

Webinar

**People : your best resource in
environmental management.
How to involve them?**

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Club EMAS

26 October 2023, 10.00 – 12.30



Organised by

adelphi  umweltbundesamt^U  21 SOLUTIONS

Arctik

ClubEMAS 
association of EMAS-registered
organisations in Catalonia

In collaboration with



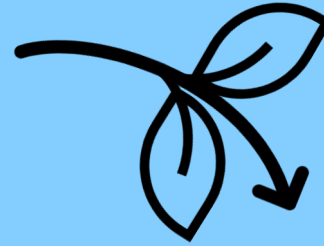
What is EMAS?

Is the EU Eco-
management and
audit scheme

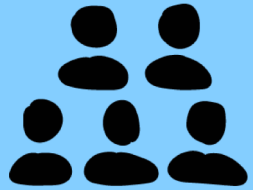
logo




and...

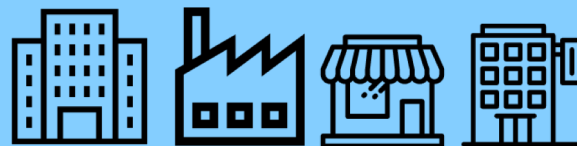


Combining forward
looking business and
environmental
protection



2.5 M People

Community



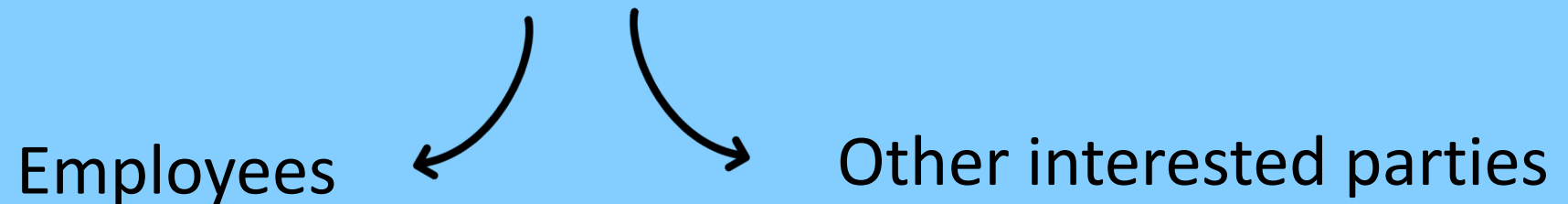
4.000+ organisations
12.800+ sites



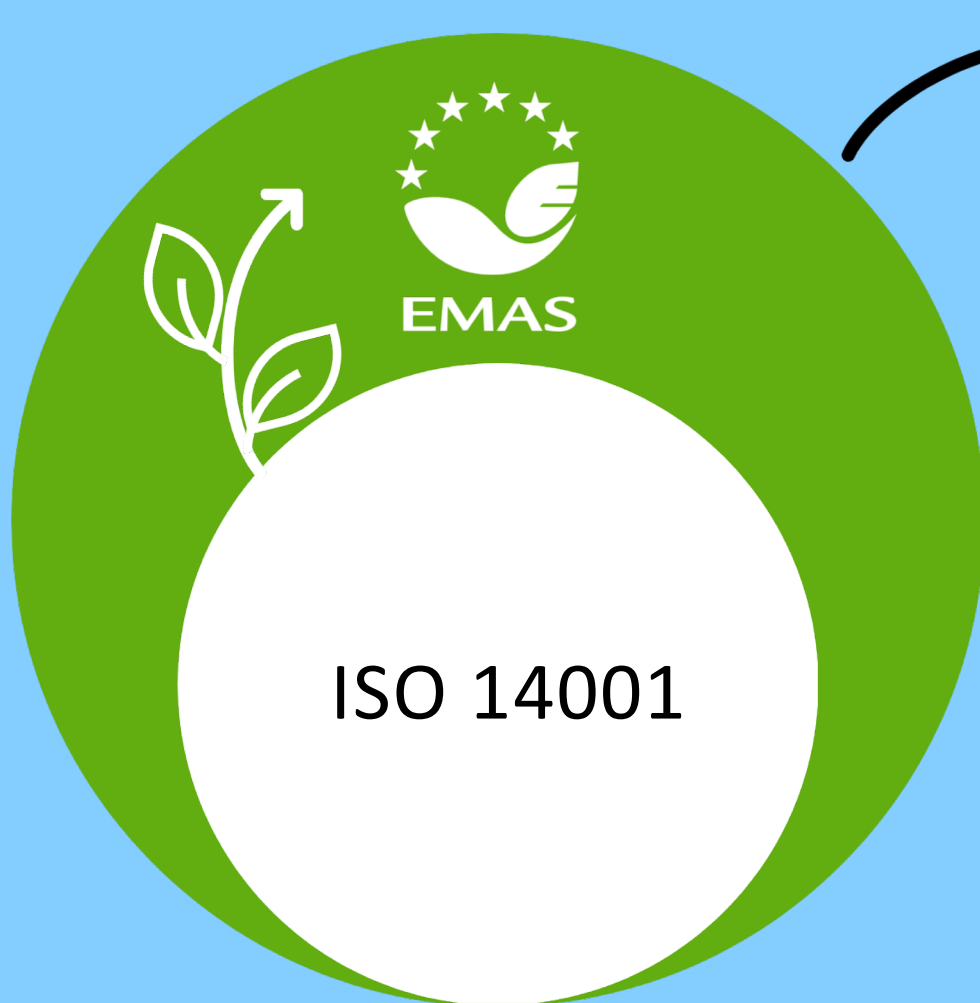


The objective of **EMAS** is to promote continuous improvements in the environmental performance of organisations by the establishment and implementation of an environmental management system, the evaluation of the performance of such a system, the provision of information on environmental performance,

an open dialogue with the public and other interested parties and the active involvement of employees.



thinking of going one step further?



Transparency



Open dialogue



Staff Involvement



Performance



Legal Compliance



Active Employee involvement

The organisation should acknowledge that active employee involvement:

- is a driving force
- a prerequisite for continuous and successful environmental improvements
- a key resource in the improvement of environmental performance
- the right method to anchor the environmental management and audit system in the organisation in a successful way.



Employee involvement

includes both **direct employee participation** and the provision of **information to employees and their representatives.**



There should be an **employee participation scheme** at all levels.



Communication



Working
groups



Ideas



Contests &
rewards



Incentives



Surveys



Exhibitions



Gaminification

etc.



Employee involvement & leadership

The organisation should acknowledge that demonstration of **commitment, responsiveness and active support by the management** is a prerequisite for the success of those processes.

In this context **management should provide appropriate feedback to employees.**



How and when to involve employees?

Employees or their representatives shall be involved in the process aimed at continually improve the organisation's environmental performance through:

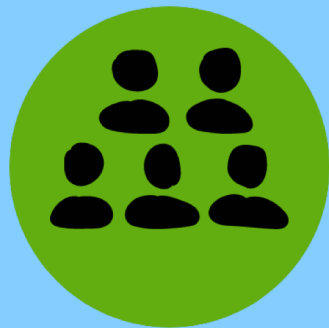
- the initial environmental review;
- the establishment and implementation of an environmental management and audit system improving environmental performance;
- environmental committees or work groups gathering information and ensuring the participation of environmental officer/management representatives along with employees and their representatives;
- joint working groups for the environmental action programme and environmental auditing;
- the preparation of the environmental statements.

Appropriate forms of participation such as the suggestion-book system or project- based group works or environmental committees should be used for this purpose.



Employee representatives

Where they so request, **any employee representatives shall also be involved.**





Interested parties

Within the **context**:

- Identification of the interested parties and determination of their relevant needs and expectations
- choose which of these needs and expectations the organization will comply with (part of its compliance obligations)

Within the **management review**:

- needs and expectations of interested parties
- relevant communication(s) from interested parties, including complaints

Scope of the EMS & environmental **policy**:

- maintained as documented information and be available to interested parties



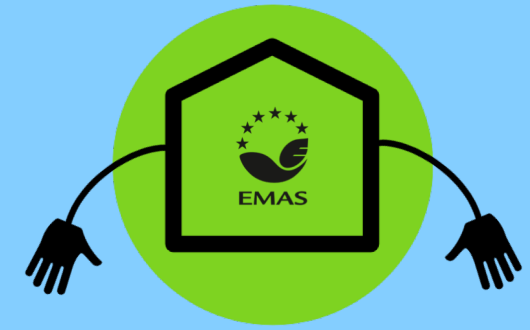


Interested parties

Assessment of **environmental aspects**: (elements to be considered when developing the criteria)

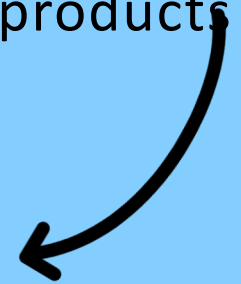
- potential harm or benefit to the environment including biodiversity; the condition of the environment (such as the fragility of the local, regional or global environment);
- size, number, frequency and reversibility of the aspect or impact;
- existence and requirements of relevant environmental legislation;
- **views of the interested parties, including employees of the organisation**





Open dialogue

Organisations shall be **able to demonstrate that they conduct an open dialogue** with the public, the authorities and other interested parties including local communities and customers in relation to the environmental impact of their activities, products and services.

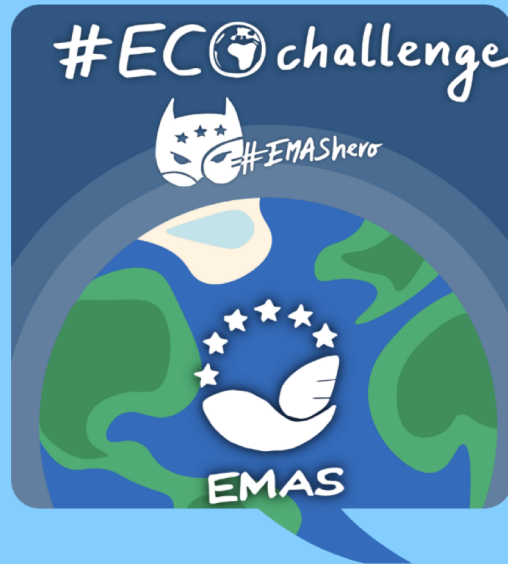
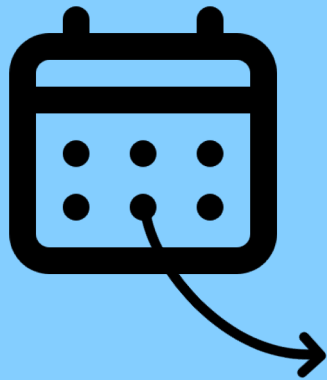
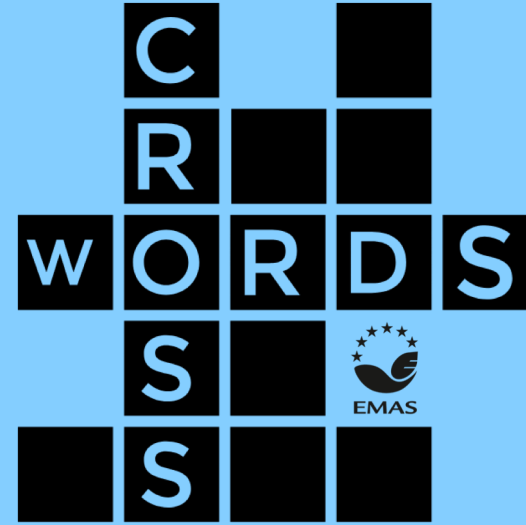


To ensure a **high level of transparency and building confidence with interested parties**, organisations registered under EMAS shall disclose specific environmental information as defined by Annex IV Environmental Reporting.

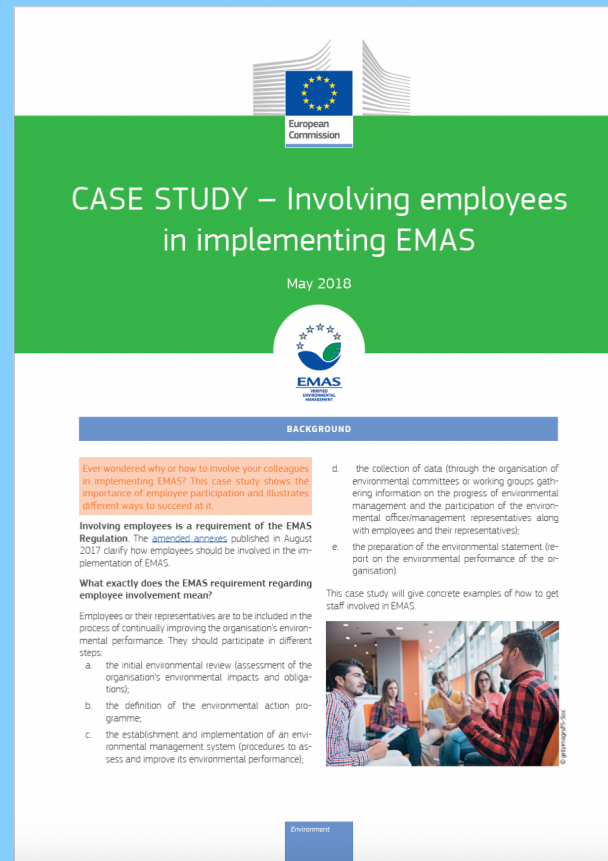


3rd party validated
information





More info:



https://green-business.ec.europa.eu/eco-management-and-audit-scheme-emas_en



Thank you!

Contact: info@clubemas.cat

