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Climate and Environmental Roadmap

July 2023



Climate Action
Accelerator



Terre des hommes
Helping children worldwide.

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FOREWORD

The climate and environmental crisis is affecting people and in particular children across the globe. The situation is only getting worse – and countries affected by conflict are among those hit the hardest.

For Terre des hommes, the climate crisis is a child rights crisis. Climate change has stark, immediate, and long-term implications for the full range of children's rights. Every day, millions of children are experiencing the devastating impacts of climate change. According to UNICEF, 2 billion children are in danger of one of the climate change and environment effects such as floods, droughts, fires, heatwaves and more. 920 million children are exposed to water scarcity, 400 million to cyclones, 330 million to river flooding and 1 billion to air pollution. Moreover, the convergence of climate change, environmental degradations, conflicts, violence, and poverty has grave humanitarian consequences. It worsens food, economic and water insecurity. It widens health disparities. It limits access to essential services. It provokes displacement and migration, and it weakens the capacity of institutions to provide support to their population.

There is still time to do something, but the window of opportunity to secure a livable and sustainable future for children and youth is rapidly closing. If stronger commitments on mitigation and adaptation measures are not taken, children themselves expect that this is only going to get worse in their lifetime and for future generations.

Terre des hommes is working for the children's rights and wellbeing and for those leading the world of tomorrow. Therefore, Terre des hommes must also care for their global source of life and home – the planet. We are deeply committed to doing our part to help children, their families and communities suffering from climate change and environmental degradations.

We believe that environment preservation and climate action is also part of our Accountability to affected people – as a component of Do No Harm principle application.

In line with this ambition, we have defined four organizational goals:

- Factoring climate change in all our three programmes (Health, Migration, Access to Justice).
- Reducing our carbon footprint by 50% by 2030, compared to 2021 levels.
- Advocating globally and locally for the respect of children's rights by emphasizing that climate crisis is a child rights crisis, the voice of children and youth needs to be heard and that children become a part of the solution.
- Strengthening internal awareness and understanding of climate change impact on children.

We are determined to find simple, systematic, individual and collective measures that will be enshrined in our "way we do business".

– Barbara Hintermann, Director General



WHY THIS ROADMAP?

Our ambition

Climate change and its consequences

“The extent to which current and future generations will experience a hotter and different world depends on choices now and in the near-term”
– IPCC March 2023 Synthesis Report

Our global environment is undergoing dramatic change at an unprecedented rate as a result of human activities. The reports of the Intergovernmental Panel on Climate Change (IPCC) are consistently clear and unequivocal: climate change and environmental degradation threaten every aspect of our lives, and especially put at risk the lives and livelihoods of future generations. Moreover, already vulnerable populations and communities around the world, in Africa, Asia and South America, have a higher vulnerability to climate hazards and are facing the largest adverse impacts of the crisis.

According to the latest IPCC report, “There is a rapidly closing window of opportunity to secure a liveable and sustainable future for all” (2023). With this serious call for action in mind, we have a responsibility to do our part to reduce our greenhouse gas emissions, with the aim of limiting global temperature rise to well below 2°C, in line with the Paris Agreement, and to maximise the sustainability of our current and future activities.

The climate crisis is a child rights crisis

Children, who represent almost one third of the population, are entitled to a range of specific fundamental rights set out in the UN Convention on the Rights of the Child (UNCRC), which has been ratified by 196 countries to date.

However, climate change and environmental degradations pose a significant and unprecedented threat to the realization of many of these rights due to the physical and developmental characteristics of children, including the right to a clean, healthy and sustainable environment. This is particularly true for children in marginalized or vulnerable communities, where intersecting inequalities exacerbate the adverse effects of climate and environmental impacts and vice versa. In short, **the climate crisis is a child rights crisis** that has already started to defy decades of efforts to improve the lives of children and youth.

Children and youth are also explicitly subject to several forms of intergenerational environmental injustice, as they will be the social group that will suffer the most from the consequences of the climate and **environmental crisis** while they have contributed the least. Moreover, despite recent demonstrations of their capacity to act and instigate change, children and youth are mostly excluded from the development of laws, policies and programs to mitigate and adapt to the effects of climate and environmental change. There is therefore urgent need for States to place children’s rights and voices at the heart of climate and environmental action, to mitigate threats to their rights and protect them from violations, to improve the effectiveness of the response to these challenges and to see the children as a credible and valuable source for solution finding.



WHY THIS ROADMAP?

Our key commitments

- 1** We actively defend the right to a clean, healthy and sustainable environment to be respected as a major youth and child right and strive for climate justice.
- 2** We will reduce our carbon emissions by 50% compared to 2021 without purchasing carbon offset credits.¹
- 3** We will switch to fossil free energy by default in all our facilities. By 2030, 80% of the electricity we consume is carbon free, through efforts to limit our consumption and by increasing the share of renewable sources in the energy we use.
- 4** By end 2024, we implement a Global Environmental Policy & Guideline, embedding sustainability in all of our practices, whether for travel, facility management or our supply chain, notably our daily procurement and freight decisions.
- 5** As of 2025, 10 countries will have effective waste management plans in place to reduce, recycle and responsibly dispose of waste, scaled up to all countries in 2026. Our offices lead by example, implementing eco-practices at work. We will ban the purchase of single use plastic items by the end of 2023 in all our offices.
- 6** We learn from our staff and partners, as well as from the children and youth experiences while listening to their voices. We will support them all in their contribution and in their implementation of environmentally friendly practices. We will influence actors in our ecosystem along the path of a demanding climate and environmental commitment.
- 7** We share our experience and tools and are transparent on our annual progress and challenges.

¹ The perimeter includes all direct and indirect emissions of Tdh, including three scopes as well as projects implemented by local partners. See p.8.

WHY THIS ROADMAP?

Our integrated programmatic approach

Our theory of change

In addition to the mitigation objectives detailed in this roadmap, Tdh is committed to adapting its programmatic response by considering the impacts of the climate and environmental crisis on children, and their agency as actors of change. This has resulted in the integration of climate change into the theories of change (TOC) of the organization's three programmes (Health, Migration and Access to Justice), including a set of strategic orientations in each that will help to monitor efforts at the operational level:

- The Health programme will work to establish early warning and support systems for victims of climate crises and engage in advocacy for climate justice and environmental protection.
- The Migration programme will focus on strengthening the capacity of Children and Youth in Migration (CYM) and their communities to adapt to the adverse effects of climate change on their ecosystems and livelihoods.
- The Access to Justice (A2J) programme will aim to advocate for "climate justice" with children (strategic litigation and rights to association and peaceful assembly of children) and reduce climate impact on children deprived of liberty.

In addition, the three programme will contribute to the mitigation efforts, and include tackling environment degradation and climate change in the way they are designed and implemented.

Mitigation, adaptation and resilience

In addition to integrating climate elements in the organisation's programmes TOC, this roadmap also marries mitigation, adaptation and resilience. It is equally important for us, as an organisation, to support adaptation and resilience projects and adopt ambitious carbon footprint reduction plans, as they are both part of the same effort to upgrade our capacity to respond to current and future crises. Most solutions selected for emissions reductions also have positive impacts in terms of building resilience: for example, deploying more renewable energy can be a vehicle to strengthen services to populations in humanitarian contexts where high energy prices are weakening availability of these services and access to them.



WHY THIS ROADMAP?

Our integrated programmatic approach

Advocacy

In the face of climate change and environmental degradation, and because of the existential threat posed by this crisis and the magnitude of the societal transformation required to respond to it, it appears imperative to protect children's rights. Both the 2015 Paris Climate Agreement and the 2030 Agenda for Sustainable Development have incorporated a more integrated approach to human rights in climate action, but to date, this has not been specifically the case for children's rights. Tdh is committed to working towards better recognition of children's rights related to the environment, by developing its positioning and advocacy on the issue.

Building on its experience in the drafting process of the General Comment 26 on children's rights and the environment by the Committee of the Rights of the Child (CRC), the active and effective participation of children and youth in advocacy activities will continue to be a cornerstone of Tdh's strategy for children and youth empowerment. Youth social movements show how much we have to learn from children and youth about environmental issues. Tdh will position itself as a vigilant actor ready to politically support and relay children's testimonies on how climate change affects their lives and their revendications to governments, international institutions, and the business sector.

Working with our partners

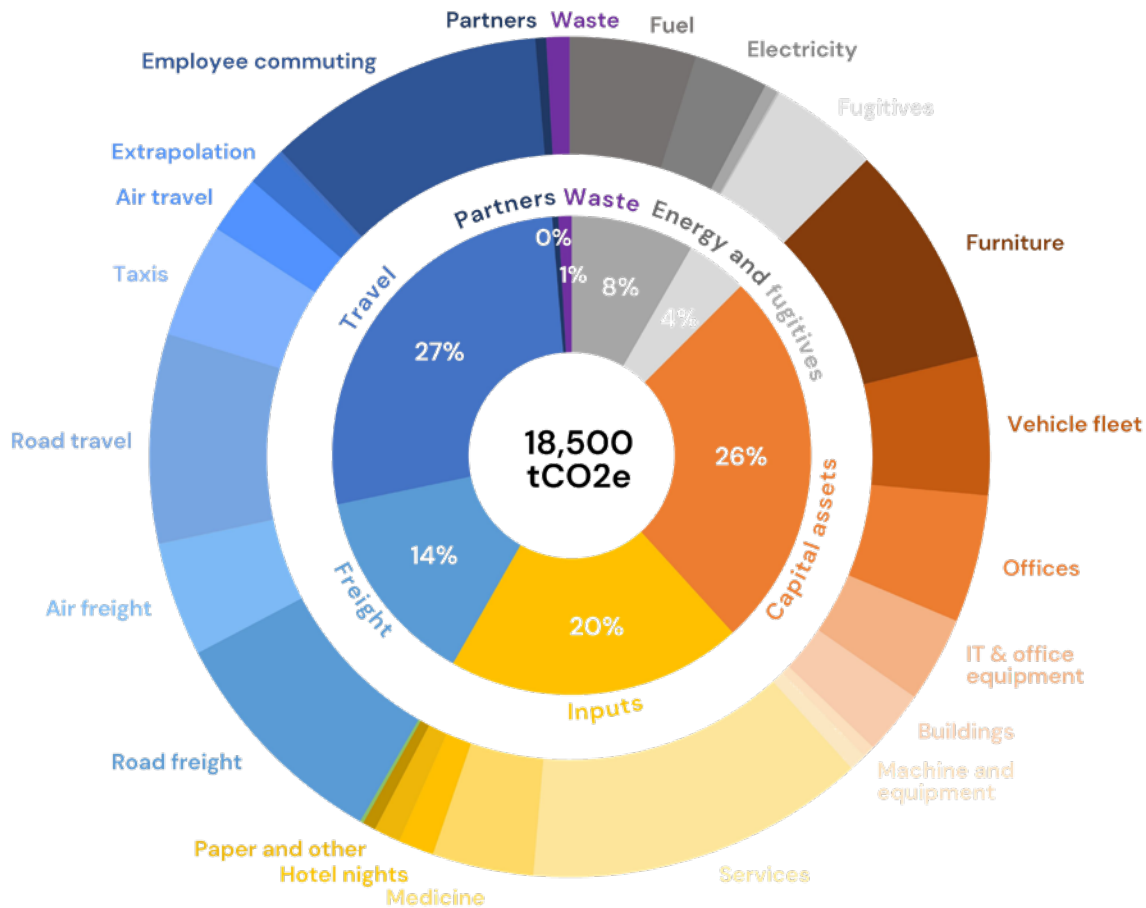
Tdh regularly works with local and national partners on the field to design and implement projects. In this context, a specific project on Partnerships and Localisation has been launched in 2022 to improve the way we work with national and local partners, to develop a new Partnership and Localisation policy along with accompanying guidance framework and tools. The overall aim is to empower and support local and national actors in developing their capacities to protect and enforce the rights of people affected by a crisis.

In this context, constructive exchanges with partners, and a progressive and targeted integration of the latter in Tdh's climate and environmental progress initiative will be encouraged. More concretely, ambitions will include supporting our partners through concrete actions to reduce the environmental impact of our joint actions, and to develop our common capacity for adaptation. In collaboration with CAA, Tdh plans to launch a pilot phase with partner organisations in South Asia in 2024, following the interest expressed by Tdh delegations in this region to move forward on this theme. This approach will be framed by a necessary perspective of common learning, sharing of expertise and mutual commitment, and will be based on a balanced governance model.



HALVING OUR EMISSIONS BY 2030

Our 2021 carbon footprint



Tdh's greenhouse gas (GHG) emissions in 2021 are estimated at a total of 18'500 tonnes CO₂ equivalent.

Although an atypical year due to Covid pandemic crisis, the 2021 measurement was chosen as the baseline for the organisation's carbon footprint. It intends to quantify all the sources of greenhouse gas emissions for which Tdh is accountable and all delegations that are financially dependent on Tdh, in accordance with the Greenhouse Gas Protocol.

This includes the Lausanne Headquarters, the Zürich office, the 30 countries where Tdh had an operational capacity in 2021, as well as all activities for which funding was provided by Tdh and that have been implemented by partner organisations. It accounts for 2021's 2190 employees and budget of 97.9M CHF.

The carbon footprint is particularly concentrated in three categories of emissions: **travel** (27%), **purchase of goods and services** (46%, including capital assets and inputs) and **freight** (14%). These account for almost 87% of the organisation's total emissions.

It is sometimes difficult to grasp GHG emissions indicators in tonnes of CO₂e. For reflection purposes, here are some orders of magnitude – 18'500 tonnes of CO₂e are equivalent to: 1) 1889 trips around the globe in a diesel car, 2) 9500 roundtrip Paris–New York flights in economy class, 3) the estimated annual per capita emissions of around 11000 Indian or 1500 Swiss people*

*based on per capita consumption-based CO₂ emissions. Source: ourworldindata.org

HALVING OUR EMISSIONS BY 2030

Our decarbonisation trajectory

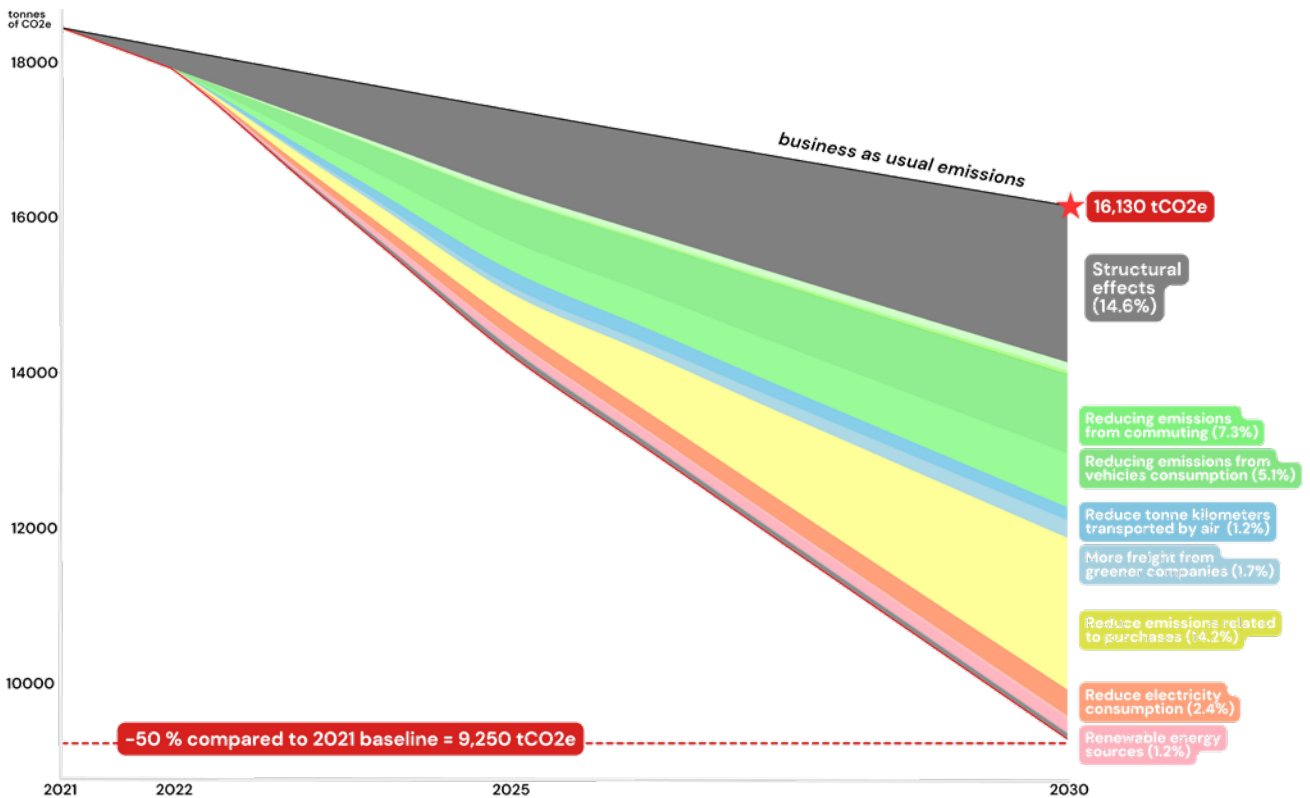
In a business-as-usual scenario, our emissions would reduce over the coming decade based on our financial growth projections and inflation, but not at the rate required.

Halving emissions means drastically decoupling the evolution of emissions from the volume of our operations.

Taking note of the scientific consensus and the urgent call to action, Tdh Foundation has

committed to and is taking action to reduce its emissions by 50% by 2030, compared to our baseline emissions in 2021, excluding any accounting of carbon offsets.

Below is our decarbonisation trajectory, which leads us to a carbon footprint of 9250 tCO₂e in 2030. The following pages outline the 28 solutions and actions that will take us through this transformation.



What are the solutions presented above?

The solutions in the graphic above are presented following the same groups as in the footprint (travel, freight, procurement, energy). The percentages shown in brackets correspond to the reduction impact of each solution and its contribution to the overall 50% reduction effort by 2030. All 28 solutions selected contribute to the reduction of emissions, including structural effects which are explained on the next page.

HALVING OUR EMISSIONS BY 2030

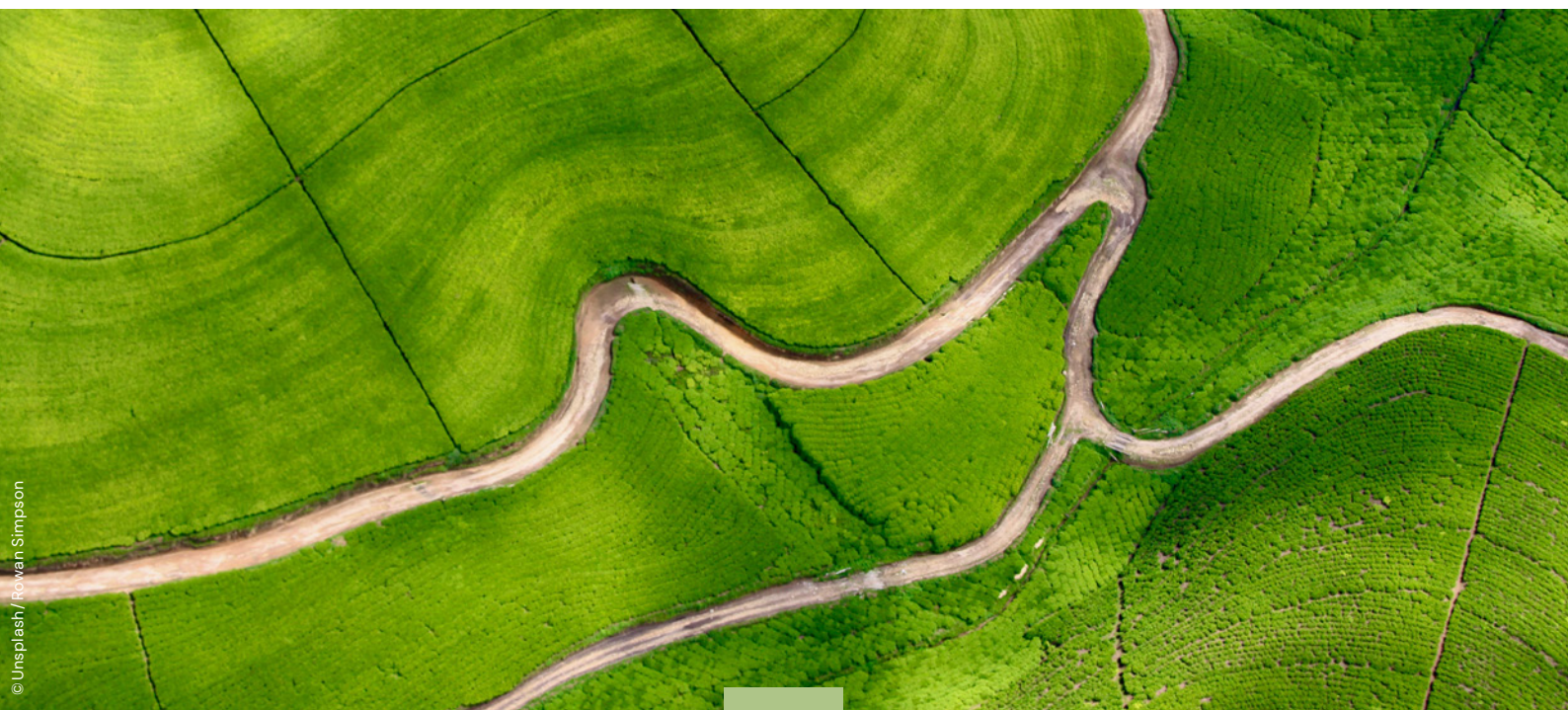
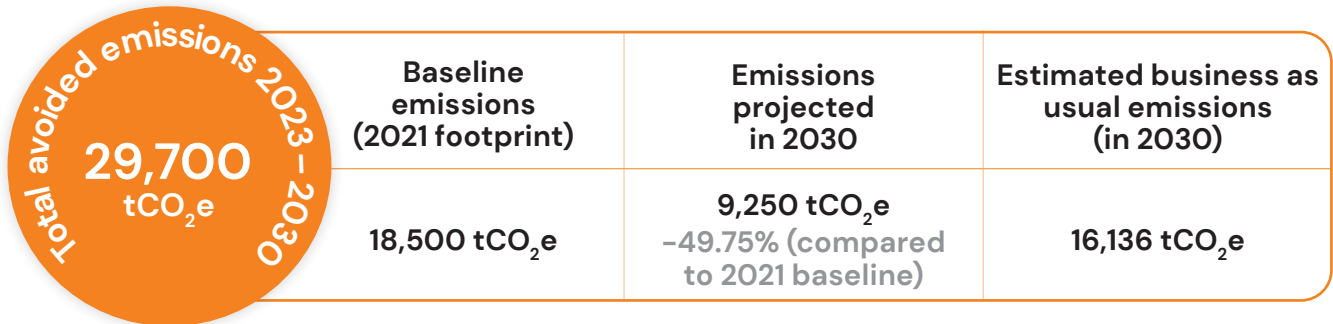
Our decarbonisation trajectory

What are the structural effects in our decarbonisation trajectory?

Structural effects are applied to carbon reduction trajectories in order to account for the fact that regardless of the individual choices of a given organisation, societies as a whole are decarbonising. The energy mix in many parts of the world is evolving towards more carbon-free sources; gains in fuel efficiency impact the emissions of transportation; and industry and manufacturing are upgrading towards less emissive production. When calculating the projected carbon reduction pathway of Tdh, these factors are also taken into account.

Summary of projected emissions, targets and reductions by 2030

The following pages present the 28 solutions selected for the roadmap, planning ahead to 2030. Each solution is detailed, including specific actions and expected outcomes associated with the solution. They are grouped by big domain, namely, transport, purchase of goods and services, energy, waste, ecosystems, digital and some transversal solutions on good practices. The overview below provides an account of the expected global impact of the deployment of solutions on emissions, both in 2030 and cumulatively since 2023.



HALVING OUR EMISSIONS BY 2030

Solutions, actions and expected results

TRANSPORT

41% of footprint

Emissions in 2021

7,454 tCO₂e

Emissions in 2030

4,140 tCO₂e

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Solution

Regulate air travel needs to travel less



Actions

- Reduce the number of trips by consolidating a responsible travel policy defining clear criteria
- Encourage online meetings
- Encourage grouped & multi-purpose trips
- Review locations for training and large meetings
- Develop internal incentive mechanisms (for example, a carbon budget by department)

Expected outcomes

Reduce mileage related to business travel by air: 20% by end of 2025 and 35% by 2030.

Develop sustainable travelling practices

- Favor alternative transport mode (least carbon-intensive mode of travel or itinerary)
- Favor direct flights
- Favor economy class
- Consider greener airline & aircraft choices
- Ban individual loyalty schemes

Travel ensured through companies with less environmental impact: 30% by end 2025 and 70% by 2030.

European trips with < 3h time difference (city centre to city centre) between plane and train are made by train: 100% by 2025.

Corresponding flights through relevant European hubs (with < 3h time difference city centre to airport) are made by train: 60% by 2025.

Reduce the carbon impact of home-office commuting

- Support public or collective transport and soft mobility in all offices where context and security allow it
- Encourage part-time remote working, for HQ & field

Reduce the km made by staff commuting by car to the office: by 30% by end of 2025 and 60% by 2030.

Use the lowest emission vehicles adapted to the needs

- Optimise fleet of vehicles in delegations (choice of vehicle model)
- Deploy electric cars where relevant

Reduce the forecasted fuel emissions of the vehicles used: by 15% by 2025 and by 30% by 2030.



Rationalise vehicle usage

- Optimise vehicle usage and field visits organisation, when context and security allow it
- Ensure all drivers respect eco-driving practices

41% of footprint

TRANSPORT

continued

Solution

Reduce air freight ratio over other modes of transport



Actions

- Dedicate strictly air freight to sudden onset emergencies and specific, identified and validated items
- Optimise container shipments to the same destination to limit their number or limit airfreight due to insufficient volume

Expected outcomes

Reduce the t.kms transported by air: by 30% by end of 2025.

Select transport options or service providers using means and routes with a lower carbon footprint

- Include sustainability criteria in the selection process of transport companies
- Authorise price increase for greener options

Percentage of t.km freight ensured through transport companies using less emissive fuels or engines: 20% by end 2025 and 60% by 2030.



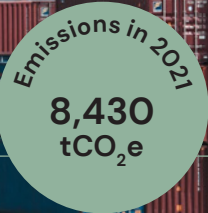
Develop logistics platforms and warehouses close to the fields to reduce transport and manage direct deliveries

- Mutualise storage capacity with other humanitarian actors



46% of footprint

PROCUREMENT



Solution

Optimise the purchasing process

Actions

- Improve forecasting and supply chain management to avoid over-consumption and surplus stock

Expected outcomes

Forecasting and supply chain management are reviewed, and improvements are identified: By end 2025. The purchasing process is fully optimised: by 2030.

Purchase items and services with a lower carbon footprint



- Request visibility on carbon value and life cycle information for better informed orders on relevant items
- Include environmental criteria for services and products in the sustainable procurement guideline to be developed
- Identify alternatives with a lower carbon or environmental impact for key items including replacement of (single use) plastic items
- Engage key suppliers on their climate strategy (especially for EU and HQ)

Reduce transport-related emissions from goods through sourcing of locally or regionally produced products

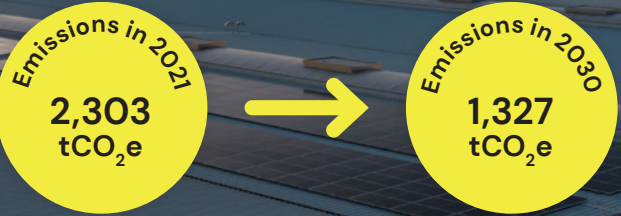
- Prioritise local or regional purchase for heavy or large items if quality can be assured and if carbon reduction can be confirmed

Reduce the emissions related to purchases: 5% by end of 2025 and 35% by end of 2030.



ENERGY

12% of footprint



©Unsplash/Nuño Marques

Solution

Favour sustainable rehabilitations and constructions

Actions

- Respect rehabilitations and construction best practices/standards to encourage sustainable design and appropriate buildings or infrastructure (including construction techniques and materials)

Expected outcomes

A best practice guideline is defined by 2025.

Increase the thermal efficiency of buildings

- Improve energy performance of the buildings through sustainable design, passive measures, including white roofs, insulation and low carbon emissions materials, tree plantations and preservation of natural spaces
- When already implemented passive measures are not sufficient, implement low consumption active measures where applicable (alternative to AC: Air cooler, fans...)

New construction works done according to best practices/standards: 90% by 2030.

Existing buildings that are upgraded accordingly: 40% by 2030



Reduce energy consumption and improve energy efficiency of electric installations



- Electric installations monitoring to understand consumption and optimise power source sizing
- Redefine temperature standards to 19C for heating and 25 - 26C for cooling
- Install automated regulation of electric equipment
- Purchase energy efficient equipment (AC, heaters, light appliances...)

Reduce the forecasted electricity consumption: by 20% by end 2025, and by 40% by 2030.

Decarbonise electricity and energy production

- Reduce fossil fuel produced electricity thanks to renewable resources (photovoltaic panels, wind turbines) and appropriate generators sizing
- Subscribe to a decarbonated energy supplier for buildings where relevant

The kilowatts-hours produced by the organisation from renewable energy sources: 30% by end of 2025, and 90% by 2030.



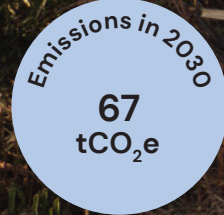
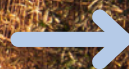
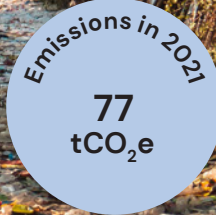
Encourage production, usage and distribution of sustainable heat items in projects

- Use alternatives to fossil fuel, charcoal, or wood in distribution or use of heat production items (e.g., replace with biochar briquettes)

The electricity purchased from the grid will come from renewable sources: 30% by end of 2025, and 80% by 2030.

0.4% of footprint

WASTE & ECOSYSTEMS



Solution

Ensure all steps of waste management are followed in the best environmentally friendly way



Avoid and reduce waste generated by Tdh projects

Increase local or regional recycling of Tdh equipment and waste

Limit pollution through environment friendly treatment alternatives and policies

Preserve water resources

Prevent and limit the environmental degradations made by or affecting projects

Regenerate land and soils

Actions

- Monitor and quantify waste generated in every project
- Develop a strategy, establish and implement tailor-made Waste management Plan (WMP) based on In-Depth Diagnosis in every project

- Reduce usage of single use items in Tdh facilities and favor use of reusable, biodegradable material

- Improve sorting of domestic waste from Tdh facilities and evaluate the local waste streams
- Promote recycling or repairing electronic and electric equipment (WEEE)

- Develop sustainable waste destruction systems (e.g., efficient incinerators, pyrolysis, autoclave or microwave with integrated shredder...)
- Promote sustainable and responsible decommissioning of electronic and electric equipment (WEEE)

- Implement the best achievable options after quick environmental impact analysis with regards to water resources preservation, recycling / treatment and regeneration in each project



- Implement the best achievable options after quick environmental impact analysis with regards to environmental degradation in each project
- Analyse the risks induced by extreme climatic events to develop resilience in exposed projects

- Promote tree plantations, integrate gardens and value composting in Tdh facilities and projects (education and health)

Expected outcomes



By end of 2024, 100% of waste assessments are finalised in 10 countries where Tdh has WASH teams (type of waste and quantity).

As of 2025, 10 pilot countries will have effective waste management plans in place to reduce, recycle and responsibly dispose of waste, scaled up to all countries in 2026.

Specific target on plastic, PET and Paper:
By the end of 2023, all single used plastic items are banned, and all PET and papers are recycled in every Tdh office, when recycling solutions are available.

By end 2024, 30% of projects conduct environmental impact assessments (EIA) from start to finish and incorporate the best feasible options into their action plan, and 100% by end of 2025 (including practices related to water resource management).

By end of 2024, sustainable gardening/blue school projects are promoted in all educational projects of Tdh, whenever possible.

DIGITAL & TRANSVERSAL

Solution

Rationalise amount of data storage and transfer



Actions

- Pursue storage of data in eco-friendly data centres
- Develop data retention policy
- Develop rules related to video usage
- Develop best practices at user level
- Systematise the use of eco search engines
- Develop eco-web & document design
- Reduce paper printing

Expected outcomes

By 2024, a data usage and retention policy is defined, and by 2025, required related investment implement it.

The lifespan of IT equipment is maintained to 5 to 6 years

Employees using only one mobile phone device for both personal and professional use: 50% by the end of 2025 and 90% by 2030.

Number of computer work stations at the HQ is reduced by promoting teleworking: by 40% by end 2025 (90 instead of 160 stations).

IT equipment renewed integrate sustainable procurement criteria: 80% by end 2025 and 100% by 2030.

Reduce carbon intensity related to digital equipment

- Increase/ Maintain the long lifespan of IT and telecom equipment (5–7 years) and reduce turnover rate
- Mutualise personal and professional equipment when relevant
- Set environmental criteria in procurement, purchase easily repairable equipment and repair locally
- Ensure systematic recycling of WEEE



Promote good office/facility practices and responsible behaviour

- Produce clear good practices playbook for all facilities
- Encourage/promote behaviour changes through awareness raising campaign

By end 2024, a facility good practices playbook in all offices and facilities of the organisation is developed and systematically deployed.

Adapt office space in HQ and regional offices

- Optimise office space by introducing co-working and home-working practices
- Integrate environmental criteria in the choice of buildings and equipment (energy performance, insulation...)



Environmental criteria are defined and integrated in the choice of regional offices.

HQ space has reduced by 50% due to rationalisation of computer work stations and integration of home-working practices.

Encourage innovation sharing

- Promote best practices implemented locally to benefit to the global organisation

Identification and sharing of innovative projects or initiatives is systematised.

OUR LEVERS OF TRANSFORMATION

Our roadmap reflects our commitment to transform the way we work by 2030. To do this, we must bring together a number of internal and external conditions of success to achieve our goals.

Influencing our ecosystem

We will encourage our partners and peers to work towards a greater impact in the sector. Conscious of our social responsibility, we are committed to influencing our partners and actors in our ecosystem, to adopt a far-reaching environmental agenda, and to play a leading role in coalitions working in this field within the humanitarian and development space.

Investing in people

A clear understanding and ownership of the impact of our carbon footprint, adequate human resources with the right tools and competences are key success factors. With the right skills and knowledge, each staff member will be empowered to contribute to the individual and organisational behavioural changes needed to achieve Tdh's objectives to reduce its carbon footprint as outlined in the roadmap.

Integration in our programmes

The climate crisis is a child rights crisis. Climate and environmental considerations will be systematically and fully integrated into our programme cycle and be treated as an essential component in sustainable decision-making.

Mobilising key resources

The financial modelling provides an initial estimate of the costs of implementing the roadmap. The net cost over three years is estimated between 0.60 and 0.74% of yearly budget or 2 and 2.4MCHF. This net cost is made of investments of 1.1 to 1.3MCHF, running costs of 0.8 to 0.9MCHF, and HR costs of 0.9 to 1MCHF. They are offset by savings estimated between 0.8 and 0.9MCHF. *These are estimates that may be affected by the way implementation projects are rolled out.*

Leadership

Our commitment to climate action is strategic, operational and strongly anchored in the entire organisation activities. This roadmap aims to achieve ambitious and urgent results and engages the entire organisation and its members in this transformation. Implementation of the roadmap will be driven by the Tdh Foundation leadership, which will regularly report on its progress and mobilise the resources for change.











ASSEMBLING THE MEANS TO SUCCEED

Our priority solutions

The key to success for the emissions reduction target over the next 7 years lies in 8 main climate solutions. In addition to these priority solutions for carbon reduction, 5 other solutions are considered essential to reduce local environmental degradation resulting from our field activities. A specific investment and project management effort will take place over the period 2023 – 2025 to accelerate the deployment of these key solutions in order to achieve the first step towards lower emissions by 2025.

8 key solutions for carbon reduction

 Low carbon goods & services	 Reduce air freight	 Less emissive transport providers	 Reduce energy consumption
 Decarbonise electricity	 Lower emissions fleet	 Rationalise vehicles usage	 Reduce impact of commuting

5 key solutions to reduce local degradation

 Follow waste management plans	 Avoid and reduce waste	 Increase local or regional recycling	 Limit pollution of land, water and air	 Prevent and limit environmental degradation
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Roadmap governance

From the launch of the roadmap onwards, implementation will be coordinated by a climate change project manager attached to the General Direction of Tdh Foundation, supported by a project team.

A transversal Steering Committee will ensure involvement, ownership and accountability of all departments. In addition to ensuring that our monitoring mechanisms for carbon emissions and waste are in place, together they will lead, disseminate, guide and monitor actions with support from:

- Project leaders and technical focal points identified by solution category to turn solu-

tions into actionable projects and activities.

- External experts associated to the action plan, notably those from the Climate Action Accelerator.
- Tdh national coordination teams who are on the frontline to put priority solutions into practice.
- Each staff member, who will all have a role to play in the action.

In addition, Tdh intends to continue to invest in and mobilize external networks and partnership opportunities in order to encourage collaborations, sharing of good practices and pooling where possible.

MEASURING OUR IMPACT

Key performance indicators

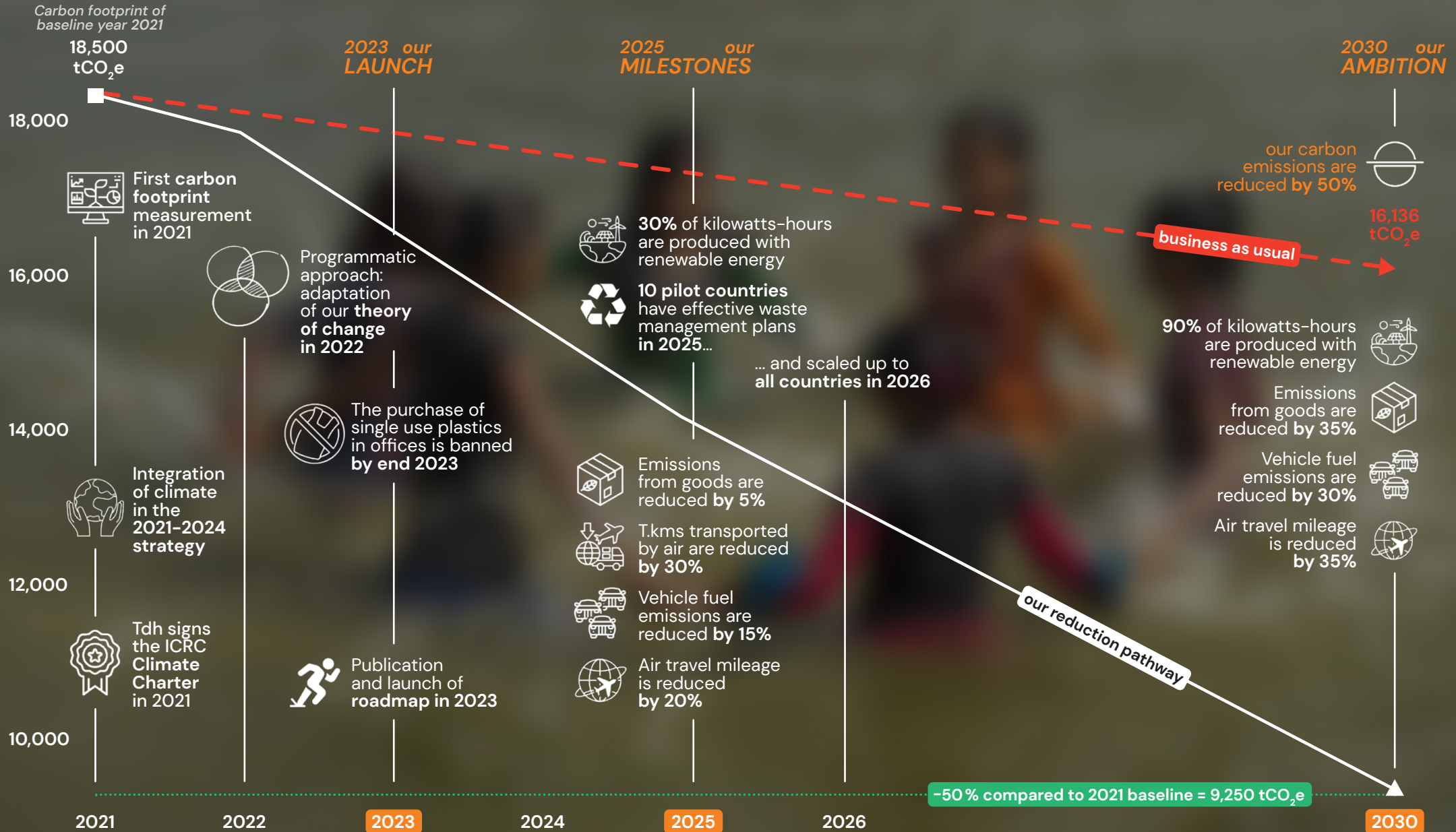
Commitment	Expected outcomes
Climate justice	Advocacy activities on climate justice are transversal throughout our programmes and countries by 2030.
Carbon emissions	Tonnes of CO ₂ e emissions are as close as possible to 14,247 in 2025 and below 9,250 in 2030 (-50% from 2021 baseline).
Renewable energy	Renewable energy is our default choice and 80% of our energy is carbon-free in 2030.
Global Environmental Policy and Guideline	By the end of 2024, a Global Environmental Policy & Guideline is implemented organisation-wide.
Waste management	As of 2025, 10 pilot countries have effective waste management plans in place, and scaled up to all countries by 2026.
Staff and partners	Essential training is provided for targeted staff and partners and means for children and youth to share experiences are created.
Transparency	Our measurement data and progress is shared regularly (at least yearly) and transparently online.

Key means to assemble and expected outcomes

Means	Expected outcomes
Measurement: <i>Measure the organisation's carbon emissions and quantity and type of waste produced</i>	<ul style="list-style-type: none"> In 2024, measuring and monitoring systems for carbon emissions as well as solid and liquid waste are in place for the entire organisation
Coordination: <i>Ensure the steering, monitoring and reporting on commitments and projects identified in the roadmap</i>	<ul style="list-style-type: none"> A climate and environmental roadmap coordinator is in place An annual progress report is produced
Responsibility: <i>Integrate environmental responsibility into the job profiles of all relevant positions</i>	<ul style="list-style-type: none"> Job descriptions at HQ and national coordinators as well as at technical and administrative management levels include their environmental responsibilities and associated tasks
Competences: <i>Integrate the necessary technical expertise into the organisation and train staff so they are empowered to put Tdh's environmental commitments into practice</i>	<ul style="list-style-type: none"> Essential training has been provided to all targeted personnel External partnerships are in place where necessary, notably for energy and waste
Procedures and policies: <i>Incorporate the levers to achieve roadmap expected outcomes in all relevant departmental policies and procedures</i>	<ul style="list-style-type: none"> Policies and procedures in the priority areas of energy, supply and procurement and vehicle fleet and usage are reviewed by 2024 to support the achievement of related expected outcomes
Planning process: <i>Integrate environmental commitments and the means to achieve them into the institutional annual planning process</i>	<ul style="list-style-type: none"> Each annual action plan informs of actions undertaken to implement the roadmap, sets annual targets and incorporates the necessary resources into the budget

AT A GLANCE

Our decarbonisation trajectory



Climate and Environmental Roadmap

July 2023

Terres des hommes Foundation

We thank all Tdh Foundation staff and collaborators who contributed their knowledge and time to the development of this roadmap.

Climate Action Accelerator

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About Terres des hommes Foundation

Terre des hommes, founded in 1960, is an independent, neutral and impartial Swiss organisation committed to bringing meaningful and lasting change to the lives of children and youth, especially to those most exposed to risks. We strive to improve their well-being and ensure the effective application of their rights as defined by the Convention on the Rights of the Child and other relevant human rights instruments. To make a difference, we focus on the areas of maternal and child health, children and youth migration, and access to justice. We aim to empower children and youth through active participation. We advocate for the respect of children's rights, supporting them in voicing their needs and interests. We work in fragile and conflict settings, as well as in stable environments.

About the Climate Action Accelerator





The Climate Action Accelerator, a non-for-profit initiative, aims to mobilise a critical mass of community organisations in order to scale up climate solutions, contain global warming below 2°C and avoid the risk of dangerous runaway climate change. The goal is to help shift the aid, health and higher education sectors towards a radical transformation of their practices, pursuing emissions reduction targets (-50% by 2030) and a 'net zero' trajectory, in line with the Paris Agreement.



Climate Action Accelerator

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