ব্রেকিং দ্য সাইলেন্স
Breaking the Silence

Climate Action Accelerator

CLIMATE AND ENVIRONMENT

BTS'S ROADMAP

2026 – 2030

Towards resilient, sustainable, low carbon models of development



BREAKING THE SILENCE (BTS)

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01 EXECUTIVE SUMMARY

Climate change has emerged as an imminent crisis with the potential to destabilise the socioeconomic frameworks of affected communities and threaten their survival.

Bangladesh, as a highly vulnerable deltaic nation, is experiencing severe effects of climate change, ranging from rising sea levels to extreme weather events such as cyclones. The impact of these risks on our beneficiaries, particularly marginalised women and children, is profound, manifesting in immediate livelihood destruction, displacement, food insecurity, and heightened safety risks, including gender-based violence (GBV) and child labor in the aftermath of disasters.

This evolving risk landscape demands a shift away from traditional disaster response toward the development of comprehensive climate resilience systems. Failure to make this transition risks undermining years of hard-won development progress.

In response to the global climate crisis, Breaking the Silence (BTS) is committed to restructuring its organisational operations to be both ecologically and climate responsible. It must be recognised that advocating for human rights is inseparable from addressing climate change. Over the roadmap period of 2026–2030, we will ensure that our community advocacy work is reinforced by disciplined internal practices.

Concretely, this means continuously monitoring and reducing the organisation's greenhouse gas (GHG) emissions, upholding a strict sero-plastic policy, and ensuring that our supply chain practices meet sustainable environmental standards.

By embedding environmental responsibility into our core operations, Breaking the Silence aims to serve as a model for all organisations engaged in humanitarian, capacity-building, and child protection work.



02 INTRODUCTION & PURPOSE

Embedding climate change and adaptation into our institutional framework

In order to avoid having climate responsiveness relegated to separate, isolated interventions, BTS will incorporate climate change adaptation into its own institutional fabric. This process of incorporation will require a rethinking of our governance models, organisational policies, human resource models, and even the design models for our projects.

All existing and all future projects will be carefully screened for climate-sensitivity so that environmental sustainability can be built into our case management framework, safe space management, and psycho-social intervention models. By increasing our institutional literacy around climate systems, we will train ourselves to naturally assess risk, resource, and footprint implications within an ecological context.

Responding to local realities and development priorities

Our climate strategy is based on the Rights-Based Approach, which recognises the fact that climate change poses a direct danger to human rights, especially that of children and marginalised communities. Our strategies are adapted to the unique local circumstances of Bangladesh, understanding that there would be very different climate situations for the community living along the coast of Cox's Bazar as compared to the one residing in the city of Dhaka. In bridging this gap, we rely on our approach that involves local people taking initiative for adaptation measures. We safeguard the basic rights of these most vulnerable people by providing them with security, safe water, and livelihood, while at the same time ensuring that local people decide national policies and local resource negotiations.



Understanding vulnerability through a Loss & Damage perspective

Another critical aspect of BTS as an organisation is to engage in systemic risk analysis from a Loss and Damage perspective. This is because we understand that despite the best mitigation and adaptation measures being taken, vulnerable communities on the ground have already incurred significant economic and non-economic loss.

This includes the loss of property such as homes, soil salinity, mental stress, and cultural heritage as well as their languages. Through the use of the Loss and Damage perspective, BTS will be able to measure this loss and implement better policies to address it.

Taking responsive, evidence-based, and adaptive action

Our decisions are backed up with facts and data and not generalisations. We determine the impacts of our actions by conducting audits of the environment that include carbon accounting and waste characterisation. As the crisis involving the earth's climate is changing and not static, we apply the principles of adaptive management.

This helps us in evaluating our projects, updating our risk baseline and moving our resources to address any changes in the ecology.

Leveraging local, national, and international resources for climate action

It is important that maximising our potential involves resource mobilisation and alignment at local, national, and international levels. At the local level, we will be making use of the rich traditional knowledge of local communities through grassroots institutions such as Village Resilience Committees. At the national level, we will be in line with state-level structures, working closely with the Department of Social Services (DSS), Ministry of Women and Children Affairs (MoWCA), and Depertment of Environment (DoE) in developing gender responsive climate governance mechanisms. Internationally, we will be utilising climate financing and expertise of strategic partners, including our collaboration with Oxfam in Bangladesh in the BID4CJ project.

03 VISION & STRATEGIC DIRECTION

Our vision and long-term aspirations for environmental sustainability

The future we see ahead is one in which there is social justice, equality, and climate justice where children, women, and other disadvantage groups enjoy living in ecosystems that are not only healthy but also rehabilitated and thriving through sustainable economies. The goal of Breaking the Silence's operations in the long run would be to prove how civil society organisations can successfully decouple their extensive efforts in humanitarianism and development from any adverse effects on the environment.



Participation in the Climate Action Accelerator Capability Program

To convert these lofty goals into tangible organisational achievements, Breaking the Silence is currently engaging in the Climate Action Accelerator Capability Program. Such an institutional arrangement has granted our organisation access to sophisticated analytics, footprint diagnostic tools, and technical assistance. By means of the Accelerator, we have managed to move from our environmentally-based promises to precise scientific carbon and waste accounting. The capability program provides our management and project teams with the necessary expertise required for implementing sophisticated decarbonisation practices in terms of procurement, transportation, and facilities management.

Aligning organisational priorities with climate action commitments

The process of aligning our strategies is going to be done systematically to align to our commitments on climate change actions. This will mean that we will undertake our institutional mandates such as child rights, GBV prevention, forest conservation, and others using an environment-friendly approach. Capacity building programs, WASH activities, humanitarian programs, and youth development programs must have mandatory components on how to ensure donors are prepared to take environmental sustainability and climate-smart approaches. Youth-led actions, children's participation, and governance of the local community will come together in advocacy of ecosystem restoration and climate justice campaigns.

04 CURRENT FOOTPRINT ASSESSMENT AND SOLUTIONS

Understanding where our environmental impact as an organisation originates enables us to take informed action and strengthen our commitment to a sustainable and low-carbon development model.

For Breaking the Silence, conducting a carbon footprint assessment is a new initiative, carried out in accordance with the guidelines of the Climate Action Accelerator. As a partner of the Terre des Hommes (Tdh) Foundation, BTS has embraced this important process, which has opened a new and valuable pathway for **integrating environmental sustainability into organisational practices.**

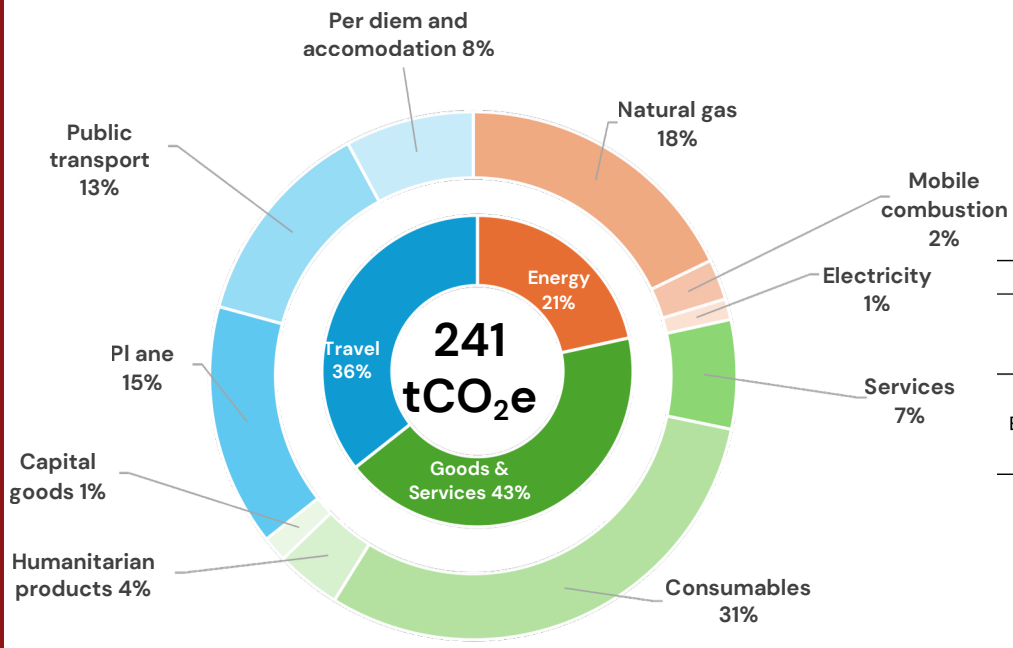
Based on the findings of the carbon footprint assessment, BTS has developed several action plans aimed at reducing its environmental impact and contributing to climate-responsible development. These initiatives will help guide the organisation toward more sustainable operations and **long-term environmental stewardship.**



Scope :
Baseline year : 2025
Number of staff : 413 FTE
Budget: 159 mBDT

2025 Carbon footprint

Understanding where our impact as an organisation comes from will allow us to act on it and thorough our approach towards a sustainable and low carbon development model. The perimeter does not include carbon sequestration in plants and soils from mangrove plantation, nor other positive biodiversity impacts; including them at a later stage should be an objective, as doing so could render the overall footprint neutral or even negative.



Detailed results

		Benchmark
Total	241	tCO2e
Intensity	0,5	
	8	tCO2e/FTE
	1,52	gCO2e/BDT
Equivalent	56	Bangladeshi households*
	24	hectares of forest in one year**
	172	trees throughout its lifetime***

Sources :
*CEI Data : Household size ; Emissions per household
** IPCC Report : $7.4.2.3
*** FAO : Climate Change and forest

The carbon footprint of Breaking the silence is of **590 tCO_2e**, dominated overwhelmingly by the Procurement category.

Goods and services account for **77%** of total emissions, of which Services alone represent 62%, pointing to an organisation whose core activities are heavily service-intensive, likely involving large-scale procurement of external expertise, partnerships, and humanitarian supplies.

Consumables contribute a further **12%** of the goods and services share, while humanitarian products (2%) and capital goods (1%) make up the remainder.

Travel represents **14%** of the footprint, driven primarily by plane travel (6%) and public transport (5%), with per diem and accommodation adding 3% - reflecting significant staff mobility across national or international operations.

Energy accounts for **9%**, split between natural gas (7%), electricity (1%), and mobile combustion (1%), suggesting relatively modest direct energy consumption compared to the scale of the overall footprint.

There is a critical importance of addressing procurement and service contracting practices as the single most impactful lever for meaningful emission reductions.

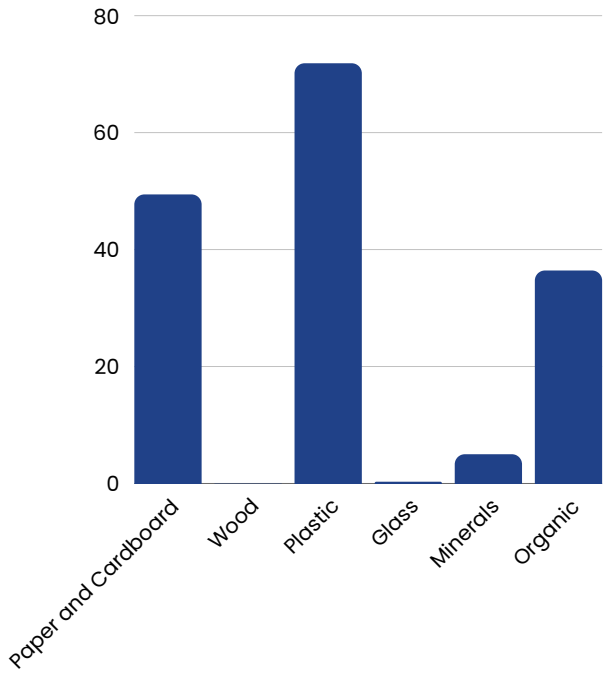
Waste Footprint

A waste characterisation analysis was conducted to assess the types and sources of waste generated through the activities of Breaking the Silence. Data were collected from the BTS operational areas, including the Ukhia Upasila Office in Cox's Bazar District and the Dhaka Head Office, during the period from 15 November to 15 December 2025.

The collected information was then processed through the Accelerator methodology. This analysis enabled BTS to identify the primary sources of waste generated by its operations and to better understand waste generation patterns.

The findings provide valuable insights for developing **targeted actions and strategies** to **improve waste management practices** and reduce the organisation's environmental footprint.

Typology of waste in KG



Detailed results

Plastic: 44%

Paper and cardboard : 30%

Organic: 22%

Various: 4%

In one month only, our general waste profile totaled 162.74 kg across two office locations and is distinguished by a high plastic content. - **Extrapolated to one full year** it would represent almost **1.9 tons of waste**, including 864kg of plastics.

Plastic dominates at **44%** (71.86 kg), a figure that stands out and points to significant plastic consumption in daily operations, likely linked to packaging, single-use items, and supplies across field and office activities.

Paper and cardboard represent **30%** (49.13 kg), consistent with the administrative and documentation demands of a large organisation.

Organics account for **22%** (36.42 kg), reflecting food and canteen-related waste.

Breaking down by location, **Cox's Bazar generates 81% of total waste** (131.01 kg), far exceeding the Dhaka office at 19% (31.73 kg) — suggesting that field-based operations in Cox's Bazar are significantly more waste-intensive, likely due to the scale of humanitarian activities in that area.

The dominance of plastic waste points clearly to plastic reduction and substitution as the single highest-priority intervention, alongside paper recycling and organic waste composting as complementary measures.

Our Solutions, actions and targets

Based on the analysis undertaken of our programs and operations, we have come up with ways that will ensure resilience of our programs as well as interventions that will significantly lower the impact of our operations on the environment. Being aware of our main sources of emissions has helped us devise strategies for enhancing resilience through the mitigation of the main carbon emission types.

The evidence-based strategies will cover actions on **Resilience and Mitigation** aspects. The Resilience-related interventions will entail adaptive farming practices, disaster preparedness, ecosystems enhancement, sustainable livelihoods, planting trees, and improving waste management. On the other hand, mitigating the effects of climate change is aimed at lowering emissions related to waste, energy use, transport systems, and good and material management.

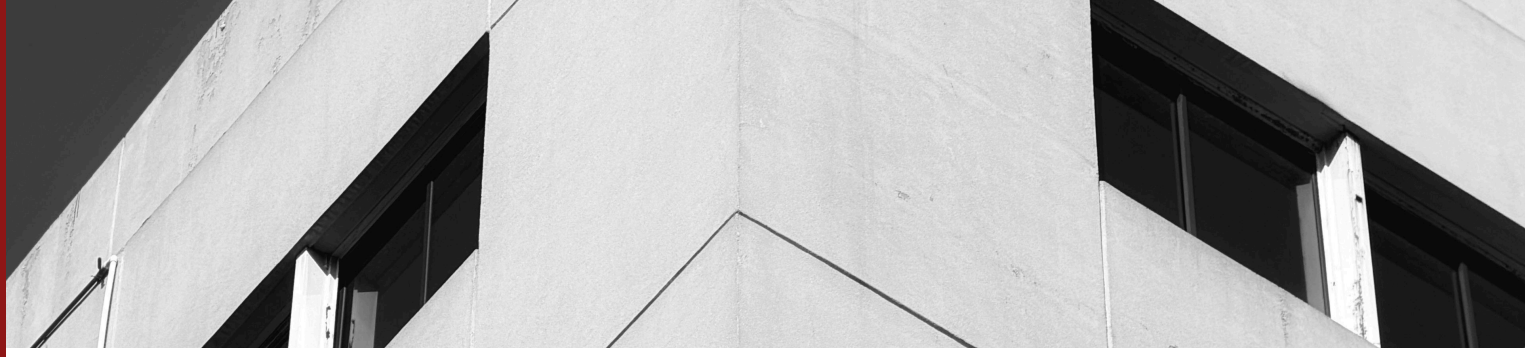
Through the implementation of these recommendations, it will become possible for both the organisation and the community to **build their capacity to deal with climate change effectively.** Through community participation, it will become possible for BTS to encourage sustainable activities and mitigate its carbon footprint. Many of these solutions support both resilience and mitigation together in practice.

PROGRAMME RESILIENCE AND ADAPTATION

1 STRENGTHEN COMMUNITY ACTION AND CAPACITY TO DEAL WITH GLOBAL WARMING CONSEQUENCES

- Build community awareness and knowledge on the causes, consequences, and local impacts of global warming
- Establish Village Resilience Committees (VRCs) for local risk planning and fund management
- Establish and support community-level action groups to coordinate collective responses to climate-related risks and disasters Identify and address the specific vulnerabilities of women and children to climate change impacts, integrating gender and child-sensitive approaches into all resilience activities
- Form community groups and adolescent Climate Clubs to run early warning systems and coordinate disaster response.
- Provide targeted skills training and livelihood support to women and children, equipping them with practical tools to adapt and recover from climate-related shocks
- Provide skills training via Climate-Resilient Livelihood Hubs(e.g., aquaculture, hydroponics, renewable energy).
- Link community resilience efforts to broader local and national climate adaptation frameworks to ensure sustainability and scale

Target : By 2030, we enhanced resilience for populations in 27 upasilas across 7 districts.



OPERATING MODEL

2 REDUCE ORGANISATIONAL CARBON FOOTPRINT AND PLASTIC WASTE THROUGH POLICY, PROCUREMENT REFORM, AND ONGOING MEASUREMENT

- Develop a comprehensive green policy establishing the organisation's commitments and standards on carbon reduction and plastic elimination
- Phase out single use plastics from office operations.
- Organise a full staff orientation and declaration to build internal awareness, secure collective buy-in, and signal organisational accountability
- Develop procurement guidelines prioritising biodegradable and plastic-free materials as the default alternative across all purchasing decisions
- Implement continuous carbon footprint measurement at organisational level to track progress, identify hotspots, and inform adaptive management

Target :

- By April 2026 : Biodegradable materials are adoped and a green policy is implemented
- By 2027 : 10-20% reduction.
- By 2028, all single use plastics will be banned from office level purchases
- By 2028: 20 to 35 % reduction
- By 2029: 35 to 45% reduction
- By 2030: Up to 50% reduction.

3 MINIMISE FOSSIL FUEL CONSUMPTION THROUGH POLICY REVIEW, PLANNING, AND SYSTEMATIC EMISSIONS MONITORING

- Review and reform energy and transport policies to phase out fossil fuel–intensive practices and prioritise renewable energy and electric or hybrid vehicles.
- Review BTS's fleet and identify low carbon criteria for leasing or buying new vehicles.
- Develop fuel consumption and efficiency plans for all projects, optimising logistics, reducing travel, promoting shared transport, and using solar-powered equipment.
- Implement real-time monitoring of fuel use and emissions to track performance, ensure compliance, and inform decisions.
- Conduct mandatory staff orientations to support adoption of new energy and fuel protocols.
- Integrate fuel reduction targets into organisational strategy through regular policy review, clear project-level guidelines, and continuous performance tracking.

Target :

- By December 2026, fuel reduction targets are embedded into the annual work plans and budget cycles of the organisation.
- By September 2027, fuel reduction measures are integrated into all organisational plans and all staff are oriented on the new fuel policies
- As of 2028, all new vehicle acquisitions will incorporate low-carbon criteria at the purchasing stage.

4 REDUCE ORGANISATIONAL ELECTRICITY CONSUMPTION THROUGH AWARENESS, EQUIPMENT UPGRADES, AND BEHAVIOURAL STANDARDS

- Conduct ongoing staff awareness campaigns to promote energy-saving behaviors and responsible electricity use across all facilities.
- Replace all existing lighting with high-efficiency LED systems to reduce energy consumption and costs.
- Set and enforce a minimum 24°C standard for air conditioning to limit unnecessary energy use.
- Monitor energy performance monthly and integrate results into organisational strategy to ensure full implementation of efficiency measures.

Target :

- By July 2026, enforce at 24°C the air conditioning rule. Energy-saving measures are fully implemented by December 2026.
- As of 2028, all diesel generators will be replaced by renewable energy, with exception to back up systems.

5 REDUCE NATURAL GAS CONSUMPTION BY IDENTIFYING KEY SOURCES (ESPECIALLY KITCHEN FACILITIES) AND TRANSITIONING TO MORE EFFICIENT, NON-GAS ALTERNATIVES.

- Identify and assess natural gas consumption sources, particularly in kitchen and heating systems, to target reduction efforts.
- Conduct infrastructure audits and leak detection across all facilities to prevent gas loss and improve efficiency.
- Transition from gas-based systems to high-efficiency electric alternatives, including induction cooking and heat-pump technologies.

Target :

- By 2028, reduce natural gas consumption by at least 20% and fully phase out gas-powered kitchen and water heating systems through a transition to electric alternatives.

6 DECARBONISE THE SUPPLY CHAIN BY ENFORCING GREEN PURCHASING STANDARDS AND PRIORITISING SUSTAINABLE, LOW-EMISSION VENDORS AND PRODUCTS.

- Implement a green vendor certification and rating system to prioritise suppliers with strong sustainability and carbon reduction practices.
- Adopt circular procurement and life-cycle analysis to select durable, repairable, and recyclable products.

Target :

- By 2028, reduce procurement emissions by allocating
- At least 30% of total spend to green-certified vendors,
- Ensure 100% of high-impact tier-1 suppliers provide verified carbon footprint reports or reduction plans
- Achieve at least 20% of new assets meeting circularity and sustainability criteria.

6 REDUCING TRAVEL-RELATED EMISSIONS BY PRIORITISING VIRTUAL COMMUNICATION, LIMITING TRAVEL TO ESSENTIAL CASES

- Institutionalise a virtual-first approach by conducting meetings, workshops, and partner coordination through digital platforms instead of travel.
- Introduce a strict travel necessity and approval system, allowing flights only for emission-critical purposes that cannot be achieved virtually.

Target :

- By 2028, reduce total flight kms by 50% from the 2024/2025 baseline and ensure all routine internal meetings and regional workshops are conducted virtually with no non-critical travel.

04 IMPLEMENTATION APPROACH

To guide the implementation of the roadmap, an implementation plan with priority projects is designed as a high-level framework to guide the rollout of the roadmap's priorities, providing strategic direction rather than detailed operational steps. It outlines key areas of action while allowing flexibility for adaptation based on context and evolving needs. More detailed planning and contextualisation can be carried out by individual teams and by the entity responsible for coordinating, implementing, and monitoring the overall roadmap.

High level implementation plan

Project	Objective and First Deliverables	Timeline for Implementation	Allocating Responsibilities	Financing Strategy
Roadmap implementation and monitoring	*Ensure that roadmap solutions and actions are implemented, targets are met, and the monitoring of the footprint, waste impacts, and overall roadmap impact is carried out effectively. *Integrate in the footprint monitoring the positive impacts of carbon sequestration and biodiversity protection.	All year round	Roadmap Lead	Internal operational budget
Community Resilience & Empowerment	Strengthen community capacity to manage climate risks. * Established Village Resilience Committees (VRCs); Livelihood Hubs for women; Adolescent Climate Clubs for early warning alerts. * Integrate community-led resilience efforts into existing local and national climate adaptation policies to ensure sustainable, institutionalised, and large-scale outcomes.	March 2026 to December 2030	Program Director, Project Managers, Coordinators	Donor Funding & Project Budgets

Carbon Footprint & Green Policy	*Institutionalise environmental standards. * Comprehensive "Green Policy" constitution; staff sustainability pledges; transition to 100% biodegradable operational materials.	April 2026 to Dcember 2030	Executive Director, HR Manager, DD-MEAL	Existing Organisational Resources
Fossil Fuel Minimisation	Reform energy and transport protocols. *Fuel Efficiency Blueprints for all projects; real-time emission monitoring framework; hybrid/electric vehicle fleet transition plan.	May 2026 to June 2027	Program Director, Project Staff, Logistics Manager	Existing Resources & Donor Fund
Electricity Efficiency (24°C Rule)	Reduce grid dependency and usage. * Full transition to high-efficiency LED lighting; institutionalised 24°C AC standard with thermostat locks; behavioral change campaigns.	March to December 2026	HR Manager, DD-Finance, Project Officers	Existing Organisational Resources
Natural Gas & Kitchen Electrification	Phase out gas dependency in facilities. *Comprehensive gas infrastructure leak audit; replacement of gas stoves and water heaters with high-efficiency induction and heat-pump systems.	May to December 2027	Operations Manager, Admin, Project Managers	Existing Resources
Sustainable "Green" Procurement	Decarbonise the supply chain (Scope 3). * Green Vendor Certification system; Life-Cycle Analysis (LCA) protocols for all IT and furniture; mandatory sustainability weighting in all RFPs.	Ongoing (2-Year Target)	Procurement Team, DD-Finance, DD-MEAL	Reallocation of Existing Procurement Budgets
Air Travel Mitigation	Drastically reduce aviation emissions. *"Virtual-First" HD meeting hubs; Travel Necessity Filter..	Ongoing (50% reduction by 2026)	Executive Director, HR Manager, IT Department	Savings from Travel Budget Reductions

Monitoring, Evaluation & Learning framework

Monitoring, evaluation, and accountability will be essential to assess the effectiveness of climate and environmental actions. This will include continuous activity tracking, analysis of results,and evaluation of environmental impact. Accountability will also involve engaging beneficiaries in both implementation and evaluation. Project results will be shared with all stakeholders.

MONITORING FRAMEWORK				
Solution	**Targets from your roadmap**	**Indicators to track progress**	**Unit of measurement**	**Objective**
PROGRAMME RESILIENCE				
Increase Community Resilience & Empowerment	By 2030, enhanced resilience for populations in 27 upasilas across 7 districts.	Number of community members demonstrating a significant increase in climate change awareness post-intervention.	Individuals (disaggregated by sex, age, and disability status)	Strengthened Community Action and Adaptive Capacity to Mitigate Global Warming Consequences
		Number of community climate awareness sessions successfully conducted.	Sessions	
		Number of fully functional VRCs established with approved local risk mitigation plans.	Committees (VRC)	
		Percentage of VRC/Action Group leadership positions held by women and youth.	Percentage (%)	
		Number of active youth-led or adolescent Climate Clubs formed and operational.	Clubs/groups	
		Number of vulnerable women and youth received training and livelihood support	Number	
		Number of Climate-Resilient Livelihood Hubs physically established and operational.	Number	
		Number of joint collaborative initiatives or joint monitoring visits conducted with state actors (e.g., DSS, MoWCA, DoE).	Number of visits/initiatives	
		Number of local VRC risk plans officially recognised or integrated into Union Parishad/Upasila annual development budgets.	Local plans	

OPERATING MODEL				
Reduce carbon Footprint & adopt Green Policy	By April 2026 : Biodegradable materials are adoped and a green policy is implemented By 2027 : 10-20% reduction. 2028: 20 to 35 % reduction 2029: 35 to 45% reduction 2030 Up to 50% reduction.	Successful drafting, approval, and ratification of the comprehensive BTS Green Policy Constitution by the Governing Body.	Approved/pending	Reduced institutional greenhouse gas emissions and plastic waste across all head office and field operations, achieved through comprehensive policy enactment, sustainable procurement reforms, and continuous environmental impact measurement.
		Percentage of total organisational staff (head office and field offices) oriented on the new green policy and carbon protocols.	Percentage (%) of staff members	
		Percentage of operational and programmatic supplies shifted to 100% biodegradable or plastic-free alternatives.	Percentage (%) of inventory items	
		Percentage reduction in organisational greenhouse gas emissions against the 2024/2025 baseline.	**Percentage (%) of reduction**	
Reform energy and transport protocols for Fossil Fuel Minimisation	By December 2026 , fuel reduction targets are embedded into the annual work plans and budget cycles of the organisation. By September 2027, fuel reduction measures are integrated into all organisational plans and all staff are oriented on the new fuel policies	Reviewed and reformed energy and transport policies	Approved/pending	Reduced institutional fossil fuel consumption across all transport logistics and facility operations, achieved through comprehensive policy modernisation, project-level efficiency planning, and the institutionalisation of systematic emissions monitoring.
		Percentage of active projects with an approved, localised Fuel Efficiency Blueprint and optimised logistical routing plan.	Percentage (%) of active projects	
		Number of field operations utilising solar-powered equipment or shared transport mechanisms.	Number	
		Number of monitoring report generated	Number	
		Number of staff orientade on new energy and fuel protocols.	Number of staff	
		Proportion of annual project work plans and budget cycles that feature explicit, mandatory fuel reduction targets.	Percentage (%) of budget lines	

Reduce grid dependency and usage	The enforcement of a 24°C air conditioning rule by July 2026. Energy-saving measures are fully implemented by December 2026.	Number of awareness campaign conducted and # staff participated	Number	Reduced organisational grid-electricity consumption across all institutional facilities, achieved through systemic high-efficiency equipment upgrades, institutionalised cooling standards, and continuous staff behavioral change campaigns.
		Number of energy-saving awareness materials (digital/physical) distributed across project areas	Number of materials	
		Percentage of total organisational lighting fixtures successfully upgraded to high-efficiency LED systems.	Number or percentage of LED systems	
		Number of monthly energy performance scorecards generated and reviewed by the Senior Management Team (SMT).	Scorecards	
Phase out gas dependency in facilities	By 2028, reduce natural gas consumption by at least 20% and fully phase out gas-powered kitchen and water heating systems through a transition to electric alternatives.	Completion status of the comprehensive organisational Natural Gas Baseline Assessment.	Assessment Report	Reduced organisational natural gas dependency and emissions across all facilities through systemic source tracking, proactive infrastructure
		Absolute reduction in natural gas consumption across the organisation compared to the baseline.	Cubic Feet or Cubic Meters	
Ensure sustainable "Green" Procurement	By 2028, reduce procurement emissions by allocating At least 30% of total spend to green-certified vendors, Ensure 100% of high-impact tier-1 suppliers provide verified carbon footprint reports or reduction plans, and Achieve at least 20% of new assets meeting circularity and sustainability criteria.	Percentage of total procurement budget (annual spend) allocated to certified green vendors.	Percentage (%) of financial spend	Decarbonised organisational supply chain and Scope 3 emissions achieved through the strict enforcement of green purchasing standards, mandatory vendor sustainability ratings, and the integration of circular economy principles into all asset lifecycles.
		Number of active vendors officially screened and registered under the new BTS Green Rating System.	**Number**	
		Number of procurement staff trained and actively utilising Life-Cycle Analysis (LCA) protocols during vendor selection.	**Staff number**	
		Percentage of newly acquired organisational assets (e.g., IT equipment, office furniture) that meet defined circularity criteria (durable, repairable, recyclable).	Percentage (%) of new assets	
Drastically reduce aviation emissions.	By 2028, reduce total flight kms by 50% from the 2024/2025 baseline and ensure all routine internal meetings and regional workshops are conducted virtually with no non-critical travel.	Percentage of routine internal meetings, project reviews, and workshops conducted entirely via digital platforms.	Percentage (%) of total scheduled events	Institutional travel-related emissions structurally reduced through the enforcement of a virtual-first operational approach, strict necessity filters for physical travel.
		Absolute reduction in total distance traveled by staff via commercial flights compared to the 2024/2025 baseline.	Kilometers (km) or Miles	
		Total greenhouse gas emissions saved through avoided air travel.	Metric Tons of equivalent	

MONITORING, EVALUATION, AND LEARNING FRAMEWORK

In order to ensure the sustainability and success of the Climate and Environment Roadmap from 2026 through 2030, Breaking the Silence will employ a robust system of adaptive management based on continuous learning and building institutional capacity. Through an internal transformation program, we will build up comprehensive capacity building measures within our institution's various levels of governance, including its Governing Body, Senior Management Team, and our grassroots-level staff. These measures will include making climate literacy, carbon accounting, and mitigation of ecological risks essential skills among our people.

Such an organisational change will be facilitated with help from periodic theme-based workshops and multi-stakeholder engagements, which will bring policymakers, donors, climate experts, and Village Resilience Committees into the process of developing adaptive strategies. Importantly, this climate action framework is not separate from anything else that we do at Breaking the Silence. Instead, it will be systematically embedded into all of our current and upcoming projects' lifecycles with the help of MEAL tools focused on tracking carbon emissions and waste production. Finally, we will change our organisational structure to accommodate new requirements by creating specific units responsible for green resource mobilisation, advocacy, and climate communications.

06 ACKNOWLEDGEMENTS

The Executive Director of Breaking the Silence (BTS), in conjunction with the management of SOLIDARITY and the entire highly motivated team, would like to extend heartfelt and most sincere thanks to the Climat Action Accelerator and the Tdh Foundation for creating such a ground-breaking opportunity for our organisations. Thanks to your highly valuable assistance, advanced analytics, and consistent technical support throughout the process of the Accelerator's Capability Program, we now have everything needed to take the necessary steps and adopt the scientific approach that will enable us to shift from making empty promises about environmental responsibility and sustainable development to taking real action aimed at improving climate resilience.

It was only thanks to your help that our organisations managed to develop a Climate and Environment Roadmap (2026-2030), which involves auditing our organisations' carbon footprint and waste practices and then devising an actionable climate and environment strategy. We are now ready to implement this Climate and Environment Roadmap, and we are committed to reaching all objectives outlined within its pages. In line with our goals as child-centric and gender-sensitive humanitarian organisations, we pledge to become a model for climate-responsible development nationwide.



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Breaking the Silence

Climate Action
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