Operational Category	Enhanced Strategic Actions (V-2026)	Key Performance Indicator (KPI) Target (3 years)	Means for Verification	Engagement of human, technical, and material resources for implementation	Engagement and work with stakeholders
A. Business Travel	A.1 Evaluate low-carbon alternatives (EVs, rail, electric bus etc.) during project scoping for travel arrangements under 4 hours prior to final client bid submission.	30% reduction in emission from short travel arrangements compared to baseline	Compared to E Co. baseline GHG estimates for 2025	E Co. colleagues will reconsider low-carbon transport alternatives before bid submission or before booking a shot-haul flight, analysing travel data, accomodation and timeline arrangements. Create a checklist to analyse different low-carbon options.	Discuss with clients to agree on low-carbon alternative transport
	A.2 Implement a Carbon offsetting process for assignment travel within Travel Perk.	100% of residual emmissions induced via travel (including Travel Perk) are offset.	Travel Perk report on conducted annual business flights	Every flight booking in Travel Perk will include carbon offsetting option previously reflected in the bid proposal to the client	Clearly indicate in assignment budgets flight emissions offset
B. Office Premises	B.1. Include an environmental assessment for office/ co-working space vs. remote work authorization for employees outside London.	100% of co-working spaces are evaluated against E Co. environmental policy."	Note on option analysis against E Co. environmental policy	E Co. colleagues will gather information, tehnical data and assess each co-working space before renting	Clearly communicate with co-working space owners the requirements of E Co. E policy and request as much information as available to conduct appropriate assessment
C. Remote Workstation Operations	C.1. Maintain an approved list of laptop manufacturers for E Co's laptop allowance (EE, recycled material etc)	100% of approved purchases are compliant with the list	Annex of Allowance contract	E Co. colleagues will evaluate available laptop models based on their environmental impact in terms of usage of recycle materials or energy performance rating	Research laptop model details on compliance with E Co. E policy and contanct the supplier for more information if needed
	C.2. Establish a documented e-waste refurbishment process prior to new purchase allowance.	100% of old laptops follow an approved circular process (donation, e-waste recycling facility etc)	Internal annual purchace list (Finance)	E Co. colleagues will research and find options for extanding the lifecycle of old laptops through refurbishment or donations or safely dispose old laptops to certified e-waste collectors	Contact laptop suppliers to find out options for laptop exchange for a new one or safely disposal as e-waste
D. Green Digital Infrastructure & Catering	D.1. Establish environmentally responsible usage of digital products (including AI and storage hygiene protocols) to reduce cloud infrastructure energy intensity	15% more efficient usage of digital infrastructure	Comparison of efficiency in usage of digital infrastructure compared to baseline year	E Co. will develop a internal E Co. System to optimize its digital infrastructure, transitioning from multiple third-party services to an efficient in-house system.	Build platforms for engagement with stakeholders such as clients, external experts and suppliers to increase efficiency of digital infrastructure
	D.2. Mandate locally sourced catering default for all company-hosted workshops, retreats, and stakeholder sessions.	100% of events organised by E Co. serve locally sourced catering	Invoices of local catering services	When organising workshops, retreats or stakeholder engagement sessions, E Co. will procure only locally produced food to reduce travel associated carbon emissions	Communicate with local venue suppliers that provided menus should be based on locally sourced groceries
E. Sustainable Procurement and Subcontractors	E.1. Embedd Environmental clause in all Supplier's Code of Conduct	100% signed supplier environmental compliance declarations on file prior to contract execution.	Supplier contracts	When procuring goods and service in the name of E Co, Environmental Policy and Climate Action Plan should be taken into account and the team should be informed.	Experts received and sign on the Code of Conduct that is directly linked to the E Co. Environmental Policy and CAP
	E.2. Conduct an assessment of suppliers' Environmental compliance (certification etc) prior to contractualisation	80% of total operational procurement spend allocated to ESG-screened or B Corp-certified suppliers.	Supplier Terms of Reference and checklist	E Co. team will develop the ToR and checklist in the first year of CAP implementation, while by end of year 3 we will accomplish the set KPI	Based on the developed checklist, communicate to suppliers how they align with E Co. Enviornmental Policy
F. Climate advocacy	F.1. Advocate and strengthen climate action through day to day climate finance work with public and private clients	50 new climate related assignments that advocate for both mitigation and adaptation climate action	E Co. internal track record of successfully finalized climate assignments	E Co. colleagues will provide their best knowledge and expertise to design and implement climate finance projects around the world that support increased resilence of local communities, provide adaptation measures and propose climate mitigation actions for all relevant sectors	Through regular engagement with both public and private stakaholders, finance institutions and climate funds, our colleagues will find best solutions for increased climate action advocacy
	F.2. Increase skills and knowledge of climate experts through E Co. Institute	100 new climate experts are trained	E Co. Institute internal track record of completed trainings	E Co. colleagues will work on designing climate finance training materials, providing training and feedback to trainees in order to building capacity of future climate experts	E Co. Institute trainees will be informed on the content of the courses, timeline, learning goals and costs, as well as having a chance to interact with E Co. colleagues during the training sessions and
	F.3. Collective action policy - Publish climate advocacy materials such as GCF Insight, E Co. Latest Thinking, Year in review etc	36 thought pieces on climate advocacy published (Blogs, Reports, Whitepapers, etc)	E Co. website	E Co. colleagues will get engaged in developing variety of thought pieces on climate advocacy including but not limited to Blogs, Reports, Whitepapers, Social Media posts etc.	Engage with clients and other stakeholder to ground the though pieces to improve and publish the materials in the best quality
	F.4. Supporting our clients in mobilizing climate finance through major climate funds	Additional 1 billion USD mobilised through supporting clients to access climate finance	E Co. track record on approved/mobilized climate finance through major climate funds	E Co. colleagues will provide technical and material resources to support clients in designing impactful, meaningful and engaging climate projects for major climate funds such as GCF, GEF, AF, MAF etc.	In close collaboration with clients and wider range of stakeholders (national, international, public and private) we will make sure proposed climate projects bring a true impact in increasing resilience to climate change or reducing GHG emissions.
	F.5. Supporting our clients in reducing GHG emissions through implementation of climate projects around the world	Additional 45 million tCO2eq reduced through supporting clients in the design of climate projects	E Co. track record on estimated climate impacts of implemented assignments	E Co. colleagues will implement technical knowledge in accurately estimating the potential GHG emission reduction for every client climate project to help them understand potential impact	In close collaboration with clients, stakeholders and data providers, we will collect best available technical data for application of internationally recognized mitigation measures to accurately estimate potential GHG emission reduction

Note: Achivement of stated climate actions and key performance indicators (KPI) will be proportional to the number of employees in the company, as well as future assignments and client requests for the next 3 years