



DE BEERS GROUP
CLIMATE ACTION MANIFESTO



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INTRODUCTION

Human activities are changing our natural world, including our climate. As concentrations of greenhouse gases accumulate and trap heat in our atmosphere, the earth is getting warmer. Climate change because of global warming is affecting natural ecosystems across the globe, extreme weather events are becoming more severe and increasingly regular, biodiversity is in decline and many natural habitats are facing collapse.

Building Forever is De Beers' commitment to create a long-term positive impact beyond the discovery of our last diamond. Building Forever is underpinned by our purpose to 'Make Life Brilliant' in every way we can, from the work we do as part of our role within De Beers, to the choices we make as individuals at home. One of our ambitious Building Forever goals is to become carbon neutral by 2030, which is something we cannot achieve without the support from everyone across the organisation.

De Beers is already implementing and planning projects across the group to minimise our operational "carbon footprint". However, to reach our goals and truly live our values, everyone has a part to play, and small changes can have a big impact!



SCOPE

What is the Manifesto?

This Manifesto has been created as a set of guiding principles and thought starters to help us all be part of the solution and to help influence positive change, in both our personal and professional lives.

The information in this Manifesto aims to help each individual gain a better understanding of the carbon emissions relating to some of our regular activities and provide action-based guidance that can be applied by our employees to reduce their personal carbon footprint, and also that of the wider Group.

As this is a living document that will be refreshed over time, we welcome your thoughts and suggestions so that we can include these in future iterations. A link to provide your comments can be found at the end of this document.

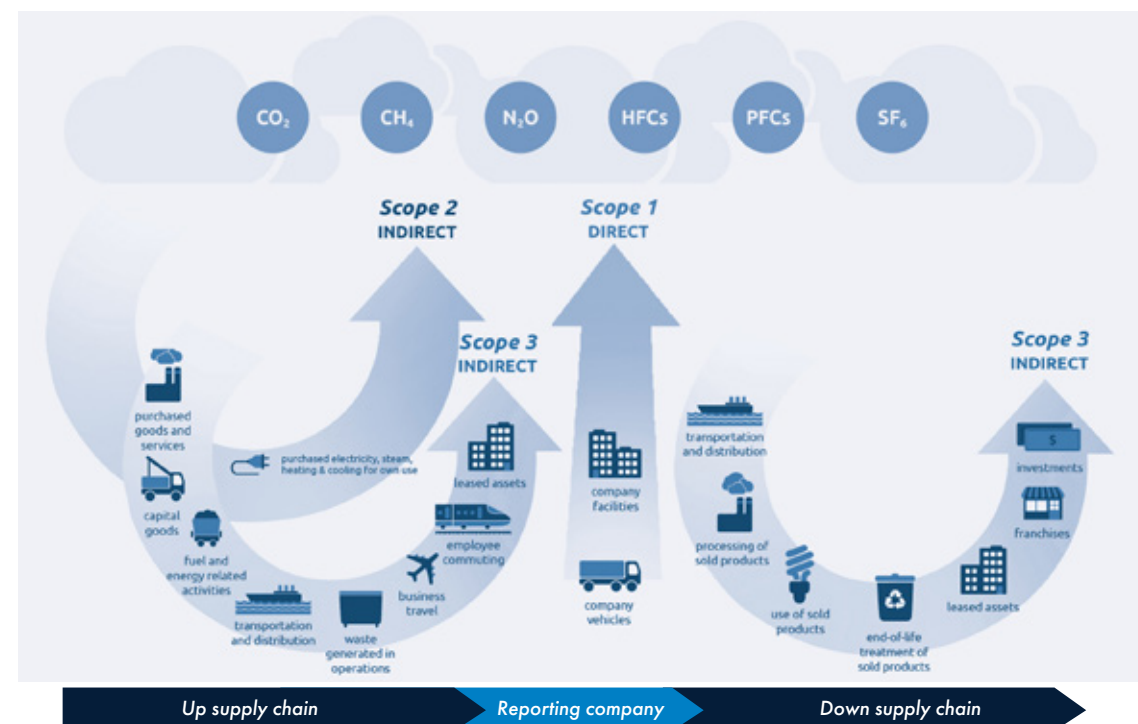
It's important to note that the guidance in this document does not replace our safety policies and procedures, please ensure you continue to make safety your number one priority in your decision making.



HOW DO WE CLASSIFY OUR CARBON EMISSIONS?

A company's carbon emissions are divided into 3 categories, these are known as Scope 1, 2 and 3. Scope 1 and 2 include emissions we directly control, such as the combustion of fuel in our mining trucks and electricity usage. Whereas Scope 3 emissions relate to activities across an entire value chain. Examples of Scope 3 emissions includes those created by the products we buy, the mode of transport we use to commute to work, the events we run, the business travel we undertake, the goods we transport, and many of the other activities that support our work.

But these classifications can also be applied to each of us as individuals, making each of us the CEO of our own 'Me Co', and making better choices, both at work and home, will help reduce emissions and our impact on the environment. A consolidated and holistic effort is needed to help drive positive changes and reduce global carbon emissions.



PRIORITY AREAS

It is important to recognise that this list is by no means exhaustive but tries to focus on the high impact and actionable activities that we can all address. Many of these areas are interlinked and making conscious decisions in one area may assist with another; for example, a reduction in food waste could lead to carbon emission reductions across the categories of Food, Waste & Circularity and Transportation of Goods, and Meetings & Events.

THIS MANIFESTO IDENTIFIES SEVEN KEY FOCUS AREAS

1. Energy
2. Waste & Circularity
3. Food
4. Business Travel
5. Employee Commute
6. Transportation of Goods
7. Meetings & Events



ENERGY

We consume and use energy in almost every activity we do; from sending an email to taking a shower! In our offices and at our sites, our facilities managers are constantly looking at ways to save energy and reduce our carbon footprint, such as the installation of photovoltaic (solar) panels; and examining equipment specification, as well as our lighting, heating and air-conditioning systems to ensure efficiencies. At work, we commend talking to your local certified energy experts to discuss how to save energy safely at work. Making small changes in how we use energy can reduce our carbon intensity every day at work and at home, and small changes accumulate to make big differences.



DID YOU KNOW?

Changing a 60W halogen light bulb for a 9W LED, would reduce electricity consumption by 85%. The LED bulb should also last for over 20,000 hours, as opposed to 2,000 hours for the halogen – ten times longer! Helping you save the planet and money simultaneously!

WHAT CAN I DO?

- Upgrade heating and cooling systems to transition away from oil and gas power. Utilise passive cooling and heating, such as shading devices and materials that reduce or increase heat gain, where possible – thus reducing the energy demand of heating and cooling systems.
- Ensure cooling and heating systems are operated as efficiently as possible and adjust heating and cooling systems in winter/summer respectively.
- Insulate buildings to reduce heat transfer through walls and roofs, reducing the need for heating and air conditioning.
- Draught-proof your windows to reduce air (temperature) loss/gain.
- Invest in energy efficient appliances (A+ rating) and equipment.
- Insulate exposed hot water pipes and geysers to reduce temperature loss/gain.
- Install LED lightbulbs, instead of incandescent lightbulbs, utilise daylight where and when available instead of electric lighting.
- At home switch lights off when not in use, and/or install motion sensors and timers to turn lights on and off respectively.
- Unplug/switch off idle appliances such as chargers, microwaves and televisions.
- Switch off your laptop/desktop/screensaver/printer/monitor when not in use, standby mode still consumes power.
- Only run washing machines, dryers, dishwashers when full, and use the 'eco' programme when you can.
- Don't switch on all equipment at once, staggering use throughout the day will reduce peak energy costs and sustainably draw power from renewable sources such as solar which don't always have full sunshine availability making it go further.
- Install meters that allow you to monitor energy usage to identify areas of improvement and behaviour trends.

WASTE & CIRCULARITY

Globally the human race produces a huge amount of waste resulting in the consumption of 75% more resources each year than the Earth can naturally generate. Circular Economy principles seek to address this by transforming value chains where used goods have an alternative value and so waste is 'designed out' and repurposed. We can apply similar thinking in our day-to-day lives by reviewing our individual choices, behaviours and consumption patterns. Making conscious efforts to consider how our goods and materials are produced and where they go after we no longer need them can add up to significant changes. Below are a set of questions we can continuously ask ourselves:

- How can we minimise or eliminate waste?
- Can we turn waste into something that creates and maintains value?
- Can we rethink how we design and use an existing item or product to increase its lifespan?
- Can we leverage our existing networks and relationships to embed circular models?
- And lastly can we support new business models that defy the traditional linear model?

DID YOU KNOW?

80% of consumer goods waste is burned or sent to landfill because of poor design and/or lack of end-of-life collection options, resulting in avoidable carbon dioxide and other green house gas emissions, as well as increasing resource and land pressures.



WASTE & CIRCULARITY

WHAT CAN I DO?

- Purchase only what you need, so that you will use only what you need and waste less.
- Reduce the use of virgin materials used and opt for recycled materials instead.
- Avoid purchasing individually packaged items. Instead purchase low-waste products that come with little to no packaging.
- Use reusable bags for shopping and transportation.
- Utilise waste separation and recycling schemes where available. If recycled waste is not collected, dispose of your metal, plastic, glass, paper waste at recycling centres. This will reduce the amount of waste disposed of at the landfill.
- Items that are often difficult to recycle include electronics, batteries, pallets, CFL lightbulbs, toners, office supplies and film plastics; however specialist local recycling schemes may exist. For example in the UK many supermarkets now accept materials such as batteries, crisp packets, carrier bags and plastic film lids. Sometimes a quick internet search and a bit of additional sorting at home will mean you can further reduce what goes into landfill.
- Where possible re-use vegetable oil. Dispose of your vegetable oil at recycling centres that can convert vegetable oil into bio-diesel fuels.
- For organic waste consider investing in a compost bin, the product from which can be used to fertilise plants - or look for a local service if you cannot compost yourself.
- Donate old furniture to charity or second-hand shops. Sell any surplus items through local or online resale websites or apps.
- Verify if appliances or equipment can be upgraded or repaired before disposing of them and buying something new.
- Buy second-hand clothing, and set up clothing exchanges with friends and colleagues.
- Toys and furniture should be donated or exchanged to avoid waste and unnecessary resource use.
- Consider recycling or re-using materials from projects for other programmes and activities.
- Shop good quality (versus fast fashion) clothes to reduce the quantity and frequency of clothes needed.
- Understand supplier/manufacture sustainability policies on how they produce their products and how they reuse/recycle their waste.
- Consider the duration and frequency of use when purchasing a product. Opt to rent/lease a product especially when it will be used infrequently.
- Purchase electronics that are durable products that will last long and can be repaired. Avoid end-of-range products or with limited spares.

FOOD

More than one-third of global greenhouse gas emissions caused by human activity can be attributed to the way we produce, process and package food. If we are to make a positive impact on the planet and reduce our emissions at work and home, we need to review the way we grow, purchase and consume food.

WHAT CAN I DO?

- Plan your meals and take care not to buy more food than you can eat. Donate or give away surplus food to food banks or charities before throwing it away.
- Try to eat food that is grown locally, in season, organic or with suppliers that practice fair trade.
- Understand the carbon footprint of what you eat so that you make good food choices. Food served in the De Beers canteens should provide labels in terms of seasonality, location grown and carbon footprint. If they do not, speak to your Catering Team.
- Consider reducing or eliminating red meat from your diet and eat as many plant-based meals as possible. If you eat meat and/or fish try to ensure this is from a sustainable local source.
- The Caterers in our work canteens will have a good understanding of likely levels of demand which will influence the types and quantities of food they purchase and prepare. Demand may be affected by seasons, holidays, events, meetings and the day of the week. At home we suggest a similar approach is taken if possible. This could include writing a weekly meal plan, cooking in advance and/or freezing your pre-cooked meals. Planning and batch-cooking reduces the amount of food wastage, saves on cooking and preparation time and will also reduce the amount of energy used.
- Although buying in bulk is convenient, it can lead to more food waste if not correctly stored and used. Consider how food can be stored to avoid perishing; careful refrigeration or freezing of foods can significantly decrease waste and save resources, energy, transportation and money! Different ways of food preservation such as pickling, drying, canning, fermenting, freezing and curing of foods can ensure waste is minimised and food can be eaten a long time after purchasing.
- When eating out, especially at buffet-style restaurants, opt for smaller meal portions to minimise food waste.
- When there is excess food find ways to preserve or donate the food before the food expires.
- If ordering take-outs or food deliveries choose vendors that use reusable or recyclable containers.

DID YOU KNOW?

Approximately 9% of the world's greenhouse gas emissions relate to food waste. If food waste were a country, it would have the third-biggest carbon footprint after the US and China.





DID YOU KNOW?

A return flight, in economy class, between Johannesburg and London generates 2.9 tonnes of CO₂. This is equivalent to an average European petrol-engine car driving continuously for around 18 months!

BUSINESS TRAVEL

The term 'Business Travel' relates to employees traveling to and from locations that are not their designated place of work, such as attending an event, workshop or off-site meeting. The carbon intensity of travel will vary depending on the mode of transport, the distance travelled, and the frequency of travel. However, all travel (whether personal or professional) currently consists of burning fuel and whilst alternatives to fossil fuels are becoming more widely available, more than 95% of the world's transport energy still comes from fossil fuels. This is underpinned by the fact that the transport sector is responsible for approximately one quarter of greenhouse gas emissions. Therefore, travel avoidance is still considered the most effective mitigation and is reflected in the latest De Beers Group Travel Policy and Standard. If travel cannot be avoided, below are some simple things to take into consideration.

WHAT CAN I DO?

- Consider the reason for travel. Is there an alternative to eliminate the need for travel such as a virtual meeting?
- Consider whether you have a specific and individual role to play in the meeting or event – is your attendance essential?
- Consider who is travelling where; it could be more efficient for someone to travel to you, rather than your team traveling to meet them. Combine trips where possible and maximise your schedule to minimise the need for further travel.
- Consider alternatives to flying, especially when the distance is short; for example, taking a train, such as the Eurostar.
- If you must fly, choose the most direct flight, and if logical, fly economy.
- Pack light! Unnecessary weight in suitcases increases the carbon intensity of a flight.
- Choose a hotel close to the office or working location to minimise onward travel.
- When travelling with colleagues and car hire is required, consider a car-share and rent an electric vehicle if possible.
- Support local restaurants and consider meat-free meals.
- Take your resource consciousness with you; use energy and resources sparingly, do not be wasteful just because you aren't at home.

EMPLOYEE COMMUTE

The mode of transport you take to work will depend on the transport infrastructure and choices available within your country and region. The reliability, safety and energy efficiency of your chosen mode of transport should be considered for your journey to your place of work and will depend on where you live and your own personal circumstances. Do not risk your personal safety when selecting how you travel to and from your place of work.

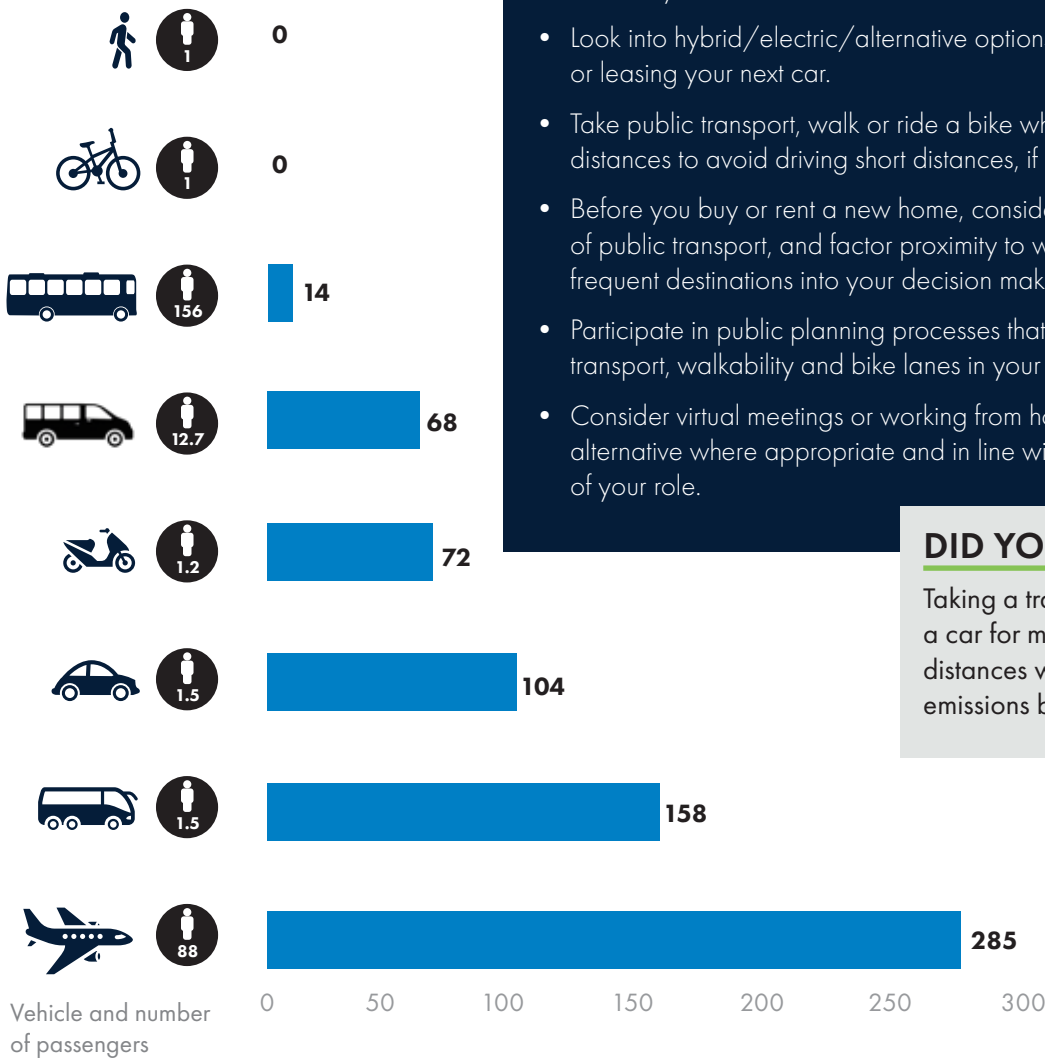
As an employer, De Beers offers a variety of solutions to support sustainable employee commuting. In certain locations this may include electric vehicle charging bays, bicycle schemes, annual rail passes, and bicycle parking (depending on your Business Unit / location). We ask each of you to take a critical look at how you commute and see if a lower-carbon alternative solution is safely viable.

WHAT CAN I DO?

- Consider car-pooling if you live close-by to work colleagues.
- Maintain your vehicle on a regular basis to manage its fuel efficiency and emissions.
- Look into hybrid/electric/alternative options when purchasing or leasing your next car.
- Take public transport, walk or ride a bike when traveling short distances to avoid driving short distances, if safe and viable.
- Before you buy or rent a new home, consider the availability of public transport, and factor proximity to work or other frequent destinations into your decision making.
- Participate in public planning processes that address public transport, walkability and bike lanes in your community.
- Consider virtual meetings or working from home as an alternative where appropriate and in line with the requirements of your role.

DID YOU KNOW?

Taking a train instead of a car for medium-length distances would cut your emissions by around 80%.



Grams of CO₂ per passenger-kilometer

TRANSPORTATION OF GOODS

How we transport goods, to and from our homes and places of work, is an important consideration as this has a significant carbon footprint. Careful and timely consideration of the mode of transport (road / sea / rail / air freight etc) is required and will ensure sufficient project timelines are allowed to facilitate the most cost and carbon effective means of transport. Distribution routes and warehousing solutions should be planned to minimise cost and carbon impact.

WHAT CAN I DO?

- Minimise transportation of goods - source locally, if possible, to avoid the need for transportation.
- Only buy what you need. Unnecessary goods mean unnecessary transportation!
- Where transportation of goods cannot be avoided, consider ground or maritime transport methods rather than air freighting. Ensure project planning allows sufficient time for this.
- Get goods delivered in bulk, where appropriate, to avoid unnecessary journeys.
- Review distribution and warehousing routes to maximise the efficiency of the existing system, and implement careful planning to avoid unnecessary, duplicate or inefficient journeys.
- Consider procurement synergies amongst in-country companies within the group.
- Apply this thinking to your own personal choices by only ordering items you need, shopping local or if shopping online try to combine deliveries and avoid next-day or speedy deliveries unless absolutely necessary.

DID YOU KNOW?

7% of global CO2 emissions come from the transportation of goods by air, road, rail and sea.



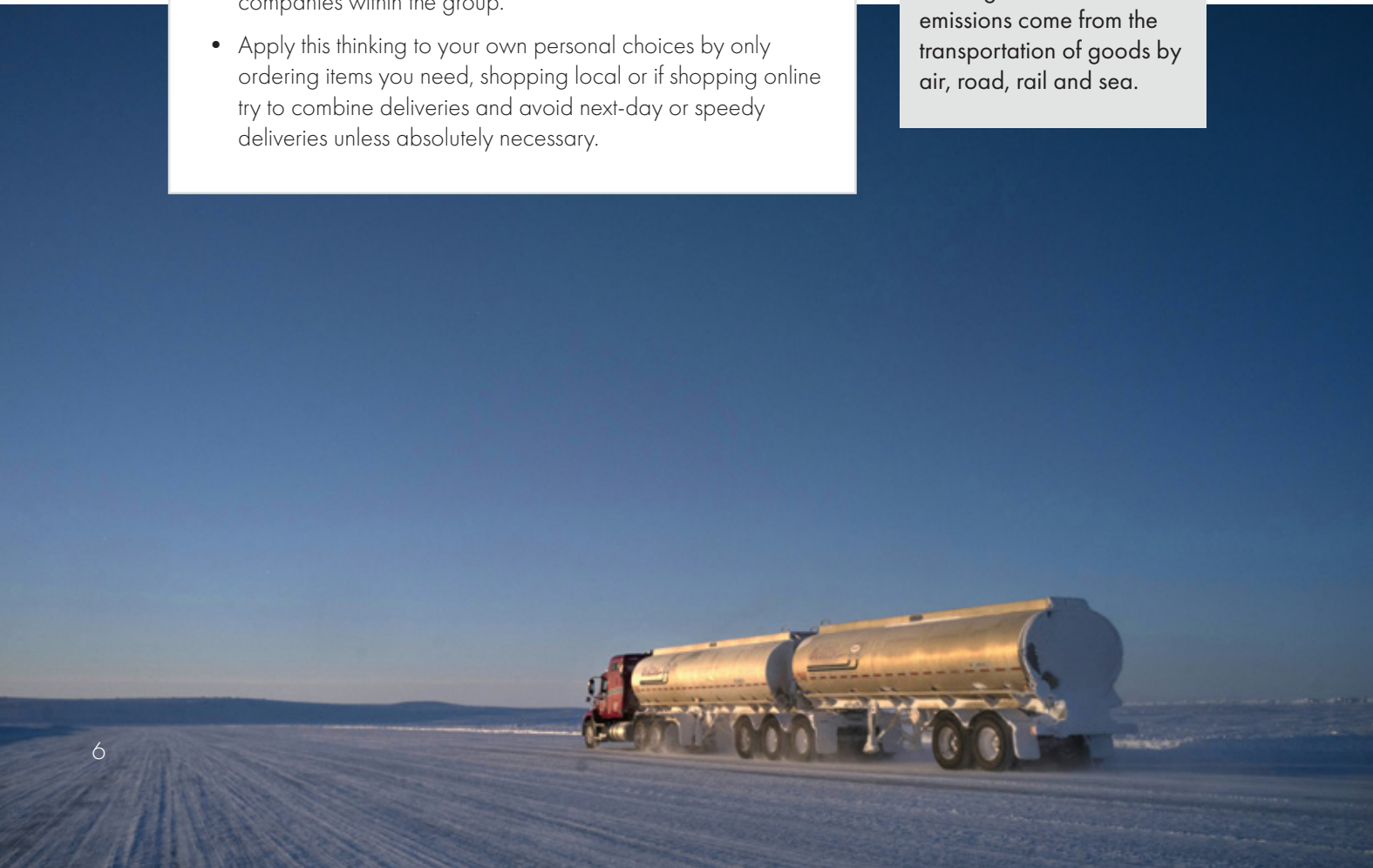
MEETINGS & EVENTS

When planning meetings and events many of the focus areas above should be taken into consideration; namely those regarding Energy, Food and Business Travel. Please refer to those sections above for further detail in those areas.

When planning a meeting or event, a perfect, zero-carbon solution may not be possible every time, but by taking a holistic approach to who, where and when events take place, and what materials and resources will be provided during the event, will help limit negative impacts.

WHAT CAN I DO?

- Ensure your meeting or event planning includes a way to measure its environmental impact, this should include not just carbon, but water and waste as well. This analysis can then be used to actively reduce any negative impacts and to provide a benchmark and learnings for the future.
- Hold the event close to the majority of attendees, and near a transport hub to minimise travel links.
- Combine or schedule events close together where possible, to allow travellers to combine trips and minimise travel distances.
- Coordinate airport transfers and bus shuttles to avoid unnecessary duplication of trips. Alternatively hold events in the hotel where group accommodation can also be booked. Be selective with who you invite – only invite essential contributors.
- Select venues and event / production companies with credible sustainability criteria. Do refer to the De Beers Group Travel Policy recommended suppliers which includes sustainable hotels.
- Ask venues about their energy sourcing, and opt for venues with renewable energy, or use efficient power systems.
- Consider what resources are used to create event materials; Are they avoidable / recyclable / compostable? How far away from the use-point are they created and then transported? Can we use digital resources rather than physical ones?
- Provide clearly labelled recycling bins to help people segregate their waste.
- If you are running an event, ensure the caterer has accurate numbers of guests and their requirements. And avoid catering buffet-style, opt for smaller cocktail meals to minimise food waste.



GET INVOLVED

This Manifesto has been put together by the Climate Action Team. This active group meet regularly and work on initiatives to raise awareness of and galvanise De Beers Group employees around our mission to reduce our environmental impact and become carbon neutral. Please contact lucie.clark@debeersgroup.com if you would like to join the team, new members are always welcomed.

Help us evolve our Manifesto

Click [HERE](#) to submit an idea around how we can make this document better and more relevant to you and others

SOURCES

PAGE 2

Scope 1, 2 & 3 diagram

Source: <https://www.ghgprotocol.org/>

PAGE 3

'Did you know fact' "Changing a 60W bulb...."

Source: <https://energysavingtrust.org.uk/>

PAGE 3

Introduction "75% more resources each year" fact.

Source: <https://www.accenture.com/>

'Did you know' fact "80% of consumer goods..."

Source: <https://ellenmacarthurfoundation.org/>

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"More than one-third..."

Source: <https://news.un.org/en/>

'Did you know' fact "9% greenhouse gas...."

Source: <https://www.fao.org/home/en>

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'Did you know' fact "return flight to Johannesburg..."

Source: <https://www.clevel.co.uk/flight-carbon-calculator/>

PAGE 5

'Did you know' fact "Taking a train..."

Source: <https://ourworldindata.org/>

PAGE 6

'Did you know' fact "7% of global CO2...."

Source: <https://www.itf-oecd.org/>



