

Opinion

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Sustainable
**HR's role in leading a modern
workplace**



At first glance, terms like **circular economy, coal power plant retirement, biomass, or green energy investment** might seem far removed from HR. Aren't these topics better suited for supply chain or environmental teams? As HR professionals, we often focus on talent, culture, and engagement without considering how these concepts intersect with our responsibilities.

But here's the truth: sustainability is about people, and if it's about people, it's about HR.

Let's break it down simply.

What sustainability has to do with HR

People are at the heart of sustainability:
Green transitions reshape jobs and mindsets.

Leadership must drive change:
Leaders drive sustainability by understanding its
importance and modelling eco-friendly
behaviours.



HR policies can make a difference:

Minor policy changes lead to significant impacts, such as hybrid work reducing commuting emissions, travel policies prioritising virtual or green options, or partnering with sustainable suppliers.



Workplace culture drives sustainable impact:

A culture of sustainability inspires change by integrating sustainability into reward systems and encouraging employee-driven green ideas.





HR needs to step up and lead on sustainability. This isn't about becoming experts in windmills or biomass; it's about recognizing that sustainability is integral to creating a future-ready workforce and culture.

Ask yourself:

- Are we preparing employees and leaders for a greener world?
- Are our policies and practices aligned with sustainability goals?
- Are we building a culture where sustainability is valued and integrated into decision-making?

By taking ownership of sustainability, HR can help organizations not only adapt but thrive in a rapidly changing world.

Sustainability isn't someone else's job—it's ours too.
Let's make it happen!

How Farihas.com can help

At Farihas.com, we understand that creating a sustainable, modern workplace requires bold thought leadership and practical solutions.

Our team of dedicated experts offers tailored advisory services and capability-building programs to empower HR professionals to lead sustainability efforts effectively.

