

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, 18th 2025

Next Review: 2026

Signed, Lernaro

A handwritten signature in black ink, appearing to be 'J. H.', written over a horizontal line.