



INDIVIDUAL GREENING PLAN

1 GENERAL INFORMATION

COUNTRY:
France

ORGANISATION:
ARDITEC

YOUR RATIONALE FOR GREENING YOUR ORGANISATION:

ARDITEC is committed to tackling environmental challenges by minimizing the company's environmental footprint while promoting a sustainable way of working and living. This will be achieved by understanding the importance of resource efficiency and waste management, and the social responsibility of encouraging sustainable practices among employees.

YOUR VISION FOR YOUR ORGANISATION:

ARDITEC stands for sustainable development that protects the legacy to future generations. Useful to the general interest, the ARDITEC Association will focus its reflection, research, propositions, and missions, following a strict approach to the values of ecology and humanism.



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ORGANISATION: ARDITEC

2 INDIVIDUAL GREENING INITIATIVES OF YOUR ORGANISATION

WHICH GREENING INITIATIVE/MEASURE ARE YOU PLANNING?

Sustainable Workplace

WHICH AREA DOES THIS INITIATIVE TARGET?

Greening the community and workplace

OBJECTIVE:

To reduce the company's carbon footprint by implementing sustainable practices within our workplace.

DESCRIPTION:

The "Sustainable Workplace" initiative aims to implement energy-efficient technologies and waste reduction measures. The goal is to cultivate a culture of sustainability, lower operational expenses, and serve as a positive role model for partners.

TARGET GROUP:
ARDITEC STAFF.

LEADERSHIP AND STAFF INVOLVED:

All staff members are involved, from the Projects Director until the Sustainable Project Manager.

3 IMPLEMENTATION PHASE

Planning of Implementation:

Details on planning, including timelines and task assignments. Description of specific activities to be carried out, outcomes, and execution methods

What (Tasks/Activities)	Who is responsible?	How? (Execution Method)	When? (Timeline)
Reduction of energy consumption	Projects Director	Use of solar panels, replace lightbulbs, thermal insulation materials, heatpump, under-floor heating, pergolas, and conservation/growing of trees	1 year (ongoing)
Waste management	Projects Director	Implementation of bio-digester, and waste sorting.	1 year (ongoing)
Use of renewable materials	Projects Director	Avoid the use of plastic products, instead choose the renewable material option, e.g., wood.	1 year (ongoing)



3 IMPLEMENTATION PHASE

Resources:

Make a list of all resources you need. Give information on how necessary resources will be gathered/acquired, such as funding, materials, human resources and stakeholders involved, etc.

Type of resource (money, time, material,...)	How much do you need?
Funding	Company budget allocation.
Materials	Energy-efficient equipment (bulbs, solar panels, heat pump, etc.)
Human resources	Internal and external staff to verify the improvements.





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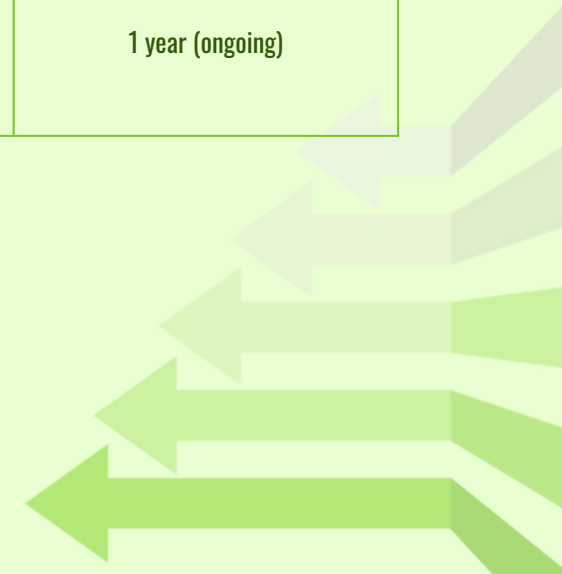
ORGANISATION: ARDITEC

3 IMPLEMENTATION PHASE

Engagement and Awareness:

Strategies for engaging and raising awareness among the school community and/or the external community about the initiative

Who do you want to engage/communicate to?	What is the goal of engaging this person/group?	What do you need to communicate?	How do you want to engage them/communicate (channel)?	When? (Timeline)
ARDITEC staff	Encourage sustainable practices in- and outside the workplace	Environmental, social, and economical benefits.	Internal meetings.	1 year (ongoing)
Project partners	Show real actions that decrease the carbon footprint of a company.	Environmental, social, and economical benefits.	Meetings, website, social media posts, and posters.	1 year (ongoing)



4 MONITORING AND ASSESSMENT OF YOUR INITIATIVE

In which areas should the initiative bring benefits and improvements?

- *Social* (e.g. Awareness, behavioural changes, improved equality, diversity, well-being...)
- *Environmental* (e.g. less carbon emissions, better air quality, ...)
- *Economic* (e.g. financial savings, innovation opportunities through workers with sustainability competences,)

Remember: The KPI is formed by a current value, a target value, and the metric (variable that will be measured).

How will you monitor and assess the success of your Initiative?

What are the goals of your initiative? Which impact should your initiative generate? (Topic)	What is your current value? (It is not necessary to have one in some cases)	What is the target value and timeline for completion?	What variable will be measured?	Key actions to achieve the target value	How do you want to measure it? (Monitoring instrument, e.g., surveys, energy bills, etc.)
Decrease the energy consumption	36,290 kWh/year	78% reduction of energy consumption in one year.	kWh/year	Implementation of solar panels, insulating materials, and heat pump.	Energy bills and external staff.
Decrease the energy cost	3,660 €/year	63% reduction of energy cost in one year.	€/year	Implementation of solar panels, insulating materials, and heat pump.	Energy bills.
Decrease the use of plastic materials		50% reduction of plastic in the office.	Amount of goods made of plastic in the office.	Introduce products of renewable materials.	Surveys in the office.