

## Our environmental commitments

As part of our journey toward greater sustainability, we are elevating our commitments to align with the ambitious goals of a low-carbon development model. By focusing on services and goods, professional travel, events, digital practices and our organisational development, we are embedding climate-smart practices across all aspects of our operations. This upgraded approach reflects our determination to lead by example, reduce our footprint, and contribute to meaningful impact.

### SERVICES AND GOODS

- 1 We inform suppliers about our climate and environmental strategy, communicate our expectations, and favour systematically those who measure and disclose their carbon footprint across Scopes 1, 2, and 3 (including energy, travel, and procurement).
- 2 We privilege suppliers using low-carbon energy and/or with a robust decarbonisation plan in place (e.g., SBTi or aligned with the Paris Agreements), that undertake concrete actions to reduce their environmental and climate impacts and verify their progress through external mechanisms. This applies to our administrative, financial, pension fund, consulting, communication, event, catering and hotel services.
- 3 The Digital equipment and furniture we purchase are second-hand by default or certified with eco-labels (e.g., EU Ecolabel, Blue Angel, TCO, Energy Star, EPEAT). We limit the number of purchased devices by mutualising professional and private use, extend the lifespan of existing equipment to 6 years and support a circular economy by selecting durable, repairable, and second-hand digital equipment.
- 4 The office supplies we source, including paper and small items are sustainable. We limit paper use to the minimum and opt for lightweight paper with a high recycled fiber content and FSC or PEFC certified paper.
- 5 We ban the purchase of single use plastic items.



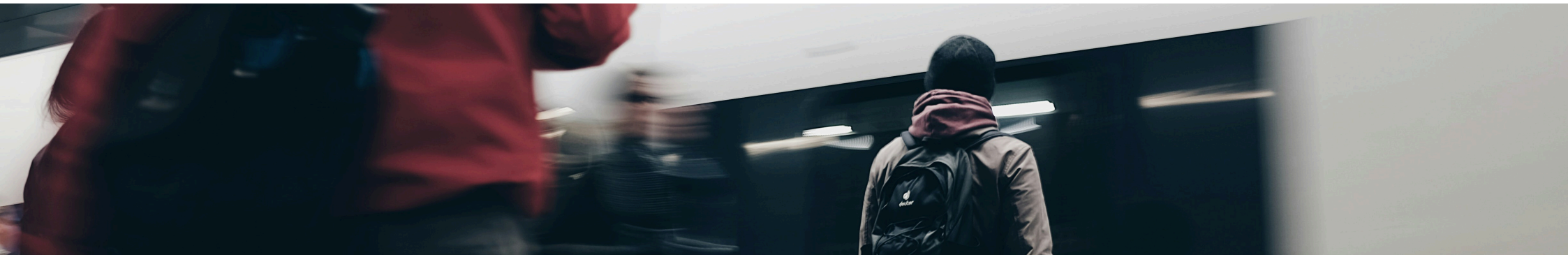


## PROFESSIONAL TRAVEL

- 6 We reduce kilometers travelled to a maximum by privileging online meetings and events, optimising the number of participants for in person meetings, carpooling and planning multi-purpose trips.
- 7 We mandate the use of trains for travels within a 1,000 km radius and with a travel duration of under 12 hours from origin to destination. We encourage the use of train connections for European flights via Zurich, Lyon, Paris and Frankfurt.
- 8 When flying is unavoidable, we set economy class as the standard rule, take the most optimised route, use direct flights, and choose "carbon efficient" airlines<sup>1</sup>.
- 9 We allow staff to combine holidays with professional trips and consider professional travel time as work time.
- 10 We encourage our staff to commute through public transport and soft mobility to our office. We reimburse 50% of their public transport costs.
- 11 To encourage our staff in their efforts to reduce their personal carbon footprint, we offer up to two additional "responsible travel time" days per year as paid time off. These days are intended to support employees who choose long distance train travel instead of flying to holiday destinations in Europe, provided that the train journey exceeds 6 hours and requires an extra day to compensate for the longer travel time.

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<sup>1</sup>Following the recommendation of Atmosfair Airline index and Google Flights search engine





## EVENTS

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We reduce the climate and environmental impact of our events by complying to best practices such as:

- Evaluating the added-value of in-person events, offering online participation and carefully selecting the venue location to limit participant travel.
- Contracting caterers that provide a planetary health diet, eliminate single-use plastics, strive for zero waste, and implement a robust food, beverage, and recycling plan while actively promoting sustainable practices.
- Supporting the local economy by carefully selecting local suppliers.
- Favour venues based on the high energetic performance of the building, low-carbon energy source and recycling plan.
- We do not distribute goodies to avoid waste.

## DIGITAL USAGE

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We develop eco-friendly digital practices throughout our website, social medias, applications and software, and rationalise the use of Artificial Intelligence<sup>2</sup>.

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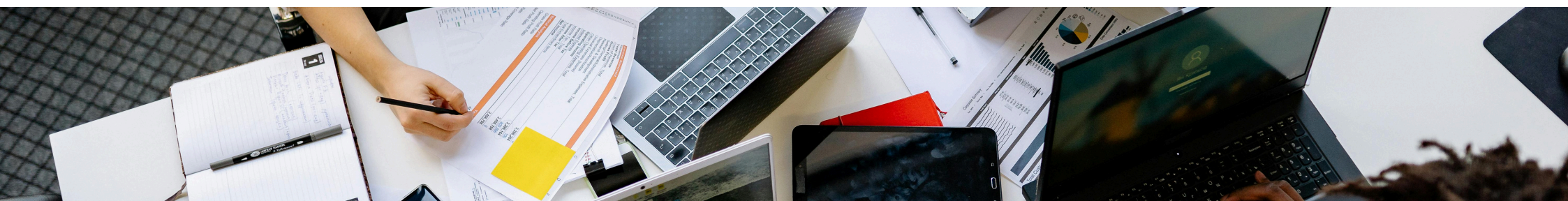
We ensure our data storage is located in a low-carbon energy mix country or facility.

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We control the volume of data stored by cleaning up our data every 6 months.

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<sup>2</sup>Following the general recommendations of Green IT Switzerland.







## ORGANISATIONAL DEVELOPMENT

- 16 Our HQ is located in an optimised coworking space powered by low-carbon energy. Still, we aim to influence the ban of single-use items, reduce waste, and improve waste management in our shared premises.
- 17 Our climate action acceleration model focuses on an international development approach hiring local talent and prioritising regional Accelerators to support partners outside Europe. This approach minimises travel needs, reduces technical support trips, and promotes hybrid working arrangements.

## CONTRIBUTION TO GLOBAL NET ZERO AMBITIONS

- 18 To support the global net-zero ambitions, we annually provision an internal fund based on our emissions' level and a credible price per ton of CO<sub>2</sub>e. This fund will be directed towards a high quality, effective, nature-based solution project, contributing to global carbon neutrality through carbon-removal and following a principles-based approach. To avoid green-washing or diminish our efforts towards net zero, this funding stream is not considered as an offset included in our carbon accounting or the calculation of our footprint.

### Contact us

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Climate Action  
**Accelerator**

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