

# Lernaro environmental charter

## Our commitment to a sustainable future

At Lernaro, we recognize that preparing organizations for tomorrow's challenges means embracing environmental responsibility today. As we empower workforces through strategic learning, we are equally committed to preserving the planet that sustains us all.

### Our environmental principles

**Sustainable by design** We integrate environmental considerations into every aspect of our business operations, from service delivery to office management. Our learning solutions are designed to minimize environmental impact while maximizing educational outcomes.

**Digital-first approach** We prioritize digital learning platforms and virtual training solutions to reduce carbon footprints associated with travel, printed materials, and physical infrastructure. Our technology-enabled learning experiences are specifically designed to minimize energy consumption and computational waste, ensuring that our digital solutions truly serve both educational excellence and environmental stewardship.

**Circular learning economy** We promote the reuse and adaptation of learning content, reducing waste through modular, scalable educational resources that can be updated and repurposed rather than discarded and recreated.

### Our environmental commitments

#### Resource efficiency

- We minimize paper usage and prioritize digital documentation
- We implement comprehensive recycling and waste reduction programs
- We choose suppliers and partners who share our environmental values
- We optimize energy consumption in all our facilities and operations

#### Green learning solutions

- We develop and promote learning programs focused on sustainability and environmental awareness
- We help our clients build environmentally conscious workforces
- We integrate sustainability principles into leadership and development programs
- We support the transition to green jobs and sustainable business practices

#### Environmental education

- We provide environmental awareness training for all employees
- We share best practices and insights with our client community
- We advocate for sustainable business practices within our industry

## **Stakeholder engagement**

**Employee empowerment** Every Lernaro team member is an environmental ambassador, equipped with the knowledge and tools to make sustainable choices in their daily work.

**Client partnership** We collaborate with clients to integrate environmental considerations into their learning and development strategies, helping them build more sustainable organizations.

**Community impact** We actively participate in local environmental initiatives and support community-based sustainability projects.

**Supplier standards** We work exclusively with vendors and partners who demonstrate environmental responsibility and share our commitment to sustainable practices.

## **Measurement and accountability**

We regularly review and update our environmental practices based on scientific evidence, stakeholder feedback, and emerging best practices.

## **Innovation for impact**

**Research and development** We invest in developing innovative learning solutions that advance both educational outcomes and environmental sustainability.

**Technology leadership** We leverage cutting-edge technologies to create more efficient, effective, and environmentally friendly learning experiences.

**Industry influence** We actively work to influence industry standards and practices toward greater environmental responsibility.

## **Our promise**

Lernaro pledges to be a catalyst for positive environmental change, demonstrating that business success and environmental stewardship are not just compatible but mutually reinforcing. As we prepare workforces for tomorrow's challenges, we ensure that tomorrow includes a healthy, thriving planet.

We invite our clients, partners, and communities to join us in this vital mission. Together, we can create a future where learning empowers both human potential and planetary well-being.

*This charter represents our unwavering commitment to environmental excellence and will be reviewed and updated annually to reflect our evolving understanding and capabilities.*

**Effective Date:** June, 18<sup>th</sup> 2025

**Next Review:** 2026

**Signed,** Lernaro

