



INDIVIDUAL GREENING PLAN

1 GENERAL INFORMATION

COUNTRY:
GREECE

ORGANISATION:

Omhres, consulting services and initial and continuing training services of high quality

YOUR RATIONALE FOR GREENING YOUR ORGANISATION:

OHMRES is committed to offering the highest possible standard consulting and professional training services while supporting both public and private organizations. However, we have recognized that our business activities—from office energy use to waste generation, and limited employee awareness of sustainability issues—are some of the contributions to environmental challenges. Reduction in energy and waste, while increasing environmental awareness internally within the organization, has made us consider greening initiatives. By addressing these issues, we seek to create an environmentally conscious culture at OHMRES, pushing it to the next level in terms of sustainability performance.

YOUR VISION FOR YOUR ORGANISATION:

OHMRES specializes in the provision of consulting services and initial and continuing training services of high quality. At the same time, it provides integrated technological solutions, conducts research and actions to promote and support employment and provides subcontracting services to individuals, public and private bodies, local authorities and other organizations both in Greece and abroad. It is characterized by continuous development, both in the field of vocational education and training, as well as in the field of lifelong learning and training.





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ORGANISATION:

2 INDIVIDUAL GREENING INITIATIVES OF YOUR ORGANISATION

WHICH GREENING INITIATIVE/MEASURE ARE YOU PLANNING?

EcoChampion Workplace Program

WHICH AREA DOES THIS INITIATIVE TARGET?

Greening the community and workplace

Greening the organisational culture

OBJECTIVE:

The core objective of the EcoChampion Workplace Program is that all employees reduce waste, conserve energy, and apply other environmentally friendly practices that promote environmental sustainability. In so doing, we can act as an example in the corporate world by showing that indeed sustainability and efficiency in business operations go hand in hand.

DESCRIPTION:

The EcoChampion Workplace program gets employees and the workplace engaged in actually promoting good sustainable practices for a healthier environment.

TARGET GROUP:

All employees within the organization

LEADERSHIP AND STAFF INVOLVED:

- Project Leader: Company Director
- Sustainability Officer: Responsible directly for the day-to-day management of the EcoChampion Workplace program
- Employees

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)
Energy and Waste Auditing: To undertake energy and waste audits	Project Leader	To hire external consultants to review current practice and identify areas of energy use and waste management which require attention and development.	March 2024
Development of recycling and energy reduction programmes	Sustainability Officer	Implement waste recycling protocols and efficient use of energy based on the audit findings.	May 2024
Organizing workshops and training meetings	Sustainability Officer	Conduct monthly workshops and training seminars on environmental responsibility and practical sustainability practices.	June 2024

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,...)	Who much do you need?	Who will you secure this resource?
Money (consultants, materials)	Budget estimate of €1,000	Seek budget approval from the project leader, apply for environmental grants.
Time (employee involvement)	Dedicated work hours	Organisation within working hours, promotion within professional development
Materials (recycling bins, efficient appliances)	To be determined	Purchase through sustainable suppliers, explore possible sponsorships
Human resources (consultants, trainers)	2 consultants, 1 trainer	Recruitment through specialised organisations approved by the project leader



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)
Employees	To inform and motivate for active participation	Benefits and expectations of the sustainability programs	Workshops, intranet updates, emails	Ongoing
Local Community	To extend impact and build collaborative efforts	Opportunities for community involvement and benefits	Community events, local media, social media	Ongoing
Investors and Partners	To maintain transparency and foster support	Updates on progress and insights into sustainability impacts	Newsletters, annual sustainability reports	Annually



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.)
Social: Increased Environmental Awareness Among Employees	Baseline awareness measured at initiation	80% awareness and engagement by end of 2026	% of employees aware and engaged in sustainability practices	Conduct regular training sessions; monthly newsletters; participative events like eco-fairs	Employee surveys; feedback forms
Environmental: Reduction in Office Carbon Footprint	Current annual CO2 emissions estimated based on utility bills and waste outputs	Reduce carbon emissions by 25% by end of 2026	Tons of CO2 emitted annually	Implement energy-efficient solutions; enhance recycling and waste management programs	CO2 tracking via energy and waste audits; environmental impact assessments
Economic: Cost Savings from Energy Efficiency	Current annual energy costs derived from bills	Reduce energy costs by 20% by end of 2026	Annual energy costs	Retrofit buildings with energy-saving technologies; employee energy-use education	Review of energy bills pre- and post-implementation