



# GREEN HR

Building Sustainable Workplaces

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## **Green HR**

Involves the use of HRM policies, Tools, Frameworks and Guidelines to promote the sustainable use of resources within business organizations and, more generally, promote the cause of environmentalism.



# Sustainability

Meeting the needs of the present without compromising the ability of future generations to meet their own needs







Context



# We are signatories of the SDGs

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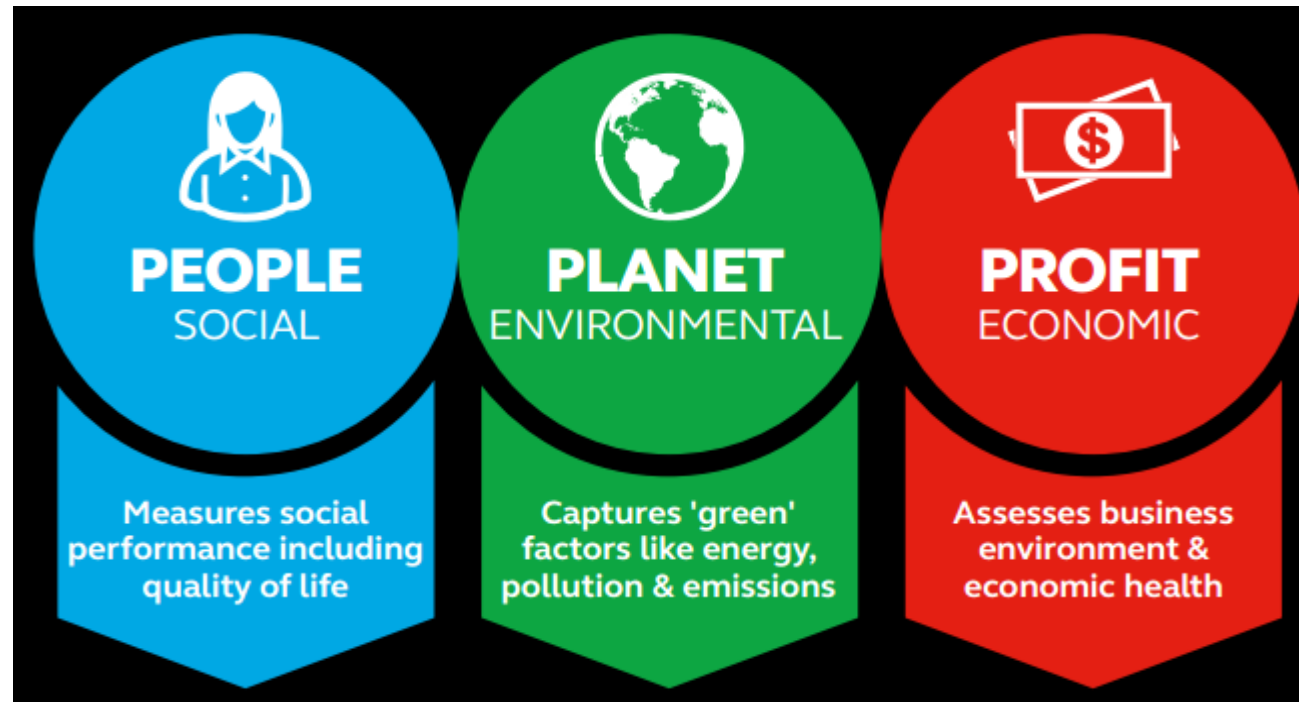


**SUSTAINABLE  
DEVELOPMENT** **GOALS**



# What are businesses focusing on?

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# Local Context

**01**

Reality of  
Environmental and  
Social challenges

**02**

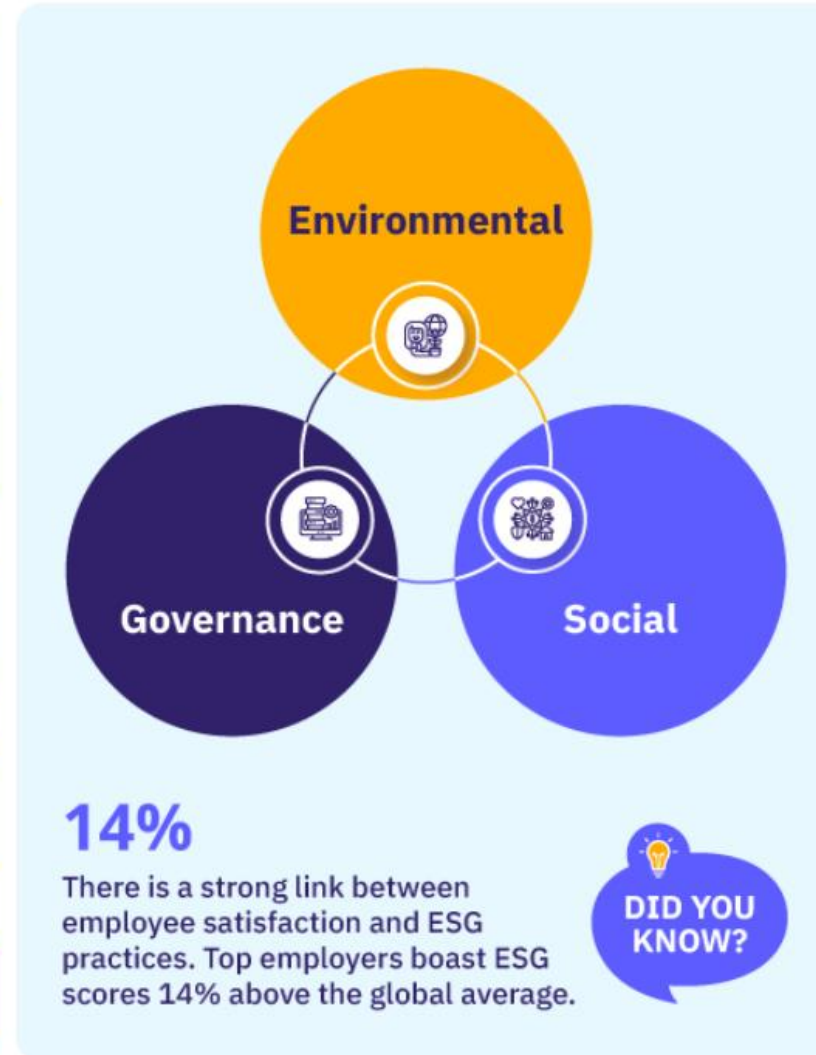
Vision 2050 and  
Leading Party  
Manifesto

**03**

Increased awareness  
and a need to sustain  
Mother Earth.



# HR Materiality





# The Sustainability Frameworks



YOUTH FORUM

Embracing Millennials and Gen Z

CRDB  
BANK  
Youth Forum

Embracing Millennials  
and Gen Z





**ESG Framework for  
sustainability**

# Building a Sustainable Workplace





# What Can HR Do ?

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## **Sustainable Competencies**

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- Consider green competencies in hiring
- Build Green Competencies
- Recognize green competencies



## **Sustainable Performance**

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- Include Sustainable KPIs
- Reward Sustainable Performance



## **Sustainable Governance Structures**

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- Review policies, Procedures, and Manuals
- Leverage on partnership and Inclusiveness



## **Sustainable Culture**

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- Nurture positive behaviours towards the environment and society

# Thank You

