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Malaysian Businesses for Positive Climate Actions – A CEO's Guide

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- > This Guide is co-authored by Dr. Avvari V. Mohan (Nottingham University Business School, University of Nottingham Malaysia) and Mr. Faroze Nadar (Executive Director of UN Global Compact Malaysia & Brunei).
- > The guide in this format was made possible with support/sponsorship from HSBC Malaysia.
- > The information in this guide has been produced based on insights provided by CEOs and board members of various Public Listed Companies and SMEs through the roundtables organised by UN Global Compact Malaysia and Brunei (UN-GCMYB) in collaboration with Tata Consulting Services (TCS) Malaysia, HSBC Malaysia, British Malaysia Chamber of Commerce (BMCC), German Malaysia Chamber of Commerce (GMCC) and Nottingham University Business School (NUBS) Malaysia. The companies that participated in the CEO roundtables have a market capitalisation of approximately USD 185 billion. In addition to the roundtables, some information for the guide were gleaned from publications which are made available to public.

Acknowledgement

The collaborators of this guide would like to express their gratitude to the leaders from organisations listed below, for participating and sharing their views during the Climate Roundtables organised during 2021.

Roundtable 1 organised by UNGCMYB and Tata Consultancy Services Malaysia with Board of Directors and CEOs from the following companies:

- > Alam Flora Sdn. Bhd.
- > Duopharma Biotech Berhad
- > HSBC Amanah Malaysia Berhad
- > Top Glove Berhad
- > Malaysian Resources Corporation Berhad
- > Sarawak Energy Berhad
- > Awanbiru Technology Berhad

Roundtable 2 organised by the British Malaysian Chambers of Commerce with CEOs from the following companies:

- > AEON CO. (M) BHD.
- > Eco World Development Group Berhad
- > HSBC Bank Malaysia Berhad
- > Royal Selangor International Sdn. Bhd.
- > Sime Darby Property Berhad
- > Smith & Nephew Operations Sdn. Bhd.
- > Owen Mumford Sdn. Bhd.
- > VERITAS Design Group

Roundtable 3 organised by HSBC Bank Malaysia Berhad and UNGCMYB with CEOs from the following mid-sized companies:

- > Transgrid Ventures Sdn. Bhd.
- > MyBrush Industries Sdn. Bhd.
- > Linaco Manufacturing (M) Sdn. Bhd.
- > Platinum Victory
- > Powerwell Sdn. Bhd.
- > United Malayan Flour Mill

Roundtable 4 organised by the German Malaysian Chambers of Commerce (GMCC) with CEOs from the following companies:

- > B. Braun Medical Industries Sdn. Bhd.
- > BASF (Malaysia) Sdn. Bhd.
- > BMW Group Malaysia
- > Hanson Malaysia (Heidelberg Cement Group)
- > SAP Malaysia Sdn. Bhd.
- > Schaeffler Bearings (M) Sdn. Bhd.
- > Wuerth Industrial Services Malaysia Sdn. Bhd.



Foreword: Getting into Climate Action mode for Malaysian businesses

Climate change has now been acknowledged across the globe as a complex problem requiring integrated responses. 195 nations came together in 2015 to sign the Paris Climate Agreement, which set out a global framework to avoid dangers related to climate change. In November 2021, world leaders will be gathering in Glasgow for the successor (COP 26) to the landmark 2015 Paris meeting. These events (along with the climate catastrophes) have brought about an urgency in addressing the problems related to climate change the world over. ***In Malaysia, the climate change related agenda has quickly moved up the priority list by the country's regulators and businesses.*** Several announcements were made recently in support of this agenda including the launch of the Climate Change and Principle-based Taxonomy by Bank Negara Malaysia¹. Bursa Malaysia² is in the forefront of building up this movement, having announced its ambitions ***"to become carbon neutral by 2022 and achieve net zero emissions by 2050 across its entire operations, in line with the global drive for decarbonisation"***. Meanwhile, Malaysia's Employees Provident Fund (EPF), the country's largest pension fund, has also launched its sustainable investment policy and announced that it aims to have a fully ESG (Environmental, Society & Governance)-compliant portfolio by 2030. ***To solidify this movement towards the climate change related agenda, the newly appointed Prime Minister, Datuk Seri Ismail Sabri, announced during the recent tabling of the 12th Malaysian Plan, that Malaysia is committed to its target of becoming carbon neutral by 2050.*** Furthermore, there is growing awareness amongst business leaders of the need for stronger ESG adoption in general and towards climate action. Net Zero commitments have been made by large organisations like PETRONAS and the Malaysian Aviation Group, as well as participation in the Science-Based

Target Initiative by Sarawak Energy Bhd. However, these businesses that have committed to climate action are still a fraction of the business community in the country.

It is imperative for business organisations in Malaysia, to play a critical role in 'climate action' or otherwise known as a 'race to zero' agenda.

There are now standards and guides for reporting or disclosing a business' climate related action. UNGCMYB has newly launched its comprehensive MYClimateAction Guide (<https://ungcmalaysia.org/myclimateactionguide/intro>) with a "Total Climate Management" framework as a reference point for stakeholders in Malaysia. For the benefit of the many business leaders who are keen to start "Positive Climate Action", this guide is developed with gleanings from discussions held with the CEOs and directors of companies during a series of 'CEO Climate Roundtables'. This guide aims to complement UNGCMYB's 'MYClimate Action Guide' and to provide an easy reference for leaders of businesses who want to start transitioning their companies towards a Net Zero Carbon future. The guide starts with an outline of the 5 questions for SDG Leadership related to Climate Action (SDG #13) from the UN Global Compact. It is then followed by the key takeaway points from discussions with leaders in the CEO roundtables about their experiences around climate related issues, some challenges to keep in mind, and the approaches to organising sustainability. The guide concludes with some relevant links to resources that can help address the different climate related aspects.

Dr. Avvari V. Mohan and Faroze Nadar

¹ <https://www.bnm.gov.my/-/climate-change-principle-based-taxonomy>

² https://www.bursamalaysia.com/sites/5bb54be15f36ca0af339077a/content_entry5c11a9db758f8d31544574c6/614ae79e5b711a26fe9b8625/files/Sept22_2021_Bursa_Malaysia_commits_to_become_a_carbon_neutral_and_a_net_zero_emissions_exchange.pdf?1632300066

The UNGC SDG BLUEPRINT

The **UNGC SDG Blueprint** illustrates how the five leadership qualities, i.e., Ambition, Collaboration, Accountability, Consistency and Intentionality, can be applied to a business' strategy, business model, products, supply chain, partnerships and operations to raise the bar and create impact at scale. The Blueprint is a tool for any business that is ready to advance its principled approach towards SDG action to become a leader.

5 Qualities of SDG Leadership

1. INTENTIONAL	A leading company's action in support of the SDGs is an integral and deliberate part of its strategy. Support for the SDGs is incorporated into the long-term business goals of the company. It is an essential element whereby it strives for value creation, manages its workforce, supply chain and other inputs as well as addresses risks. This must be driven from the highest level of the company and involve a strategic vision to open up new ways to contribute to the SDGs.
2. AMBITIOUS	A leading company's level of ambition greatly exceeds prevailing levels of ambition; is aligned with global targets where relevant; and inspires action by others. Leading action represents a step forward in contributing to the SDGs within an industry and across geographies. Finally, a leading company explicitly targets long-term progress while also ensuring shorter-term contributions to the SDGs.
3. CONSISTENT	A leading company embeds support for the SDGs across organisational functions, making its actions and communications consistent. The focus on the SDGs is recognised across the business, including by all senior leaders. Top-level ethical behaviour and commitment are embedded throughout the organisation and underpin the performance required to advance the SDGs.
4. COLLABORATIVE	A leading company's action on the SDGs includes proactive collaboration with different businesses, government, academia, investors, civil society and other stakeholders. Collaboration complements the leading company's own capabilities so as to achieve the best possible outcomes for the SDGs.
5. ACCOUNTABLE	A leading company understands and acts upon its responsibility to people and the planet by holding itself fully accountable for the action it takes and the impact it creates. Accountable leadership means being transparent and engaging with stakeholders proactively on challenges and progress towards the SDGs. This fosters trust from government, investors, employees, customers, and communities.

Deep Dive: UNGC SDG BLUEPRINT – SDG#13 Climate Action

What is
'Climate Action'
for Businesses?

Climate action involves all efforts by your organisation to reduce greenhouse gas emissions, strengthening resilience and adaptive capacities to face any climate-induced hazards. This will involve identifying climate-related risks and opportunities as well as integrating climate change related measures into a company's policy, its strategies and plans for the future. Climate action will need businesses to develop a system for collection of data in order to measure and report the **'carbon footprints'** produced by their organisations.

Guiding Questions on Leadership Qualities to Drive Your Business Organisation's Climate Agenda

1. INTENTIONALITY ?

- Is your company committed to supporting the achievement of Goal 13? Have you developed a holistic strategy that reflects this commitment, covering end-to-end operations and the wider community?
- Are you committed to learn from your actions and do you have a process in place to improve them accordingly?
- Is your strategy supported by the highest levels of management, including the Board of Directors?

2. AMBITION ?

- Do your actions achieve long-term outcomes that greatly exceed those resulting from current industry practice?
- Are your actions aligned with what is needed to achieve Goal 13?

3. CONSISTENCY ?

- Is support for Goal 13 embedded across all organisational functions?
- Are staff and board incentives aligned with achieving Goal 13?

4. COLLABORATION ?

- Do you proactively look for opportunities to partner with Governments, UN agencies, suppliers, civic society organisations, industry peers and other stakeholders to advance Goal 13?

5. ACCOUNTABILITY ?

- Do you publicly express your commitment to advance Goal 13?
- Do you identify, monitor and report on impacts, including potentially adverse impacts?
- Do you mitigate risks associated with your action?
- Do you remediate negative impacts associated with this action?
- Do you engage stakeholders in a meaningful way?

2

Starting Points for Climate Action

The following points were shared by majority of the roundtable participants:



- (i) From the outset, companies need to identify their 'current carbon footprint' (whether from output e.g., wastes or emissions or input i.e., materials used in their offerings) and also to look into future exposure to climate risks so as to gain an understanding of how to embed climate action in the organisation



- (ii) Develop ambitious climate targets in line with the locally relevant or global targets – e.g., leaders of some of the EU/ UK companies based in Malaysia link their targets to broader European Union (EU) targets while others align with the aspirations of Malaysia.



- (iii) Climate Action and Net Zero Carbon agenda must be made 'simple' for all members in the organisation to understand/ comprehend what it is and why it is important.

**Climate Action is
Borderless** and so
Collaboration is Important.

**"Each Industry is talking
its own language – there
is a need for concerted
effort."**

Some Interesting Perspectives to Keep in Mind for Climate Action Agenda:

Understand that 'Climate Change' is a 'multiplier risk' to a company

It magnifies and amplifies the risk to any company and also to all linked with the company (i.e., customers, suppliers and community). Hence, collaborative approach is imperative for companies when planning their climate action.

Companies that are listed, need to take note of the relationship between share prices and sustainability/ climate agendas.

It is important to note that the Financial Sector is a powerful stakeholder – and can be a game changer. Institutional investors are moving more towards investing in companies which have sustainability/ carbon blueprint related action and disclosures.

Climate Action Agenda attracts Talent

Communicating and messaging by businesses regarding their commitments to Sustainability especially Climate Action, has helped in recruiting talent and reducing employee turnover.

A Combination of push factors (drivers) like setting targets and KPIs along with pull factors (leveraging opportunities) like incentives, can provide the needed impetus to kick start the positive Climate Action Agenda in any organisation.



3

Climate Actions Agenda and Business Strategy



Climate Action in Business Strategy can be the 'Differentiator' which provides 'Green Premium'

While some may see sustainability and climate related initiatives as added costs, others see its relation to efficiency in processes. Many of the participating CEOs of the roundtables have illustrated that climate action investments - particularly in products and technologies, can help in 'Differentiating' the company from competitors and even provide for 'Green Premium' in their pricing.



Be Cognisant of Conscious Consumerism especially among the younger generation

Most of the participants acknowledged the importance of the 'younger employees' and 'younger consumers' as drivers of demand and enablers of Climate Action. For example, one company noted that customers were increasingly demanding for 'green buildings' especially millennials (*who are more 'green' conscious*) and therefore now developing offerings with features that show lower energy usage etc.



Adopting "Open Strategy" for involving Younger Generation to provide inputs

Open Strategy (*like Open Innovation*) is about involving entities outside the company.
> E.g., One of the companies is looking into empowering younger generation employees and consumers by inviting them to participate in strategy meetings/working groups. They are also looking at these young talented employees to be represented at the board level for climate action.



Building Strategy around Certifications

Many participating CEOs discussed the importance of certifications to help drive a climate action embedded business strategy. The certification exercise provides external validation for the climate related strategy initiatives and confirmation that methods adopted are going in the right direction.
> E.g., Owen Mumford Sdn. Bhd. applied for the "B Corp" certification – which helped the company in capturing and measuring data related to sustainability and climate activities thus bringing together the whole organisation.

"The Gen Y and Gen Z groups will make up 73% of our demographic base by 2025. We should start aligning our asset base with what they want"



Embedding Climate Action in Material inputs, Infrastructure, Logistics, Operations and Products (MILO-P)

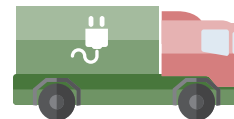
Materials used by the company

- > Working with suppliers to outsource products and operations with low carbon input.



Infrastructure of the Company

- > How to make all office buildings, warehouses, manufacturing plants and the retail side of your infrastructure more energy efficient?
- Many of the companies are investing in or switching to renewable energy.
- E.g., One company in the power sector had over 90% of power generated based on thermal – within the last 10 years, it has reduced reliance through hydropower and also met the socioeconomic needs of the region while becoming more future-proof.
- Another company has designed its building to be LEED (Leadership in Energy & Environmental Design) accredited and saved on energy bills.

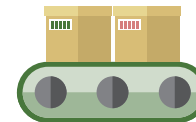


Logistics

- > **Inbound:** climate related decision making when bringing in materials.
- > **Outbound:** how do you incorporate climate action when delivering the offerings?
- One company has adopted carbon saving in logistics – by consolidating suppliers/warehouses thereby reducing transportation/logistics required thus lowering costs.

Operations

- > Use of automation responsible in operations for optimising resources and efficiency.
- > Climate Action in managing of waste within internal operations and also at customer's end.



Climate Action in Products for Differentiation and Green Premiums

- Products/Services Innovation – what are the climate actions/aspirations embedded
- > in Product / Offering Design? – BMW announced the world's "greenest" car.
 - > Is the technology developed or adapted? – for reducing emissions.
 - > in Packaging materials? – to reduce waste.



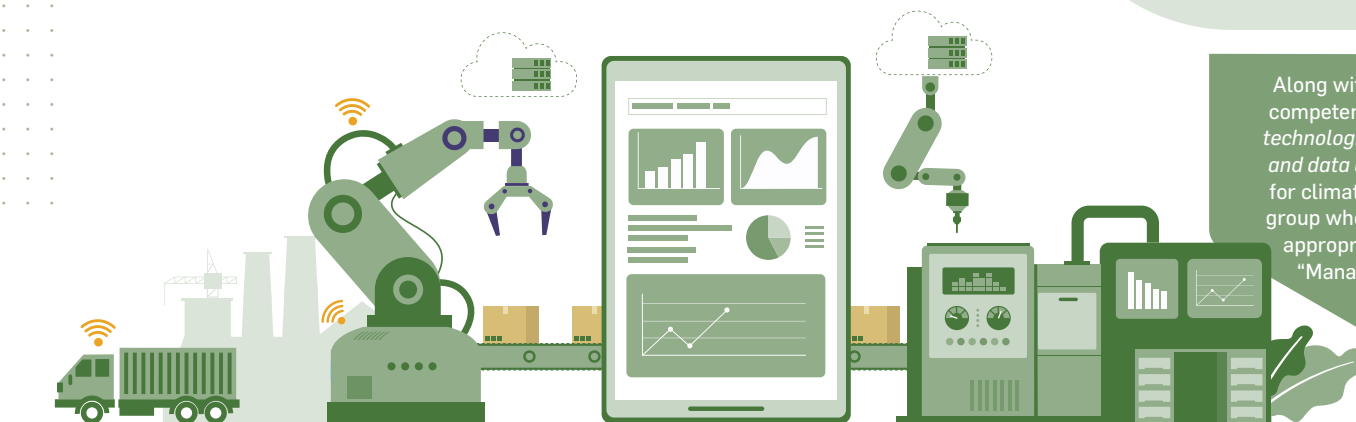


Data and Digitisation Capabilities to support Climate Action oriented Business Strategy

> To support any climate action, the need for data and digital transformation is recognised as critical for implementing a climate action based business strategy. Businesses need to develop or adopt processes and steps for climate action and having systems to capture data is required so that climate action can be measured. – i.e., emissions, wastes, optimal resource usage and other efficiencies.

- A property company's CEO stated that Operational Carbon (*current operations*) can be measured effortlessly which makes it easier to reduce. The Challenge is in 'Embodied Carbon' as it is difficult to measure and it needs wider commitment from value chain partners.

- In order to address this issue of Data and Digital tools for Climate Action, SAP(*Systems, Applications & Products*) has two step Exemplar and Enabler Strategy: – First, to be an "exemplar" – applying climate action in their businesses' processes i.e., conserve energy, minimise waste - set net zero target to 2023 and second, to be an "enabler" by providing the needed tools and software to embed sustainability/climate related issues into processes for client's companies (*like their Climate 21 – to help provide carbon emission transparency - build analytics to help customer understand and monitor carbon footprint across processes and value chain*).



Along with developing technical competencies (*in climate related technologies, information systems and data analytics*) in employees for climate actions, an important group who can help in developing appropriate measures are the "Management Accounting" employees.



Investments in Technology and Collaboration are Imperative for Climate Action Strategy

Investing in Technology for Climate related Innovation

Innovation is key to climate action and as such, in many cases, transformative leadership is about investment at scale in research, development and deployment activities that can drive low-carbon and resilience increasing technologies.

An inspiring inter-linked example in Malaysia is the investments being made in hydrogen related technologies in the state of Sarawak.

- > One of the country's largest energy company is investing in research related to hydrocarbon and setting up Southeast Asia's first integrated hydrogen production plant and refuelling station.
- > Yet another international company is currently planning to invest in bio hydrogens in Sarawak - to make cells for energy/production.

Collaborative Business Models and Strategy for Climate Action

E.g., For a circular economy model – one company built partnerships for its material recovery facility (MRF - involving segregating waste).

They invited different industry players to partner with them to reclaim wastes and convert into value (eg., Kitar Semular - waste to gas partnership).

"No company can achieve climate targets alone - Involve and work with suppliers, as they have to be net zero as well ..".



Engaging and Working with the Government for Climate Action

Climate Action and Sustainability is a field where technology keeps changing and it is especially challenging for policy makers. Businesses should make concerted effort to engage more with the government and to help policy makers in keeping abreast with these changes - to create more supportive policies and provide more robust solutions.

4

Challenges That Can Arise for CEOs When Preparing for Climate Action Initiatives

Climate Action or moving towards aspirations is not an easy shift



> Climate Action involves large mindset change.

- However, during covid there was positive change amongst people - giving support to trend of green products.

> Company leaders need to be patient with regulation –

- which has to catch up with digitalisation (e.g., the use of digital signatures for digital documentation) – many governments may not be ready for such initiatives.

> While some larger companies see climate action as profitable, it is a challenge in reaching out to small and medium enterprises (SMEs), especially supplier SME who are not fully engaged with "ESG" or climate related issues.

> Climate action may be difficult for companies in some sectors such as property developers –

- E.g., The construction sector is perceived to be going against sustainability.



Challenges in getting buy-in from stakeholders – employees, customers and suppliers

> Climate Action is something that impacts the company and to all connected with the company. Therefore, to educate the many layers of an organisation and getting buy-in from employees, customers and suppliers are critical and can be challenging.



Need for Data and Digitisation

> There is a lack of clarity in the climate related data required across the value chains of companies.

- One company that is in the property business stated that while carbon emissions related information is available in their operations – the challenge is in 'embodying' carbon emissions – it is difficult to measure and requires wider commitment from value chain players (*in their case the emissions in their existing product i.e. housing is a challenge*).

> To understand about carbon emissions – there is a need to have credible and measurable data.

- One company developed its own framework and systems to capture such data.



Some Policies for Supporting Climate Action

- > Changes in direction of policies can be challenging, hence, there is a need to be agile in planning and budgeting for investments.
- > Challenges in Malaysia – there is no green trading platform yet to increase options of energy sourcing.
- > Government Policy can consider support for increasing use of renewable energy.

5

Organising for Climate Action Towards a Net Zero Carbon Company

Board level support for Positive Climate Action/Net Zero Carbon Agenda

- > Boards should take initiative to support and drive Climate Action (top-down approach) by taking a longer-term view, support and hold their management accountable for achieving goals.

Create Climate Action Working Groups

- > Board members should be included when setting up Climate Action Working Groups.
- > These board members can also look into the larger operational issues such as the type of energy being used.
- A participant CEO from the finance sector shared that a Sustainability Council was formed in his company by including its board members. Targets set for the council were published internally and thus creating 'push for action'.

Helping Board Members to Support and Drive Climate Action

- > Board members, especially the non-executive board directors should be educated and equip themselves with tools related to climate change in order to guide their organisations to a net-zero carbon economy. CEOs and their teams must present the business case for climate action (*apart from risks, it should also include the business opportunities that climate action is able to create; e.g., returns from investments in environmentally friendly technologies, developing new market segments from 'climate' friendly products and particularly access to cheaper finance*).
- > Have KPIs related to climate action for board and top management in order to drive the company's Climate Action or Net Zero Carbon agendas.

People respond to incentives and disincentives. Informing/Educating the Gains from Climate Action can help Board of Directors to push for Climate Action/Net Zero Carbon



Structure your Climate Action to permeate through the company – important to break away the functional silos

The Division or Department that Drives Climate Action and Sustainability should be Linked Structurally to all Divisions of the Company

- > **Example 1:** In one company, the Quality Management function was given the responsibility to manage sustainability and climate action. Given that the Quality Management division's mandate is to have 'continuous improvement', driving sustainability and climate action was seen from this philosophy. In addition, this division has links to all functions of the organisation; so it was easy to avoid 'silo mentality' and permeate sustainability/climate action throughout the company.
- > **Example 2:** One company has a dedicated sustainability department under Human Resources division – and this department also has the responsibility to report sustainability/climate related matter to the board.

- > A large multinational company in the retail sector which has many business verticals – changed to a "circular ecosystem" with climate action being in the centre and all other businesses linked to the climate goals/targets. By connecting all the business verticals to the sustainability related division/agenda, the company could drive their climate action holistically.



Managing Change and Developing a Culture for Climate Action

- > Starting the climate action journey involves bringing organisation wide changes (*hardware*) along with a change in people's mindsets (*soft-aspects*).

Managing Change Starts with Educating Employees and Engaging with Them

- > Bringing to attention the criticality of climate action for the business during staff communication sessions.
- One company educates its employees and their families to bring about an understanding of the urgency for climate action.
- Another example is a company that converted their existing annually organised 'safety week' into sustainability week with climate action as the agenda – eliciting ideas from workforce.

Creating the Culture for Climate Action

- > Along with top-down drivers, there should be an "Enabler Group" (*bottom-up approach*) to drive and develop.
- > Break climate related targets and activities down to very small chunks – so that people can personally relate to them.
- > Have pilot projects that help in developing awareness and in building a culture of sustainability.
- One of the large construction companies is piloting green buildings (*products*); First, in one or two locations and subsequently, based on the learnings, they have action plans for embedding all related activities across the organisation's different locations.
- One company, through the informal networks of employees, gets them to work on passion projects (*apart from day job*).
- One company has schemes – whereby staff gets money after taking environmental conscious efforts. Another company started a fund for excellence, which focuses on environmental agendas i.e., replanting, beach clean-ups, designing environmental solutions and on the other hand, their "CARE scheme" tracks any consumption related to Carbon footprint – savings from tracking goes to funds and refunded to staff.

"When organisations implement climate strategy, employees need to understand the 'why' of it".



Getting the "buy-in" from employees

- > Many CEOs strongly feel that the younger generation is more straightforward and will stand for the environment.
- > Hiring younger employees creates a big impact on climate action as they can help spread awareness amongst 'other' employees. They are also more open to adopting new ways and consequently become a 'catalyst for green methods'.



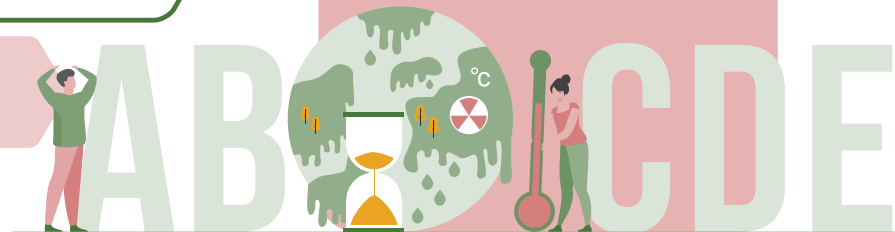
6

Roundtable Leaders Advise for Climate Action in Malaysia



ABCDE of Climate Action

- A** **ACT**
ASAP for Climate Action and setting Net Zero Aspirations
- B** **BENEFITS**
Link all Climate related activities to Benefit
- C** **CULTURE & CAPACITY**
for Climate Action should be developed
- D** **DATA DRIVEN**
and measure all Climate related activities – with DIGITAL tools
- E** **ENGAGE**
internal and external stakeholders and bring them along in the journey



7

Seven Steps to Accelerate Your Climate Action Ambition

STEP
1

Understand climate change facts.

Update yourself with the science and figures around climate change impact and its effect to your organization business risks, stakeholder expectations, access to financing and consumer demand. Navigate the growing standards of climate actions such as [TCFD](#), [CDP](#), [SBTi](#), [Race to Zero](#), [BNM Climate Change Taxonomy](#) and others to ensure your climate strategy will contribute to organization resilience and competitiveness.

STEP
2

Explore your organisational capacity for Climate Action and set a Climate Ambition.

Assess your organization's readiness and efficacy for taking climate action by identifying risks, opportunities, baseline climate data and talent availability that will contribute towards climate performance perspective. Once ready, either set an ambitious or a progressive climate ambition. For example, [TNB's climate ambition](#).

STEP
3

Establish tangible short-, mid- and long-term climate performance targets - we recommend setting a Science Based Target (SBTi).

Ensure that your climate ambition is backed with measurable targets that demonstrate your organization's climate performance. Whilst ambition in achieving Net Zero is critical, it must be aligned to ensuring that your organization contributes towards a 1.5c pathway as recommended by the Paris Accord. The gold standard of such science backed targets is the SBTi which is a science-based approach in setting business climate targets that is also aligned to climate actions recommended by the latest edition of the Malaysian Code of Corporate Governance. Learn how to set an SBT [here](#) and know more on [Bursa's climate targets and initiative](#).

STEP
4

Embed climate performance as a pillar or organisational strategy.

Build your climate action approach in tandem to your business strategies and seek to leverage it as a value differentiator from competitors. Set synergistic climate actions related KPIs across internal and external stakeholders (supply chain). This would drive a whole-of- organisation approach to climate actions from processes, technology, resources, and products that will result in business competitiveness. When [Sarawak Energy](#) secured its first-ever Malaysian Utility sector Sustainability Linked Loan valued at RM100million, their interlinked Sustainability Performance Target used was the reduction of the CO2 per kWh of their transmission grids. Their climate data enabled them to access cheaper financing and at the same time drives process innovation that will result in greater efficiency over time.

STEP
5

Create internal climate action capacity and culture.

At the get go, simplify your climate approach as much as possible to enable broad based understanding and buy in across your organisation. Look to continued investment in talent upskilling and hiring to ensure your organization nurtures the needed culture to be a climate champion. This would also support the creating of specific climate responsible functions or even departments that will continuously bring business value and more sophisticated climate actions to meet your targets and ambition. Know more of Malaysia Aviation Group employee [crowd sourced ideas](#) for their sustainability initiatives.

STEP
6

Communicate your climate performance to all Stakeholders to bring them along your climate journey.

Embark on an active and transparent communications on the progress of your climate actions and KPIs to demonstrate your value differentiator as a climate champion. Such communications must include credible data or certified by independent parties. Going for climate data assurance and related external certifications is a good way to ensure your communications do not run the risk of being labelled as green washing. Barclays Bank has a publicly available [climate dashboard](#) sharing their progress.

STEP
7

Celebrate success.

Regardless of the size of your climate action accomplishments, remember to celebrate your wins, as you are contributing to a better world. However, like any business target, strive to raise the bar at every opportunity.

The Seven Steps to Accelerate your Climate Action Ambition



8

Links with Resources related to Climate Action

- » UN Global Compact Malaysia & Brunei (UNGCMYB) > <http://ungcmalaysia.org>
 - THRIVING IN A NET ZERO ECONOMY: A Guide For Malaysian Businesses For Positive Climate Actions > <http://ungcmalaysia.org/myclimateactionguide/intro>
- » The Blueprint for Business Leadership on the SDG # 13 Climate Action > <https://blueprint.unglobalcompact.org/sdgs/sdg13/>
- » Some Tools to Advance the SDGs > <https://www.unglobalcompact.org/sdgs/sdg-toolbox>
- » The SDG Compass > <https://www.unglobalcompact.org/library/3101>
- » Sustainability Resources from Bursa Malaysia > <https://bursasustain.bursamalaysia.com/>
 - Task Force on Climate-Related Financial Disclosures (TCFD) related guide > <https://bursasustain.bursamalaysia.com/droplet-details/sustainability/navigating-the-task-force-on-climate-related-financial-disclosures-tcfd-a-route-map-for-action>
- » Resources from the Task Force on Climate-related Financial Disclosures (TCFD) > <https://www.tcfdhub.org/>
- » Nottingham University Business School (NUBS) Malaysia > <https://www.nottingham.edu.my/Business/index.aspx>
 - NUBS Research Centres > <https://www.nottingham.edu.my/Business/Research/Centres/index.aspx>



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