

RSK: internal engagement case study

What were your aims / objectives:

RSK launched its new sustainability strategy, [Second Nature](#), in December 2023, reflecting an evolution in the company's approach to sustainability. Second Nature is built around five core themes: finance and governance, our people, our value chain, society and the environment.

As for all organisations', sustainability is a journey, and for a business made up of over 200 companies, it is critical that everyone across the RSK family plays an active part in that journey, so we can meet our short term and longer-term ambitions. This is why instilling our aim of greater accountability for, and engagement with, sustainability across the group is such a core element of our new strategy.

What did you do / what were your techniques?:

Our greater focus on accountability resulted in each group company and central function adopting a series of sustainability KPIs at the end of FY24, linked to the core themes within the strategy. Under the theme of "our value chain", one of the KPI options teams could choose was for colleagues involved in procurement activities to complete sustainable procurement training via the School, to enhance their knowledge of sustainable procurement practices. This ties into RSK's 2030 goal to have embedded sustainable procurement processes across all businesses in the group.

To achieve this, our sustainability and central procurement teams developed a structured learning pathway using the School's comprehensive resources. This pathway guides RSK employees through a series of e-learning modules, designed to boost understanding of and engagement with sustainable procurement topics.

What results have you seen?:

We are proud to have over 200 employees currently enrolled on the learning pathway and expect this will translate to ~400 hours of accredited professional development in sustainability for our procurement professionals by the end of FY25.

How has this helped to achieve your goals?:

The KPIs set will bring greater clarity and focus on sustainability initiatives through FY25, while contributing to the delivery of group level targets.

As our business continues to grow, we are committed to leveraging the School's resources to upskill our workforce. The high-quality resources available help us equip and empower our teams to play an active role in the delivery of our sustainability commitments, together enabling us to make a bigger collective impact.

We strongly encourage other partners of the SCSS to fully engage with the wealth of resources available. By embracing these tools, organisations can ensure they extract maximum value from their partnership and drive meaningful progress towards a more sustainable future.