

Aligning operations with ESG goals to drive business and sustainability success

A Theoretical Analysis with Practical Tips

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August 2025

- Define what we are talking about
- Me 😊
- The problem
- Case Study 1
- Context
- Strategy and Process
- Case Study 2
- Case Study 3
- Analysis of Success
- Conclusion – and tips

ESG What is it

ESG, which stands for Environmental, Social, and Governance,

Is a framework used to assess a company's sustainability and ethical impact. It evaluates how a company manages its impact on the environment, how it treats its employees and communities, and how it handles its internal governance practices.

- Environmental:**

This aspect looks at a company's impact on the natural environment, including its carbon emissions, waste management, pollution, and resource consumption.

- Social:**

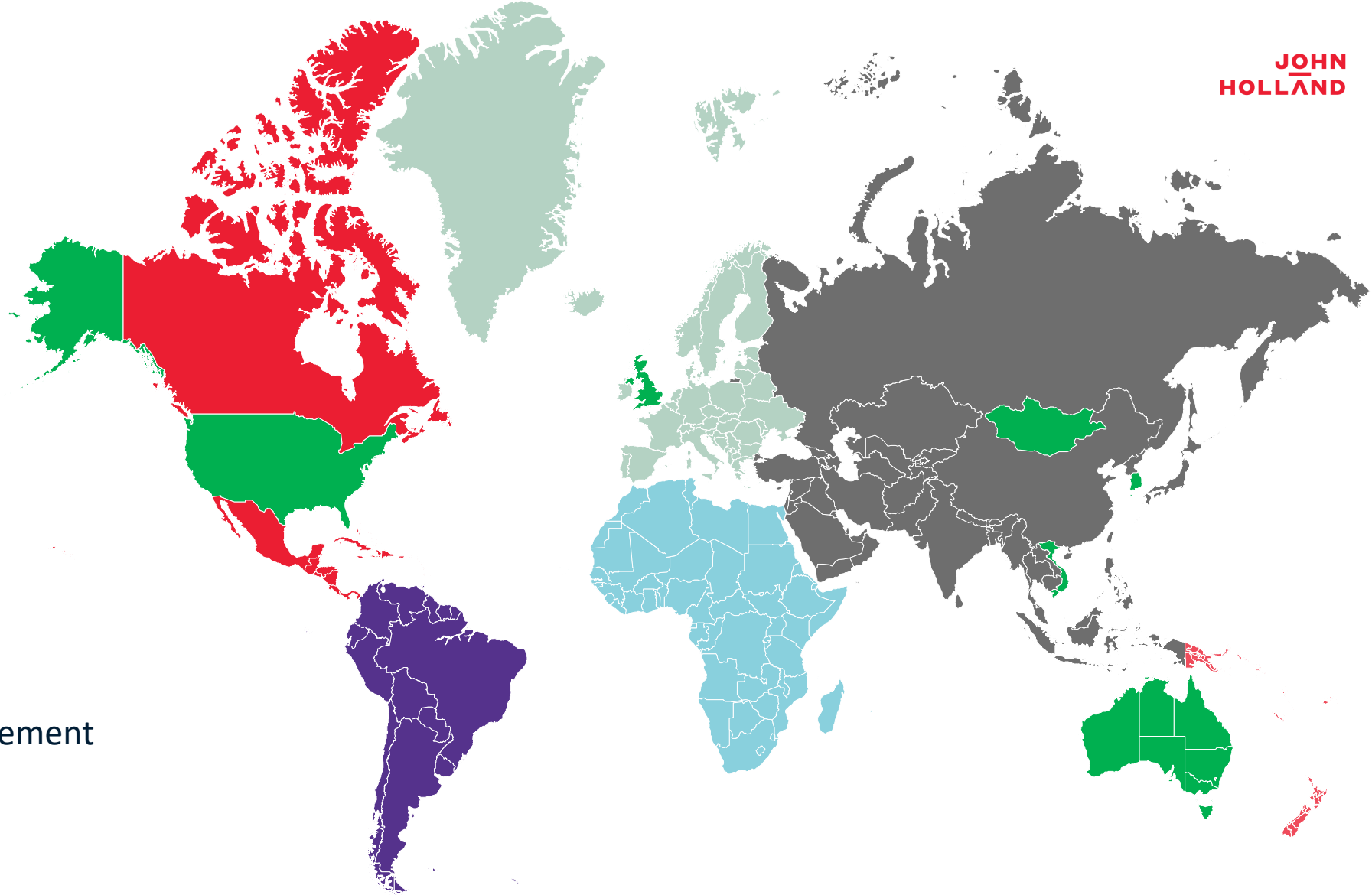
This focuses on a company's relationships with its employees, customers, suppliers, and the communities in which it operates. It includes issues like fair labor practices, diversity and inclusion, human rights, and community engagement.

- Governance:**

This examines a company's internal structure and practices, including its leadership, board composition, executive compensation, and ethical conduct.

About Me

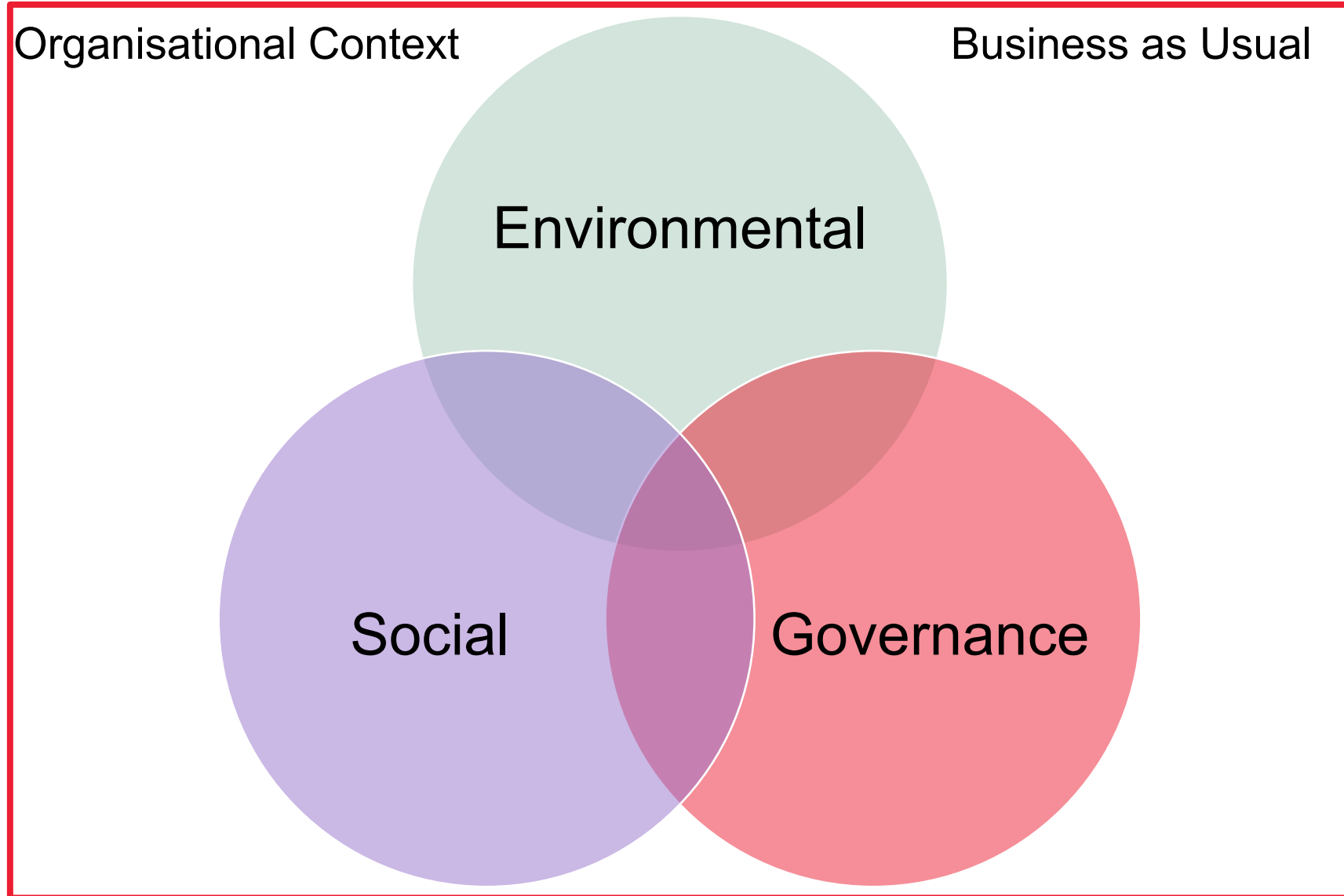
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General Manager – Strategic Procurement
John Holland

A wicked problem with a small target

- Optimising supply chain resources to align operations with sustainability goals
- Successfully integrating sustainability into core strategy
- Ensuring all levels of decision making priorities sustainable growth



Social

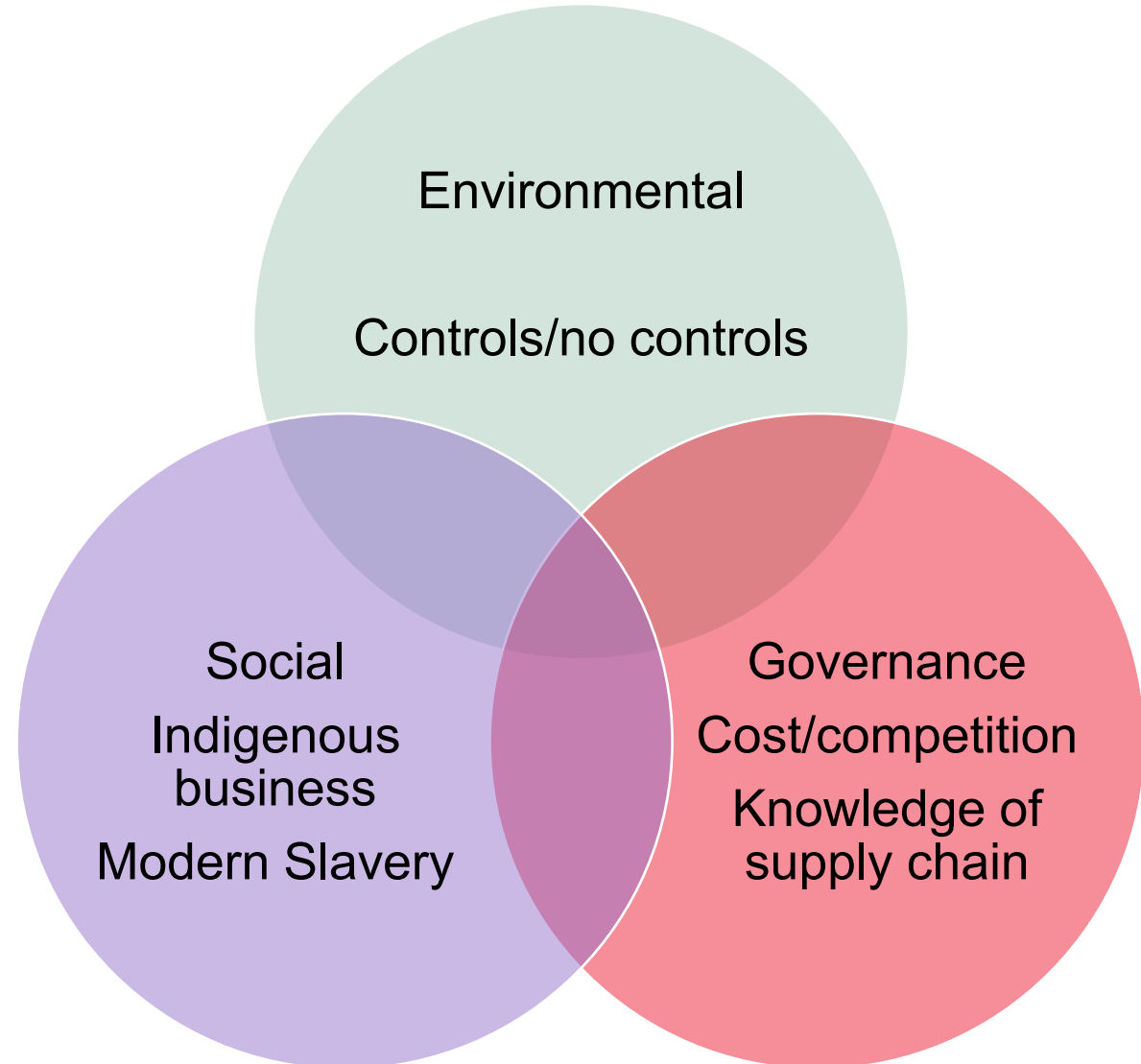
- Buy from Local Indigenous company

Environmental

- Buy Cotton

Governance

- Run a linear and robust procurement procedure



A wicked problem with a small target

Understand Organisational Context

Organisation

What are We

What do we stand for

Mission, Vision, Values

Organisational ambition – what direction is the business being driven in?

Self

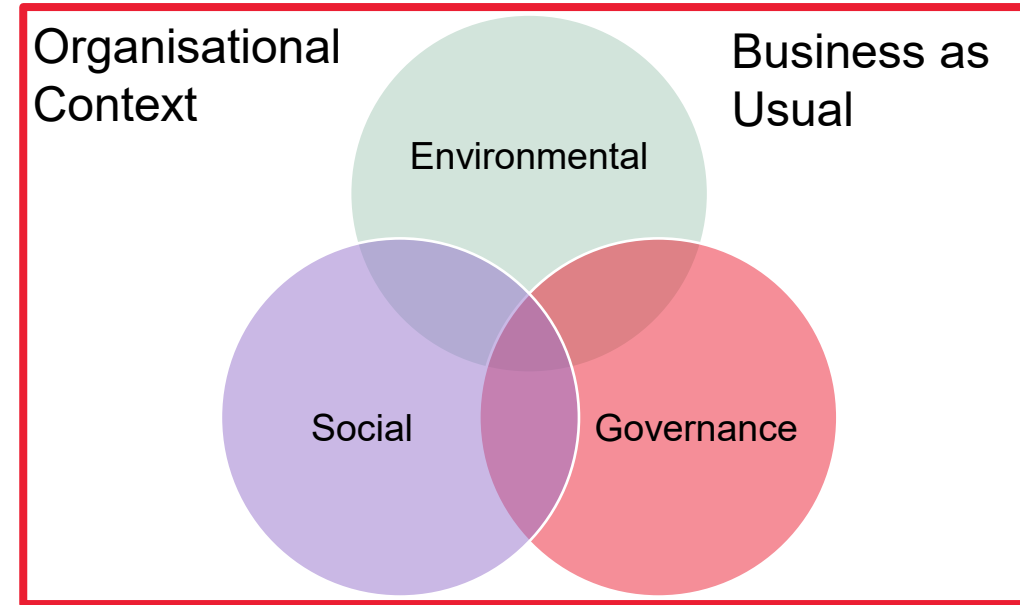
What are your core beliefs

Understand your own circles of power,

What can you direct

What can you Influence

What is your proximity to decision makers



A wicked problem with a small target

Understand Organisational Context

Individuals

How do they act
What are their core beliefs

Who do you need to work with –
Stakeholder mapping

Also look for blockers and supporters



A wicked problem with a small target

Set Strategy

This is where all the analysis comes through

A successful strategy needs to

- Satisfy Organisational ambition
- Be aligned with the Culture, Team & Individuals
- Within the capabilities of the business

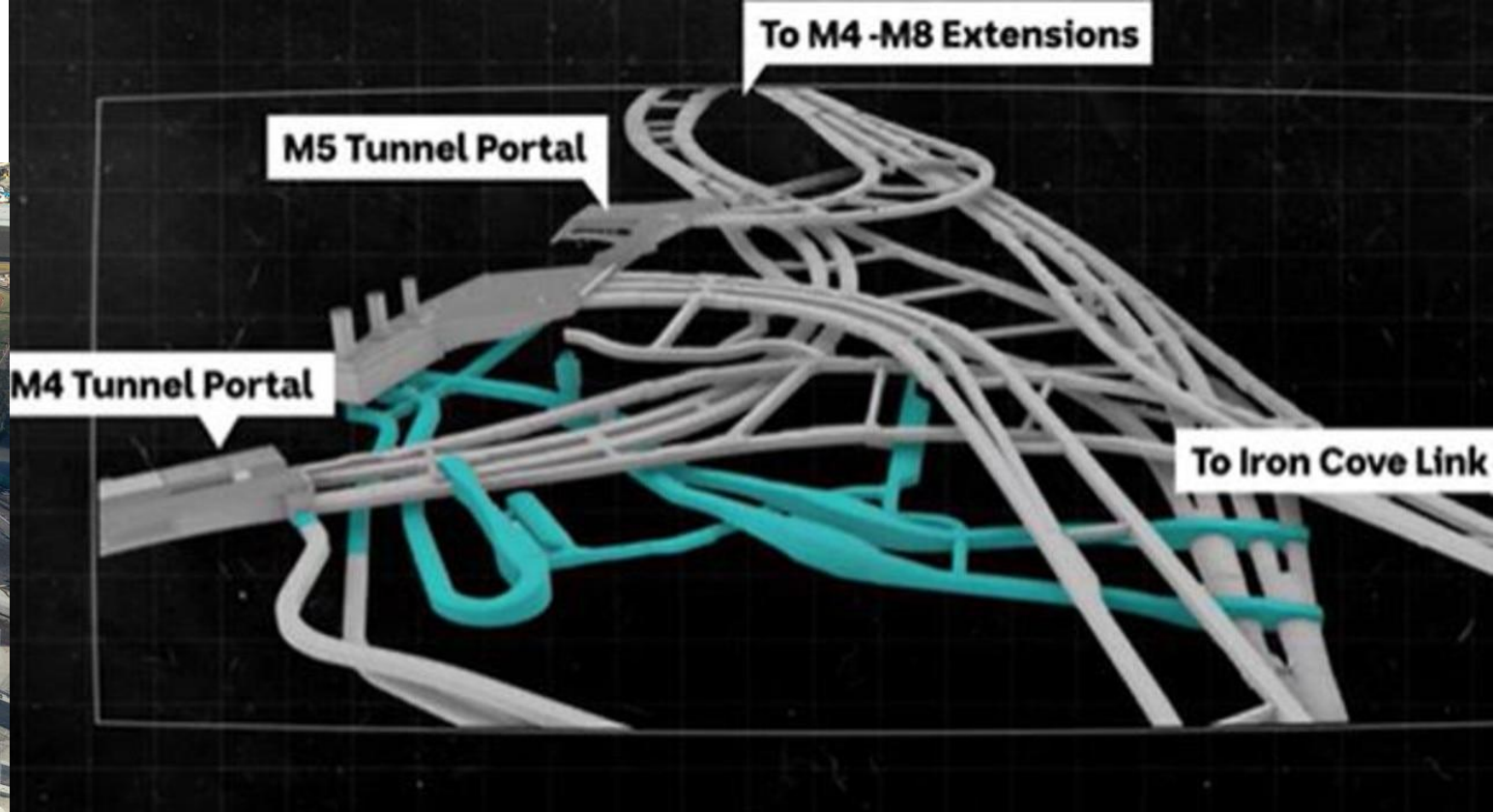
Supported by

- Resources
- Process
- Good Communications

Tips

- Alignment of Initiatives and Communications – Show how they fit into the big picture
- Drive process and systems to facilitate achieving the Strategy
- Make your Pre-Qual Biased towards the outcomes ESG Outcomes you need
- Align your tendering process with the capabilities of the suppliers you want to use.
- Make your MCA effective. 3-5 items

Rozelle Interchange



Challenge:- 3% spend with Indigenous companies

Steps,

1. Challenged all package owners to find at least 1 Indigenous company that could do their scope
2. Right size package/scope if necessary
3. Run normal tender process (1 Indigenous + 2-3 others) including a robust MCA

Outcome substantially exceeded targets



Retaining walls

Reducing Embedded carbon

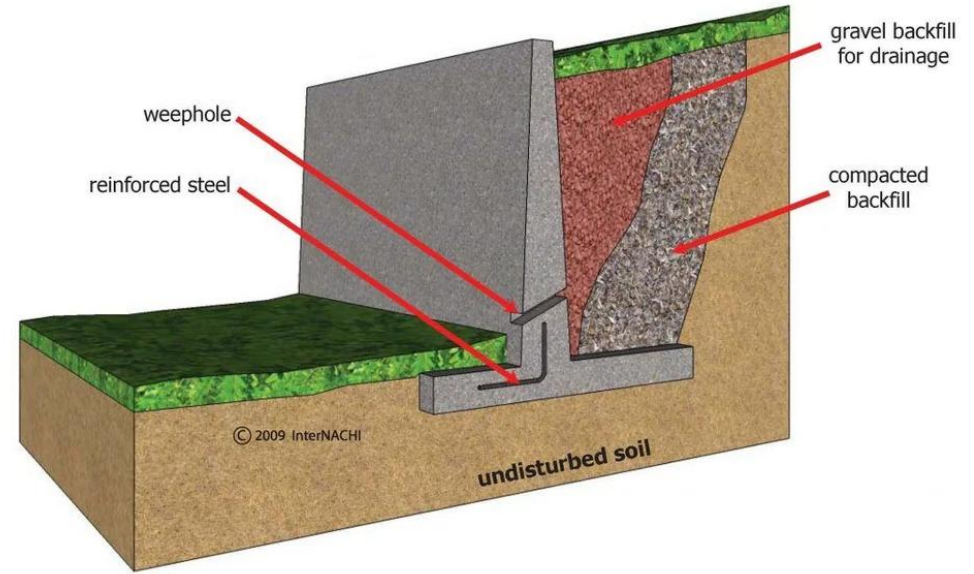
Challenge – Stabilise the site while minimizing the cost and Carbon

Reference design was a mass footing retaining wall. Energy intensive solution

Solution:- was an engineered batter with stabilization and planting.

Cheaper, faster to build and an order of magnitude less scope 3 Carbon

Cantilevered Concrete Retaining Wall



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3 successful examples - learnings

Commonalities

- Addressed a well defined challenge / problem
- Had visible and Management and leadership
- Clear and measurable outcomes / target
- Fitted the Organisational Context

Conclusion

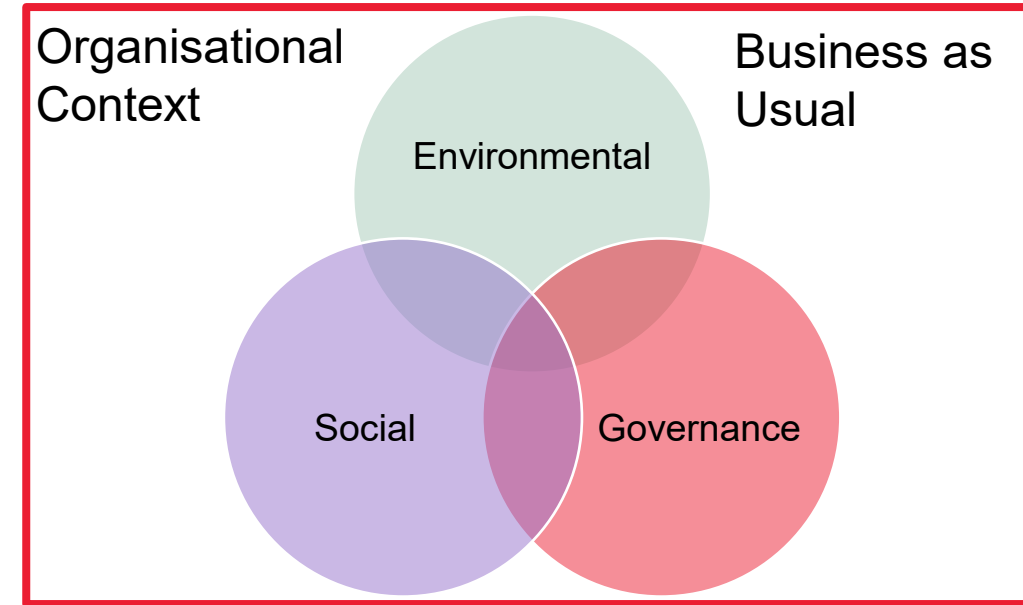
Wicked problem with no silver bullet solution

Make an effort to understand your organisational context

Show Visible leadership

Do what you can within your sphere of influence

Use Small tangible steps can be used to build momentum





Q & A

Thank you



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