



# Achieving Sustainability Through Management Performance.

Unlocking more value for **TESCO**

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## Forewords

Sustainability is securely on corporate social responsibility (CRS) agenda- however business face challenges, and are committed to taking relative actions which may sometimes prove difficult.

The capitalist economic model argument is that companies are in existence for value creation for their owners - who may have self-interest focus in the long or short term of the business with no duty to make up. That is the reason regulations come in.

Management Consultant Peter Drucker believes that company purpose is to serve Society. Philosophically that has a heartfelt effect and intelligently make a difference for business and organisations to find common ground, focusing on value creation of **added value**, **core value** and **future value** to business and society through sustainability - how its support the bottom line of people, profit(economy) and the planet (environment).

This report compiled and aim at giving Tesco definite recommendation providing a critique of its existing strategy for sustainability with ''Strategic Plan'' that outlines the opportunities for the organisation to create greater functionality on how to unlock the value of sustainability through intelligent access to products, service and coordination of their resources.

The report will encourage why a business case for sustainability should become a focus on the board of directors and senior management. Ways to take a pragmatic approach to the organisation's strategy and operations by giving reassurance and evidence that it can be quantified and monitored. I will also use suitable tools to analysed challenges faced by both the internal and external environment with opportunities the organisation can play across its board to initiate. Positioning the organisation through its strength and weaknesses to meet these challenges.

I will also bring the right knowledge and tools that suggest propositions for value creation, addressing stakeholders consideration for the plan.

My hopes are that you find the analysis intuitive and actionable your read through this report.

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## Recommendations

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1. Corporate social responsibility through sustainability contributes in promoting good management practice for cooperation, be it through adding business value, revenue generation, resources management, cost saving, stewardship of organisational product, risk management or value creation over the long run. This sustainability strategy should be core or the organisation.
2. Develop clear, concise sustainability strategies structured and robust way. Although we fail to discover untapped value from sustainability, it should be married clearly to business performance to enhance value creation and conversation.
3. Sustainability and creating value can be evaluated by applying a rigorous sustainable framework (SF) and sustainability performance management (SPM) framework that can drive meaningful outcomes. This requires well thought-out and systemic procedure of future fit business process with suitable use of technology. Sustainability Strategy can then be integrated both external and internally into reporting.
4. Finance Directors can conduct and provide concisely structured that is vital to maximising adding to the business value. These should include the following steps:
  - i) **Develop better data collection process, reporting and analysis.** Professionals from the finance department should initiate key accounting disciplines to collecting, reporting and analysis of data for sustainability. However, they should work closely with research experts of sustainability to grasp what information is vital to be captured and the way they are processed and used.

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- ii) **Use key financial mindset** - Connect business performance to sustainability; Implement financial institutional approach with special skills and knowledge which would define compelling argument for the business and government case for sustainability strategies across operations, business research and development initiatives.
  - iii) **Incorporate into strategic business planning and reporting:** Finance function ensure staff and stakeholders in leadership position are aware of the organisation social (responsibility) and environmental Sustainability achievements and actively support sustainability value metrics integrated into business strategic planning, analysis and reporting processes.
  - iv) **Constant use of right metrics.** That finance managers are socially responsible to identify value, this present opportunity that can boost performance management make or become stronger balance sheet centred with the right metrics is sustained.
  - v) **Make it a vital strategy.** Ensure blueprint strategy are implemented and work in partnership or establish one with a non-governmental organisation as well with public and private sectors organisations, proposition leading to the aspect of Sustainability.

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## Executive Summary

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Economic, Environmental and Social features are subject to issues require to be solved. Sustainability can pilot important business benefits in these areas in any organisation. But to unlock and realised its full value, vigorous sustainability performance management adhered by CEO and management professionals can be a pivotal solution to unlock this value.

Sustainability, when implanted into organisation strategy through its operations the relationship between culture and engagement can propel value across a number of key principles which I will use to provide a critique of existing strategy for sustainability.

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- **Build Confidence** - Improve the quality of brand value and develop a culture of trusted leadership amongst stakeholders and employees.
  - **Cost Control** - Cut down energy consumption, the efficiency of resources for green product brand and reduce waste.
  - **Risk Management** - Adhere to new government guidelines and regulations on safety management and environmental event.
  - **Stewardship of Organisational Product** - Meet global trend for sustainable products, markets and services.

Value creation and sustainability can be measured and connect to business performance, this is done through engaging with people in communities, having conversation with your customers, stakeholders and partners, as they expect and need to know what the government, businesses are or are not doing in terms of economic, environmental and social problems reputation etc.

Modern development shows increase evidence and real-world changes that human activities are driving environmental change globally which has pushed us all into new thinking of geological era. Our human activities on earth are causing an irreversible change to earth's systems e.g water consumption, severe weather conditions, worsen the state for food production. Ecosystem loss, rise in sea levels

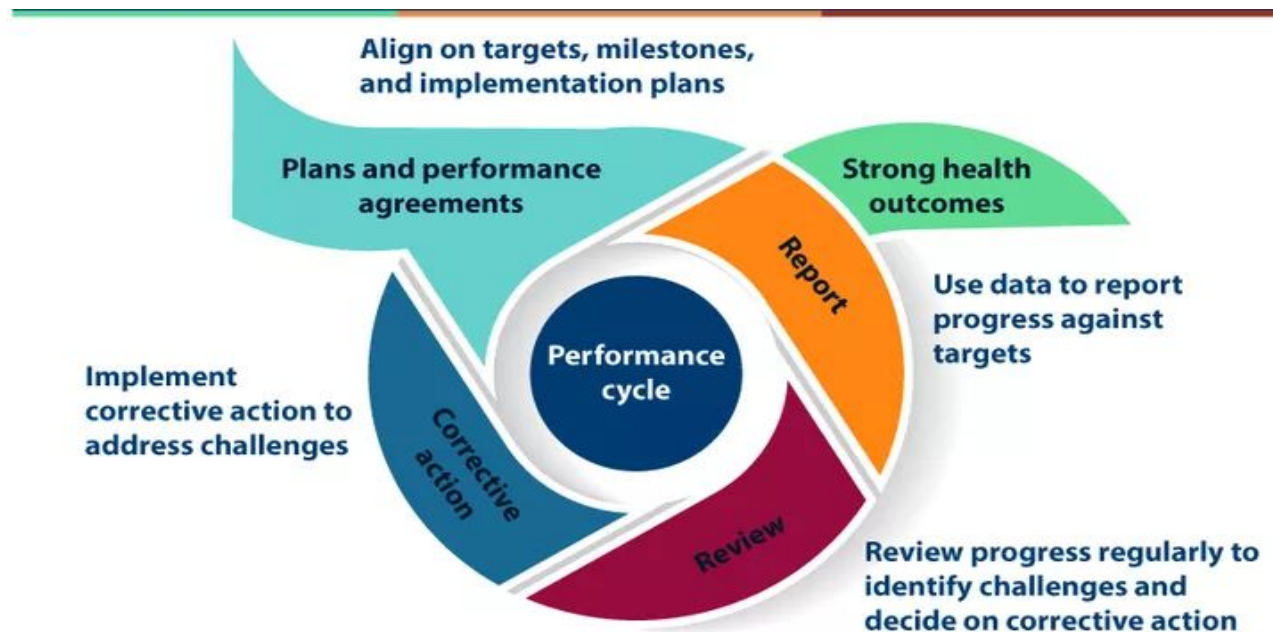
To take the opportunity to make the case for sustainability work as it will prove good for the planet and triple bottom line. Businesses that adopt a sustainable way of life see an increase in revenue and productivity with reductions in energy consumption, travel cost, unneeded waste, lower carbon risk, brand building are beneficial to business advantage increase turnover. Companies know it's a good way to run a business and they command the right values.

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Sustainable Development, **a definition:** that fulfil the obligation of the present while protecting the earth's life support network, on which the welfare of present and future generations rely.

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**Figure1:** The Circle for ethical sustainability performance management.



## Section 1:

### Business Case for Sustainability

There is a compelling argument for the business case for sustainability traditionally recommended the item for corporate governance and social responsibility (CRS) plan. These will pilot mainly moral responsibility, social problems reputational risk and requirement by regulations.

The Company decision makers have a decisive shift in order to balance the accounting sheet from risk and manage opportunity. The approach where Sustainability interest are presented by human stakeholders stresses that in Capitalism Stakeholders (Investors) do not act in a moral vacuum but corporate around values. Based on these values Stakeholders have to negotiate to create mutual interests. (Freeman et al 2000).



Other theories apply by Stakeholders in the Sustainability context for the business identified in the literature:

- Consider nature as a stakeholder (Strike, 1995)... and
- Unconventionally considers human beings, organisations and groups as Stakeholders who analyse and interpret developments in nature (Freeman et al, 2000).

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### **How the business can meet the challenges of today's' World.**

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The financial Directors and HR department have the capability to fulfil important compliance roles; being responsible for cost control, risk management and resource efficiency. Implement and effectively measure the range of skills and competencies for credible sustainability business strategies for reporting and nurture greater functionality through intelligent access to products or services and coordination of the resources.

Making this happen requires clarity, a willingness to share perspective on both sides, being open to new ideas and growth that 'pride' itself to a better way of life.

First is to identify the product and resources then dialogue to establish and maintain connection, acceptance and willingness to act.

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### **Operational Planning**

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Increase in Management expectation to create value from an ever-changing business environment for long term sustainability goals with increasing competition in the global marketplace. To do right is set goals commit to immerse economic, social, environmental sustainability into research and development there are need to take joint responsibility to reduce carbon footprint, energy and water supply consumption in an effort to protect the bottomline.

With Tesco publication of its [little help plan](#) for responsible futures is to sign up with **Global Reporting Initiative** (GRI) reporting framework. Integrate suitable action from other non-business organisation adopt the AA1000 Stakeholders assurance engagement strategy to community effective and monitor relationships between stakeholders can be harmonious. Initiate Eco-Management and Audit Scheme (EMAS), which is a voluntary environmental management instrument developed by the EU would allow the Superstore to assess, manage and continuously improve our environmental performance as it can be applied globally.

93% CEO of top 1,000 business leaders in a survey by Accenture believe the importance to shift from moral to sustainability to help good performance and sustain the business over a long period.

#### Environment Future fit business metrics

- **Product does no harm** -making sure Tesco brand product do no harm to the environment, people or through the production process.
  - 8. Product emits no greenhouse gasses.
  - 10. A product can be repurposed.
- **Operational outputs Do No Harm.**
  - 4.Operational emissions do not harm people or the environment.
  - 5. Operations emit no greenhouse gases.
  - 6. Operational by-products are repurposed
  - 7. Operations do not encroach on ecosystems or communities.
- **Operation Inputs Do No Harm**
  - 1. Energy is from renewable sources
  - 2. Water is used in an environmentally, social friendly way.



Apply these principles to the context of sustainability performance management requires sustainability to be one of these values, (Should it, would it be the most important value) around which Stakeholders cooperate. These incorporate three core challenges:

1. **Anchoring sustainability in the mindset all stakeholders:** *Contribute taking a pragmatic approach to building a relationship around leadership, transformation moves towards inclusive and equitable education systems pioneering a new model of higher education for a global world, dedicated to excellence in teaching and research and development to advance cooperation and progress on humanity's shared challenges.*
2. **Creating mutual sustainability interests:** *This is vitally significant that technical issues can be addressed using blueprint strategies firmly established to know how to respond to, adapt to challenges and manage complexity through changes in people's attitude, behaviour patterns, beliefs, preference and loyalties.*
3. **Empower societal and environmental interests:** *That institutions of higher learning should develop ourselves through research and development to thrive in the backdrop of today's complex and challenging world of (business environment) on the environment exacerbating tensions throughout problems facing different culture, race, ethnicity and the ecological systems. Agree to disagree but our common goal is to equip ourselves with skills and knowledge to live responsibly, live healthy life, creative and responsible products for a sustainable future.*

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## Section 2:

### Opportunity for the business

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The PESTLE analysis of both internal and external environment challenges and opportunities for the stores:

#### Political:

- Political stability in the Eurozone and global market trend for sustainable product brand item.
- Regulation and deregulation in government with fair trade rules, to actively support sustainability in reporting.
- Government funding, subsidies, support for organisation leading in the aspect of sustainability reporting on performance management it's social (responsibility) achievements on environmental issues.
- Fiscal and monetary policy help establish the partnership with non-governmental organisations in addition to public and private sectors organisation.
- A trade agreement with top suppliers to reduce the negative impact on social and environmental in the supply chain.
- Tax rates to ensure the regional proportion of product from fairtrade products are sold in the superstore to contribute to the fairtrade economies and communities they serve.

#### Economic

- Economic trends and efficiency in natural resources values capital infrastructure, ensure it contributes to the host communities economies they serve.
- Economic stability - inflation, wages growth and the GDP produce goods and services to societal members needed and wanted and to make an acceptable profit in the process. Planning, resource management with blueprint strategies to sustain resources from operation waste (renewable and non-renewable) for current and future usage.

- Consumer confidence is the most important stakeholder group that will impact the way the manage societal expectations. Grown the force to consider company impact on the environment.
- Consumer purchasing power impact brand trust and reputation which influences that people buy items that are sustainably ethically right.

## Social

- Consumer attitude - taste and performance have grown to force companies to be more aware of their impacts on the environment with better sustainability measures put the planet before profit.
- Demographics changes - population growth, age distribution population density, geography distribution for future research and have knowledge on a broad range of issues pertaining to sustainability. Make important contributions to the companies customers reflects culture, gender and the wider socioeconomic communities.
- Environmental interest groups are many with activities including reducing energy and water consumption; ridding the use of plastic.
- Recognise as taking equal measures giving equal and equitable opportunities, to its staff both men and women.

## Technology

- Innovation, breakthroughs or new technologies (91%) e.g renewable energy, efficiency in energy consumption, information technologies to address the growing sustainability issues by the year 2030.
- Improve production processes or business model (88%) integrated sustainability through its supply chain by supporting and respect the responsible production and consumption framework.
- New product materials or packaging solutions (72%) brand, a trusted product that will encourage consumers and stakeholders to increase purchasing power using the latest technology to develop best practice approach.
- Use of information system to transact the business of buying, paying and execute business transactions.

- New machinery or software to replace or upgrade outdated ones rather than send them to landfill.

Organisation position for strengths and weakness to meet these challenges.

Figure 2:



### Strengths

- Worldwide service network and globally - renowned brand.
- Stable customer base and wide strategic partnered relationship.
- Progressively and continue to promote business collaboration and bring full execution the comprehensive advantages of Tesco group.
- Review and improve the 2019 strategies ridding single-use plastic and make overhaul arrangement toward its entire supply chain.
- Upgrade internal management level of its enterprise constantly.

- Building trust often means brand value. Consumers must have confidence in buying a company product brand. Making sure products are ethically sourced and the organisations nurture and better treat its staff managing talent and creating long term value.

### Weakness

- Supply chain and related industries are dwindling and imbalance in the face of complex market scenarios in the bottom line in the post-crisis era.
- Inadequate research on the supply chain - subsidiary industries and fragmented transformation from periodic development to sustainable development.

### Opportunity

- Economic development globally has gone into the post-crisis era and as a whole, the situation creates a new sort of economic business growth for medium and long term global economic stability.
- Revenue creation meeting global market trend for sustainable products identify new markets with long term income continuity. Take out outdated low carbon technology from buildings, energy sectors and transport.
- Businesses as consumers such as food catering partners who engage in initiatives of sustainability through less food waste move towards biodegradable packaging etc as regularly prompted by its consumers and stakeholders, ie customer, community and staff.

**Figure 3: Development Strategy**



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Thrusting Sustainability onto the plan is not simple - but when finance give clear indication the effect on P&L at all level of performance, the discussion made would be trouble free.

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|                       | Indigenous Principles                   | Goals                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Program Activities                                                                                                                                                                                                                                                         | Indicators                                                                           |
|-----------------------|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| Worldview             | Spiritual Orientation to Universe       | 1. Empowered citizens and partnerships with existing agencies<br>2. Locally controlled & protected lands, waters and materials available for food, water and manufacture, for contributed goods and services<br>3. Citizen contributions towards community self-sufficiency for food, water, goods & services<br>4. Extensive non-polluting community transportation, water and energy systems free to contributors: promote and support "working, cycling and walking where you live"                                                                                                                                                                                                                                                                                                                                                                    | Facilitate diverse public faith-based opportunities for spiritual connection with the natural world                                                                                                                                                                        | 1. Community controlled lands, waters and natural materials                          |
|                       | Understanding of Interconnection        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Develop conceptual activities for understanding interconnectedness, interdependence and responsibility for the earth, air and water (physical sciences, food chains, species & habitat knowledge, trips to water sources, treatment, landfill, & air pollution facilities) | 2. Public programs for rites of passage, justice and inclusive decision-making       |
|                       | Direct Experience of the Environment    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Develop physical activities in the community to facilitate personal connection with the natural world (hunting, fishing, gardening, gathering of food & water, hiking, camping)                                                                                            | 3. Self-sufficiency training programs                                                |
| Personal Development  | Gifts                                   | 5. Community halls, with large kitchens, storage & processing for community activities and meetings<br>6. Non-partisan trade and mutual assistance agreements with neighboring communities<br>7. Bylaws to protect local lands, waters and resources from pollution, overuse or external control, and to give first access to local citizens and businesses<br>8. Environmentally, ergonomically and socially smart spaces and housing for community contributor use<br>9. Apprenticeship facilitation, lifelong learning programs (geared to learner & community needs), libraries & mentors<br>10. 100% renewable and non-polluting energy and material processing and delivery systems<br>11. A larger share of federal, provincial and local tax revenues, per capita, to cover development and maintenance of green infrastructure and core programs | Develop activities for exploring, nurturing and recognizing personal gifts, aptitudes and interests: including spiritual, mental, emotional & physical gifts                                                                                                               | 4. Community suicide rates                                                           |
|                       | Self Sufficiency & Self Discovery       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Develop isolated and group survival (fire, shelter, water) & self discovery activities for strengthening resilience, independence & self esteem, understanding personal strengths and the value of shared community labour                                                 | 5. Indigenous health                                                                 |
|                       | Apprenticed Learning                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Take an inventory of community knowledge & skill levels. Facilitate safe community apprenticeship experiences and training from childhood; create public programs for higher learning                                                                                      | 6. Participatory food and water facilities and activities                            |
|                       | Self-Determination                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Develop conceptual activities for understanding self determination (boundary rules, rights, role play)                                                                                                                                                                     | 7. Cashless trade systems                                                            |
| Community Development | Communal Food & Water                   | 10. 100% renewable and non-polluting energy and material processing and delivery systems<br>11. A larger share of federal, provincial and local tax revenues, per capita, to cover development and maintenance of green infrastructure and core programs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Facilitate the community harvest, growth, processing and storage of food & water, for emergency aid & communal feasts                                                                                                                                                      | 8. No interest banking                                                               |
|                       | Relationships                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Develop courses and exercises for respectful, sacred relationships (permission to touch, acknowledging needs, rights & boundaries, saying no/yes, expressing gratitude); foster mutual aid co-ops or groups                                                                | 9. Ecological transportation, housing & energy                                       |
|                       | Free Trade & Barter                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Facilitate opportunities for the free trade & barter of food, water, clothes, gifts, goods and services                                                                                                                                                                    | 10. Work-live community ratio                                                        |
|                       | Restorative Justice                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Facilitate training & exercises for justice hearings, reparations & supervision                                                                                                                                                                                            | 11. Apprenticeship training services                                                 |
| Governance            | Inclusive Communication Circles         | 11. A larger share of federal, provincial and local tax revenues, per capita, to cover development and maintenance of green infrastructure and core programs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Facilitate regular community forums – with inclusive circle talk (everyone gets a say, uninterrupted) – in linked groups of youth, women, men and Elders, to problem-solve community matters                                                                               | 12. Lifelong learning facilities, mentors & libraries                                |
|                       | Consensual Decision Making              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Facilitate special all-inclusive community forums for specific community issues, & using circle talk & group representatives, describe & come to consensus about the issues, possible strategies for resolution, reparations (if any) and timelines                        | 13. Protection of territorial species health for respectful use, and intrinsic worth |
|                       | Situational Representation & Leadership |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Facilitate the community selection of temporary leaders (recorders, speakers, tasks, runners), based on their suitability for the task                                                                                                                                     |                                                                                      |

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## Sustainability Action Operational Plan

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The superstore sustainability management procedures are profiled in their '[Target Actions](#)' Key Performance Indicators (KPIs') on their website, designed to promote performance achievement of its Sustainability Principles.

The plan would be a good example of how Tesco store would immerse Sustainability Planning into its policies and procedures. Communicate effective and vital information through the early phase, accompanied by the development of its Sustainability webpage and presence of its social media account, and development of its *Stakeholder Sustainability Engagement Strategy*.

That impact on sustainability are persistently considered and reviewed e.g its carbon footprint on financial functions, operations pinpoint potential climate change, economic, social and environmental risks of its sustainability.

Senior management and board of directors planning policy would be responsible for monitoring ''Target and Actions'' progress agreed upon sustainability plan making its synergies portfolio are achieved.

## Appendices

### Management

| Year                 | Action                                                                                                          | Responsibility                                     |
|----------------------|-----------------------------------------------------------------------------------------------------------------|----------------------------------------------------|
| Currently<br>Ongoing | Incorporate policies and strategies of sustainability into Tesco stores journal as they come up for evaluation. | Sustainability Research and Development Committe   |
| Yearly               | Integrate actions and target of sustainability performance into senior manager goals.                           | Sustainability Research and Development Committee. |
| Yearly               | Assign resources for staff and funding to plan changes/upgrade its sustainability performance.                  | Human Resources Department.                        |
| Yearly               | Integrate Key Sustainability preferences into the relevant store plans.                                         | Sustainability Research Team/ Senior Management.   |

## Reporting and Examining

| Year   | Action                                                                                                                                                                                                                                  | Responsibility                                              |
|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| Yearly | Develop external Sustainability assured report follow (GRI) guideline reporting Sustainability Accountability series AA1000 management and governance standards. Provide feedback with every year based Stakeholders assurance provider | Board of Directors Planning, Finance and Senior Management. |
| Yearly | Quantify actions and targets to monitor performance.                                                                                                                                                                                    | Directors Planning, Senior Management.                      |
| Yearly | Energy consumption reporting under the reporting act.                                                                                                                                                                                   | Finance Department and Senior Management.                   |
| Yearly | Report performance versus agreed action target on yearly Sustainability report.                                                                                                                                                         | Senior Management and HR Function.                          |

## Stakeholder Engagement and Message

| Year       | Action                                                                                                                                                                           | Responsibility                                                    |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| Continuing | Acknowledgement to climate change and policy related to Sustainability paper of all government release.                                                                          | Board of Director, Senior Maneaement & Sustainable resaerch team. |
| Continuing | External and internally growing awareness for Sustainability award between applications include reporting Sustainability Awards, Premier Sustainability Award, Green Gown Award. | Marketing Director, Marketing and Stakeholders Engagement.        |
| Continuing | Advocate message of Sustainability, research and discuss through wide range of                                                                                                   | Marketing Director, Marketing and Stakeholder                     |

|            |                                                                                                                    |                                                            |
|------------|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
|            | communication external channels, media as such, opinions, videos and podcast.                                      | Engagement.                                                |
| Continuing | Allocate Sustainability information to individual customers on every visit to the store and online/media platform. | Executive Director and Admin Team.                         |
| Continuing | Inform all Sustainability bodies about the store Sustainability objectives.                                        | Marketing Director and Marketing Engagement.               |
| 2019       | Issue programs that connect to community engagement through public sector voluntary service.                       | Marketing Director, Marketing Team & Community Engagement. |

|      |                                                                                                                                                                                                                                                             |                                                              |
|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| 2019 | Create skills and knowledge to manage events in a Sustainable way fulfilling Principles of Sustainability guideline for Higher Education Community.                                                                                                         | Senior Management and Marketing Executive.                   |
| 2019 | Model on Sustainability Stakeholder Engagement strategy to converse message to Higher Educations of learning wanted to focus on subject on Sustainability; connect with brand building and issue identify to Education strategic plan, future fit business. | Board of Director, Sustainability Research Team and Finance. |
| 2019 | Cooperate on engaging with community initiatives with focal point on Sustainability, linking to Sustainability Strategy for Stakeholder Engagement.                                                                                                         | Marketing Team, Sustainability Research Team.                |
| 2019 | Upgrade residential customer community IT management status and information.                                                                                                                                                                                | Marketing and IT Department.                                 |

|      |                                                                                                                                                                               |                                            |
|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 2019 | Implement and elaborate communication and consultation with staffs, customers and trade union for making it surrounding smoke free.                                           | Management                                 |
| 2019 | Work with non-governmental, local council, Stakeholders to support the ''Target Action'' on climate change, environment, young people support and supporting charitable work. | Executive Director, HR Function.           |
| 2019 | Improve and facilitate staff proportion actively seeking and participating in the voluntary scheme for funding.                                                               | Finance, HR and Senior Managemnt function. |

#### **Sustainability risk Mamangement.**

| <b>Year</b> | <b>Action</b>                                                                                                                                                        | <b>Responsibilty</b>                   |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| Continuing  | Identify risk and manage opportunities raised by climate change that have financial implications                                                                     | Financial Director, Senior Management. |
| Continuing  | Governance at higer level ensure operation do no harm to people or environment. Committees weigh risk/opportunities that climate change present to the organisation. | Finance Director, Senior Management.   |
| 2019        | Carry out study/surveys that quantifies financial ramifications for climate change to Education of Higher Learning.                                                  | Finance Director, Executive Director.  |

## **Research and Development for future generation.**

Dedicate to excellence in teaching and research and development to advance cooperation and progress on humanity's shared challenges. create new functionality for future leaders by working collectively, in groups with communities, organisations and non-governmental. This encourages collective and responsibilities to address interconnectivity of societal huge economic challenges, social and environmental. This gives rise to a culture of engagement that supports collective action beyond fields to sort challenges the stores and world faces today through discoveries and exploration from an education perspective.

## **Environmental Impact**

Tesco 'Target Action' was launched to committ to Sustainability policies including, responsible Energy Efficiency, cutting down on waste and environmental sustainable travel programme. Reduce its impact with the use of electric powered vehicles, bycycles for delivery in order to achive its sustainability reports.

The Tesco emission and energy reduction management plan to help plan emission sources and recognise actions to reduce it carbon impact and pledge to purchasing GreenPower by 2020 to lower emissions with their 'Target Actions' key Performance Indicators (KPIs), working with electricity use.

Develop Environment Management System deployed on ISO 14000 standard that recognises and addresses important energy impacts, waste, emissions and water inside its operational structure division.

- *Environmental interest group (local, national or international depending on the companies operational location): The climate commitment in alliance with operations, research, and education with community collaboration to develop the environment that supports types of creative panacea needed.*

Interest groups focus on how sustainable the superstores are and where they source their goods. This may put pressure on multiple products such as oranges, potatoes, apples, eggs, fish or meat, rice etc.

- **Regulators:** Regulations increase stringent and superstore to adhere to a range of regulations as such:- The Office of Fair Trading, Competition Commission, Competition and Markets Authority or Groceries Code Adjudicator.

### Responsible Energy Production and Consumption

| Year        | Action                                                                                                                              | Responsibility                            |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
| Continuuing | Connect research work with operations projects and launch review on lowering energy consumption and renewable use of energy.        | Senior Management and Administartion.     |
| Continuuing | Innovate product offering to improve operations with the use of power Management system.                                            | Chief Executive and Senior Management.    |
| 2019        | Develop integrate plan to purchase clean GreenPower such as solar power, renewable energy over time to cut down energy consumption. | Finance Department and Senior manangemnt. |

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