

# Impact Report 2019

Declaring a climate and  
environmental emergency



# Introduction

At IEMA, we take a holistic or 'big picture' view of sustainability. We support everyone working to tackle all environmental and sustainability challenges, from climate change and reducing waste, to driving efficiency and managing risk. For us, it includes impact assessment, environmental management and corporate sustainability.

The year 2019 saw climate strikes worldwide, further evidencing the urgency surrounding the climate and environmental emergency and it has been crucial that we put climate change at the top of the agenda. Into 2020, we have already witnessed drastic changes in the world due to COVID-19, experiencing huge impacts on society and the economy. Our commitment to sustainability and to addressing the climate emergency has been further bolstered during this time, through our work to put sustainability at the heart of the recovery and build back better, to support our society during this tumultuous time and ensure that we make transformational change post-COVID to achieve a low carbon future. We don't underestimate these challenges. But, we believe that together we have a genuine opportunity to change things for the better.

It should come as no surprise that the increasingly strong mandate for change has translated into increasingly strong growth for IEMA's membership, and growing demand for our courses and training. In 2019, we trained 775 people on the Foundation Certificate in Environmental Management and 81 people in the Certificate in Environmental Management in over 50 countries. Through our ESSW courses we had 855 people attend a course to improve their environment and sustainability skills in their workplace. By year end, we had collaborated with a further 26 new corporate partners under our Partnership Programme schemes to deliver initiatives and training, in order to upskill workforces and through our national events and the work of our regional groups, we provided over 100 events for members to connect and hosted 55 hours worth of webinars for continued professional development.

Our 15,000+ members are a diverse group and work in everything from business and industry and environmental consultancies to local government and academia. But, what you have in common is a passion to make a real difference. A real impact. We believe in the power of sustainability to make a real and positive difference for individuals, businesses, communities, society and ultimately our planet.



# Corporate Sustainability

## Our impact on Climate Change and Energy

In September, IEMA declared a Climate and Environmental emergency.

*"International targets for emissions, conserving and restoring nature and for achieving sustainability cannot be met by current trajectories. Global goals for 2030 and beyond can only be achieved through transformative changes."*

*IEMA Policy & Engagement Lead, Nick Blyth*

IEMA developed its first policy Position Statement on Climate Change in 2012, following our pioneering work on practitioner guidance, state of practice, the strategic GHG hierarchy and EIA Climate Change Principles.

The Position Statement on Climate Change was revised in 2014 through an engagement process and set out critical policy calls from our members, to help support transformational change and we have had success (for example on SECR). In September, we reviewed our position statement to reflect the transformational change that is needed to stop this emergency. Climate leadership is fundamental, and at all levels, from Government through to the individual.

## What did this declaration mean to you in 2019?

Organisations can no longer continue with business as usual principles. We recognise that our members are advocates for the transformational changes needed to tackle the climate and environmental emergency and you are on the front line of the challenges. We will continue to support you as members in this crisis to make necessary changes and we need to ensure that leadership on climate change mitigation and adaptation is mobilised across society and at all levels.

We created a [dedicated webpage](#) featuring both the science and developing resources, to inform and support you in light of this emergency. Help us share

our collective experience, knowledge and solutions. Transitioning to Net Zero and building in Climate Resilience are challenges of our age. Let's do this together.

Alongside resources for our members, IEMA made commitments of our own to transition towards net-zero emissions by signing the UNFCCC Climate Neutral Now campaign and working in partnership with five other organisations to create the [Pledge to Net Zero](#). The environmental service sector are now leading in taking action on climate change and the pledge has been signed by many IEMA members. We also contributed to the UK Government's revised environmental reporting guidance. This updated on new (SECR) requirements, which have introduced mandatory energy and carbon reporting to around 11,000 organisations (meeting an objective from IEMA's Climate Change Position Statement).

## Leading the agenda on carbon neutrality and net-zero transitions

We closed the year by presenting evidence from IEMA members at the [COP25](#) in Madrid, outlining new work around carbon neutrality and net-zero transitions. We met with key stakeholders and presented alongside ISO, the UNFCCC, Costa Rica and a range of international climate leaders. We worked closely with leading professionals across IEMA's membership, securing evidence and transition perspectives from front-line professionals.

Collaborating with other professional institutes, accountants, actuaries, energy managers and psychologists, we organised a range of webinars, events and joint conferences, and secured international speakers. This provided you with opportunities to learn, debate, network and share best practice to drive action in this area. In November, IEMA Policy Lead Nick Blyth, was elected as Chair of ISO's Climate Change Coordination Task Force.

#### Member webinars included:

- Driving Climate Actions Through ISO 14001:2015 and Environmental Management Systems
- Embodied Carbon Footprinting – Updating the ICE Database
- Trees and air pollution – an ironic duality
- Task Force on Climate Related Financial Disclosures (TCFD) – Introduction and perspectives for our professions
- The Psychology of Environmentalism: How to be an Environmentalist during Environmental Breakdown
- The Future of Cool
- IEMA Book Club: Don't even think about it: why our brains are wired to ignore climate change
- The Convention on Long-range Transboundary Air Pollution – a 40th Anniversary health-check
- Climate and Environmental Emergency – Declarations and IEMA next steps
- New ISO on Climate Change Adaptation – Introducing ISO14090
- Air quality controls in England
- Air Quality Management in Scotland
- IEMA book club: the invisible killer by Gary Fuller

There were 2,824 attendees to the live webinars with a climate change and energy focus (that's 26% of all webinar attendees!). Our webinars provided you with information and tools to make change in your own organisations, contributing to the action to tackle the climate and environmental emergency. This topic alone provided 13 hours of continued professional development for members. Even more webinars in 2020 will be designed to help you drive change at a local, regional, national and international level. Visit [iema.net/events](https://iema.net/events) to sign up to our latest programme.

#### Missed a webinar?

All webinars are available to watch again on the IEMA members' section of the website, [iema.net/event-reports](https://iema.net/event-reports). Not an IEMA member? Join now at [iema.net/membership](https://iema.net/membership).



#### Events on climate change included:

- EMEX, London - A two day conference on climate change and energy. Speakers included Richard Smith, Sustainability Manager, BBC, Lesley Wilson, Lead Standards Development Manager, BSI and Nick Molho, Executive Director, Aldersgate Group.
- Climate Innovation Forum 2019 - organised by Climate Action. Nick Blyth, IEMA Policy & Engagement Lead, hosted a roundtable discussion on *Transition to net-zero: challenges for carbon neutrality and embedding sustainability leadership and skills in your organisation*. A combination of free and discounted tickets were offered to IEMA members as part of the partnership.
- IEMA member discount for Net Impact Approaches event organised by Consciam.
- A presentation by Nick Blyth, Policy & Engagement Lead at IEMA and a presentation by IEMA's CEO at Edie Live.
- The NHS Climate Change Summit where Martin Baxter joined a panel discussion on: *How does the NHS contribute to the UK Net Targets the government have set out the targets to drive down emissions to net zero by 2050, but how can the NHS contribute, what funding is needed, how do we make SDMP's mandatory and what do we need to implement to ensure we meet these tough targets?*
- A number of sessions at UK Construction Week, a free to attend event. Speakers included David Mason, Skanska who hosted a session as part of the CPD hub.

Our events provided you with an opportunity to discuss strategy and action with other members, and to learn from those who are already making a huge contribution to tackle the climate and environmental emergency. Attending events contributes to your continued professional development (CPD) and in 2019 there were over 15 hours of available CPD through IEMA run events.

As well as partnering with national events like the ones listed above, our regional groups were hard at work providing you with over 100 events to connect with other members like you. This will continue to be a focus in 2020, with more events focused on sharing best practice and equipping you with the skills and knowledge needed to act and create change. See [iema.net/events](https://iema.net/events) for what is going on in your area.



# Circular Economy

We carried out an extensive engagement process with IEMA members, [consulting on reforms](#) considered by the UK government and devolved administrations to the Resources and Waste Strategy. This builds on the initial momentum from the Fellows Working Group on the Circular Economy Resources and Waste Strategy Recommendation Paper. The reforms being considered included the introduction of the Deposit Return Schemes in England, Wales and Northern Ireland or an extended UK Packaging Producer Responsibility system to help support the government's plan to address resource efficiency and the "market failure" of waste production.

Through activity with DEFRA and the Scottish government, we re-energised the IEMA Circular Economy network and re-structured its steering group, helping to attract an additional 60 members to the network with expertise and interest in the circular economy and sustainable resource management practices.

The launch of the Circular Economy in Practice webinar series benefited from presentations by a range of organisations in the UK and internationally, providing members with best practices and reference to key tools that would help integrate the circular economy principles within their organisations.

## Member webinars included:

- World Environment Day – Beat Plastic Pollution: Six Months On
- Government Support to address barriers for Industrial Heat Recovery and Reuse
- Presentation by DEFRA of England's Resources and Waste Strategy

- Focus on England's Resources and Waste Strategy: Deposit Return Scheme
- Focus on England's resources and Waste Strategy: Extended producer responsibility for packaging
- Focus on England's Resources and Waste Strategy: Waste Carriers and Duty of Care
- Focus on England's Resources and Waste Strategy: Transposition of the Circular Economy Package
- Circular Economy in Practice: Eradicating single use plastic from the supply chain
- Circular Economy in Practice: Financing Circular Business Models
- Circular Economy in Practice: Applying CE Principles to Water Management
- Circular Economy in practice: Using digital tools to improve the life cycle of projects in the built environment

There were 2,255 attendees to the live webinars with a circular economy focus (that's 21% of all webinar attendees!). Our webinars provided you with legislative updates and information on how to improve sustainability in your supply chains, contributing to the action to tackle the climate and environmental emergency, with the opportunity to log 11 CPD hours if you tuned in or watch again. Even more webinars in 2020 will be designed to help you improve the circular economy at a local, regional, national and international level. Visit [iema.net/events](https://iema.net/events) to sign up to our latest programme.

# Social Sustainability – Modern Slavery

In 2019 we continued to develop our relationship with government, including the Home Office on issues of modern slavery and the Department of Culture, Media and Sport on social value. We responded to several public consultations on modern slavery and social value, engaging members in webinars, surveys and discussions on these issues. This engagement not only helped test policy metrics to embed social value in public procurement, but also to better understand how the UK Modern Slavery Act could be reformed to encourage organisations to future-proof their approach on how they tackle modern slavery and enhance the impact of transparency in reporting.

While developing a new practical webinar series entitled Focus on Human Rights Due Diligence, we took steps to nurture key partnerships with organisations like BSI and Social Value UK, by joining the technical committee for the development of an ISO-level Modern Slavery Standard and presenting the findings of the IEMA compliance practitioner guide to attendees of SVUK's annual high-level member's forum.

## Member webinars included:

- The role of social value in procurement
- Creating the business case for sustainable procurement
- Working towards a slave-free supply chain
- Review of the Report of the Independent Review of the UK Modern Slavery Act
- Focus on human rights due diligence: assessing benchmarks as a measure of human rights performance

- Anti-slavery day: Modern slavery is a crime, do you know how your business can play a part in stopping it?
- Focus on Human Rights Due Diligence: avoiding non-compliance in supply chains
- Focus on Human Rights Due Diligence: Responsible Sourcing
- Working towards a slave-free supply chain

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## Articles included:

- [Independent Review of the UK Modern Slavery Act 2015: IEMA Demands for Mandatory Reporting are reflected in the Final Report](#)
- [IEMA Calls on Government to Set Out Simple and Action Oriented Policy Metrics in Support of Social Value in Procurement](#)
- [IEMA responds to recent Public Consultation of the Home Office on Transparency in Supply Chains](#)



# Disruptive technologies and Sustainability

The Fellows Working Group on Disruptive Technologies & the Digital Economy released its thought piece on Disruptive Technologies & Sustainability in December. The document, which was a collaboration piece between IEMA Futures and Fellows, with input from key external organisations such as Microsoft and NERC, is a practical reference tool for members. Helping to outline the challenges for organisations, it provides a framework of key actions that sustainability professionals should look to integrate to ensure disruptive technologies can support a transformation towards sustainability. Further work is planned in this area in 2020 in collaboration with IEMA policy networks.

## Member webinars included:

- IEMA Publication Launch: Fellows Thought Piece on Disruptive Technologies & Sustainability

## Publications included:

- [Thought Piece on Disruptive Technologies and Sustainability](#) (available free for IEMA members)



## Missed a webinar?

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# IEMA Partnership Programmes

Tackling the climate and environmental emergency requires all businesses to transform how they work. We reviewed the value and support that we can offer for businesses and organisations, launching revamped packages for the IEMA Partnership Programmes, formerly Corporate Membership, in October. We believe the changes we have made will make a huge difference by upskilling whole workforces in environmental sustainability and providing opportunities for industry and cross-industry collaboration.

As a result, in 2019 we increased the number of partners by 26.

Contact [\*corporate@iema.net\*](mailto:corporate@iema.net) to find out how you can become an IEMA Partner.

## Upskilling the workforce

In 2019, 855 people attended a course to improve their environment and sustainability skills in their workplace through our ESSW courses. Upskilling all areas of the workforce, from marketing to finance, is crucial for businesses to make conscious decisions that will best affect the climate and environmental emergency. We recognised that we need people across society and business to confidently understand the basic areas of the environment and sustainability agenda if we are going to make changes on a national and global scale. That's why we invested time in 2019 to expand the number of trainers able to deliver ESSW courses.

Contact [\*training@iema.net\*](mailto:training@iema.net) to discuss training requirements for your workforce.



# Environmental Management

## Environment Bill and The Broadway Initiative

The Broadway Initiative is a platform for all sectors of the economy and society to work together on the frameworks, plans and partnerships needed to meet net zero emissions and wider environmental goals. IEMA worked with leading bodies from business, environment and professional institutions as part of the Broadway Initiative to encourage Government to come forward with an ambitious Environment Bill to enable all parts of society to play their part in achieving long term objectives for the environment.

In February, IEMA hosted a major event "Shaping the future: Setting the Environmental Objectives for the Environment Bill" at the QEII, London, in partnership with the Broadway Initiative. The event welcomed 200 attendees, bringing together the top experts and stakeholders to help Government develop a critical environmental governance aspect of the Environment Bill with the ambition of making it genuinely world leading. Following a keynote by Michael Gove, Secretary of State for Environment, Food and Rural Affairs, attendees were invited to participate in a co-creation workshop, alongside fellow senior industry experts.

Our senior-level engagement with ministers included a meeting with the Chancellor and Defra Secretary of State in Downing Street to advocate for a process to develop legally binding targets. We also presented oral evidence on the proposed Office for Environmental Protection before the House of Lords EU Energy and Environment subcommittee.

Government published its ambitious Environment Bill in October, which sets out a landmark legislative framework to tackle the environment and climate emergency. We were delighted to see our proposals for legally binding long-term targets included in the Bill. We continue our work on the Environment Bill as it passes through Parliament.

## Member webinars included:

- The Environment Bill – overview, analysis and priorities for improvement
- IEMA with TechUK – Environment Bill overview
- Legal update webinar series: upcoming UK and EU legal and policy changes (July)
- Legal update webinar series: upcoming UK and EU legal and policy changes (April)

### Published articles on iema.net

[IEMA calls for an ambitious Environment Bill that puts sustainability at the heart of the UK economic model](#)

[Assurances Needed to Put Sustainability at the Heart of UK Economic Model](#)

[Environment Bill aims to re-set relationship with society and the economy](#)

## Upskilling people across the world

We trained 775 people on the Foundation Certificate in Environmental Management and 81 people in the Certificate in Environmental Management in over 50 countries. We spent time reviewing the content for the Certificate in Environmental Management to ensure that it was the most recent and relevant information we could provide for a great learning experience.

We also listened to members' requests for more accessible learning and drastically enhanced online options for both courses, allowing learners to study without travel.

Upskilling people across the world with IEMA courses means that there are more people who are now equipped to tackle the climate and environmental emergency.

Contact [\*training@iema.net\*](mailto:training@iema.net) to discuss training requirements for your workforce.

## Managing IEMAs environmental impact

IEMA successfully completed 2 surveillance visits without non-conformance, retaining our ISO 14001:2015 accreditation. As part of the ISO 14001:2015 performance review process, we set four new environmental objectives for IEMA's core operations:

- Commitment to educate staff. In 2019, IEMA continued to train staff in various roles to AIEMA standard with the Foundation Certificate in Environmental Management.
- Reduce IEMA's carbon footprint. As part of the pledges we signed in 2019, IEMA is now progressing towards zero carbon emissions.
- Following a waste audit, IEMA are aiming to reduce waste with a long-term target of zero waste to landfill.
- Use suppliers that have environmental policies and green claims.

These objectives are part of everything we do at IEMA and it ensures that the membership body you have signed up to is supporting the shift towards a healthier climate.

IEMA's Green Team is an internal group championing this shift, with their focus being on supporting the EMS Team to achieve the objectives. Through internal activities and updates, the Green Team are responsible for staff engagement and bringing the objectives to life through reality.



# Impact Assessment & Natural Environment

From an Impact Assessment perspective, the key development in 2019 was an extensive engagement process with members to determine what they needed from IEMA and how we should be taking forward the IA agenda. Based on this feedback we developed and launched a Strategy and began to roll it out. Some “innovations” that were part of this roll out included joint working sessions with RTPI on key practice questions affecting IA and also a panel session webinar format that we trialed on the key issue of how to manage cumulative effects.

### Impact Assessment Outlook Journal

This UK practice series offers you thought pieces contributed by IEMA EIA Quality Mark registrants, formatted as a thought-provoking quick read, covering key aspects of UK EIA practice. It showcases fresh ideas on key topics and offers you new perspectives on how you can push forward the practice of Impact Assessment in your own organisation.

### Member webinars included:

- Visual Representation of Development Proposals – how to apply the new Landscape Institute Guidance
- Let’s talk: cumulative effects assessment in EIA
- Let’s talk environmental management: presenting the online UKAS certificate database

- Photography and Visualisations in EIA – past, present and future
- The Future of Environmental Auditing
- Let’s talk impact assessment

### Natural Environment

At the start of 2019, [IEMA responded to the Government’s consultation on Biodiversity Net-Gain](#), calling for a mandatory requirement and outlining key considerations from our members. The Government referenced IEMA’s work on biodiversity net-gain principles and guidance within the consultation. In its Spring Statement, the government announced that it would mandate net gains for biodiversity in the Environment Bill.

### Member webinars included:

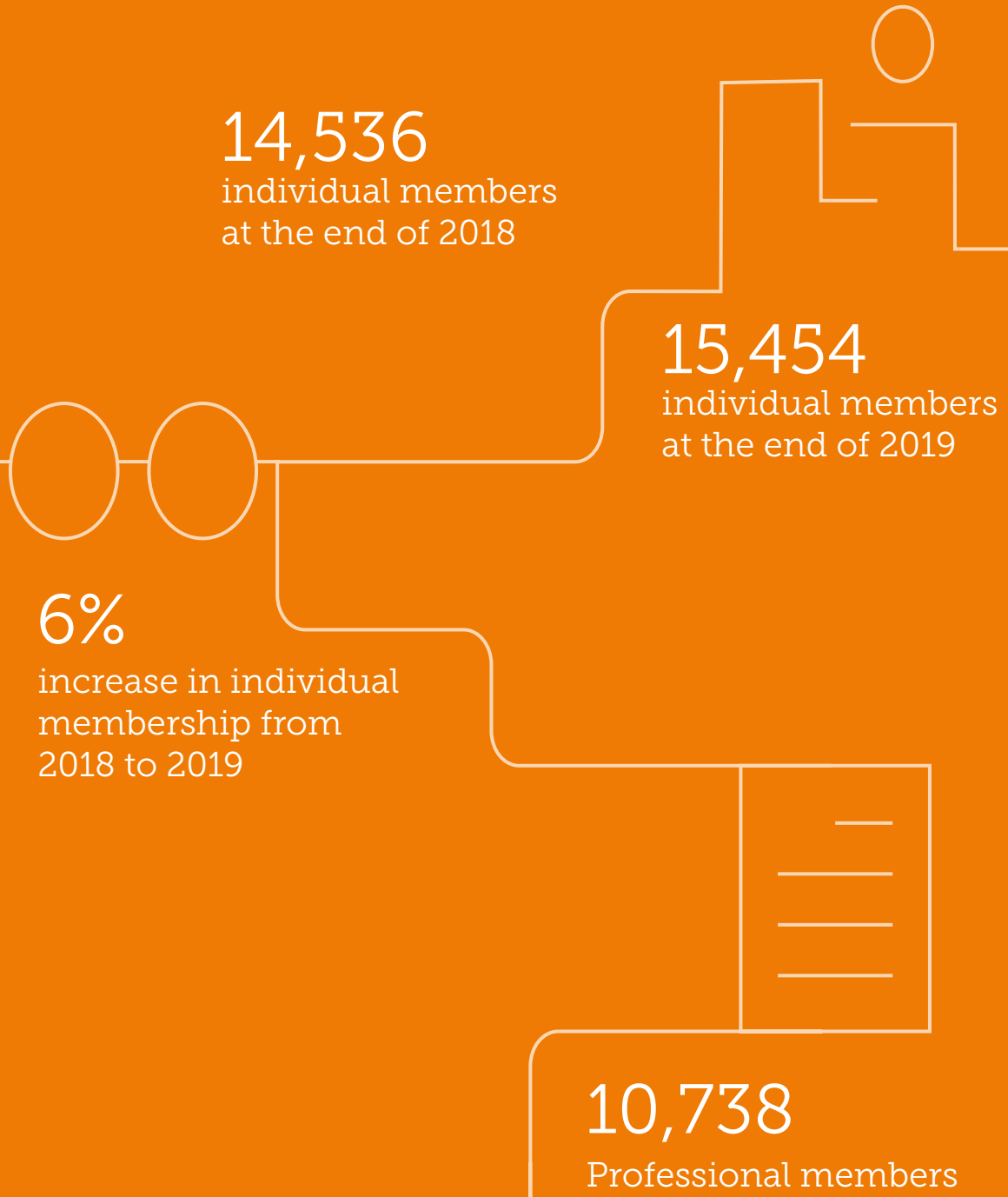
- Defra biodiversity net gain proposals: have your say
- Biodiversity net gain principles: consultation on the 2016 principles and experience from practice
- Solar Parks – the potential for biodiversity and ecosystem net gain

Volume 2: Perspectives upon Nationally Significant Infrastructure Projects and Development Consent Orders (April 2019)

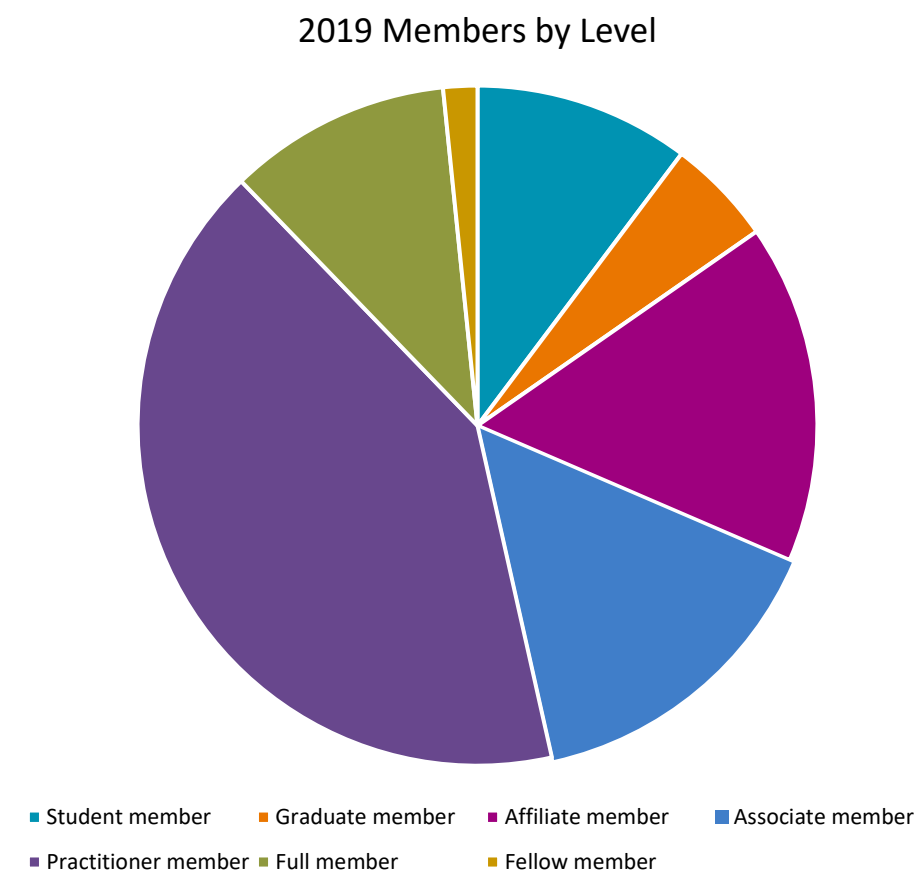
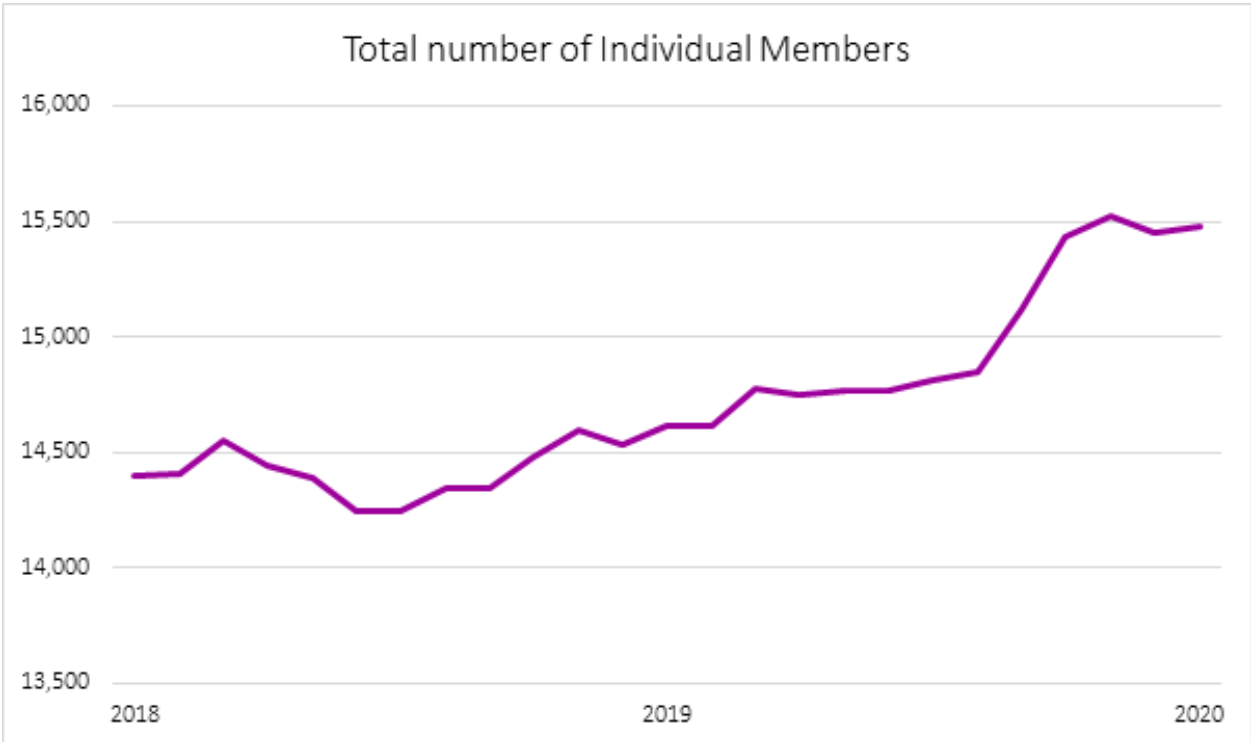
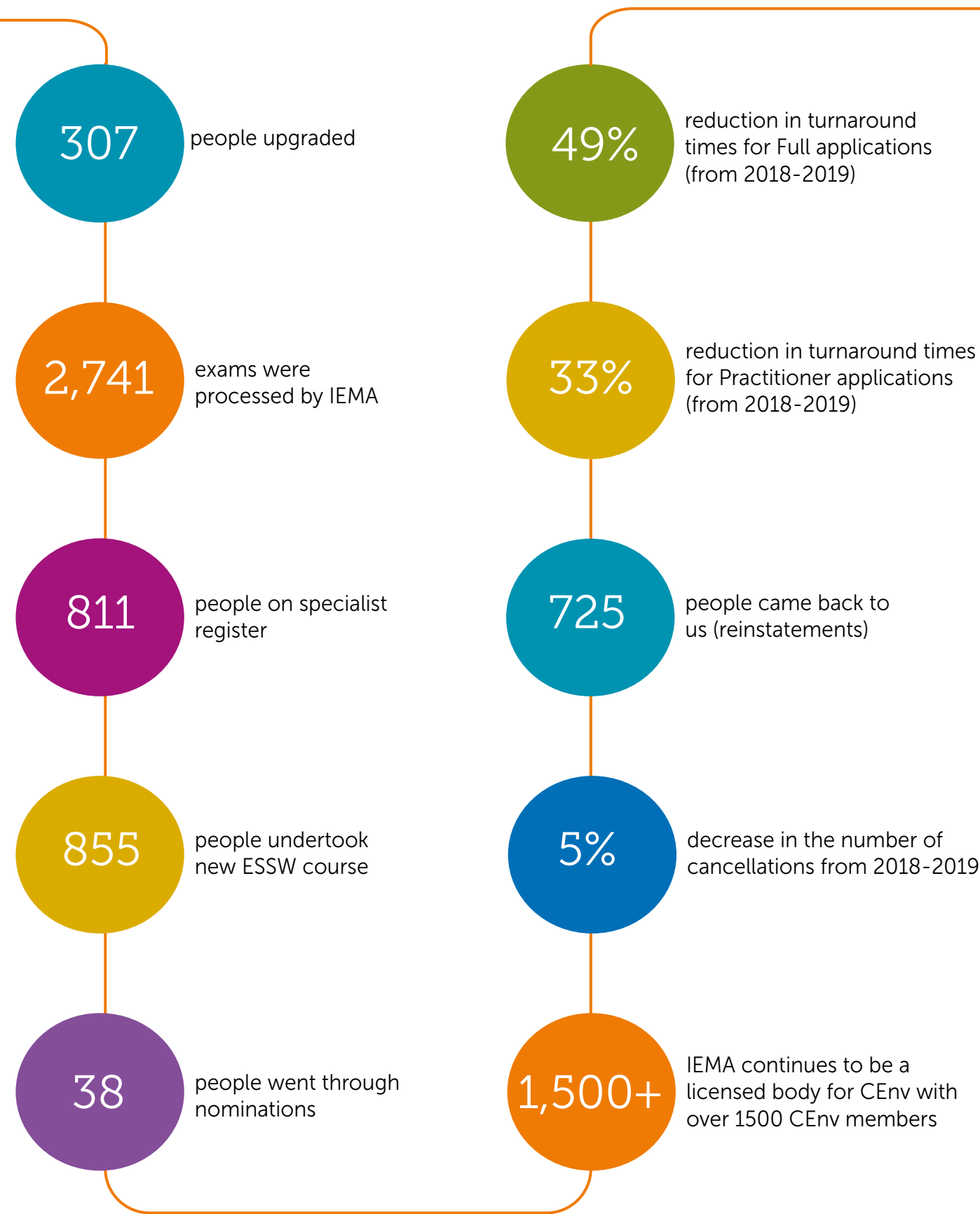
Volume 3: Perspectives upon renewable energy and EIA (September 2019)

Volume 4: Perspectives on net gain in EIA (October 2019)

# Our membership in numbers



# Our membership in numbers





# Events and webinars

## Webinars

There were 55 webinars for you to continue your professional development and gain additional knowledge (that's 55 hours' worth of CPD!). Our webinars are delivered free of charge by partners or IEMA members who volunteer their time to share their knowledge. As an IEMA member, you can watch webinar recordings as many times as you like by logging into *iema.net*.

## Events and partnerships

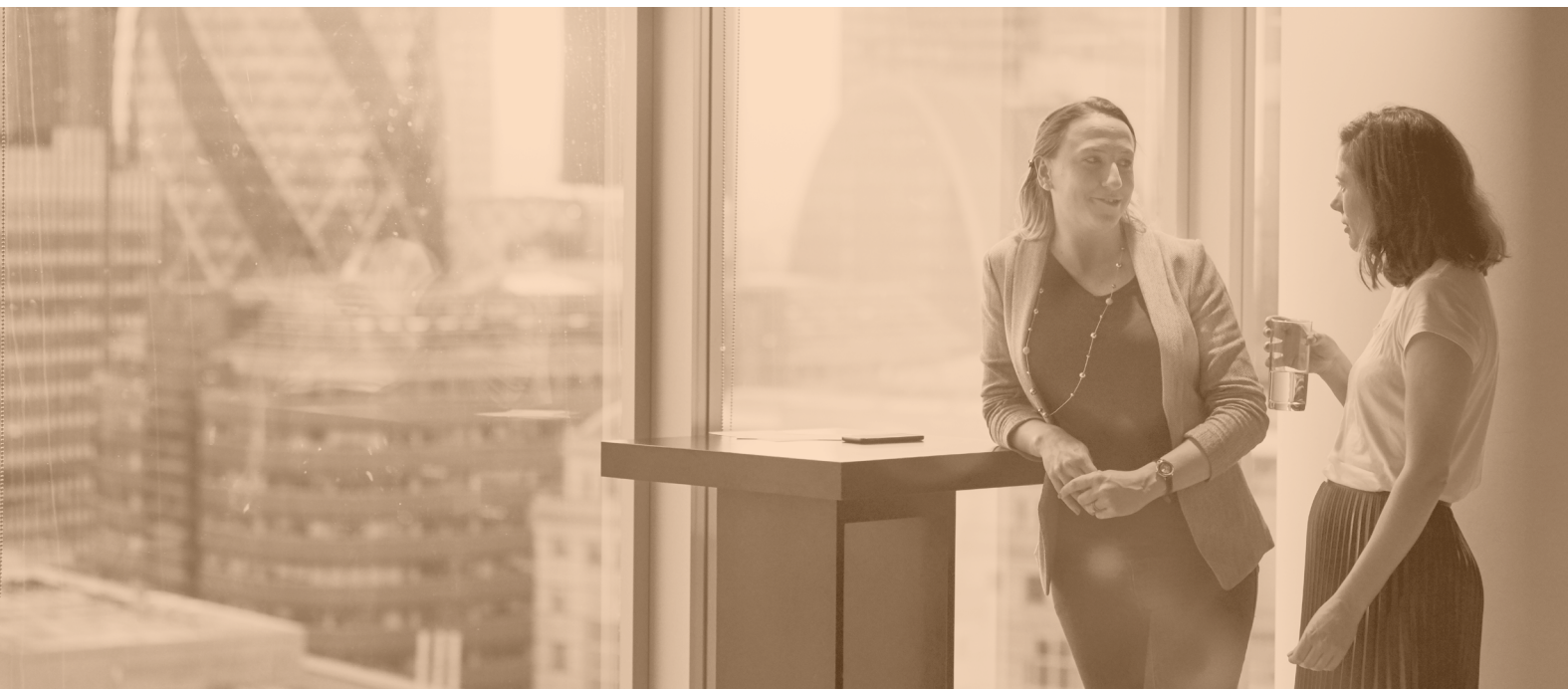
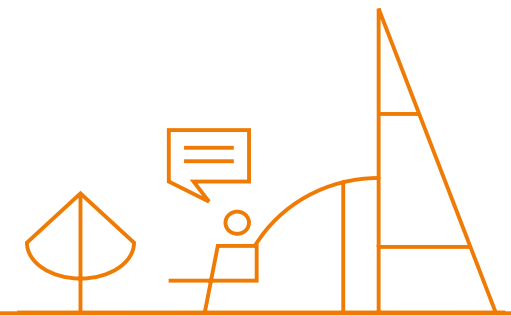
Through building partnerships with other organisations, we provided discounts at 11 events and provided the following opportunities for you to attend sessions on a wide range of topics, including:

- **Sustainable Business Conference and the Big Sustainability Expo** - **Martin Baxter** (Chief Policy Advisor, IEMA) hosted a session titled *Latest policy initiative to drive a sustainable future*.
- **Climate Innovation Forum** – **Nick Blyth** (Policy & Engagement Lead, IEMA) chaired a roundtable on *Embedding sustainability leadership and skills to deliver net zero*.

- **Clubhouse Fashion** – Hosted an ethical and sustainable fashion debate.
- **Cranfield University** – Hosted an International symposium on how cross-disciplinary risk assessment approaches can benefit environmental risk assessment.
- **EMEX** – IEMA hosted the Climate change and Sustainability theatre for the third year. Members benefited from two days' worth of sessions, chaired by **Nick Blyth**, plus one-to-one opportunities with the CCE network on IEMA's stand.
- **Food & Drink Conference** – A trade event in Ireland for the food and drink processing, retail, food service and hospitality sector.
- **Futurebuild** – At the sustainable built environment exhibition, **Martin Baxter** hosted a session on *Research, education and professional practice – The Forthcoming Environment Act* and a session on *The Environment Challenge: How can we enhance the environment in a post-Brexit world*.

- **Net Approaches** – event that focuses on measuring, valuing, comparing and setting targets for environmental, social and economic impacts in a business context.
- **NHS Sustainability Roadshow** – The campaign drives action on sustainable development within the NHS via a range of platforms including regional based Roadshows showcasing best-practice throughout England, Scotland, Northern Ireland and Wales.
- **RWM and Contamination Expo** - Recycling, Resource & Waste Management exhibition. **Brian Marshall**, Reconomy hosted a session on *The journey from eDoc to Waste tracking – an auditor's viewpoint* and **Peter Witherington**, RSK hosted a session on *Reclamation and development of former landfills*.
- **Safety and Health Expo** – Exhibition for health and safety professionals that runs alongside 8 other exhibitions including Facilities Show. IEMA attended and were present at an exhibition stand.
- **University & Healthcare Estates & Innovation (UHEI)** – **Lynn Walker**, Trust Environmental and Sustainability Manager at Nottinghamshire Healthcare NHS Foundation Trust hosted a session on *Embedding sustainability into integrated healthcare services*.
- **UK Construction Week (UKCW)** - **David Mason**, Carbon Technical Director at Skanska hosted a session on the CPD Hub titled: *Playing our part in the transition to a low carbon economy*. IEMA also had three sessions on the Workplace hub:

- » **Felipe Manzatucci**, Director of Digitalisation at Skanska hosted a session on *The impact of digitalisation on the built environment*.
- » **Zoe Humphries**, Associate Director Strategy+ at AECOM hosted a session on *Future Office, Next Generation Office Design*
- » **Claire Fundrey**, Group Environmental Senior Advisor and **Kiro Tamer**, Senior Energy Advisor at Keltbray Group hosted a session on *Driving Sustainability in the Specialist Construction Sector*.
- **Waterfront** – **Peter George**, Chair of IEMA's Impact Assessment Network Steering Group chaired the Environmental Impact Assessment for Infrastructure Projects Masterclass in July. IEMA also partnered with Waterfront for the Nationally Significant Infrastructure Projects Forum in February and the Successfully Planning for Infrastructure in Wales event in October.
- **Make it British Live** – textiles, clothing and manufacturing exhibition focusing on the full supply chain. IEMA attended and were present at an exhibition stand.





# IEMA Sustainability Impact Awards 2019

## Inspiring the next generation

During October and November, we attended four university careers fairs to ensure that graduates entering the environment and sustainability profession were equipped with the knowledge, skills and tools required to drive change in their workplace. We spoke to students about how membership will enable them to have the best start to their careers by expanding their knowledge, allowing them to network with professionals already working in the sector, and by joining the discussions that are driving our vision.

The first careers fair was the Edinburgh University Careers Fair and Third Sector Jobs Fair spanning two-days, where we spoke to 190 enthusiastic students. We then attended the Reading University Recruitment and Opportunities Fair and, although a shorter one-day event, we spoke to 83 students who were interested in environment and sustainability careers.

The third was the City Placement and Graduate Jobs Fair at Nottingham Trent University. Even though there were fewer students from related environment and sustainability degree courses, 47 students were interested in IEMA membership and exploring careers within the environment and sustainability profession. The final fair was at Cranfield University where we spoke with several students who, through their IEMA approved university degree, were already IEMA members. In addition, we spoke to over 40 students who were not on IEMA approved degree courses but were interested in how IEMA membership could help them on their environment and sustainability career path.

The number of universities approved by IEMA increased from 31 to 35 in 2019. That means more young talent is entering the field of environment and sustainability every year.

We held the first IEMA Sustainability Impact Awards in 2019 to recognise teams and individuals who are making measurable sustainability impact on a global scale. Over 400 environment and sustainability professionals gathered at The Brewery in London and, while recognising the urgency surrounding the climate and environmental emergency, celebrated the great work happening across the world. The awards provided a platform to share best practice and network with other professionals across multiple industries.

The 2019 IEMA Sustainability Impact Awards have been shortlisted for two memcom awards: Membership Event of the Year >400 and Best Sustainability Initiative.

## 2019 Winners

- **Best Corporate Strategy** - Kier Highways
- **Community or Social Value** - SITA Air Transport Community Foundation - SITA
- **Sustainability Campaign** - 10,000 Actions - The University of Manchester
- **Construction and Infrastructure Project** - Port Clarence and Greatham South Flood Alleviation Scheme - Environment Agency
- **Best Volunteer Contribution** - David Hoare, Associate Director, WSP
- **Future Sustainability Leader** - Samantha Carlsson, Senior Sustainability Consultant, Hoare Lea
- **Sustainability Leader** - Dr Waddah Ghanem Al Hashmi, Senior Director - Sustainability, Business and Operational Excellence, Emirates National Oil Company (ENOC)
- **Sustainable Organisation** - Anglia Print
- **Best Team** - #BeyondPlastic Taskforce - Foreign and Commonwealth Office
- **Workforce Development** - Hearts and Minds Engagement Campaign - Arriva Rail North
- **Consultancy and Collaboration** - National Union of Students
- **Innovation in Impact Assessment** - iReport - Royal HaskoningDHV
- **Circular Economy** - James Cropper
- **Biodiversity and Environmental Net Gain** - Wild West End - Arup
- **Energy and Carbon Transition** - TAG Farnborough Airport
- **Climate Resilience and Adaptation** - Temauku Land and Urban Development - Jacobs New Zealand
- **Supply Chain Management** - HS2
- **New Product, Service or Technology** - Wilson e2 Amorphous Transformer - Wilson Power Solutions
- **Sustainable Finance** - WHEB Asset Management - WHEB

Join us on Friday 18 September at The Brewery for the 2020 IEMA Sustainability Impact Awards. See [iemaawards.net](http://iemaawards.net) for the latest information.





# CPD, Training, Skills

## CPD portal

Early in 2019 we launched a new CPD portal and produced information to clarify which activities constitute as CPD, providing case studies and using a CPD badge. This has provided you with the added benefit where you can align professional development and activities to competencies within the portal to support your upgrade journey. Through a combination of events and webinars we have provided over 150 hours of continued professional development opportunities.

## CITB Awarding Organisation

IEMA was recognised with 3rd party awarding status by the Construction Industry Training Board (CITB), which identifies our ongoing commitment to supporting business to embed environment and sustainability skills and capability into the workforce. Tackling the climate emergency requires business leaders to integrate sustainability into organisational strategy, fundamentally changing the way every organisation conducts 'business as usual'. IEMA's endorsement from the Construction Industry Training Board means that the Environmental Sustainability Skills for the Workforce course is an integral and credible choice for every company to achieve measurable sustainability impact within their workplace.

## Member workshops

We improved Digital Full Membership workshops and made them free for members, providing direction and information on how to develop to Full level membership by dispelling myths and building confidence.

## Training

We are continuing to grow our international training presence with training centres in over 16 countries. In 2019 we increased our International numbers of learners by 364% (132 to 613) from 2018, demonstrating our scalable global training impact. In (29 countries in 2018 & 52 countries in 2019) 2019 we reached an additional 23 countries for delegates on our courses which represented a 79% growth on 2018.

### Training roundup for 2019:

- Trained learners in 64 countries via our training network.
- Trained 85.8% more individuals in 2019 than the previous year.
- Increased the number of training partners delivering IEMA courses by 14%
- Training partners in 16 countries.

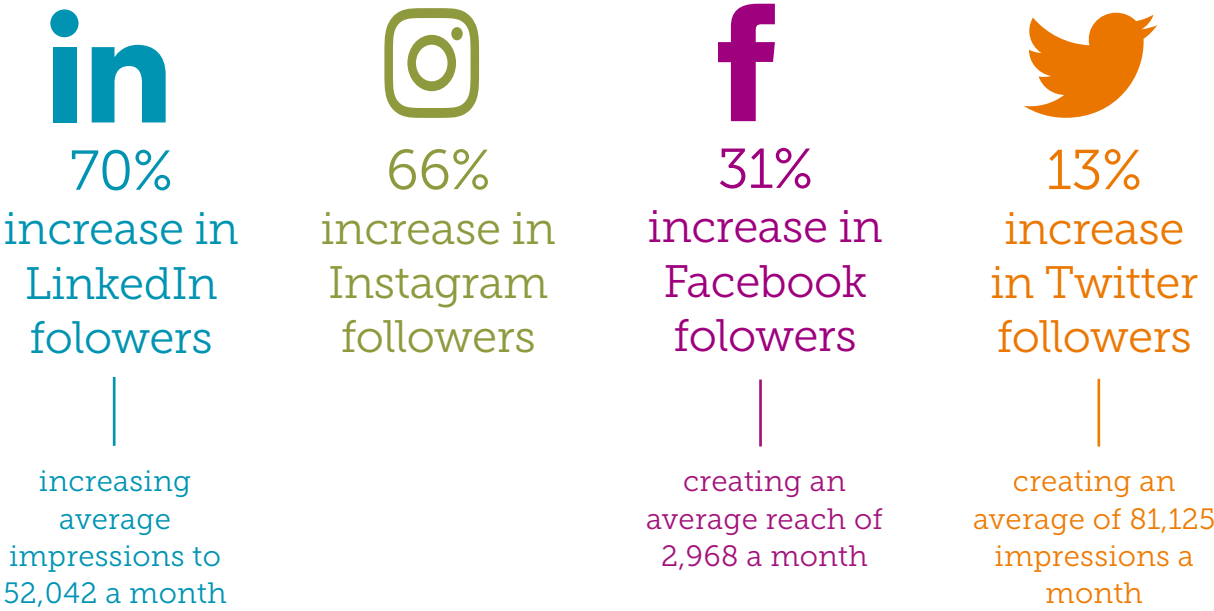


# Publications, News and Resources

In 2019, we joined 20 other organisations as part of the unchecked campaign to try and tackle the enforcement gap. There were 25 blogs by members and partners on interesting topics and we provided you with numerous news updates, to make sure you are completely up-to-date with what's happening in IEMA and the rest of the world.

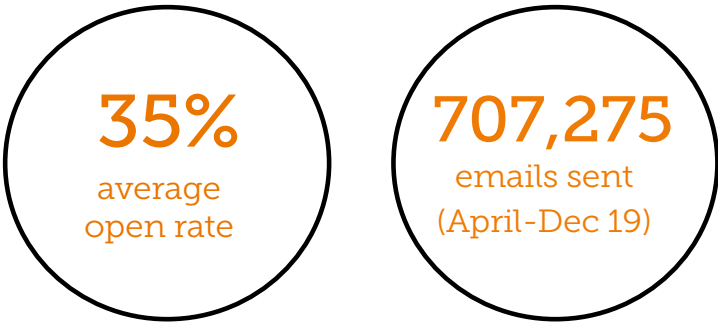
## Social media

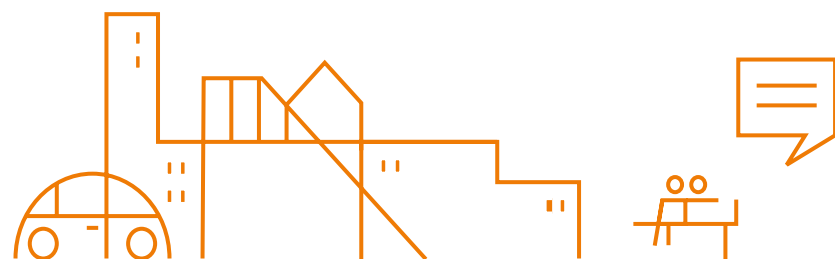
We grew our reach on social media so that you can find us where you need us the most. This included:



## Email communications

We improved our internal system to make sure that we're reaching all members who want to be reached. We improved our email communication so that you received important news, publications and resources exactly when you need them. This resulted in:





## Website

The members only area of iema.net is one of the biggest benefits of being a member. The website allows us to provide you with tools and resources, but to also push our messages to new audiences. Here are some of the headline stats from our website in 2019:

**1,244,171** hits generated on IEMA.net  
(912, 721 unique views)

**107,167** log ins to MyIEMA

**49,740** unique views to the landing page and training courses landing page

**20,094** unique views on iema.net/events

**9,755** watching recorded webinars

**9,217** unique views to the CPD landing page

# TRANSFORM

We published 10 issues of TRANSFORM in 2019 and continued to stick to our commitment of a 'naked' magazine. Your members-only magazine provided a wealth of articles in topics such as diversity, sustainable fashion, pollution and new ISO Standards alongside a series of interviews with industry professionals including the NFU, Wellcome Trust and TPCA.

TRANSFORM gained further acclaim when it won the award for Best Magazine for a Professional Association at the 2019 MemCom Membership Excellence Awards.

See the latest content at [transform.iema.net](https://transform.iema.net).





# Networking

## Building connections locally

Our regional networks, which are run by groups of IEMA member volunteers across 19 regions of the world, organised over 100 events for you to interact with other IEMA members at a local scale, attend site visits and learn new skills, and continue your professional development.

Thank you to our regional network chairs for their hard work in 2019:

- **John Hill** FIEMA CEnv, East of England
- **Sunny Pawar**, London and South East
- **Rosemary Horry** MIEMA, Midlands
- **Sharon Lashley** PIEMA, North East
- **Andy Scully** PIEMA, North West
- **Carol Martin**, Northern Ireland
- **Caroline Donnelly** MIEMA CEnv and Klara Kovacic MIEMA CEnv, Republic of Ireland
- **Fiona Torrance** PIEMA and McKenna Smith, Scotland East
- **Neil Hadden** MIEMA CEnv, Scotland West
- **Greg Altria** PIEMA, South West
- **Dare Ilori** FIEMA CEnv, Sussex and Surrey
- **Jason Light** MIEMA CEnv, The Solent
- **Greg Roberts** FIEMA CEnv, Wales
- **Morag Robertson** PIEMA, Yorkshire and Humber
- **Leah Bargota** PIEMA, Birmingham
- **David Johnston** AIEMA, Reading and Berkshire
- **Richard Bladon** PIEMA, North Wales
- **Daisy Lavington** AIEMA, Milton Keynes
- **Alec Tang** MIEMA CEnv and Adam Weller MIEMA CEnv, New Zealand



## Growth of IEMA Futures network

IEMA Futures is a network of students, graduates and young professionals who are passionate about environment and sustainability issues. The member-led network provides individuals with a platform to connect, inform, engage and drive their transition into becoming a future leader of the profession. Delivering events and activities designed specifically for young IEMA members looking to kick-start their career, the networks dynamic events programme includes talks by industry leading experts and participation opportunities in interactive workshops, ensuring that members are up-to-date with the people, discoveries and challenges that are defining the industry today.

In 2019, the IEMA network became fully established, launching its webpage and opening the network for IEMA student, graduate and other early-career members to join. During the year, the network grew by 88 members. The steering group successfully organised and delivered 3 IEMA Futures events that, together, were attended by almost 150 young people, both members and non-members. Quarter 3 also saw the launch of the IEMA Futures newsletter, designed to keep IEMA Futures members up to date with all the network activities and relevant industry information. The launch was successful and the first issue achieved an open rate of 29%, which is higher than the industry standard rate (25% for non-profit organisations). On the back of all the 2019 success, the steering group created a full and extensive 2020 content plan.

In November, the network hosted the IEMA Futures Sustainability Conference, which provided a space for young and emerging environment and sustainability professionals to discuss the role that they can play in the sustainability transition. There were insightful and engaging talks from experienced professionals from the LEGO Group, NUS SOS, Co-op, Skanska and more. The talks and interactive workshops debated topics such as youth leadership, sustainable consumption and the journey of a sustainability career. The event welcomed 100 participants who took away some important lessons about driving sustainability and changing the way we think about our planet.

## Working Groups

Much of IEMA's work programme is driven by its member-led steering groups and working groups. Steering Groups also lead and support IEMA's member networks. In 2019 our steering groups helped to shape IEMA's work on Impact Assessment, Environmental and Social and Governance, Climate Change, Circular Economy and Environmental Auditing. Our Fellows also came together in working groups to develop and deliver thought leadership and reports on the circular economy and on disruptive technology. The achievements of these groups can be seen throughout this report.



# Globally recognised suffix and Professional Standards

Your professional suffix (GradIEMA, AIEMA, PIEMA, FIEMA, MIEMA) continued to grow in profile across the world with IEMA being mentioned 84 times in [online news](#).

Your suffix demonstrates that you have the competencies detailed in the [IEMA Sustainability Skills Map](#) at the level of membership your suffix is for. It's a great thing to add onto your CV or to talk about with your manager if you are looking to demonstrate your knowledge and skills or create a personal development plan.

## Professional Standards

IEMA's Professional Standards Committee (PSC) is a sub-group of the IEMA Board, comprised of both IEMA members and other experts who are non-members. The PSC's purpose is to act as a guardian for IEMA's standards ensuring they are upheld throughout IEMA's offerings from the professional qualifications to the approval of Fellows. The PSC underpins all the work that IEMA members do every day, and whilst they do have a low profile, they're significant to IEMA and its members.

They have recently helped create and approve [IEMA's Code of Professional Conduct](#) and all the processes and procedures which sit behind that; they've also worked with IEMA's operational Membership Team to improve processes for approving membership applications, which has cut the overall turnaround time by 50%. Towards the end of 2019 the PSC initiated a review of IEMA's Quality Assurance procedures to improve consistency with the new proposals planned to be signed off in 2020.

The PSC appointed the new Full and Chartered Assessor Advisory Group (FCAAG) in 2019. The FCAAG's purpose is to support the executive with recruitment and development of Full and Chartered assessors and have an advisory role of assessor standardisation. The group is accountable to PSC and advise PSC on matters relating to quality and fairness of Full membership assessments.



**About IEMA**

IEMA is the professional body for everyone working in environment and sustainability. We're committed to supporting, encouraging and improving the confidence and performance, profile and recognition of all these professionals. We do this by providing resources and tools, research and knowledge-sharing along with high-quality formal training and qualifications, to meet the real-world needs of members from their first steps on the career ladder, right to the very top. We believe that, together, we can change perceptions and attitudes about the relevance and vital importance of sustainability as a progressive force for good. Together, we're transforming the world to sustainability.

