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A Personal Guide to Corporate Climate Action



The Climate Challenge

Climate change will affect every aspect of our society and economy, but it's not too late to make a difference. The change starts with you.



We must rally action now from governments and companies to drive toward a 100% clean economy by 2050.

Without action, the Earth will face unimaginable crises – food and water scarcity, severe floods, large-scale climate

migration, poor air quality, and cascading economic disruption.

We're at a crossroads, but effective climate action can stimulate technology innovation, create more sustainable jobs, support environmental justice, and bring about the change we need.



How Can The Private Sector Be A Part Of The Solution?

NEW VOICES FOR CHANGE



To date, the private sector's voice has been dominated by energy companies and trade associations blocking the policies we need to avert the climate crisis. It's time to engage companies as positive voices in the climate debate and as stewards of their employees and communities.

COMPANIES CAN TURN THE TIDE ON CLIMATE CHANGE IN FOUR WAYS:

Commit to corporate sustainability:

Currently, 100 international companies are responsible for 71% of global carbon emissions, so corporate action is critical. Companies must act now to reduce their own carbon footprints.

Advocate for smart environmental policy:

Corporations have an important voice in shaping policy. By advocating for science-based climate policy, companies can increase the pressure on policy-makers to take action and enact needed regulations.

Accelerate environmental innovation:

Innovation – from batteries to building materials – is needed to accelerate the global energy transition. Private sector actors are critical to driving innovation.

Collaborate for scale:

Acting together, companies can achieve more – whether through collective action on climate advocacy or through innovation partnerships.

How Can Your Voice Boost Companies' Ambition To Get Real On Climate?

"My students today are more likely to focus on a business's impact on the environment or society at large, and to insist that companies have a positive social mission." - **Rebecca M. Henderson, Professor, Harvard Business School**

YOUR POWER

A company's most important asset is their people. As businesses recruit on campus, you can make your voice heard to make sure companies know that tomorrow's talent cares about climate. You can continue to make your voice heard as an employee.



emissions in your sector? (e.g., what are your company's lobbying policies?)

SAMPLE QUESTIONS TO ASK COMPANY REPRESENTATIVES ON CLIMATE ACTION PLANS:

- ▶ Do you have a science-based target to reduce your carbon emissions? (e.g., achieve net zero pollution)
- ▶ What are you doing to support government policies that limit carbon pollution across the economy and cut

▶ Are your trade associations' climate policy agendas in line with your agenda and values?

▶ How else is your company engaged in fighting climate change? (e.g., innovation in green tech)

▶ How does your company empower employees to fight climate change?

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Key Considerations In Choosing Where To Work

► Has this organization made public and tangible commitments to address climate change?



Chamber of Commerce)?

► Is the company a member of trade associations that oppose climate policy and regulation (e.g., American Petroleum Institute, National Association of Manufacturers,

If so, do you believe the company is using its influence to improve the trade associations' positions?

► What could you do to use your voice to help the company lead on climate?



Talk with your friends, tell them what issues matter to you, encourage them to use their voice on this topic as well – and continue the discussion.

Ensure that your voice is heard.

When Could You Ask Climate Questions?

Information sessions on campus provide an opportunity to ask general questions about the company, including if they have a climate action plan.



After receiving an offer is a critical time to decide whether to take a new job; companies are eager to have you join, and the questions you ask have the power to influence corporate behavior and make a difference for good!

Interviews are a two-way street, and interviewers want to learn what issues potential recruits care about. Interviews can be a risky time to ask more challenging questions, so you should decide what you do and do not feel comfortable asking in this context.

As an employee you should continue to push boundaries and act as a change agent, fighting for the causes you believe in.

Next Steps

"Sustainability isn't just the right thing to do, it is essential to drive business growth." –
Paul Polman, CEO of Unilever

Companies are starting to take action, and you can make sure your future employer's actions resonate with your values:



Open a dialogue with your employers, voice concerns, and

convey why certain issues really matter to you.

COMPANIES STEPPING UP



Adopted science-based targets to reach greenhouse gas reductions in line with the Paris Climate Agreement.



Committed to reduce greenhouse gas emissions by 1 Gigaton through supply chain collaboration.



Supported Clean Power Plan to decarbonize electric power sector.

"I have a chance here to influence Amazon to become a climate leader, and I think that's the biggest impact that I personally can bring to the fight." – **Maren Costa, a principal UX designer at Amazon**

AMAZON CASE STUDY: THE CASE FOR COLLECTIVE ACTION

A group of committed Amazon employees is advocating for action on climate change, including through a shareholder resolution and an employee walkout. The company is taking notice, and internal changes are already starting to take place.

Employees have 3 requests:

► achieve zero carbon emissions by 2030, including deliveries.

► stop donating to politicians and lobbying groups that deny the reality of climate change.

► stop working with oil and gas companies to optimize fossil fuel extraction.

Employee organizing has the opportunity to create real change.