

# Drive Change from Within

## Strategies for Engaging Your Firm's Finance Value Chain Toward Decarbonizing Corporate Cash Assets and Retirement Funds



**By harnessing the collective expertise of both employees and senior leadership, firms can drive the transition to a more sustainable future. From Chief Investment Officers to DEI, all business units play a critical role in decarbonizing corporate financial assets and accelerating progress towards a low-carbon economy.**



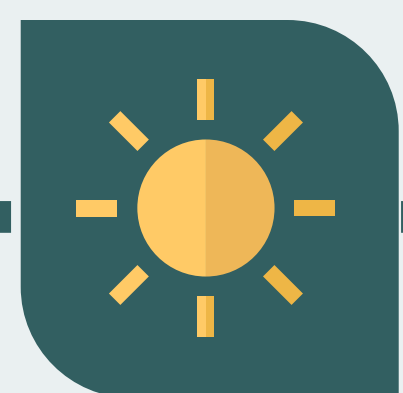
### Treasury & Investment Officers

Explore ways to divert cash assets to financial institutions with sustainable investment options. Engage senior leadership to incorporate the decarbonization of cash assets into the firm's financial strategy.



### Risk Management

Leverage this team's expertise to identify and assess the financial and reputation risks associated with investments in high-carbon industries and advocate for the adoption of sustainable risk management practices.



### Sustainability Teams

Build consensus with finance units toward the inclusion of financial decarbonization goals and targets in the company's financial planning and budgeting processes. Encourage the development of sustainability reporting and metrics with a focus on climate and racial justice.



### Human Resources

Organize employee engagement programs with plan advisors to raise awareness of sustainable retirement plan options. Advocate for the inclusion of decarbonization goals and targets in the company's performance management and compensation systems.



### Portfolio Management

Engage senior leadership in supporting the development and adoption of sustainable retirement plans that prioritize ESG factors. Advocate for transitioning the company's portfolio towards more sustainable options.





## Procurement

Identify and invest in socially and environmentally responsible funds and banking solutions. Prioritize working with suppliers that align with the company's financial decarbonization goals.



## Accounting

Track and report on the company's progress on transitioning cash deposits and retirement accounts towards sustainable financial institutions.



## Legal

Explore opportunities to integrate ESG into the firm's investment policy statement. Collaborate with plan advisors to incorporate ESG considerations into the investment selection process for the company's retirement plans.



## DEI

Advocate for sustainable investments that benefit marginalized communities. Promote diverse voices in decision-making processes on how the firm's cash assets and retirement funds are invested.

## Building Consensus across Business Units for Decarbonizing Financial Assets: Key Considerations for Success

- **Set a clear vision:** Develop a clear and compelling vision for how your firm will transition cash assets to sustainable financial institutions and increase ESG-integrated defined contribution plans.
- **Engage stakeholders:** Provide opportunities for all business units, including senior management, and investors, to build support for the company's sustainable investment strategy.
- **Avoid 'information silos' by establishing cross-functional teams** that include representatives from all business units to ensure that all perspectives are represented in the implementation of their firm's financial decarbonization strategy.
- **Develop a roadmap** that outlines the steps needed to achieve the set vision, including specific targets, timelines, and metrics for measuring progress.
- **Identify champions:** Each business unit should nominate an advocate to help build support among their colleagues.
- **Communicate regularly:** Keep all stakeholders informed of progress, address constructive concerns, and solicit feedback.
- **Monitor and evaluate** your decarbonization roadmap regularly to ensure its remains aligned with the company's overall sustainability goals.
- **Contact the Business Climate Finance team** for guidance and relevant resources.



## Incentivize and appreciate green behaviors

When it comes to building new initiatives, changing human behavior is the biggest obstacle. Be sure to include employee incentive and appreciation programs in your financial decarbonization road map.