifecycle?



## How we can support you

We know that there are no 'magic answers' or 'one size fits all' solutions and that's why we've developed our Human capital sustainability review programme. It's an innovative and systematic way of identifying, measuring and facilitating the development of your sustainability strategies and initiatives from a people perspective.

Wherever you are on your journey of responding to your people and sustainability challenges, you can choose whichever module of the programme that is most appropriate to your needs. We use an 'evidence based' approach to reviews to engage people at varying levels of your organisation that can help you to:

- map your existing programmes in the context of the complete employee lifecycle.
- evaluate, develop and integrate your sustainability programmes effectively into your employee experience.
- meaningfully engage your HR function in the broader sustainability agenda of your organisation.
- benchmark and improve the effectiveness of your programmes with other interested parties and peer group organisations
- demonstrate the impact of good practice on the bottom line
- establish the financial case for sound sustainability-led people practices with the board

## About HR management consulting

PricewaterhouseCoopers is the leading HR services consulting firm in the UK. Our network of consultants and subject matter experts work with organisations across the globe to help them with their people management challenges and opportunities however the climate changes.

## Our modular 'evidence based' approach



## Contact us

If you would like to discuss some of the issues raised in this document, please contact your usual PwC contact, or one of the following specialists:

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