

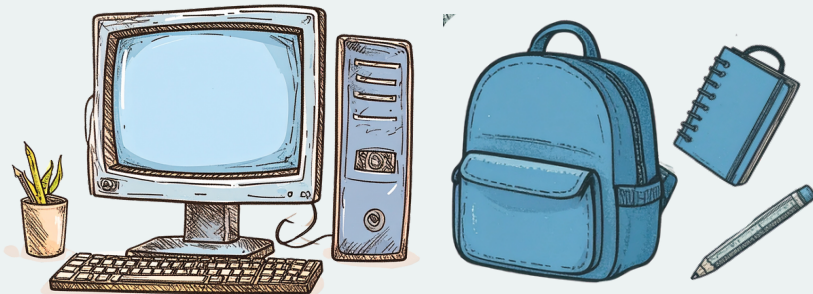
D. Implementation Strategy (2/2)

Stakeholder Engagement

1. Use Pijar's platforms (social media, newsletters, events) to:
 - Raise environmental awareness.
 - Feature community voices and promote pro-sustainability behavior.
2. Encourage partners to sign MOUs/codes of conduct with shared sustainability goals.
3. Co-create green programs like:
 - Eco policy labs, green entrepreneurship showcases, regenerative agriculture expos.

Program Delivery

1. Include environmental themes in planning stages.
2. Prioritize digital over printed materials.
3. Reduce travel; use remote tools.
4. Select local, sustainability-minded vendors and venues.
5. Reflect environmental outcomes in evaluations and debriefs.



E. Compliance & Monitoring

1. Regularly update policies.
2. Monitor progress via indicators.
3. Ensure compliance with regulations.
4. Conduct internal sustainability audits.



F. Continuous Improvement

Pijar Foundation is committed to continuous learning and improvement in sustainability practices. We will:

1. Encourage innovation in sustainable development.
2. Adapt policies to reflect emerging environmental challenges and best practices.
3. Strengthen partnerships with sustainability-focused organizations and networks.
4. Solicit feedback from stakeholders to enhance environmental impact strategies.



Environmental & Sustainability Manual



A. Overview

Pijar Foundation is a youth-led non-profit committed to advancing future talent and a future planet. Sustainability is embedded in both internal operations and external programs—recognizing that human and planetary wellbeing are interlinked.

Key actions:

1. Promote digital-first systems, energy-conscious behavior, and reduced paper use.
2. Integrate sustainability into partnerships, due diligence, and public initiatives.



B. Scope

Covers three key areas:

1. Internal Operations & Office Practices – Embedding sustainability in daily work and facility use.
2. Stakeholder Engagements & Partnerships – Driving awareness and joint environmental actions.
3. Program Delivery – Applying sustainability across program design, execution, and evaluation.

C. Operational Principles

1. Resource Efficiency: Optimize energy, water, and material use.
2. Climate Sensitivity: Support carbon reduction and climate adaptation.
3. Team Awareness: Build internal capacity and sustainability knowledge.
4. Stakeholder Engagement: Work with partners that uphold environmental values.



D. Implementation Strategy (1/2)

Internal Operations

1. Capacity Building:

Onboarding, internal campaigns, quarterly trainings.

2. Emission Reduction:

- Flexible WFH policy.
- Use of LED lights, motion sensors, solar panels, and natural lighting.

3. Sustainable Consumption:

- Minimize single-use plastics.
- Use refillables, digitized workflows, cloud storage.
- Default double-sided printing.

4. Waste Management:

Implement waste separation for recycling/composting.

