

## REPORT OF THE ONLINE Segment Meetings – November 5<sup>th</sup>, 2020

### Management in General:

Moderator: Michiel Jas, director of sustainability at GKN Aerospace

During this break-out session the participants talked about management in general with respect to sustainability policy. The topics that were discussed during this session can be divided in 4 areas:

- **Leadership**  
Under leadership, most participants expect leaders to show commitment, share a long term vision and set goals and targets around sustainability. They also expect to create a sense of urgency, explain what Sustainability means to them (or the company) and walk the talk.
- **Provide perspective and incentives**  
Management should make the “why” more tangible and provide perspective of what people (the workforce) can do themselves to contribute. Communicate, increase awareness and promote individual initiatives. Things that will really help is to create time for storytelling and include sustainability into Personal Development Plans. Start with the low hanging fruit.
- **Management should also facilitate change**  
For instance by putting sustainable developments above (or at least at the same level as) cost efficiency, ensure a level playing field and open up connections with governments and partners. Also, allowing the workforce to work effectively from home and stimulate remote meetings instead of travel.
- **Ensure collaboration**  
Enable cross industry collaboration to learn from other businesses and countries, ensure infrastructural changes for each business to be able to invest and include the entire value chain.

As general tip from this session, please ask everyone to assess their personal carbon footprint at: <https://voetafdruktest.wwf.nl/>

