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Scan: A Comprehensive List of Sustainability Issues for Companies

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More and more companies understand that the success of their business is linked to the resilience of the environmental and social systems around them. As a result, they are interested in understanding how environmental and social factors may impact their business and what impacts their business may have on these issues.

In supporting companies to proactively integrate the health of environmental and social systems into their core strategy (what we call an embedded strategy), we have found it helpful to structure our conversations around five iterative steps, as illustrated below.
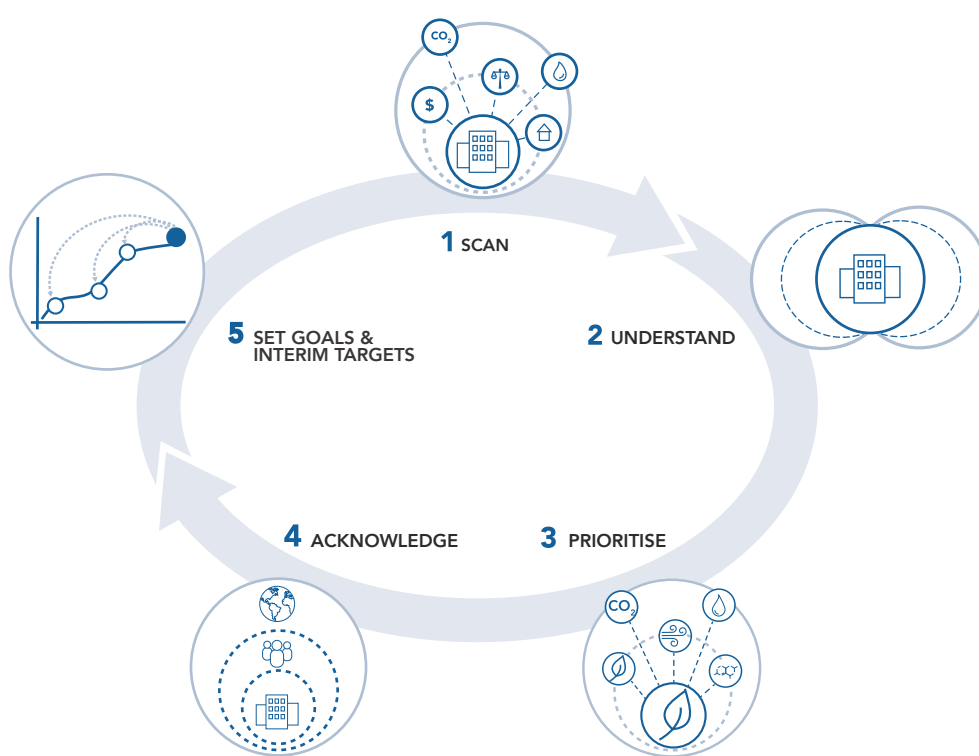

Figure 1: Five key steps to develop an embedded strategy.

This guide focuses on the first of those steps, SCAN by providing a comprehensive list of emerging environmental, social, and governance issues.

To learn more about embedded strategies and the other steps in this process, take a look at our guide Embedded Strategies for the Sustainability Transition.

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Scanning for relevant issues

In our discussions with corporate heads of strategy and risk, they often lament that their scanning processes are still reactive instead of proactive when it comes to sustainability issues. As a result, emerging issues often go unnoticed until the business is facing them first-hand, limiting their strategic options. Several mentioned that it would be helpful to have access to a more comprehensive list of environmental, social, economic, and governance issues that could be a starting point for their scanning process.

To support more proactive scanning, we assembled a comprehensive list of environmental, social, economic, and governance issues that could be a starting point for their scanning process. We scanned hundreds of sustainability reports across a broad range of sectors to see what issues companies were already addressing. We spoke with subject matter experts, reviewed issue-specific resources, and consulted key frameworks like the UN Sustainable Development Goals, the Doughnut of Planetary Boundaries and Social Foundations, the Future Fit Business Benchmark, and over a dozen frameworks used by communities to assess their own resilience. While each of these frameworks contributes important insights, none on its own yields a complete picture. Working with companies from our regional peer groups, we refined and sorted the emerging list into 8 issue categories depicted in Figure 2 below.

Rights & Well-being at Work	Rights & Resilience in Communities	Governance & Ethics	Pollutants
Materials & Waste	Ecosystems	Water	Climate

Figure 2: Eight issue categories to support scanning.

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Exploring the issues

Using the lists that follow, we encourage you to reflect on your company's direct impacts and the impacts in your value chain to understand their effect on key systems thresholds. Through this process you will be able to identify a set of issues that may be particularly relevant to your company, requiring urgent action, and others that should continue to be monitored and better understood.

The tables below include a description of each of the eight issue categories, as well as a more detailed explanation of the relevant sub-issues for each issue. Not all sub-issues will be relevant to your business. But as you explore the list, take the time to consider sub-issues that have the potential to become more salient in the future. We have observed that issues that start in one industry can sometimes leap quite quickly to another.

1.   Rights and Well-being at Work
2.   Rights and Resilience in Communities
3.   Governance and Ethics
4.   Pollutants
5.   Materials and Waste
6.   Ecosystems
7.   Water (Fresh and Marine)
8.   Climate

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RIGHTS AND WELL-BEING AT WORK

Includes the human and group rights to which workers are entitled, which companies must respect while they are at work, and which should not be infringed upon outside of work (i.e., post-employment health and well-being; family supports). This also includes the conditions companies must create to enable workers' enjoyment of their rights. All references to workers below include employees, contractors and those within the value chain.

Respectful & Inclusive Workplace Culture	In an inclusive and respectful workplace, workers enjoy freedom from discrimination, freedom of opinion and expression, freedom of thought, conscience, and religion, and the right to privacy. The company ensures appropriate policies, practices, safe and accessible feedback mechanisms, internal narratives regarding inclusion and diversity. Company leaders help build and maintain a respectful and inclusive workplace culture and model these behaviours. In this workplace, Indigenous Peoples, persons living with disabilities, women, individuals who identify as LGTBQIA2S+, persons belonging to national or ethnic, religious, and linguistic minorities, as well as migrant workers, older workers, and other equity-seeking groups feel safe, able, and welcome to be themselves and are able to express or engage in religious practices, beliefs, and observances as well as the cultural practices of Indigenous Peoples, including through work schedule accommodations.
Respect for Group Rights & Protections	In policies, practices, culture, and decision-making, the company and its representatives exhibit respect for and uphold group rights, including the rights of Indigenous Peoples, persons living with disabilities, children, women and girls, persons belonging to national or ethnic, religious, and linguistic minorities, as well as migrant workers, persons who identify as LGTBQIA2S+, and other groups.
Safe & Healthy Working Conditions	Workers are able to enjoy their right to safe and healthy conditions of work. The company anticipates, monitors, and controls workplace hazards (physical, chemical, and biological) to prevent adverse impacts on the physical health, mental health, and comfort of workers. The company is attentive to these impacts in the physical or virtual workplace, including chronic effects that may manifest after employment has ended. The company ensures appropriate policies, procedures, training, and equipment are in place to enable and empower workers (including contractors) to protect themselves from work-related harm, injury, illness, or other adverse health or mental health impacts. Workers are empowered to refuse unsafe working conditions.

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RIGHTS AND WELL-BEING AT WORK (CONT.)

Healthy & Inclusive Workplace Design	Workplace design and set-up allow employees to benefit from natural lighting and airflow. The company actively engages in health promotion, including the option (but not requirement) to obtain annual flu and virus inoculations, ergonomic workstation equipment and set-up, time for movement breaks, or incentives to participate in sports or other outdoor/health promotion activities. Where the company provides meals, most meal options are healthy, nutritious, and culturally appropriate. Workers have access to adequate leisure time and exercise, including where workers are employed in labour camps, on vessels, in factory communities, or other settings where they are unable to go home on their personal time. The workplace, accommodations, and any communal spaces are designed and built to be accessible to persons of diverse abilities. The company makes reasonable accommodations for workers to work in the home, where feasible and safe, and provides the necessary hardware, software, and ergonomic workstation equipment for workers to do so.
Good Health & Well-being	Good health and wellbeing are multidimensional in nature and can be affected by workplace conditions, the home environment, as well as a balanced division between the requirements of each. The company can support good health and wellbeing through safe and healthy working conditions (detailed above) as well as ensuring workers' ability to enjoy their right to leisure and paid time off, at minimum as stipulated by law. Workers have a right to reasonable working hour limitations and should have the opportunity to rest, recover, and relax between shifts, this includes adequate time between rotations for workers in camps, on vessels, or in other conditions where they are unable to return home at the end of a workday. The company provides employees and contractors with health benefits that support health and wellbeing.
Human Dignity & Integrity	Through policies, practices, culture, and decision-making, the company ensures that all workers are free from torture, cruel, inhuman, or degrading treatment or punishment; are free from violence or exploitation; are free from forced or compulsory labour, debt bondage, prison labour, or other forms of modern slavery. The company does not directly, or indirectly, employ children.

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RIGHTS AND WELL-BEING AT WORK (CONT.)

Decent Work/ Income & Work-Life Balance	The company compensates workers fairly and transparently and pays a living wage to ensure workers are able to meet their basic needs and can afford a decent standard of living for their family without needing government support. The company offers equal pay for equal work, facilitates access to anonymized compensation data for the purposes of benchmarking, and does not negotiate compensation down based on an applicant's previous salary. As part of its compensation package, the company helps ensure its workers can enjoy adequate paid time off. For employees not able to work flexible hours, the company sets predictable working hours and rotation schedules, with adequate notice of changes. Wages are paid on a predictable schedule to support worker financial planning and timely payment of commitments.
Right to Organize	The company respects, safeguards, and does not interfere with workers' freedom of association, of organising, forming or participating in formal or informal groups (including to collectively pursue their rights and/or engage with the government or the company on more equal terms), or their right to collective bargaining, including negotiating with their employer over the terms and conditions of employment.
Family Supports	The company offers employees and contractors paid maternity and paternity leave (including for non-biological parents) as well as parental benefits. Workers are able to take parental leave to care for small children as well as leave for elder care. They have access to adequate compassionate leave for bereavements or to care for a family member with significant risk of death. The company offers flexible work and/or remote work arrangement where practicable, to allow workers to more easily meet their family obligations.

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RIGHTS AND RESILIENCE IN COMMUNITIES

Includes the conditions that support community resilience and the human and group rights that help ensure their realization. Companies should take care not to infringe on rights and should aim to support self-defined community resilience and support the community's enjoyment of their human and group rights.

Respectful & Inclusive Community	In inclusive and respectful communities, residents enjoy freedom from discrimination, freedom of opinion and expression, freedom of thought, conscience, and religion, and the right to privacy. There is respect for group rights, including the rights of Indigenous Peoples, persons living with disabilities, children, women and girls, persons belonging to national or ethnic, religious, and linguistic minorities, as well as migrant workers, persons who identify as LGTBQIA2S+, and other groups. Communal spaces are designed and built to be accessible to persons of diverse abilities.
Respect for Indigenous Rights, Sovereignty, & Self-Determination	Communities and companies working in/with communities (or with community organizations) respect and uphold the Rights of Indigenous Peoples, which include the right to maintain and develop their political, economic, and social systems; the right to enjoy their own means of subsistence, traditional medicines, and health practices; the right to the conservation of medicinal plants, animals, and minerals, and the conservation and protection of the environment and productive capacity of their lands, territories, and resources; the right to access to all social and health services; the right to maintain their spiritual relationship with their lands, territories, waters, coastal seas, and other resources; the right to practice and teach their religious traditions, customs, and ceremonies; the right to maintain, access, and protect their cultural sites; the right to develop their institutional structures, including judicial systems and other rights set out in the UN Declaration on the Rights of Indigenous Peoples. Indigenous Peoples have Sovereignty over the natural resources of their lands, territories, waters, coastal seas, etc. and have a right to the self-determination of their political status, as peoples, and to pursue their economic, social and cultural development. Free Prior and Informed Consent is required for any project that impacts the land, territories, and resources of Indigenous Peoples or that otherwise affects their rights.

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RIGHTS AND RESILIENCE IN COMMUNITIES (CONT.)

Public Safety & Emergency Services	Public safety concerns freedom from accidents, violence, crime, conflict, terrorism, or disasters and the ability of a community to either prevent or reduce the likelihood or adverse impacts of such occurrences. Crime and disaster response capacity are enhanced by adequate numbers of well-trained safety officers and emergency personnel, as well as emergency response planning and preparedness, adequately equipped emergency services and emergency communications. Communities require and are able to ensure appropriate speed, volume, and type of traffic, as well as the safe transport of any hazardous materials which can affect incident risk and safety.
Healthy Natural Spaces	Resilient communities rely on a healthy natural environment that provides robust ecosystem services (like clean water, rainwater drainage, or wild and foraged foods) and maintains ecosystem balance, biodiversity, and environmental quality. Community members can enjoy the benefits of nature and have equal access to safe and natural/green public spaces for leisure, exercise, culture, and subsistence, regardless of socio-economic status or other factors. Community members are not exposed to excessive light, noise, smell, toxins, fumes, or other forms of waste or pollution in or near their residence.
Good Health & Wellbeing	Good health and wellbeing are multidimensional in nature and rely on local or virtual access to culturally safe healthcare services (including medical, paramedical, mental health, and dental care) and social services in adequately resourced facilities with appropriate trained staff; food security, including access to nutritious, healthy, and culturally appropriate foods, ideally locally and sustainably produced; and social security to support individuals with inadequate income for a decent standard of living to support their family's good health and wellbeing. Co-designed culturally appropriate approaches address complex unwellness challenges, including deaths of despair. Community health and wellbeing outcomes are monitored to identify disparities and support or strengthen good outcomes. Poverty or income inequality is approached not from a deficit perspective, but with a systems lens, focused on expanding community assets.

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RIGHTS AND RESILIENCE IN COMMUNITIES (CONT.)	
Human Dignity & Integrity	Human dignity and integrity are founded on the enjoyment of freedom from torture; cruel, inhuman, or degrading treatment or punishment; freedom from gender-based or other violence, abuse, or exploitation; freedom from child labour, forced or compulsory labour, debt bondage, prison labour, or other forms of modern slavery. This includes accessible, safe, culturally responsive helplines, appropriately trained safety officers, safe accommodations, and other supports as well as access to appropriate rehabilitation and compensation for victims of such abuses.
Local Economic Resilience & Decent Local Work	Employers in the community offer adequate opportunities for paid employment and fair compensation that allows residents to enjoy their right to a decent living for their families. Employees work reasonable hours and are able to enjoy appropriate access to leisure time and paid time off. Affordable, flexible, and culturally safe opportunities are available for families or individuals to access elder and childcare. Community members are typically able to work locally, due to companies' local hiring and local procurement practices which support a resilient and diverse local economy that can support local employment needs. Migrant workers are compensated adequately, have appropriate access to leisure, suitable housing, and to social benefits and protections and their jobs do not disrupt local economic resilience. Worker displacement is low, and the community is organized to retain businesses, engage with local employers, and collaboratively minimize the impact of (mass) layoffs if they do occur. Opportunities for retraining/reskilling are available and accessible.
Social & Cultural Connections & Civil Engagement	Community members and groups within communities have strong ties to other groups and individuals and a sense of community and a connection to place. Individuals and groups can enjoy their freedom of association. Community members have access to and freedom of a variety of cultural activities and artifacts, reflective of the diversity of the community's population. Community members are able to engage in participative decision-making and public input is sought on key issues that affect the community. The community is engaged in regular inclusive community development planning processes to actively design and implement a vision for a thriving, sustainable community.

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RIGHTS AND RESILIENCE IN COMMUNITIES (CONT.)

Education, Knowledge, & Skills	All community members can locally access quality, culturally inclusive elementary school and secondary school education. Relevant and quality post-secondary education, including trades school, college, and university are regionally or virtually accessible. Curricula include different ways of knowing and teaching, and there is respect for local knowledge and traditional knowledge holders. Community members can access affordable opportunities for training, skill development, and capacity building that are relevant for employment and/or their personal development.
Water, Sanitation, & Waste Management	All community members have access to safe and clean drinking water through residential plumbing or, at minimum, within a close distance from the home. Safe and adequate sanitation facilities are available in schools, municipal facilities, and residences to reduce risk of sexual assault and lost educational opportunities. Residential sewage systems efficiently and effectively remove and treat sewage and wastewater to support sanitation and safety from related disease transmission. Waste is collected, sorted, and managed appropriately, with material recovery processes in place where feasible, appropriate green waste handling, recycling, and for remaining waste, well-designed landfills.
Housing & Land	Communities and locally operating companies respect land rights, including Indigenous rights to traditional lands and territories. Involuntary resettlement can have significant human, environmental, and economic impacts and only occurs when absolutely unavoidable, with careful input, planning, and implementation to avoid expropriation, to minimize adverse impacts, and to support fairly negotiated settlements regardless of legal rights. Housing for resettled and other community members considers family, cultural and other needs. Home ownership or other forms of housing tenure, including tenancy or co-op housing, are accessible to all community members. The community offers sufficient housing opportunities and vacancies to meet the needs of the community's population, at affordable rates in locations that do not compromise residents' ability to support their good health and wellbeing.
Energy	Communities have access to clean, modern, and affordable energy, with limited or no dependence on expensive fossil fuel supply chains, particularly in remote communities. A stable supply of electricity is transmitted directly into homes, schools, businesses, and municipal facilities, without frequent interruptions, fluctuations, or outages. Communities can rely on being able to access and, where applicable, store energy, to support their ongoing energy security and, where possible, energy independence.

RIGHTS AND RESILIENCE IN COMMUNITIES (CONT.)

Inclusive Banking, Credit, & Insurance	Community members and local businesses have access to banking and can open bank accounts (for personal and business purposes), particularly those systemically excluded from personal banking. Community members and local businesses have access to relevant financing opportunities (for personal and business needs) on reasonable terms, as well as to credit and/or loan guarantees, particularly those systemically excluded from business and personal financing. Community members and local business can purchase insurance to adequately protect their interests. Informal banking systems are recognized as essential alternative offerings and are supported to benefit those needing to access them.
Information, Innovation, & Telecommunication Services	Community members have access to information about their communities and beyond, including through local news. Communities are able to offer residents access to the benefits of innovation, especially to support sustainable community development. Community members have access to affordable and reliable telecommunication services, with sufficient bandwidth to support community members' full participation in virtual learning, employment, engagement, entertainment, and other opportunities. Communities are able to develop and maintain (or effectively advocate for development and maintenance of) adequate local information and telecommunication infrastructure to meet their needs and engage in cost and resource sharing with industry where relevant and mutually advantageous. Processes are in place to protect the freedom of the press and freedom of information and to prevent censorship.
Transportation & Mobility	Adequate and well-maintained roads and navigable waterways exist to safely support community members' mobility and transportation needs, alongside industry or other users. Local transportation and mobility services are available, including safe public transit opportunities and for-hire transportation options for community members with diverse abilities. Communities are able to develop and maintain (or effectively advocate for development and maintenance of) adequate local transportation and mobility infrastructure to meet their needs and they engage in cost and resource sharing with industry where relevant and mutually advantageous.

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GOVERNANCE AND ETHICS

Includes the operational principles that support embedded sustainability and the achievement of positive outcomes in each of the other interconnected social and environmental issues outlined in this framework.

Respect for Rule of Law	Through its policies, practices, and modelled leadership, the company exhibits respect for rule of law, with a commitment to observing the spirit and intent of the law, as opposed to following the letter of the law only. The company respects and upholds the principles of international conventions and follows relevant international guidelines for business enterprises, including those on human rights, labour rights, and various group rights.
Respecting Traditional & Community Knowledge	The company respects and invites different ways of knowing to broaden its understanding of its impacts, its risks, and its opportunities for supporting resilient social and ecosystems. In a respectful way, the company invites and visits (rather than takes) traditional and community knowledge, acknowledging and respecting that traditional knowledge belongs to and is stewarded by the community, not by the company. With permission, these learnings can help deepen the company's understanding of the local context in which it operates, to better comprehend its impacts, and to integrate this understanding into its decision-making. The company uses traditional and community knowledge in line with the intent with which it was shared and not for new commercial purposes, including the development of new products or services based on traditional or community knowledge without the explicit permission of those communities and a fair and transparent process to share in the benefits.
Reconciliation	The company acknowledges it has a role in advancing reconciliation between Indigenous Peoples, federal or national governments, and the non-Indigenous public, based on recognition of rights, respect, cooperation and partnership. The company has adopted the United Nations Declaration on the Rights of Indigenous Peoples as the framework for its approach to reconciliation with Indigenous Peoples. It acknowledges the historic injustices committed against Indigenous Peoples, as well as their legacy and continuing injustices and inequities. The company intentionally builds awareness among its leadership, employees, and peers of the histories of Indigenous Peoples, the need for reconciliation, and ways to revitalize the relationships between Indigenous and non-Indigenous people. The company supports the advancement of equality, anti-racism, and reconciliation, including economic reconciliation, and it makes and supports efforts to eliminate barriers that prevent this.

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GOVERNANCE AND ETHICS (CONT.)

Fair Distribution of Resources, Benefits, & Opportunities	The company does not support (and, where possible, prevents) the discrimination and disadvantage or unjust preferential treatment of specific communities, groups, and/or families in the company's social context. The company focuses the benefits of its tax payments, employment and procurement opportunities, and (local-need-responsive) social investments or collaborations on the local systems in which it operates, through ongoing engagement with local communities. The company may explore community partnerships or profit-sharing structures to ensure fair and local distribution of the resources, benefits, and opportunities the company can offer.
Fair Tax & Royalty Payments	The company pays appropriate taxes, in a timely manner, in the jurisdictions where the company has impacts through its value creation. The company does not avoid paying fair taxes in such impact jurisdictions in order to pursue tax-preferential opportunities elsewhere. Where applicable, the company negotiates and pays, in a timely manner, fair royalty payments.
Fair & Equitable Dispute Resolution	The company ensures that, when required, it willingly participates in fair, equitable, and transparent dispute resolution processes, assisted by an impartial third party. The company offers appropriate redress for its adverse impacts.
Accessible & Transparent Grievance Mechanisms	The company has established a legitimate and accessible grievance mechanism to receive complaints, grievances and other forms of feedback from company stakeholders and rights holders (anonymously if desired) with predictable and transparent processes to address such feedback. The company commits to and delivers timely and effective resolution and remediation, as needed. To ensure effectiveness of the approach, the company ensures that company stakeholders know about the mechanism, trust it, and are able to use it.

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GOVERNANCE AND ETHICS (CONT.)

Accountability, Transparency, & Disclosure	The company comprehensively (not selectively) discloses its sustainability performance data, ideally in raw form (in addition to any curated content) to support independent analysis and comparison, where feasible. The company is transparent in its data sources and data collection and analysis methods and aims to provide data that lends itself to comparability across and beyond industries. In addition to social, environmental, and human resource data, corporate data disclosure should also include statistics on executive compensation (and wage ratios between executives and the median and lowest paid workers), corporate tax data and other payments to governments, and data on the company's political contributions and lobbying expenses.
Anti-Corruption & Anti-Bribery	In policies, procedures, culture, and decision-making, the company and its representatives are trained, empowered, and expected to detect and prevent bribery and corruption. The company collects and records fit-for-purpose data to support its anti-corruption and anti-bribery efforts. The company empowers workers to report corruption, bribery, and other types of illegal or unethical activities and has transparent processes (including a hotline) for whistleblowers to disclose such unethical or illegal practices (anonymously, if desired). The company investigates such reports promptly and ensures whistleblowers are protected from retaliation, reprisals, or intimidation.
Cybersecurity & Data Protection	The company only collects the minimal data required for its legitimate commercial purposes and is committed to the protection of employee, customer, supplier, and other data. Through policies, procedures, culture, and decision-making, the company and its representatives ensure the prevention of data misuse or unauthorized use. The company respects data sovereignty and maintains and follows clear policies regarding data ownership and data use authorization, particularly for data about the company's social and environmental context. The company has robust and safe Records and Data Management systems and practices. The company actively considers the ethical implications of machine learning, when relevant.
Wealth Disparity & Excess Compensation	The company actively works to eliminate intra-organisational pay disparities, whether based on gender, age, jurisdiction, or other differentiators unrelated to skills, performance and experience. The company is mindful of the impacts of its compensation packages – especially those of executives – on community wealth disparity (including impacts on available and affordable community resources).

POLLUTANTS

Includes contaminants that result from industrial activities and consumption patterns, which are accumulating in the air, soil, waterways, and the plants and animals we eat. Companies should take a risk-based approach and work to eliminate processes and materials that result in pollutants and seek to understand the rates at which pollutants can be safely assimilated by the environment.

Nitrogen & Phosphorous	Including excess nutrients and nutrient pollution from runoff and leachate.
Hazardous & Persistent Chemicals	Including acids; caustic substances; disinfectants; glues; pesticides; solvents; flame retardants; polychlorinated biphenyls (PCBs); fluorides; persistent organic pollutants.
Particulates	Including dust; silica; particulate matter 2.5 and 10; diesel particulate matter; microfibres; microplastics; asbestos.
Gaseous Air Pollutants	Including volatile organic compounds; carbon monoxide; sulphur and nitrogen oxides; ozone.
Metals	Including lead; arsenic; cadmium; mercury; and other toxic metals.
Radiation	Including microwaves; gamma-rays; radio waves.
Noise Pollution	Including unwanted or disturbing sounds that affect people and animals.
Light Pollution	Including excessive and/or inefficient lighting; inappropriate use of outdoor lighting.

MATERIALS AND WASTE

Includes the acknowledgement that the Earth's resources are finite, and that we must move away from a linear take-make-waste economy and towards a more thoughtful, regenerative economy that preserves the use and value of resources for as long as possible.

Resource Use	Including material stewardship; resource efficiency in processes and value chain; sustainable procurement; achieving maximum use from resources.
Process Residuals	Including tailings; slag; sludge; waste heat; fibres; shavings; dust; fly ash; overage; defective products; unsold goods; and other process residuals.
Product Stewardship	Including product lifecycle; product longevity; design for repair and disassembly; circularity; beneficial reuse for surplus.
Packaging & Post Life Waste	Including single-use and multi-material packaging; plastics; textiles; pharmaceuticals; medical waste; electronics; batteries; food waste, building and construction waste; and other waste.

ECOSYSTEMS

Includes the cumulative effects of rapid urbanization, industry, and other human activities that threaten ecosystems. Companies should seek to operate in ways that support the ongoing resilience of ecosystems. Harm should be avoided or minimized, and when not possible, companies should offset residual impacts so that natural spaces are healthy and functioning when activities cease.

Biodiversity	Including habitat loss and degradation; species loss, including reductions in population, species distribution, traits, and diversity between species and of ecosystems.
Natural Resource Management	Including management of ecosystems and their services; culturally significant species and landforms; direct goods and services that provide value to communities; cumulative and secondary impacts from development.
Invasive Species	Including prevention, control, and removal.
Land Use & Relinquishment	Including developing, using, and vacating spaces so that future regeneration is not necessary.
Rehabilitation	Including rehabilitation of ecosystems, including the pace and quality of rehabilitation; soil health; restoring wildlife and plant communities.
Protected Spaces	Including limiting human occupation and resource exploitation; preserving key biological diversity and distinctive features.

WATER (FRESH AND MARINE)

Includes water governance and ensuring water quality and quantity in line with ecosystems needs, as well as ensuring access to water for the social, economic, recreational, and cultural needs of present and future generations.

Water Quantity	Including catchment demand; integrated water management; maintaining environmental flows; discharging during peak flows; demand during drought; surface water levels; aquifer draw-down; flooding; long-term "take".
Water Quality	Including chemical; biological; radiological; temperature; turbidity; pH; dissolved oxygen.
Water Governance	Including water rights; integrated watershed planning; water resource development and management; water access for community, cultural, and navigation purposes.

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Includes companies taking actions aligned with reducing atmospheric concentration of greenhouse gases (GHGs) to a level that prevents global temperatures from exceeding safe limits that, at a minimum, address their share of GHG contributions.

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Climate Scenario Informed Decision-making	Including understanding the behaviour of the climate system; identifying relevant climate-related risks and opportunities.
Climate Mitigation	Including efforts to reduce or prevent emission of greenhouse gases.
Climate Adaptation & Risk Preparedness	Including resilient infrastructure; resilient supply chains; disaster contingency plans; building spare capacity into systems; flexible alternative strategies; supporting regional and national adaptation plans.
Renewable Energy Development	Including adopting and encouraging renewable energy options.

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Additional Resources

The Embedding Project is currently developing a free resource to help companies to identify relevant resources related to each of the eight issue categories.

If you want to find out when this and other resources are released, sign up for our newsletter. Every month, we curate the best in corporate sustainability and bring you useful new tools and resources, upcoming events, and leading practice to inspire you.

To learn more about embedded strategies or how companies can support community resilience, consider reading some of our other resources.

Embedded Strategies for the Sustainability Transition
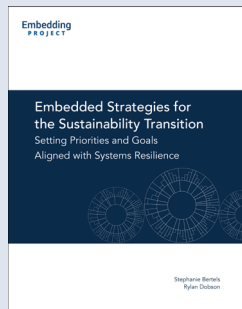
Our Embedded Strategies guide helps companies respond to the growing calls for businesses to articulate their purpose and their strategy in alignment with the need to shift the global economy towards the reduction of inequality, a rapid climate transition, the preservation of biodiversity, and the elimination of waste. This guide and the Executive Primer will help you to develop a contextual strategy and goals that ensure your company is doing its part to maintain the resilience of key social and environmental systems.

Understanding Community Resilience: A Guide for Companies
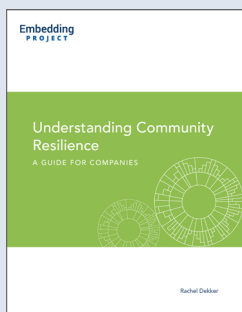
The success of a company is directly linked to the resilience of the communities where it operates, as well as the resilience of the communities of its workers, its suppliers, and its customers. Increasingly, communities around the world are starting to contemplate their resilience and long-term sustainability. As a result, companies are expected to account for their impacts on community resilience. This guide will help you to understand why community resilience matters, how communities are beginning to approach resilience, and how your company can explore its role in fostering community resilience.

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