

Sustainability at Celemi / Project Care

At Celemi, we are steadfastly committed to championing sustainability across all dimensions of our operations. Our efforts in the realms of People, Planet, and Profit underscore our dedication to creating a better and more sustainable world. Celemi lead initiatives and projects that help us become a more sustainable company. We believe that Celemi can make the utmost impact on sustainability by training organizations and people in what sustainability means, with a focus on people, planet, and profit.

People: We recognize that our success is intertwined with the well-being of our employees and the communities we serve. We are taking concrete steps to enhance engagement, creating a thriving workplace culture that fosters good leadership, collaboration, and personal growth. Examples of initiatives we drive are a Code of Conduct signed by our CEO and COB ([link here](#)), implementation of employee engagement and possible free simulation sessions in the community.

Planet: Preserving and nurturing the planet is a cornerstone of our sustainability vision. We have embarked on a journey to minimize our ecological footprint through converting the paper used in our board-based simulations to Forest Stewardship Council (FSC) certified paper, a Celemi Guideline showing our preferences towards local printing (to minimize unnecessary transportations), travel policy, etc.

Profit: By aligning our financial success with sustainability principles, we are setting a precedent for sustainable growth that benefits our stakeholders and the global community. A profitable Celemi is securing investments in innovation, products and in our employees. We newly launched a Sustainability simulation and have stretched goals for the number of participants we would like it to reach. We are also extending some of our current products to have sustainability as an important learning point.

KPIs: Celemi is measuring our progress in sustainability on a quarterly basis through nine KPIs (Key Performance Indicators), three in each category of People, Planet and Profit. Our KPIs are:

People: Diversity and Inclusion, Employee Well-being and Engagement, and Number of Learners going through Celemi Programs

Planet: Number of Learners going through Celemi Sustainability Programs, Paper printed on FSC, and Digital Facilitation

Profit: Net Profit, Growth in Revenue, and Sales of New Innovated Products

At Celemi, our journey toward sustainability is dynamic. We remain resolute in our pursuit of a balance between People, Planet, and Profit, steadfastly believing that by embracing sustainability, we not only secure a prosperous future for our organization but also contribute meaningfully to a better world.