

## MEASURE AND REDUCE OUR CARBON EMISSIONS



By the end of 2023,  
**measure and report  
our carbon footprint**

(scopes 1 & 2) annually, and set an emission  
reduction target for 2030

By 2024, implement a travel policy that

**prioritises train trips**

for journeys under 6 hours

By 2024,

**encourage  
100%  
meat-free  
menus**

at events we organise

## REDUCE OUR WASTE AND CONTRIBUTE TO THE CIRCULAR ECONOMY



By 2025,  
**ban plastics**

at all events we organise

By the end of 2023,

**ensure selective  
sorting**

in our office

By 2025,

**use 50%  
refurbished laptops**

## SUPPORT OUR EMPLOYEES' PROFESSIONAL AND PERSONAL DEVELOPMENT



By 2025,  
**dedicate  
1% of staff  
budget to  
training**

By the end of 2023, use our partnership  
with CEMR and UCLG to

**offer better career  
perspectives**

to our staff

By 2025,

**have 10% of our staff  
share knowledge**

about sustainable cities to future leaders via  
academic institutions or the Eurocities Academy

## PROMOTE AND SUPPORT OUR EMPLOYEES' HEALTH AND WELLBEING



By 2024,  
**give mandatory  
training on  
gender equality,**

employee wellbeing and preventing  
psychosocial risks

By 2024, set up regular surveys to

**measure staff  
wellbeing**

and implement action plans based  
on the results

By 2024,

**implement a  
charter on working  
conditions,**

wellbeing and right to disconnect, with input  
from all internal teams

## ESTABLISH SUSTAINABILITY PRINCIPLES FOR OUR PROJECTS, POLICY AND PARTNERS



**Action plan**

to be defined by the Strategy Team