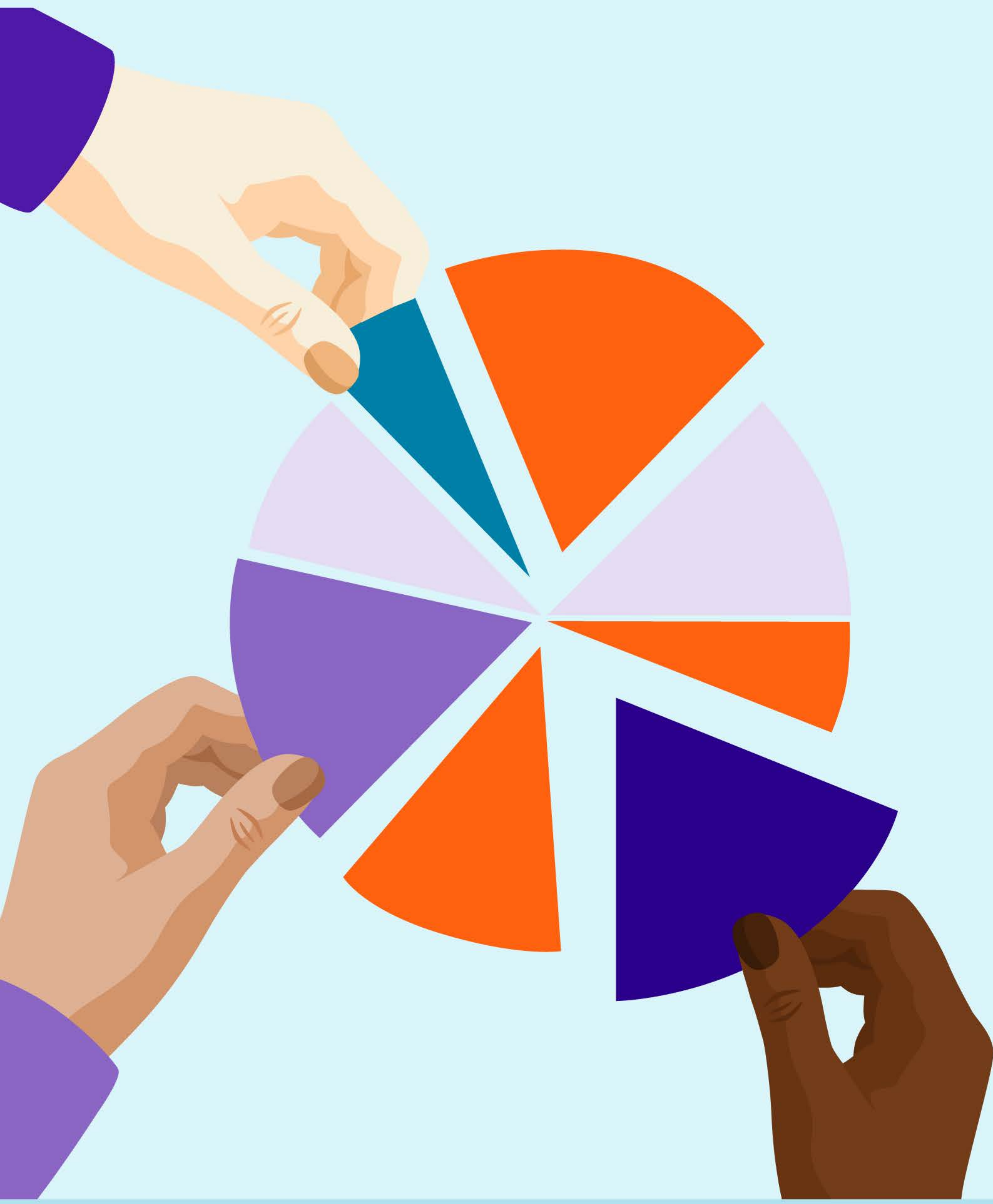


# 4 Steps to Delivering ESG Impact

Whether it's climate crisis, DE&I gaps or social disparities, organizations acknowledge the need to improve their ESG efforts. However:



- **72%** of project leaders lack confidence in the data reported.
  - **63%** of decision-makers feel unprepared to meet their ESG goals.
- And only**
- **30%** of organizations have developed an ESG reporting strategy.

To deliver more ESG impact, organizations and project leaders must:

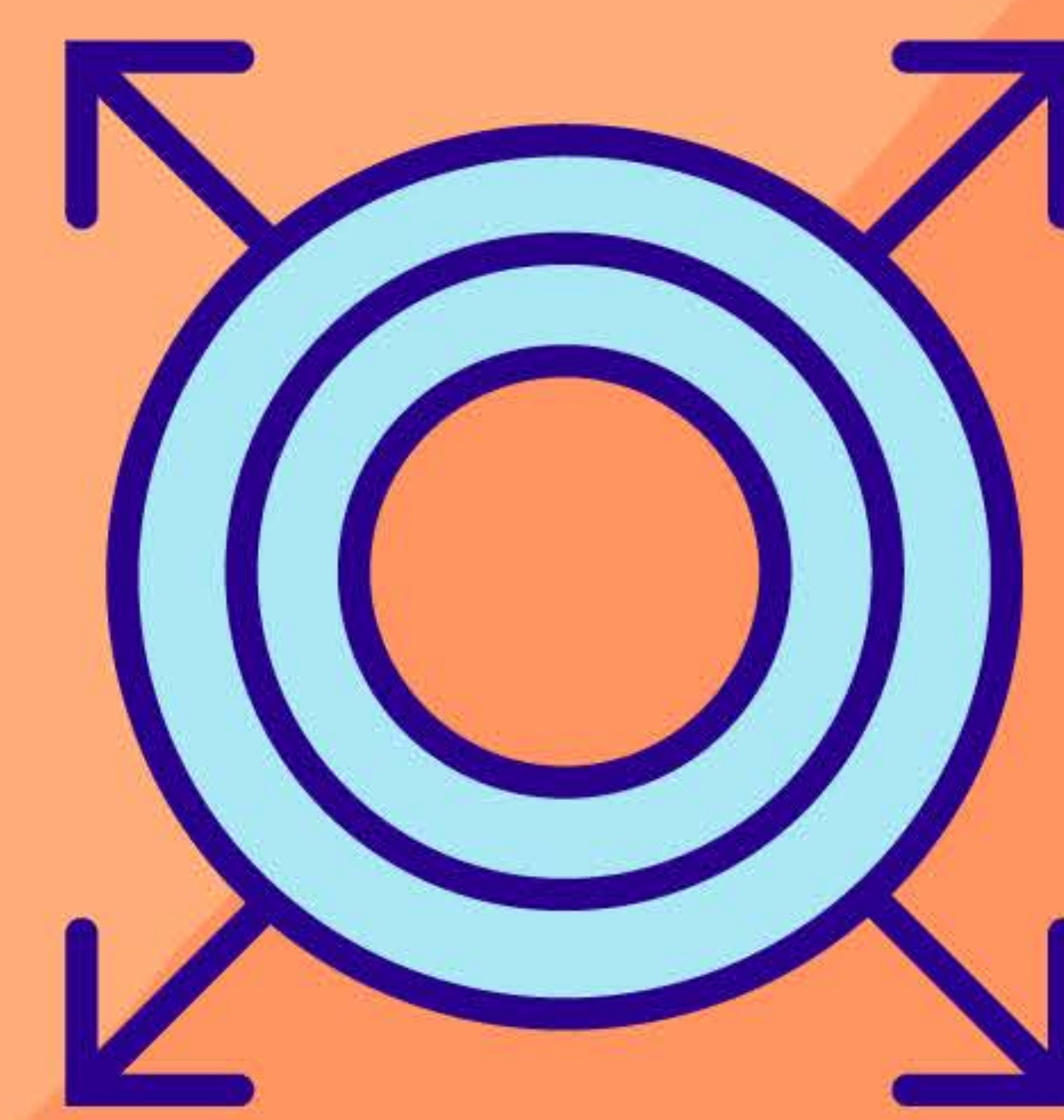
- 1** Identify what to measure.
- 2** Develop clear, unbiased metrics.
- 3** Align those metrics with the strategic vision.
- 4** Document outcomes to sustain commitment.



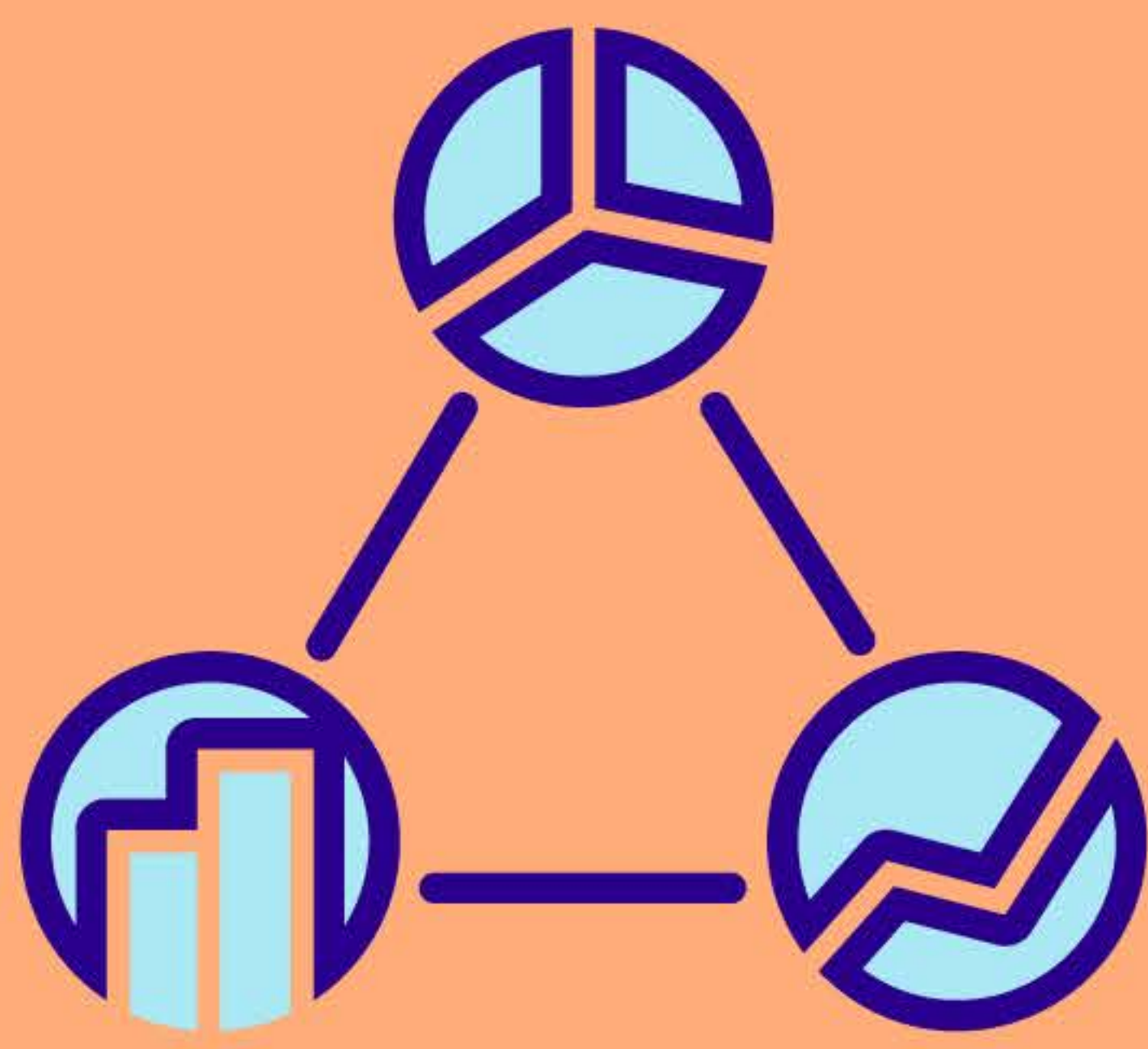
Helpful tools and approaches include:



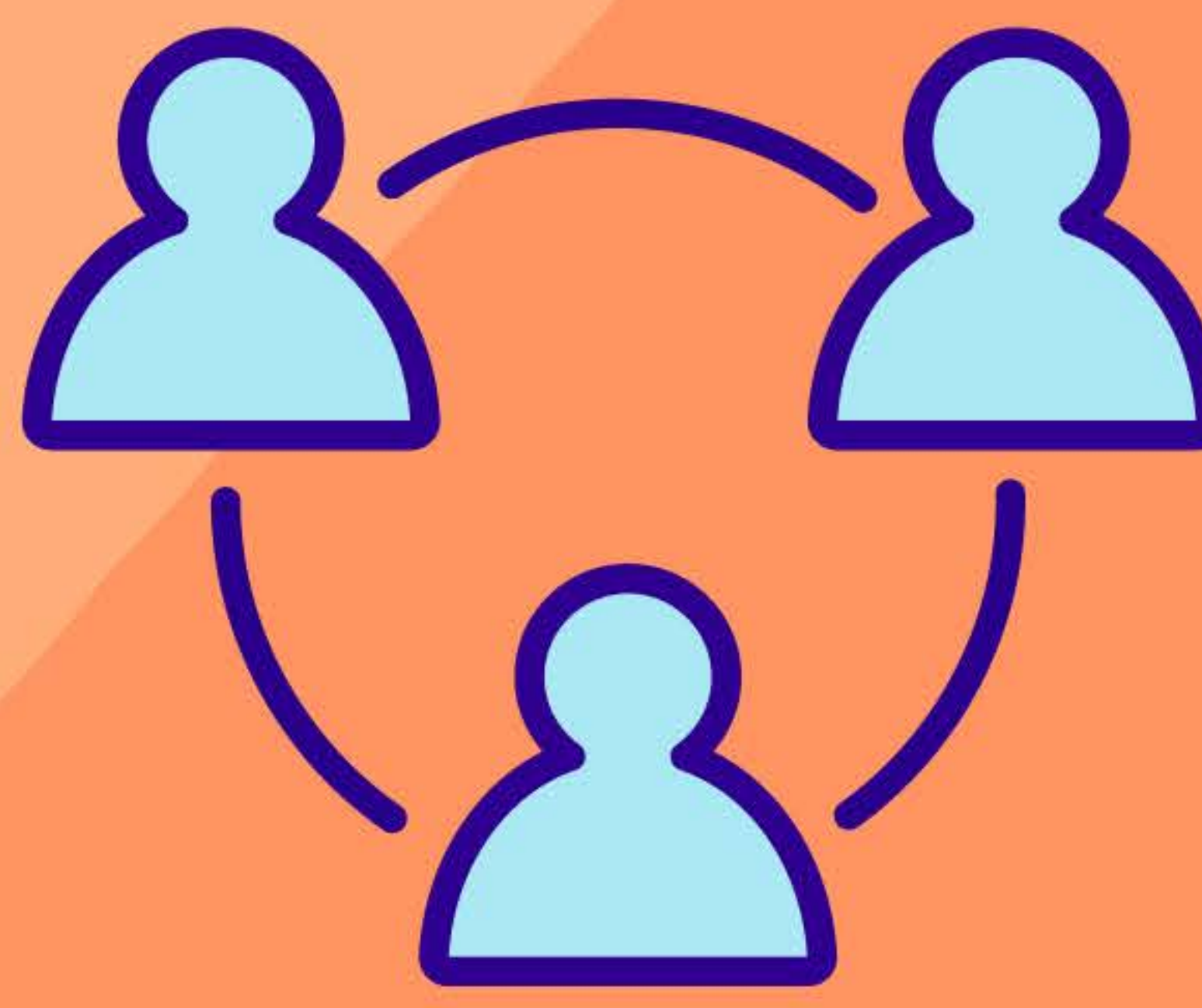
Training or project-specific workshops



Quantitative and qualitative KPIs



Surveys and focus groups



Community member involvement



Shared reporting to measure ongoing performance



How these companies are delivering ESG impact:

- Procter & Gamble is developing an inclusive leadership assessment tool and investing in analytics to build a diverse workforce.
- Rabobank and Microsoft are helping farmers track their carbon output through remote satellite sensors and AI algorithms.
- Walmart is distributing free smartphones to 740,000 employees to capture feedback on DE&I initiatives and workplace well-being.