



Embedding Sustainability & Employee Engagement

Justin Prien

*St. Louis Site Environmental &
Sustainability Lead*



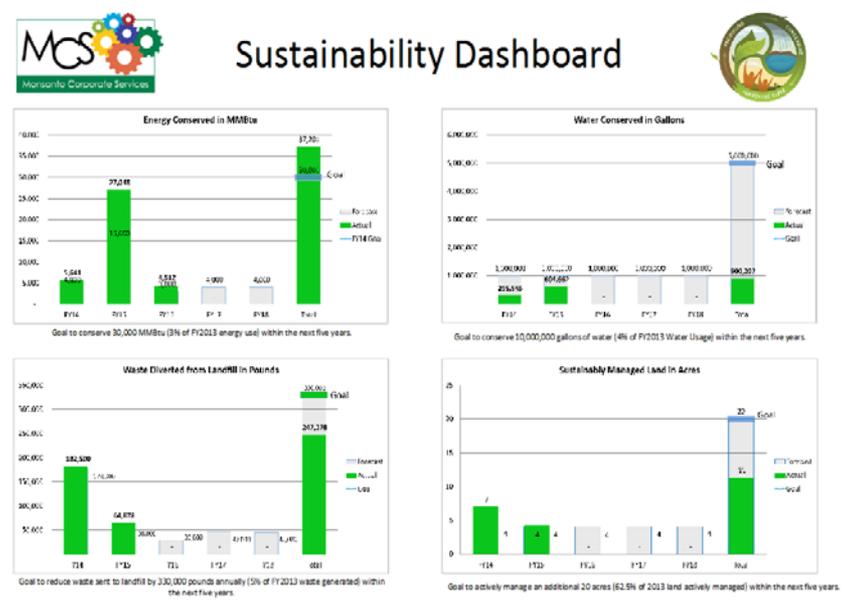
Introduction

- The ultimate success of any sustainability program is going to be dependent on your employees.
- Since every employee is an individual it often takes multiple different methods to embed sustainability into the workplace and have employees that are actively engaged.
- Through this presentation I will discuss different methods that we have used to both embed sustainability and engage our employees.



Sustainability/Green Teams and Goals

- Create a Sustainability/Green team with a mixture of employees.
 - Employees who are passionate about sustainability
 - Employees with a solid knowledge of your business
 - Employees who are able to make changes
- The team will need to establish a leader, metrics, goals and will need to report progress periodically.
- Depending on the size of the business the team may need to be broken up into smaller sub-teams.
 - Waste minimization, Energy Conservation, Water Conservation Nature land Management





Create Recycling Programs

- Recycling programs can include any the following:
 - Single Stream, Compost, Used Batteries, Used Light Bulbs, Used Electronics, Waste to Energy and Laboratory Recycling.
- Communication and training are key to the success of these programs and can be a challenge.
 - Ensure employees:
 - Understand the recycling programs
 - Know where to place trash materials
 - Are aware of the results
- Always be mindful that certain materials such as batteries, light bulbs and electronics may have regulations that dictate how they are stored and recycled.





Training and Videos

- Use training to give employees the knowledge needed to participate in your sustainability programs.
- Keep the training fresh and interesting. No one wants to take another boring CBT.
- Supplement your training with short films, events and other communications.
- [Save Rooty](#)
- [Save Rooty “Lights Out”](#)





MCS Sustainability Team's 2014 Highlights



Solar arrays installed at Creve Coeur, Chesterfield and Spirit Airport which will generate 100,000 kwh of electricity annually.

Rooty sprouted and showed us we can all make a difference.

Waste to energy compactors were installed at the Creve Coeur and Chesterfield campuses eliminating 100,000 pounds of trash annually.



The Wildlife Habitat Council recertified the Creve Coeur and Chesterfield Campuses as Corporate Lands for Learning sites and the Creve Coeur Campus as a Wildlife at Work site.



This sustainability fact sponsored by:

Communication

- Communicate information in multiple forms and media if possible.
 - Don't rely solely on a single route of communication such as email.
- Examples of other routes of communication:
 - Posters, Safety Splash, Monsanto TV, Internal Website, Yammer, etc.
- In general face to face communication still appears to be the most effective, but also requires the greatest amount of resources.

MONSANTO - ST. LOUIS

Safety Splash

April 15th, 2015

Creve Coeur Earth Day Celebration
Tuesday, April 21, 2015
11:00 am - 1:00 pm
A Cafe Patio & Cafe
Multiple exhibits, Giveaways

Chesterfield Village Earth Day Celebration
Thursday, April 23, 2015
11:00 am - 1:00 pm
AA Cafe
Multiple exhibits, Giveaways

STL Earth Day Festival
on the Muny Grounds at Forest Park
April 26th, 10 am - 6 pm
<http://www.stlouisearthday.org/>

Queeny Park Habitat Restoration April 25, 2015
9:00 am - 12:00 pm
Contact Joe Eades 4-8517 or
Joseph.w.eades@monsanto.com
for more information

RECYCLE
April 22nd only
V-Annex Parking
Lot
7 am - 1 pm

BLANKET DRIVE!
Help bring some comfort to the residents of the Humane Society with your donation of blankets, sheets, towels, bathmats, etc. (usable condition and clean, please). Also in need of leashes, pet dishes, & pet toys. Collecting throughout the month of April. Deliver them to either library (R2 in Creve Coeur, AA1 in Chesterfield), or at our Earth Day table.

4th Annual Electronics Recycling Event
Sponsored by STL Sites' ESH to help employees properly dispose of their household electronics for Free! (Open only to Monsanto employees and contractors).
Acceptable Items: Computers, monitors, laptops, printers, TVs, cell phones, microwaves, batteries & other small consumer electronics.
Unacceptable Items: Large appliances, smoke detectors or any Freon containing equipment such as refrigerators, air conditioners or freezers. (No business electronics please!)
Recycling electronic equipment recovers resources for reuse & recycling, & protects the environment by preventing the release of hazardous components such as lead, cadmium, & mercury.
For more info please contact Justin Prien at 4-1340

HHWSTL accepts Household Hazardous Wastes from county residents of St. Louis, St. Louis City & Jefferson.
For more info &/or reservations: www.hhwstl.com
Visit www.dnr.mo.gov/cyclemo/where.htm for a list of electronics recyclers in the St. Louis area.

Clean Water Mission
Donate used shoes and handbags to support clean drinking water projects. Bins available at all cafes (A, K, AA, & NC), O Cart, & all floors of F Building & North Campus April 10th - 27th.
For more info contact Christina Allen, 4-P157 or Eldad Kung'u 4-8846; www.CleanWaterMission.org
New or used; all conditions accepted!

Shoes Handbags



Employee Events

- Sponsor an employee event such as Earth Day or present sustainability information during another event such as a wellness or safety fair.
- We use these events to educate employees on how to recycle, recruit for volunteer events and communicate current strategies and events.
- These events give the opportunity for face to face interactions and helps emphasize that sustainability is a core value.



Giveaways

- When you have events, giveaways can help employees remember the event and become more sustainable.
 - Reusable coffee mugs reduce the use of disposable coffee cups in the workplace.
 - Reusable water bottles reduce the need for bottled water.
 - Native wildflowers help rebuild the natural habitat.





Employee Recycling Events

- Sponsor an employee electronics recycling or household hazardous waste event.
 - These events ensure hazardous materials are not sent to a landfill or released to the environment.
 - Employees appreciate this because it allows them to properly dispose of these materials.



- Ensure you have reviewed any and all applicable regulations prior to planning an event like this. The consequences for non compliance can very significant.



Sustainability Related Volunteer Opportunities

- Sponsor local volunteer events which help increase sustainability.
 - Recycling with the Cardinals
 - Operation Clean Stream
 - Tree Planting at Queeny Park
- These events help encourage team work between employees, help improve the company's public image and give employees the opportunity to contribute to a meaningful event.



Participate in Local or National Sustainability/Conservation Group



- Join a local group which does a green/sustainability challenge such as the St Louis Green Business Challenge.
- Report your sustainability data through a recognized group such as GRI.
- If you have wildlife areas on your property, certify them through a wildlife group such as the Wildlife Habitat Council.
 - Corporate Lands for Learning
 - Wildlife at Work





Conclusions

- There are many ways to embed and engage employees about sustainability, but there isn't a single way to cover all employees.
- Depending on your employees you may need to implement multiple different methods and even create your own.