



Making new sustainability directives *work for your programme*



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We asked *you* about tackling sustainability legislature...

84%

already report on
sustainability initiatives

52%

are aware of CSRD
regulations and their impact
on reporting regulations

53%

plan on making travel policy
changes because of legislation

Which teams are responsible for
driving sustainability initiatives?

84%

Sustainability team

68%

Travel team

...here is what you told us

EU CRSD Regulations



EU CSRD A challenge and an opportunity



CSRD regulations in effect from 2024 mandate the reporting of additional scope 3 emissions (including business travel)



The regulations also require organisations to set reduction goals, that can be measured and compared



CSRD is moving all organisations closer to mandatory Net Zero commitments

As CSRD includes much more than travel, there is high likelihood your organisation already has a team or owner that is in control of this process

Scope 3 is now mandatory

CSRD Compliance in the EU is the latest regulation that is enforcing stricter reporting standards – this will include global companies with larger operations in EU from 2024/2025.

More than 250 employees

More than €40M turnover

More than €20M in total assets

International companies with registered activities in EU (from 2025)

- More than €150M EU net turnover
- EU subsidiary with more than €40M net turnover

Demystifying CSRD



SBTi (Science Based Targets initiative) & Net Zero commitments

These already include standards which require organisations to report and set strategies which align with CSRD requirements



CSRD has a phased roll out

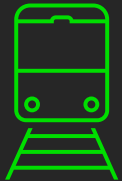
2024 impacts organisations already impacted by the NFRD (Non-Financial Reporting Directive)

2025 (reporting in 2026) is when international organisations with EU activities are impacted

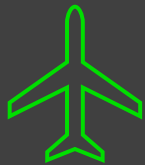
Reduction Strategies and Opportunities



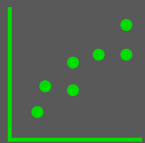
Travel transition diagnostic



Rail transition is a big opportunity with tangible applications



Long haul flights can be strategically analysed for increased direct connectivity



Quantified emission reductions can drive strategic and behaviour change prioritisation



Rail diagnostic example

[CLIENT] top 10 city pairs for rail transition ('direct' only)

City pair	# of flight segments	tCO2e	'lost' emissions tCO2e	Rail travel time (approx. lowest)*	Avg. air fare cost (EUR)	Rail cost (approx. EUR)*
London / Amsterdam	220	28.000	42.000	4h 0m	200	300 (+50%)
New York / Boston	240	20.000	5.000	4h 20m	100	150 (+50%)
Paris / Dusseldorf	150	12.000	8.000	3h 30m	300	200 (-33%)

* Rail content generated from Trainline & Omio

Bringing action to the diagnostic

300 ft

Average amount of content the average person scrolls, a day

6

Average number of communication channels an employee monitors

Why



How



What

would a traveller and the arranger want to use the diagnostic result?

would a traveller or arranger use the diagnostic result?

are you measuring to establish success?

Supplier sustainability benchmarking



Airline benchmarking

- Typically the largest emission category within a travel programme
- Weighted index performance with **credible & consistent** data



Hotel benchmarking

- Typically offers more strategic alternatives in key locations
- Strong opportunity for **tracking and quantifying** success

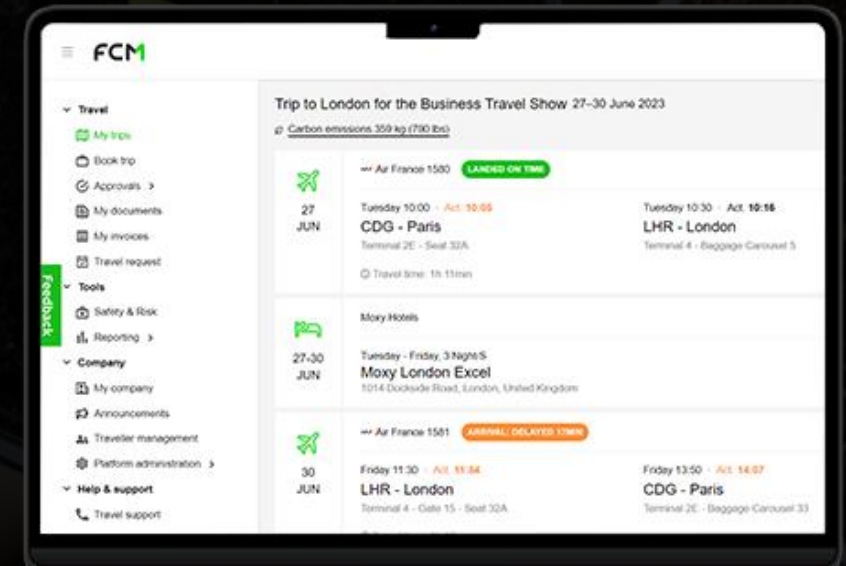
Bringing action to benchmarking

Success is about influencing booking behaviour

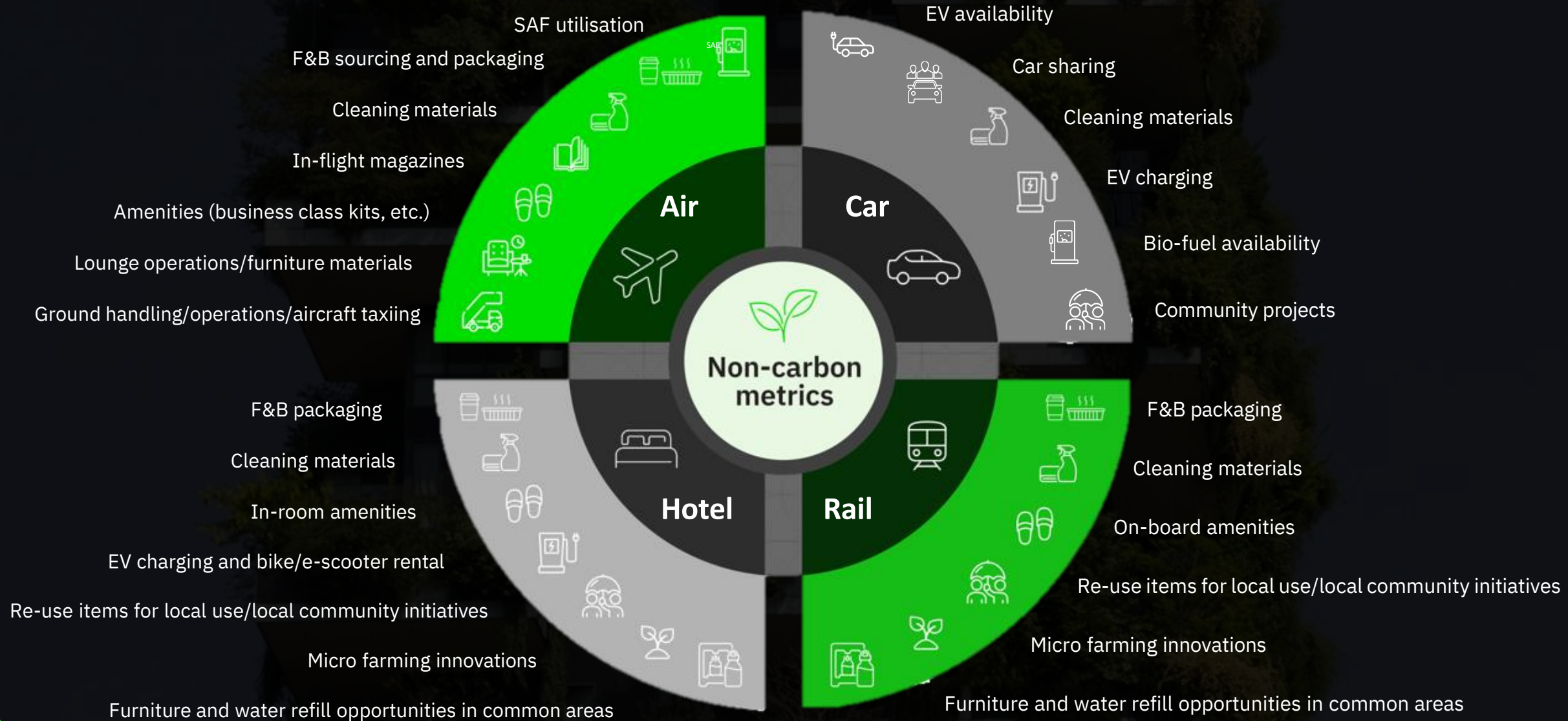
What's in it for me?



What's the new expectation?



Sustainability is more than carbon



Use engagement to see action

Consider what you want **success** to look like

Plan activity that fully aligns to your company **culture and goals**

Balance the **'WIIFM'** with the **'New Standard'**

Identify and engage with your key **stakeholder groups**

Constantly **adapt and measure** activity

Thank You! Questions?

