



# SUSTAINABLEIT.ORG

Technology's Role in Sustainability:  
Environmental Goals and Standards



# Technology's Role in Sustainability



*We're using digital and tech to lower the barriers to sustainability and doing the right thing.*



**JP Saini**  
Chief Digital and Technology Officer  
Sunbelt Rentals

## Introduction

Technology has a formidable role to play in sustainability transformation— beginning with the IT function and technology infrastructure, expanding to enable and innovate enterprise-level sustainability, and ultimately, scaling to industry-level impact.

As veteran leaders of digital transformation, CIOs and CTOs are well-equipped to lead or co-lead enterprise sustainability transformation. Yet, the majority are not serving in this capacity, having been overlooked in the initial rush to address sustainability requirements.

This presentation makes the case that IT is the critical path to sustainability, with an initial focus on the environment. We highlight the challenges, including technology's carbon footprint and growing e-waste impact, and the IT-specific opportunities such as AI-guided design and decision-making, "as-a-service" delivery model, and hybrid workforce optimization.

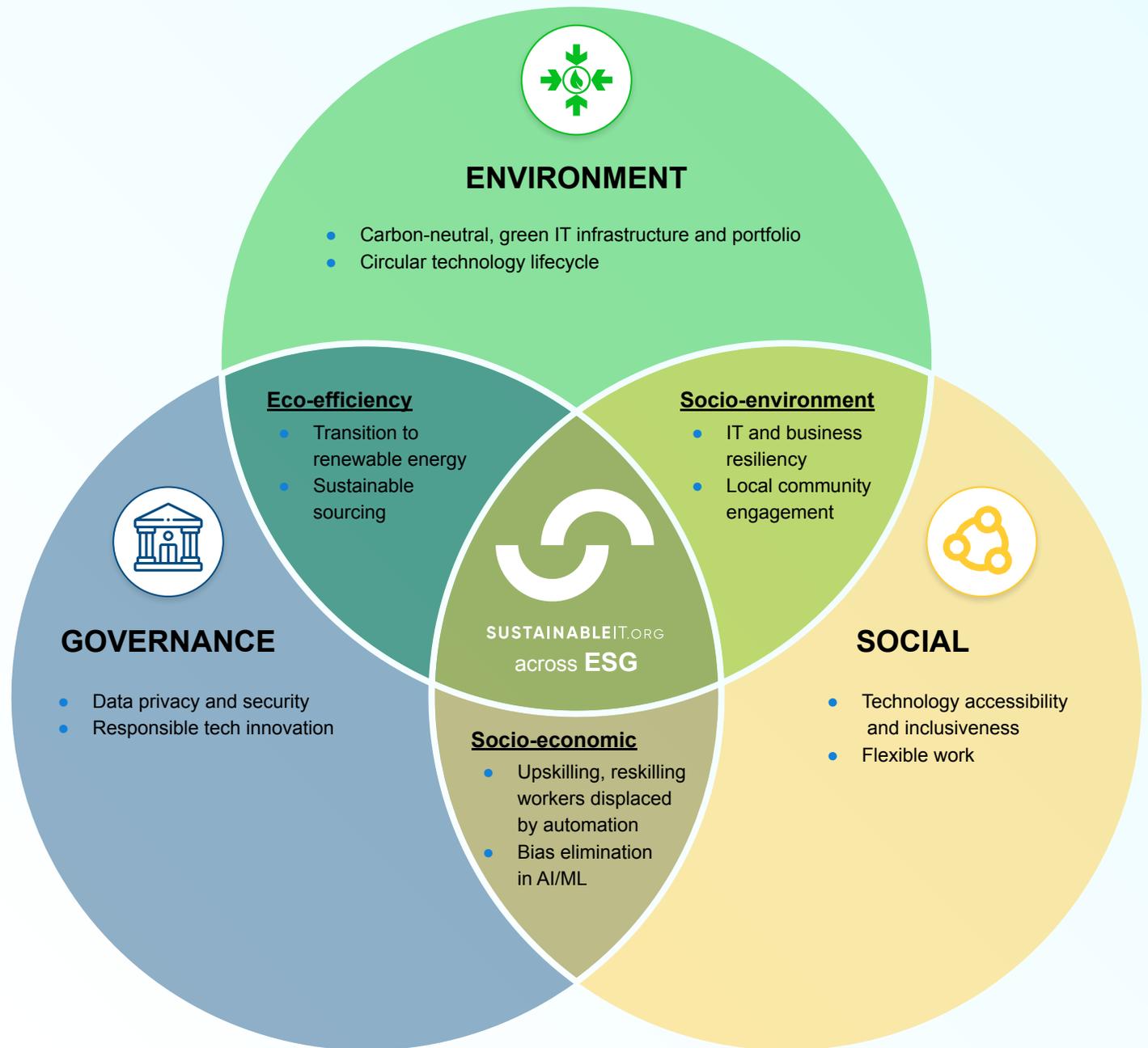
Three fundamental orientation tools are included: SustainableIT's Framework highlighting goals and key steps; our Technology Environmental Impact Model outlining three tiers of sustainability goals in energy, emissions, waste and sourcing; and the Technology Environmental Sustainability Standards, which comprise 50 environmental impact metrics tailored to IT as a function and enterprise enabler.

# Contents

1. Sustainable IT definition, framework and journey, call to action
2. Challenge
  - a. Carbon levels and temperatures; impacts on health
  - b. Current emissions trajectories fall short of goals
  - c. Three scopes of emissions
  - d. Emissions by sector, industry and scope
  - e. Technology's environmental footprint
  - f. Technology's emissions by industry and type
3. Opportunity sustainable journey
  - a. ROI of environmental sustainability
  - b. Why CIOs should lead
  - c. IT's tiers of impact, levers and goals
  - d. Technology's Environmental Impact Model
  - e. Technology Environmental Sustainability Standards
  - f. Jumpstart Your Journey Today
4. How to Use the Standards

# What is Sustainable IT?

The strategic leadership of enterprise technology to minimize negative and maximize positive impact on global and local environment, society and economy.



# Sustainable IT Framework

WHY?	WHAT?	HOW?
<p><b>Challenges:</b></p> <p>Technology is a significant contributor to power consumption, emissions and e-waste. IT's workforce typically lacks diversity.</p> <p><b>Solutions:</b></p> <p>Technology is a formidable solution for sustainability transformation, particularly platform and services modernization, AI and analytics-augmented decision making, inclusive workforce enablement, and bias elimination.</p> <p><b>Benefits:</b></p> <p>Technology-driven sustainability lowers cost and complexity, increases business agility, facilitates compliance, attracts and retains talent, and ensures future enterprise viability.</p> <p><b>Experience:</b></p> <p>CIOs and CTOs have led digital transformation; sustainability charts a similar course in technology, process people and change management. They have the metrics, data, models, partnerships and business relationships.</p>	<p><b>Sustainability in IT (function)</b></p> <ul style="list-style-type: none"> <li>• Carbon-neutral infrastructure and operations</li> <li>• Sustainable-certified technology sourcing</li> <li>• 100% recycled hardware and devices</li> <li>• Diverse, equitable and inclusive IT staff</li> </ul> <p><b>Sustainability by IT (enterprise)</b></p> <ul style="list-style-type: none"> <li>• 100% paperless operations</li> <li>• Flexible work; hybrid workforce</li> <li>• Carbon-neutral business operations</li> <li>• Maximized renewable energy</li> <li>• 100% green-certified facilities</li> <li>• Data privacy and security</li> <li>• Business resiliency</li> <li>• Responsible technology innovation</li> <li>• Reskilling for those in roles eliminated by automation</li> </ul> <p><b>Sustainability with IT (industry)</b></p> <ul style="list-style-type: none"> <li>• Common sustainability accounting and reporting platform</li> <li>• Common tech sourcing standards and vendor certification</li> <li>• Industrywide digital document management</li> <li>• Industry-standard climate-risk management</li> </ul>	<p><b>1 Engage and Educate:</b></p> <p>Educate core team on sustainability goals, practices, capabilities and use cases. Engage with existing sustainability leaders and educate on sustainability opportunity in and by IT.</p> <p><b>2 Prioritize, Baseline and Target:</b></p> <p>Determine the greatest and quickest impact areas in IT. Gather data. Measure to SustainableIT standards and set improvement goals in line with industry targets.</p> <p><b>3 Strategize and Execute:</b></p> <p>Plan actions and changes with rapid effects on priority targets. Also leverage data and analytics for enterprise sustainability initiatives. Measure outcomes and publicize successes.</p> <p><b>4 Build Capability Maturity</b></p> <p>Assess maturity levels in IT with SustainableIT CMM to elevate team capability. Shift from sustainability contributor and supporter to key enabler to strategic partner as maturity grows.</p>

# A Journey, Just Like Digital Transformation

The path forward depends on the stage you are in.

Sustainability maturity

## Building from start to ad hoc

- Educate C-suite and IT team on challenge and opportunity
- Establish IT objectives
- Prioritize and select topics most material
- Calculate baselines
- Establish basic governance and improvement process in IT
- Identify actions to improve key metrics
- Procure basic resources and guidance

## Advancing from ad hoc to defined

- Gain understanding and commitment from top and mid-level managers
- Link IT and enterprise objectives
- Set short- and long-term targets for key metrics
- Acquire/apply analysis and reporting tools
- Expand governance to include key IT stakeholders
- Define and procure ongoing resources
- Apply actions to drive improvement and close gaps to targets
- Establish/refine manual reporting

## Maturing from defined to managed

- Affirm sustainability transformation as a corporate priority
- Embed IT in overall sustainability agenda
- Consistently track and report progress against targets
- Manage the tool set
- Participate in cross-enterprise sustainability governance
- Broaden improvement actions to accelerate gap closure for multiple ESG targets
- Leverage enterprise dedicated resources
- Automate accounting and reporting



# Call to Action

## Be Proactive

**Get involved:** Despite the obvious similarities to digital transformation, IT leaders are not regarded by their business peers as viable choices to lead or co-lead sustainability transformation. Once again, it is up to us to take a seat at the table or to create the table if one doesn't exist.

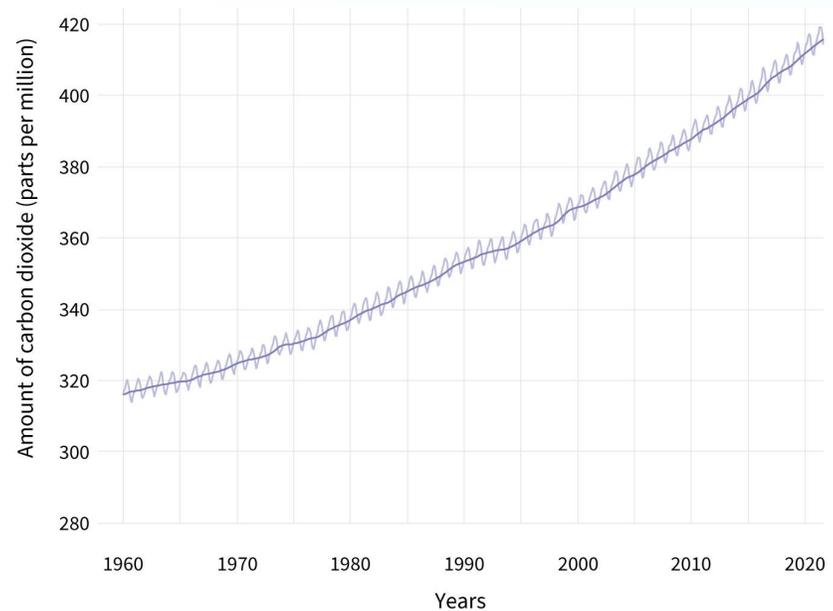
**Set targets:** Knowing where to start means knowing what to measure against. Existing and emerging ESG metric standards omit IT-related metrics almost entirely. We need a common set of standards against which we track and report progress (we all know you can't improve what you can't measure).

**Tap resources:** *SustainableIT* is a CIO/CTO-led nonprofit launched in 2022 to help jumpstart, accelerate and scale the impact of technology-led sustainability transformation both *in* IT (functions) and *by* IT (enterprises), ultimately scaling to impact industries and sectors. Among our peer group's first deliverables is a set of standard sustainability metrics relevant to the IT function and technology's business impact.

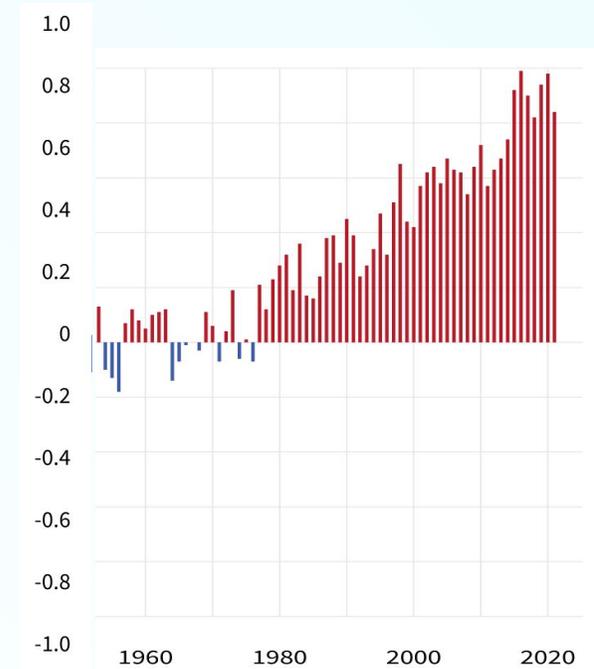
**It's time to move technology from the sustainability sidelines to the heart of the mission. Tap into SustainableIT's peer network and growing set of tools and resources.**

# Challenge: Carbon Levels, Temperatures Rising in Tandem

*Atmospheric CO<sub>2</sub> 1960-2021*



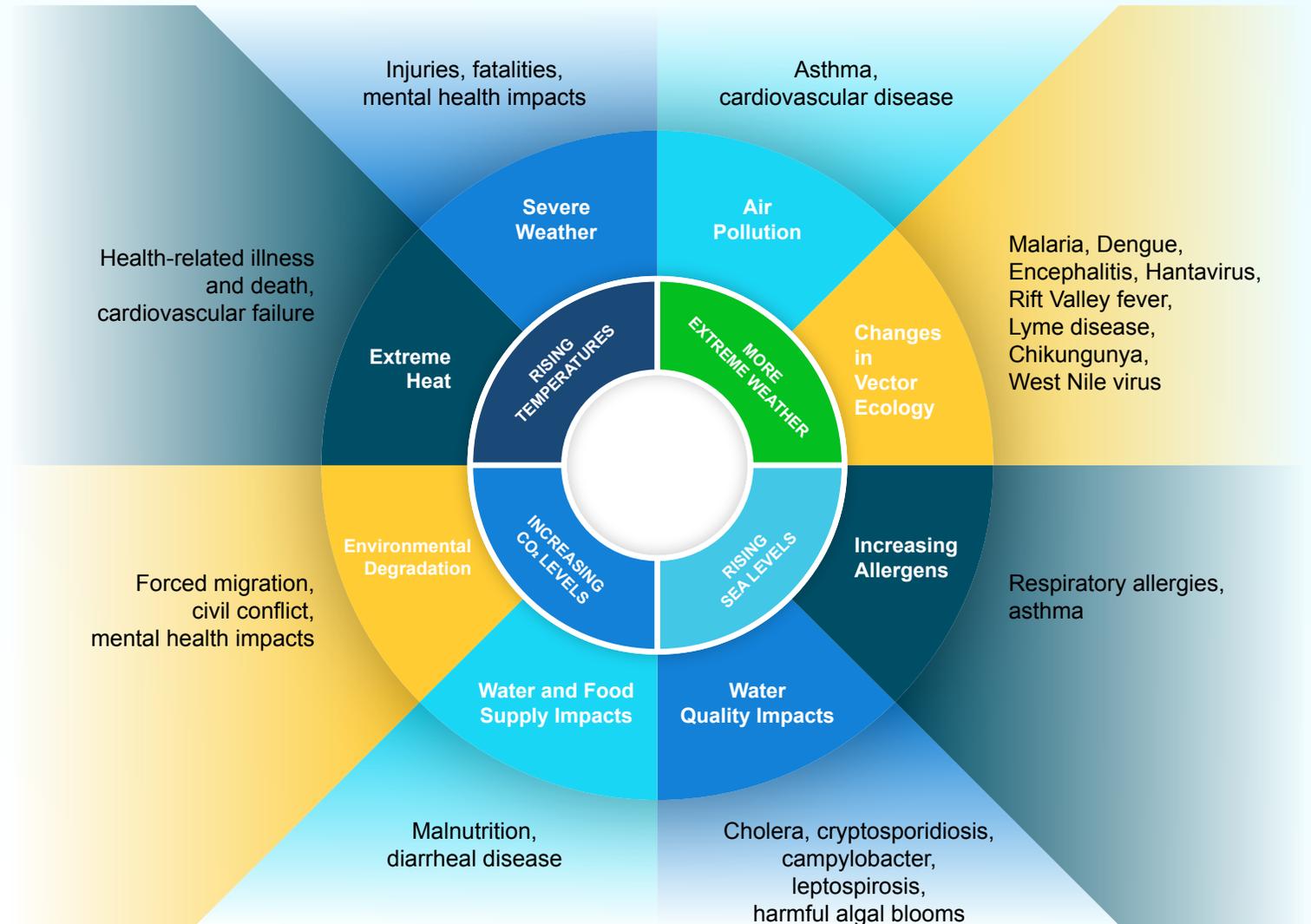
*Yearly surface temperature difference compared to 20<sup>th</sup> Century average*



Source: [Climate Change – Atmospheric Carbon Dioxide](#), [Climate Change – Global Temperature](#), NOAA Climate.gov

# Challenge: Impacts on Health

## Rising GHG, Temperatures Part of Cycle Degrading Human Health, Increasing Mortality



# Challenge: Systemic Change— Only Winning Scenario

## Current Emissions Improvement Scenarios Fall Short of Target Needs

*“To get on track to limiting global warming to 1.5°C, we would need to cut 45% off current greenhouse gas emissions by 2030. A **stepwise approach is no longer an option. We need system-wide transformation.**”*

– Inger Andersen, Executive Director, United Nations Environment Programme  
Emissions Gap Report, UN Environment Programme, October 2022

Scenario	Projected 2030 emissions (billion metric tons CO <sub>2</sub> e)*	Emissions needed to achieve 2030 warming limit targets (billion metric tons CO <sub>2</sub> e)		
		Below 2.0°C	Below 1.8°C	Below 1.5°C
Fully implemented NDCs**	55	40	34	32

\*Figures are medians; percentages differ due to rounding.

\*\*Nationally Determined Contributions (NDCs) were required by signatory nations under the Paris Agreement, specifying their intended unconditional climate actions to reduce emissions and adapt to the impacts of climate change.

Source: [2022 Emissions Gap Report](#), UN Environment Program, October 2022

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# Challenge: Three Scopes of Emissions

## Emissions Types Attributable to Business Operations— Scope 2, 3 Emissions Generally Greater

### Scope 1

#### Direct emissions from **owned assets**

- Facilities
- Equipment
- Vehicles
- Onsite landfills

### Scope 2

#### Direct emissions from **purchased energy**

- Electricity
- Heating
- Cooling

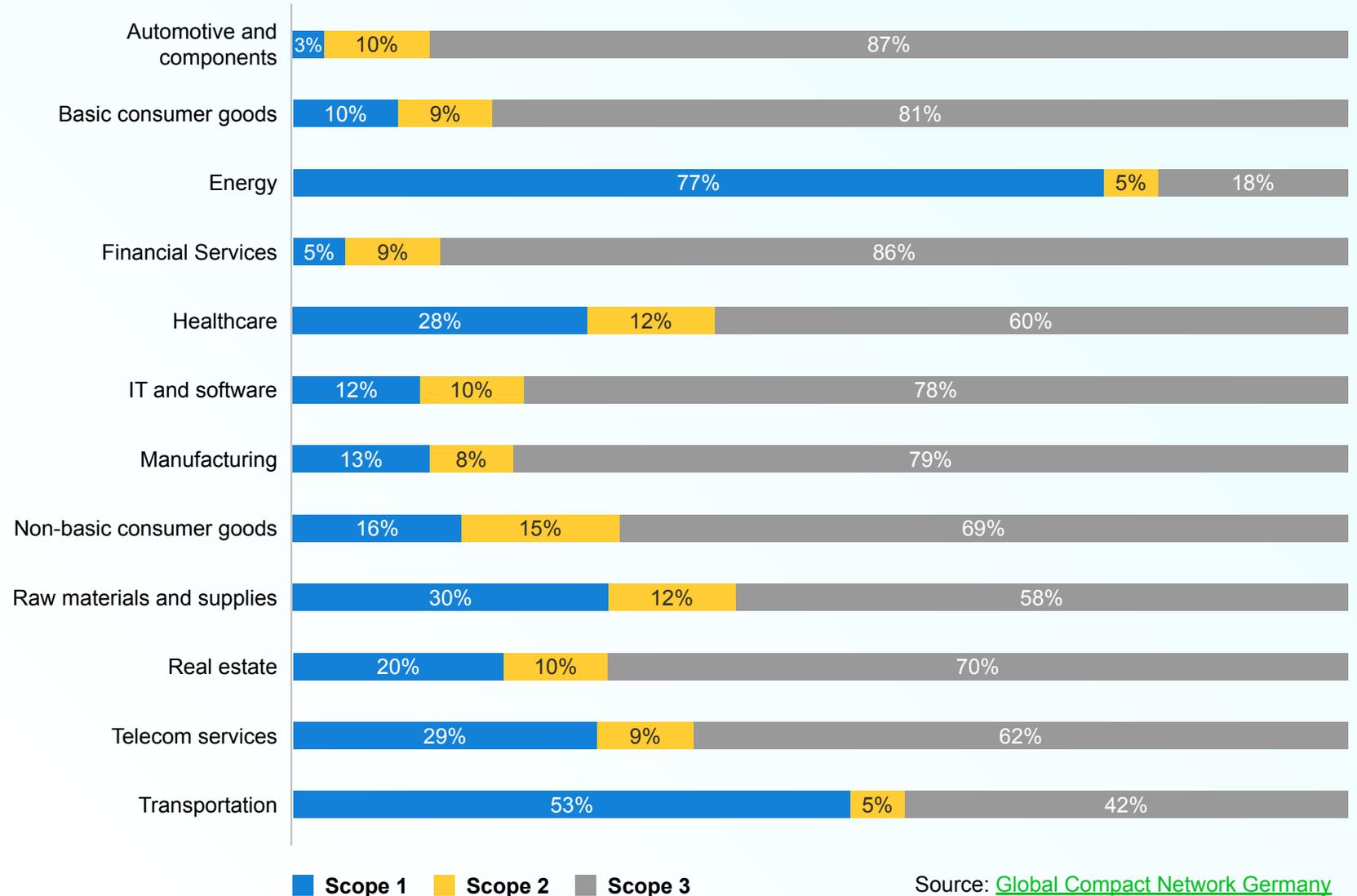
### Scope 3

#### Indirect emissions from **third-parties, leased assets**

- Transportation and distribution
- Waste
- Energy and fuel usage, travel

# Challenge: Emissions by Industry, Scope

## Scope 3 Emissions Dominant in Most Industries, Requiring Inter-Company Cooperation to Drive Change



Source: [Global Compact Network Germany](#)

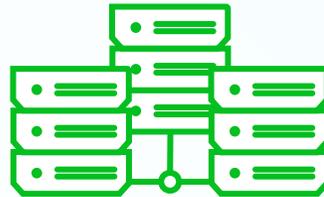
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# Challenge: Technology's Environmental Footprint

## IT's Share of Carbon Footprint Have Grown 2.5X Since 2007



IT's Scope 2 and 3 GHG emissions are equivalent to the United Kingdom total annual emissions and half that produced by the aviation industry. Training a single AI model emits as much as 5 average cars over their lifetimes.



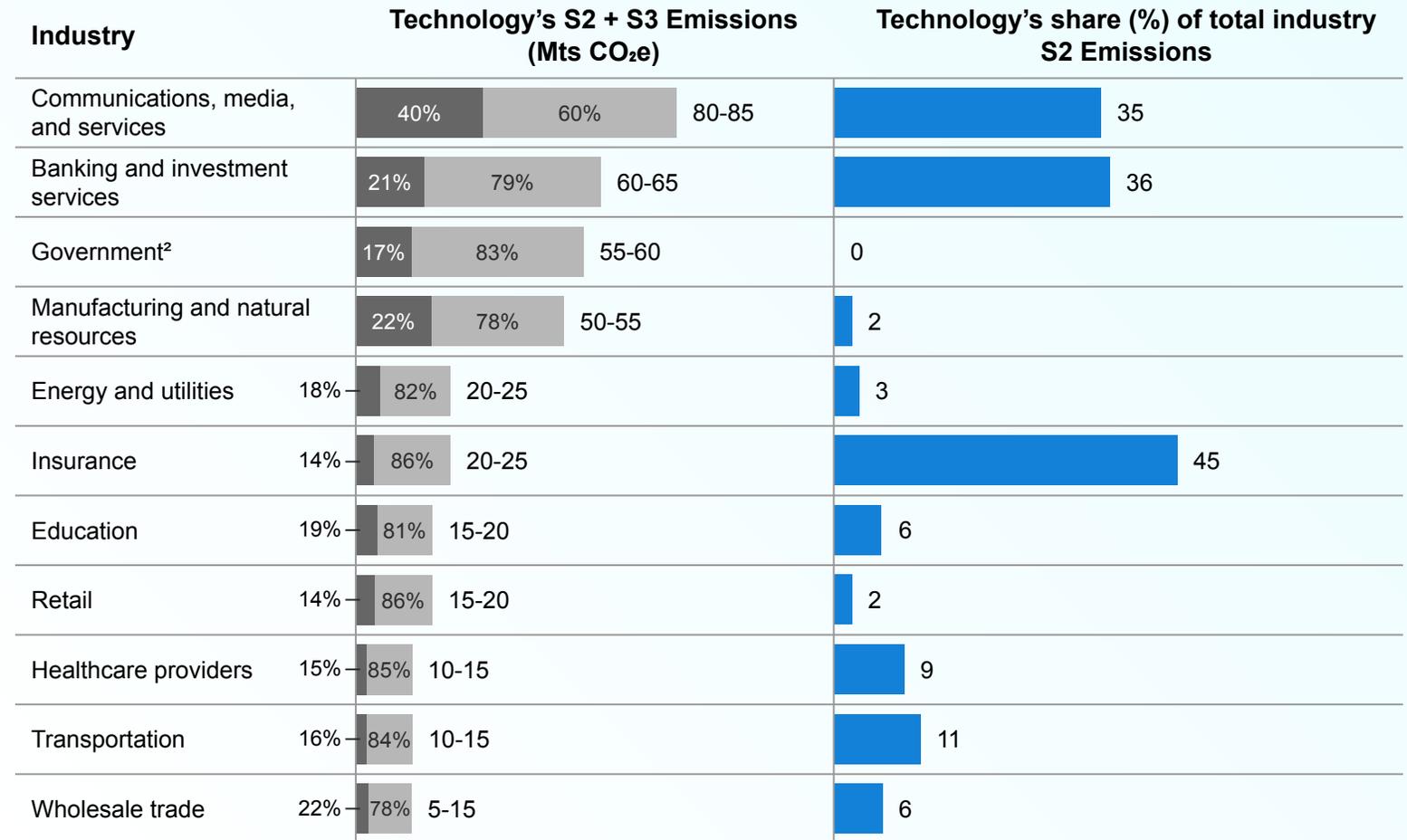
Data centers consumed 220-320 TWh (trillion watt hours) in 2021. Roughly 7% of what the entire US consumes annually.



57 Mts (megatons or 1 million metric tons) of e-waste was generated in 2021, heavier than the entire Great Wall of China. By 2030, e-waste will reach 74 Mts. In 2019, only 17% of e-waste was known to be recycled.

# Challenge: Technology's Emissions by Industry

## Technology Contributes as Much as 45% of Scope 2 Emissions

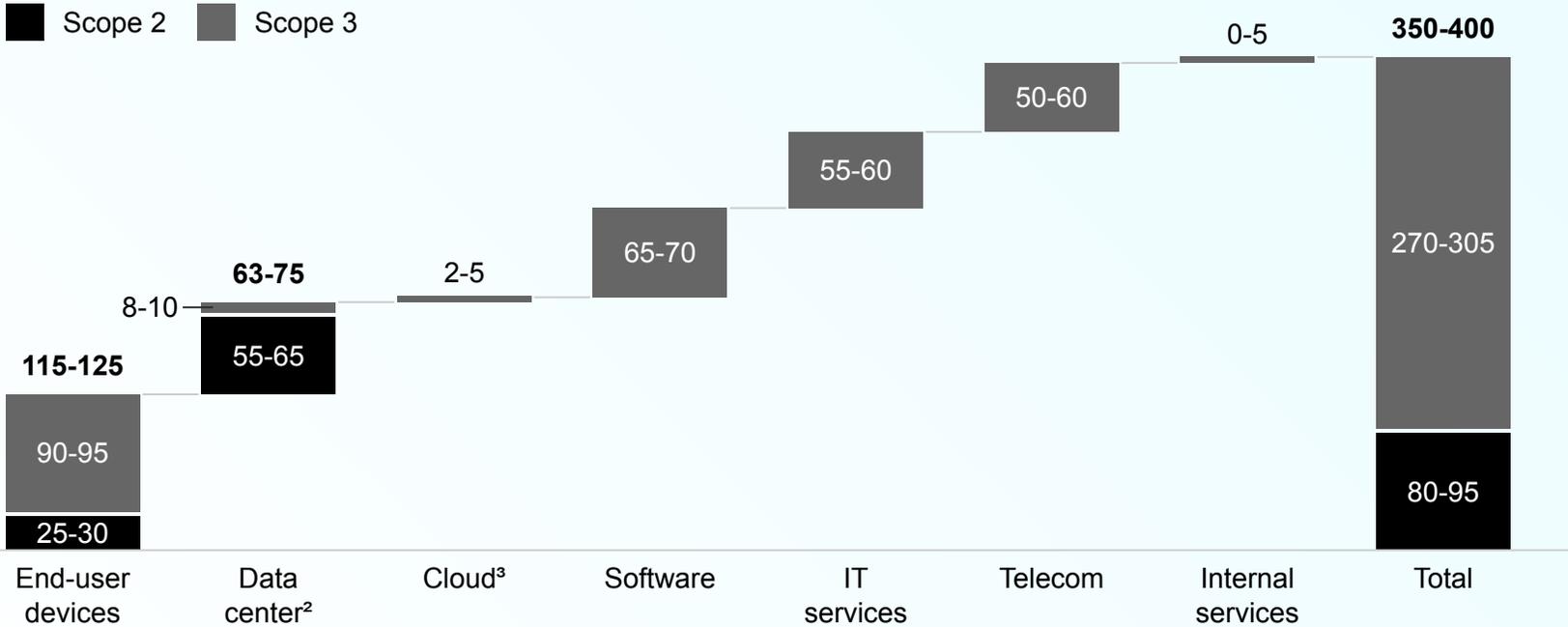
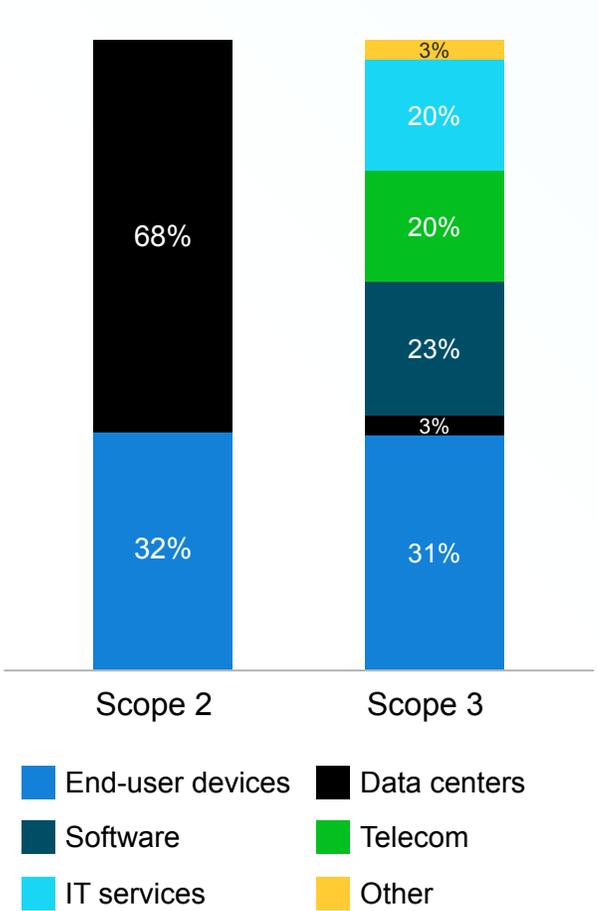


**Scope 2**
 **Scope 3**

Source: [The Green IT Revolution](#), McKinsey & Company 2022

# End-user Devices, Data Centers Account for 50% of IT's Scope 2, 3 Emissions

Emission contributions by technology type



<sup>1</sup>Megatons of carbon dioxide equivalent gases.  
<sup>2</sup>Includes emissions from on-premises data center and co-location.  
<sup>3</sup>Infrastructure as a service (IaaS) only, Software as a service (SaaS) and Platform as a service (PaaS) spending accounted for in software category

Source: [The Green IT Revolution](#), McKinsey & Company 2022

# Opportunity: ROI of Environmental Sustainability

## Return on Sustainable Investment

Measured over seven years (ending 2020), companies with consistently high ESG performance achieved **2.6x higher TSR** than mid-level ESG performers.\*



### IT financial value

- IT cost optimization (efficiency and productivity from structural transformation)
- System agility and performance optimization (through complexity reduction, active capacity management)
- Cost savings from lower IT energy use
- Cost savings from longer hardware/device lifecycles



### Business financial value

- Cost savings from lower business energy use (green buildings, active energy management, transportation efficiencies, etc.)
- Ease of compliance with business partner and regulatory standards and requirements (proactive vs. reactive)
- Rapid response to market from lean operations and enhanced operating agility



### Non-financial value

- Improved brand perception
- Attractiveness to new hires
- Greater workforce loyalty

\*Accenture analysis

# Opportunity: Why CIOs Should Lead

## As Leaders of Digital Transformation, CIOs/CTOs Have Right Strategies, Tools and Experience



### Sustainability strategies already IT's responsibility

- Automation of labor-intensive processes
- Migration to cloud
- Consolidation, simplification, deactivation
- Hybrid/remote worker enablement
- Technology innovation process, facilities (e.g., lab) and partner connections



### Data capabilities for sustainability metrics

- System usage and performance metrics
- Data sourcing, smart capture, integration and virtualization
- AI for smart data capture, decision support, anomaly detection



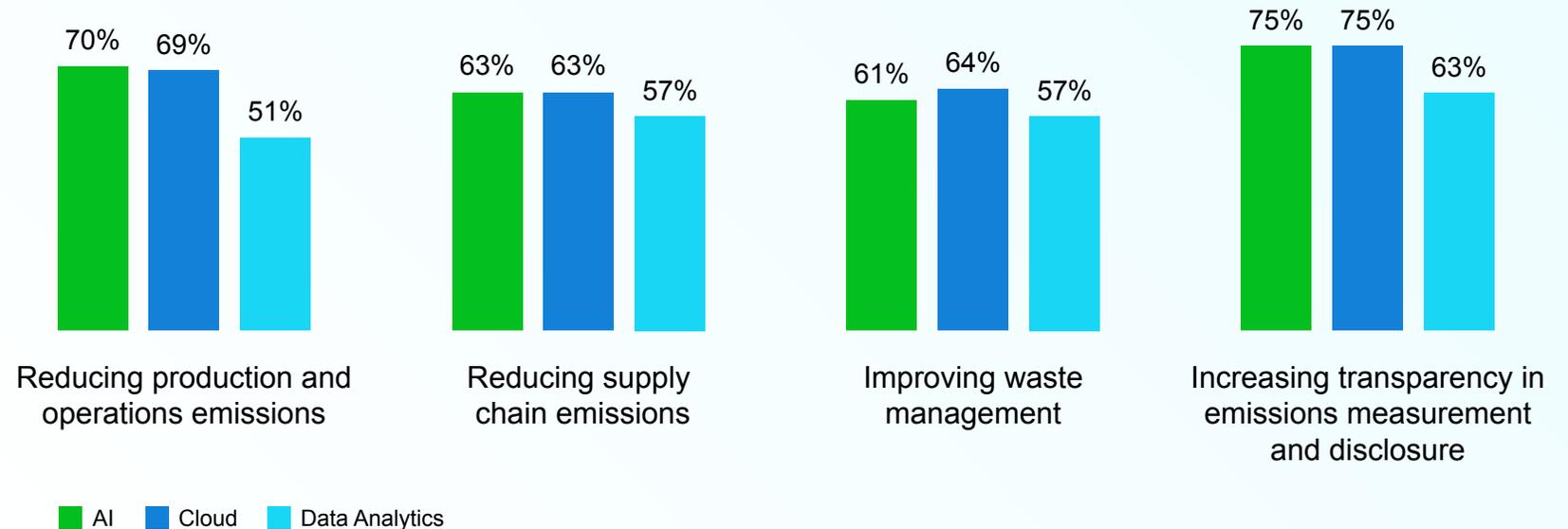
### Relevant experience and relationships

- Digital business transformation – guiding enterprisewide infrastructure and process modernization and the attendant change leadership
- Monitoring, measuring, and compliance reporting
- Vendor performance assessment and certification (outsourcers, hyperscalers)
- Strategic relationships with every business unit/function

# Opportunity: Highly Leveraged Technologies

## AI, Cloud and Data Analytics Among Most-leveraged Tools to Drive Enterprise Sustainability

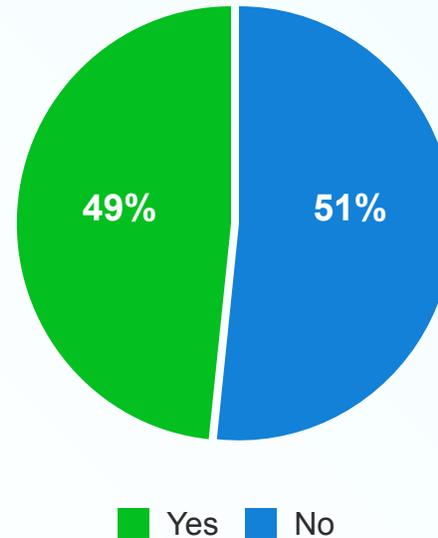
Percentage of companies using technology to achieve results



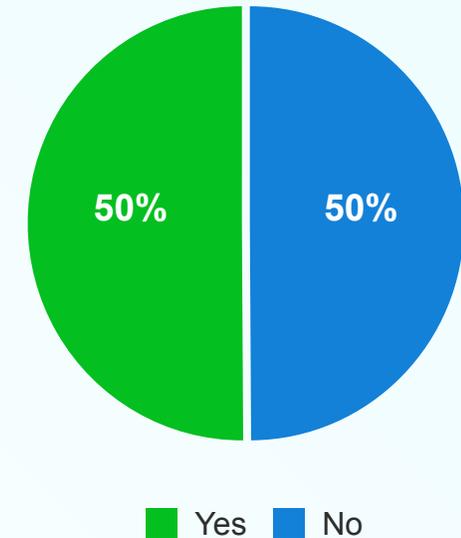
# Opportunity: Current Sustainability Leadership

## Despite Technology's Integral Role in Sustainability Strategy and Transformation, Only Half are Involved

CIOs on leadership team setting sustainability goals



CIOs setting sustainability goals specifically for IT



Sources: [Uniting Technology and Sustainability](#), Accenture 2022

# Opportunity: The Role of Standards

## Sustainable IT Starts With Standards

### What are ESG standards?

Disclosure topics for reporting, specific metrics, units of measurement, scope of disclosure, and detailed reporting requirements, constituting suitable criteria for third-party assurance. SustainableIT's metrics are not necessarily for public disclosure, though most are relevant to reportable actions and data. Rather, they aid in *prioritizing, goal-setting and tracking improvement*. Like other standards taxonomies, they serve as a *consistent reference list* against which companies (in this case IT organizations) can respond. And finally, they help in *educating others* on the role technology plays in ESG sustainability.

### Standards in Focus for SustainableIT.org:

Standards associated with optimizing the planning, building, running and managing the operations of the enterprise *IT function—sustainability in IT*. More importantly, technology can be leveraged to drive sustainability for the entirety of *enterprises* at large—*sustainability by IT*.

With cooperation among industry peers, *sustainability by IT* can further scale and shape sustainability standards and practices of an entire *industry and economic sector*.

**This is the ultimate ambition and purpose of SustainableIT.org.**

# Current ESG Standards Do Not Address Technology

	Global Reporting Initiative (GRI)	Sustainability Accounting Standards Board (SASB)	United Nations Global Compact (UNGC)	Task Force on Climate-related Financial Disclosures (TCFD)	Corporate Sustainability Reporting Directive (CSRD)	U.S. SEC proposed rules
<b>Description</b>	An international independent organization established in 1997 whose standards are the most widely used reporting framework, with 82% of the world's largest 250 corporations reporting in accordance with GRI.	Industry specific framework developed by nonprofit in 2011 to help publicly traded companies determine the financial materiality of sustainability-related information. Consolidated in 2022 under The International Financial Reporting Standards Foundation or IFRS.	The Compact, founded in 2000, 10 published sustainability principles across environment, human rights, labor and anti-corruption to support and advance the UN's Sustainable Development Goals, adopted by all UN member states.	Recommendations created in 2015 by the Financial Stability Board to establish consistency and forward-looking reporting in climate-related financial disclosures.	EU legislation that extends the scope and reporting requirements of the Non-Financial Reporting Directive established in 2018. Beginning in 2025, CSRD requires companies and business units meeting size thresholds to publicly disclose detailed and attested ESG information.	Proposed in March 2022, the rules are modeled in part on TCFD and require reporting climate-related risks and their impact on the company; climate-related governance and risk management processes, and Scope 1, 2, and 3 GHG emissions, with a phased-in attestation requirement
<b>Voluntary or mandatory</b>	Voluntary	Voluntary	Voluntary	Voluntary for now. UK and New Zealand and UK made mandatory; other countries to follow	Mandatory for EU-based companies and those with EU business units of specific size	Mandatory for U.S.-based public companies
<b>ESG categories</b>	ESG	ESG	ESG	Environment	ESG	Environment
<b>Focus (vertical or horizontal)</b>	Both	Vertical	Horizontal	Horizontal	Both	Horizontal
<b>Materiality: Financial internal impact external impact, or both (double materiality)</b>	Double materiality	Financial materiality	External impact	Financial materiality	Double materiality	Financial materiality
<b>IT-related standards</b>	Electronic waste for consumer electronics companies	Standards for vertical industries in the business of hardware, software services, telecom, internet media verticals	None	None	Not yet available, but standards expected to align with established standards	None

# IT Leaders Have Three Sustainability Tiers of Impact That Scale in Consequence

1

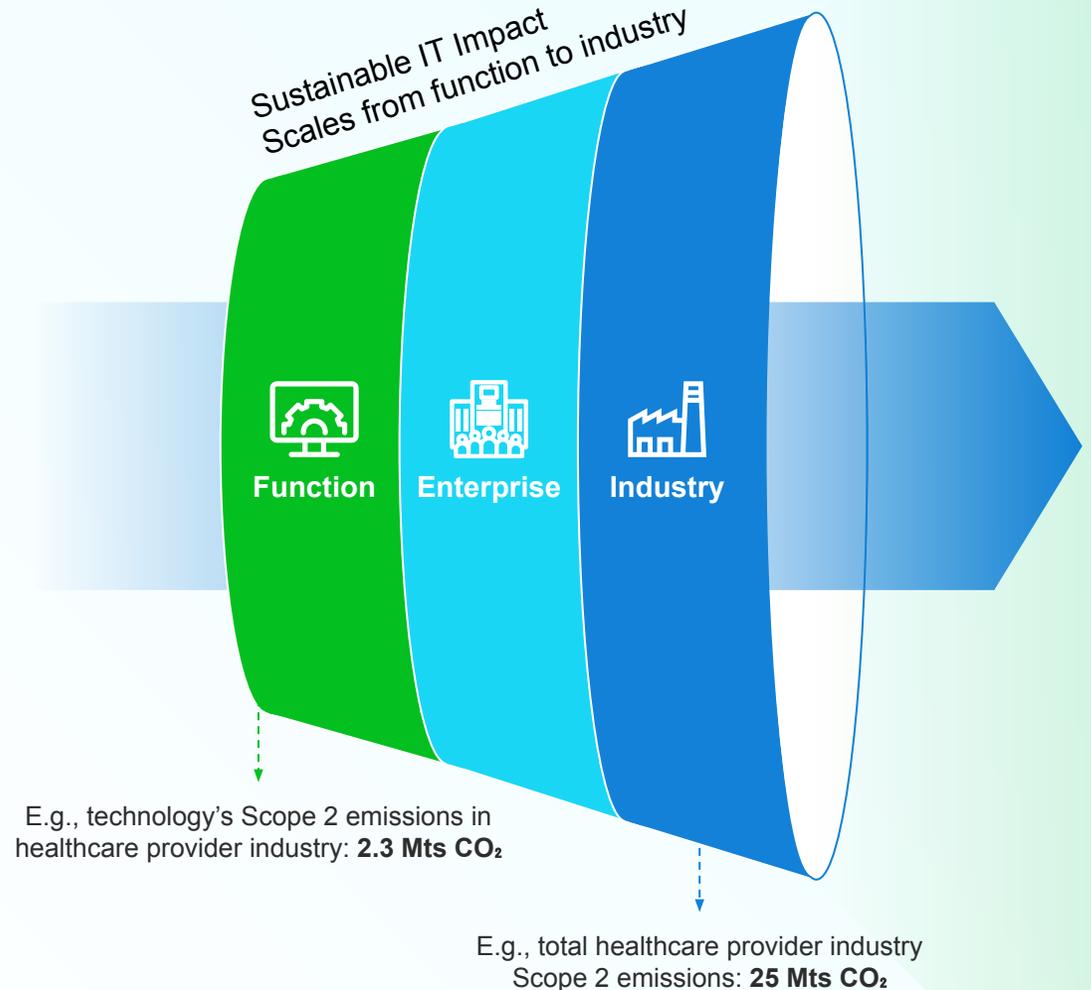
**IT function** – As a function, IT exemplifies sustainable design and operations by shifting to cloud-hosted infrastructure, uses energy-efficient hardware and software coding, automates IT services, establishes a circular lifecycle for end-user devices, optimizes data center energy consumption, and establishes vendor sustainability requirements.

2

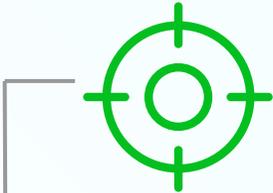
**Enterprise** – As IT drives digital business transformation, it virtualizes services infrastructure (Everything-as-a-Service), automates emission-intensive business processes, enables paperless operations, supports an optimal hybrid workforce model, and reduces need to travel through virtual meeting support. As principal data managers, IT facilitates sustainability accounting, reporting and decision-making, and enterprise risk management.

3

**Industry/sector** – IT cooperation within and across industries will scale digitization of common operating processes, certified technology sourcing and circular lifecycle management, pervasive as-a-service infrastructure, best-practice climate risk management; and standardized sustainability accounting and reporting facilitated by a common platform.



# IT's Environmental Sustainability Levers



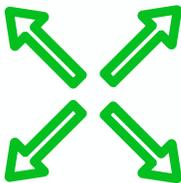
### Environmental sustainability *in* IT

-  Data Center and Cloud Computing
-  Sustainable Software Development
-  Circular IT Hardware
-  IT Vendor Management and Procurement
-  E-waste



### Environmental sustainability *by* IT for the enterprise

-  Energy-efficient Buildings
-  Energy Resource Management
-  Hybrid Work
-  Eco-friendly Travel and Transportation
-  E-services



### Environmental sustainability *by* IT for the industry/sector

-  Common Process Digitization
-  Standard Sourcing Certifications
-  As-a-Service Infrastructure
-  Climate Risk Management
-  ESG Accounting and Reporting Platform

# Technology's Environmental Impact Model – Goals by Category

Energy			Industry/ Sector	Emissions		
Common technology certification standards	Industry-pervasive as-a-service platforms	Common energy-sourcing and facility standards		Common industry process standards	Standardized and automated carbon accounting model	Carbon-negative/neutral industry
100% certified hardware and end-user devices	Fully cloud-hosted infrastructure	100% green-certified facilities		Fully digitized enterprise business processes	Enterprise carbon accounting platform	Carbon-negative/neutral enterprise
Preferred Energy Star-certified (etc.) hardware	SaaS and cloud-hosted IT services	100% renewable energy	Function	Fully automated IT services	Technology GHG measured and tracked	Carbon-neutral technology infrastructure
Waste			Industry/ Sector	Sourcing		
Common water resource management standards	Industrywide digital document management	Industrywide technology circular lifecycles		Common supplier certification standards	Common procurement practices and standards	Common sustainable technology requirements
100% enterprise direct-use water recycling	Fully paperless enterprise	0 enterprise technology landfill		Sustainability-certified supply chain partners	Carbon-neutral enterprise procurement	100% sustainably sourced technology infrastructure
Low-impact data center cooling (on-prem and hosted)	Digitized documents	Circular lifecycles for all end-user devices	Function	Sustainability-certified technology vendors	Carbon-neutral technology procurement	100% sustainably sourced IT services

# Technology Environmental Sustainability Standards

	Energy	Emissions	Waste	Sourcing
<b>In IT</b>	<ul style="list-style-type: none"> <li>Technology infrastructure energy consumption (kWh, % renewable)</li> <li>Data center energy consumption                             <ul style="list-style-type: none"> <li>Percentage workloads considered portable</li> </ul> </li> <li>End-user devices energy consumption</li> <li>Application portfolio energy consumption                             <ul style="list-style-type: none"> <li>Percentage green design</li> <li>Number applications per user</li> </ul> </li> <li>Percentage of compute workloads cloud-hosted</li> <li>Lifecycle energy consumption of IT products and services</li> <li>Percentage energy sources controlled/influenced</li> </ul>	<ul style="list-style-type: none"> <li>Technology infrastructure emissions                             <ul style="list-style-type: none"> <li>Owned/on-premises</li> <li>Third party-source/ hosted</li> </ul> </li> <li>Data center emissions</li> <li>End-user device emissions                             <ul style="list-style-type: none"> <li>Average lifecycle of end-user devices</li> <li>Average emissions reduction achieved by lifecycle extension</li> <li>Percentage end-user devices BYOD</li> </ul> </li> <li>Application portfolio emissions (avg. workloads)</li> <li>Lifecycle emissions of IT products and services</li> </ul>	<ul style="list-style-type: none"> <li>Device and hardware lifecycle circularity (E.g., servers, laptops, phones, monitors, printers, network equipment reused, refurbished, repurposed, recycled, remanufactured)</li> <li>Percentage IT devices reused/refurbished or repurposed</li> <li>Percentage IT devices recycled/remanufactured</li> <li>Percentage equipment not disposed sustainably (I.e., landfilled)</li> <li>Percentage of device/hardware units donated responsibly</li> <li>Refresh cycle of IT devices</li> </ul>	<ul style="list-style-type: none"> <li>Software sourced sustainably (i.e., vendors, manufacturers and supply chain sustainability)</li> <li>Hardware sourced sustainably</li> <li>Eligible technology devices/hardware meeting ENERGY STAR®, Epeat, and/or TCO Certified criteria</li> <li>IT procurement process sustainability</li> <li>Outsourcer sustainability</li> <li>Infrastructure services sourced sustainably (e.g., cloud, data centers, e-commerce providers)</li> <li>Business services sourced sustainably (e.g., consulting firms, integrators)</li> <li>Mobile communication services sourced sustainably</li> </ul>
<b>By IT*</b>	<ul style="list-style-type: none"> <li>Enterprise facility energy consumption</li> <li>Hybrid workforce enablement</li> <li>Enterprise manufacturing energy consumption</li> <li>Percentage energy sources controlled/influenced</li> </ul>	<ul style="list-style-type: none"> <li>Enterprise facilities emissions</li> <li>Virtual meetings enablement</li> <li>Eco-friendly business travel</li> <li>Enterprise transportation emissions</li> <li>Procurement emissions</li> <li>Enterprise supply-chain emissions</li> <li>Enterprise manufacturing emissions</li> </ul>	<ul style="list-style-type: none"> <li>Water consumption and discharge                             <ul style="list-style-type: none"> <li>Enterprise facilities</li> <li>Third- party facilities</li> </ul> </li> <li>Paperless enterprise enablement                             <ul style="list-style-type: none"> <li>Percentage of enterprise processes electronic</li> </ul> </li> <li>Manufacturing waste</li> </ul>	<ul style="list-style-type: none"> <li>Supply chain vendor (e.g., transportation, delivery) sustainably</li> <li>Procurement process sustainability</li> <li>Sustainable sourcing for manufacturing</li> </ul>

**Sourcing E-sustainability requirement categories**

- Energy - Transportation - Waste - Packaging

**Criteria for sustainability within above categories**

- Carbon product footprint
- Ecolabel/energy certifications
- Renewable energy use: Solar, wind, geothermal, hydropower, tidal, biomass
- GHG emissions
- Low-carbon fuels/electric vehicles in fleet
- Product lifespan
- Commitment to recycled material in product, packaging
- Waste reduction
- Compliance with government rules, directives

\*For the enterprise



# Opportunity: Jumpstart Your Journey Today

## Where to Begin

Although the scope and granularity of IT environmental standards may seem overwhelming, it is possible to start with just a couple of metrics and action steps in high-impact categories

### Data center energy management

- Start measuring and monitoring energy consumption for owned data center assets
- Migrate servers to low-carbon intensity cloud or PUE-efficient regions

### Emissions visibility and reporting

- Calculate IIT-specific Scope 1 and 2 emissions using calculator to convert energy consumption to carbon emissions
- Establish Scope 1 and Scope 2 emission baselines

### IT hardware circularity

- Assess current hardware disposal methods for IT assets; initiate or expand IT asset disposition (ITAD) to reduce landfill
- Prolong IT hardware lifecycle on key IT asset classes (computers, smartphones, etc.)

### Vendor management

- Ask hyperscalers for existing sustainability data for Scope 1 and 2 emissions.
- Create IT vendor questionnaire to start collecting environmental and social data for products and services

**For more information and guidance, contact [standards@sustainableIT.org](mailto:standards@sustainableIT.org) or visit [sustainableIT.org/standards](https://sustainableIT.org/standards).**



# SUSTAINABLEIT.ORG

How to Use the Standards

# Standards are Sustainability Aspects or “Topics” Against Which Improvement is Targeted, Measured and Reported

They provide IT leaders a consistent way to target, assess, track and report IT’s ESG impacts

## Examples of IT standards topics



### Environment

- Technology infrastructure energy consumption (kWh, % renewable)
- Lifecycle energy consumption of IT products and services
- Technology infrastructure emissions
- Lifecycle emissions of IT products and services
- Device and hardware lifecycle circularity
- Percentage IT devices reused/refurbished or repurposed
- Refresh cycle of IT devices
- Virtual meeting enablement
- Eco-friendly business travel
- Paperless enterprise enablement
- Water consumption and discharge
- Sourcing sustainably (i.e., vendors, manufacturers and supply chain sustainability)
- Eligible technology devices/hardware meeting certification criteria
- IT procurement process sustainability



### Social

- Technology accessibility and inclusion
- Data privacy and equity
- Business resiliency
- Digital community engagement
- Technology vendor social accountability
- Supply-chain human rights
- Flexibility of work
- Workforce education (reskilling, upskilling) to ensure employment for those whose roles were automated
- Health and safety
- Workforce diversity, equity and inclusion

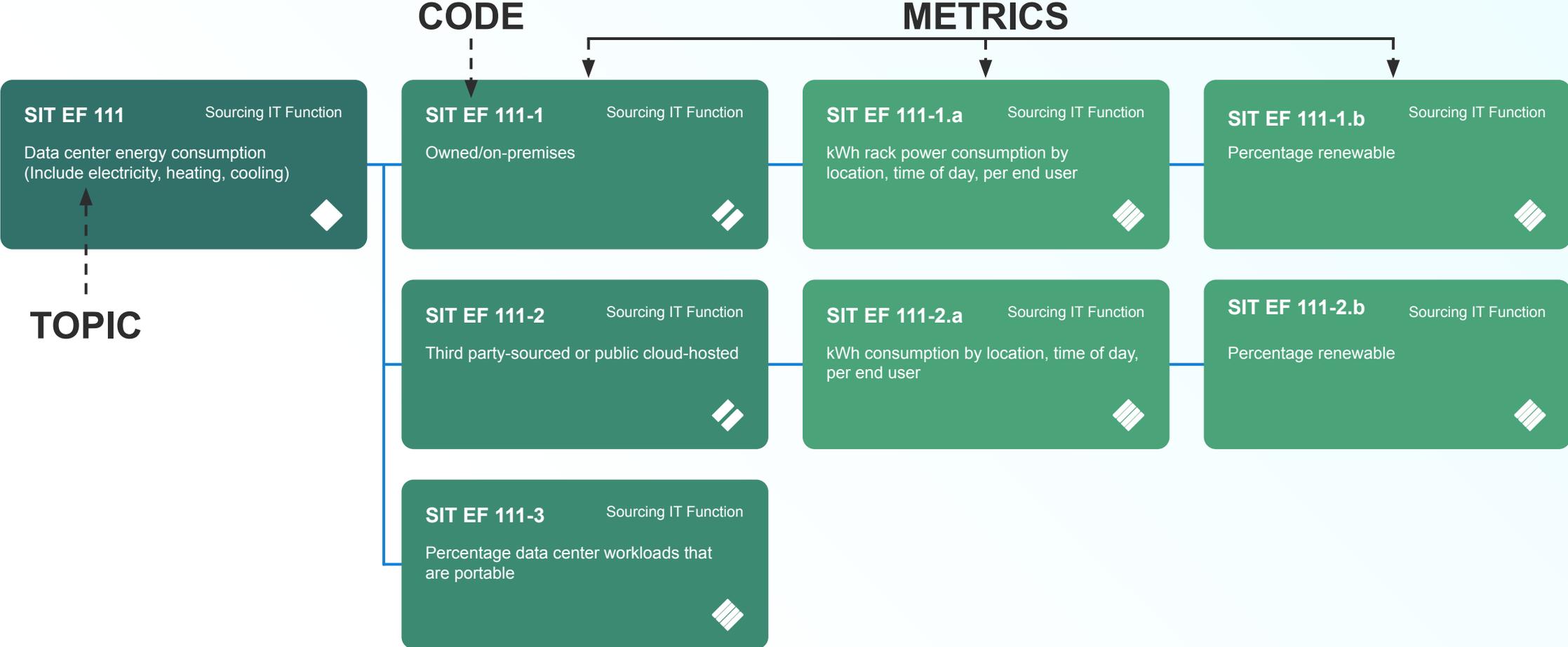


### Governance

- Responsible technology innovation
- Data governance and protection
- AI/machine-learning bias elimination
- Enterprise risk management and cybersecurity
- Business continuity
- Culture

# Nested Within Topics Are the Actual Metrics IT Should Assess

Each metric has a unit of measure (e.g., kWh, %), suggested metric categorization (e.g., by location, per end user) and a unique identification code



# Code Breakdown

S I T      E F      4 0 0 0

**SIT**  
Sustainability.org  
standards

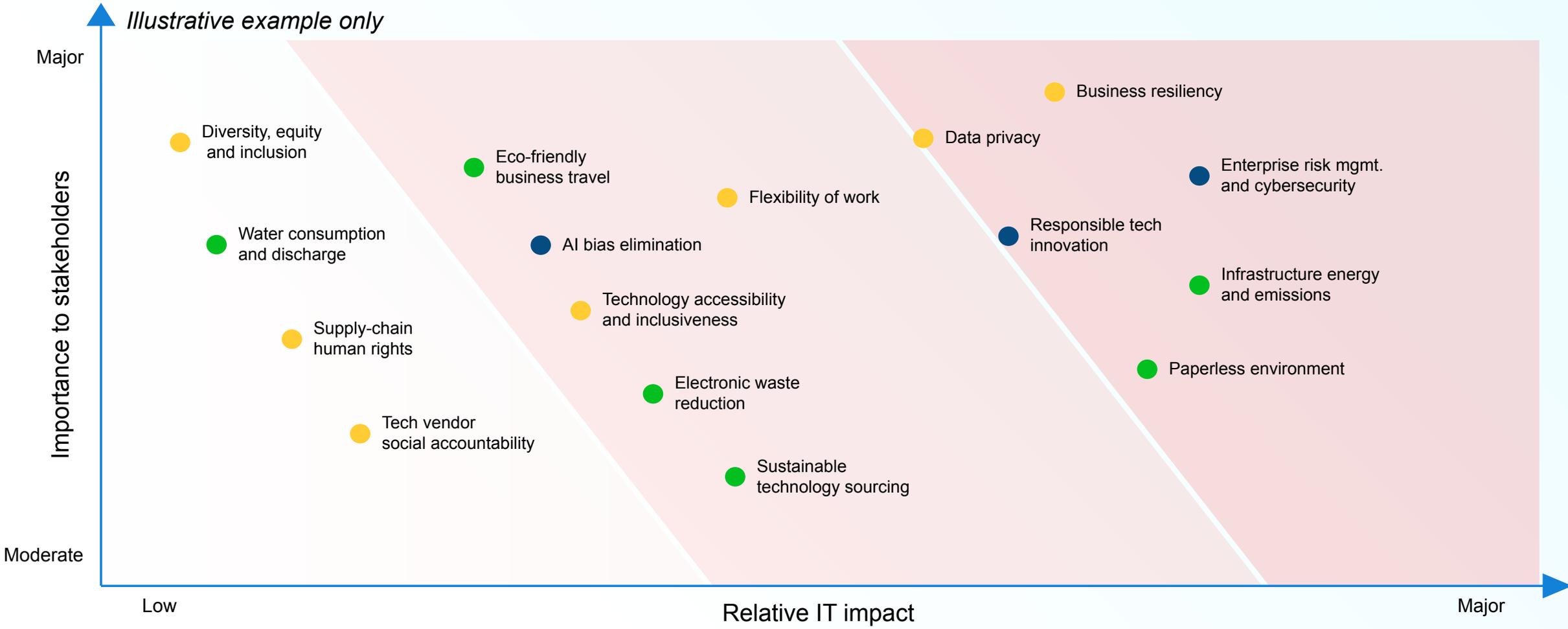
**The first E**  
indicates  
Environmental

**F for Function (IT) or E  
for Enterprise**  
the two tiers to which the  
standards can apply

**The numeric value**  
indicates a group or  
“family” designation  
(e.g., emissions or  
risk management)

# Determine Which Standards Have Highest “Materiality” – Importance to IT/Business Stakeholders and Potential IT Impact

Prioritize topics that align with existing enterprise sustainability goals, are most critical to stakeholders such as shareholders and regulators, and are areas where IT can have a major impact



# Use Standard Topics and Metrics in Setting Targets and Sustainability Improvement Strategy

