

IEMA

Transforming the world
to sustainability

IMPACT REPORT 2020

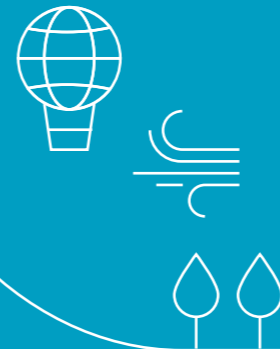
OUR CEO



Sarah Mukherjee joined IEMA as CEO in June 2020. She was the BBC's Environment Correspondent for many years, presenting on national and international BBC radio and television news, working – and winning awards - across the world. Since leaving the Corporation, she has had leadership roles in utilities and agriculture. She was a panel member for the National Parks Review and sits on the National Food Strategy Advisory Panel. She is a Trustee of the Woodland Trust and a governor of Harper Adams University. Sarah has been a Campaign for Real Ale beer judge and a rugby reporter in the past - two activities she still enjoys - and is a runner and yoga addict.



I
E



M

A



The Membership

A recognisable mark of excellence

MEMBERSHIP OVERVIEW



We ended the year with a record number of members across the world. We enhanced support for members and we successfully renewed our licence to award Chartered Environmentalist (CEnv). We also became licensed by the Society for the Environment (SocEnv) to award the new Registered Environmental Practitioner (REnvP) designation.

IEMA's partnership team focused on organisations looking to build capability within their business. Consistent feedback showed that IEMA's competency framework is the chosen standard for professional development.

Notable household names became partners including M&S, Lego, BAE Systems & Scania GB. Public sector partners grew with HMRC, Ministry of Defence, Ministry of Justice, Department for Business Energy and Industrial Strategy (BEIS) joining.

IEMA training and development drove the international reach of our partners' network through e-virtual learning techniques, allowing candidates to be trained on IEMA approved programmes globally.

MEMBERSHIP RESOURCES










The Membership

A recognisable mark of excellence

MEMBERSHIP OVERVIEW

Resources

-  [Interview about IEMA Training at Network Rail](#)
-  [Corporate Partnerships Programme](#)
-  [Corporate Partners new sustainability strategy](#)
-  [IEMA Sustainability Skills Map](#)
-  [Find your training course](#)
-  [Path to Chartership](#)
-  [IEMA Environmental Sustainability Skills for the Workplace - Workforce](#)



MEMBERSHIP
RESOURCES



MEMBERSHIP
GROWTH

Our Statistics

IEEMA individual membership grew from

15,454 at the end of 2019, to **16,535**

at the end of 2020. That's an increase of **7%**

MEMBERSHIP
BREAKDOWN





MEMBERSHIP
GROWTH

Breakdown of members per level



MEMBERSHIP
BREAKDOWN





MEMBERS STATISTICS

Number of professional members **11,021**

Number of people who upgraded **316**

Number of exams we've processed **2,287**

Number of people on a specialist register **691**

Practitioner application turnaround time reduced by **47%** and Full applications reduced by **12%**

Continue to be a licensed body for CEnv with more than **1,640 CEnv members.** IEMA has the most CEnvs registered of any licensed body and registers most CEnvs on an annual basis.



Our Partners

MEMBERSHIP
COUNTRIES

TRAINING
CENTRES

REGIONS

UNIVERSITY
PARTNERS

CORPORATE
PARTNERS



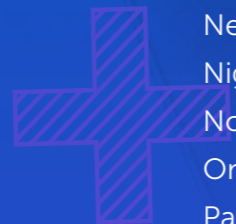
Membership Countries



- Albania
- Antigua and Barbuda
- Argentina
- Armenia
- Australia
- Austria
- Azerbaijan
- Bahrain
- Bangladesh
- Barbados
- Belgium
- Bermuda
- Botswana
- Brazil
- British Indian Ocean Territory
- British Virgin Islands
- Brunei Darussalam
- Bulgaria
- Cameroon
- Canada
- Cayman Islands
- Chad
- Chile
- China
- Congo
- Côte d'Ivoire
- Cyprus
- Czech Republic
- Denmark
- Egypt
- Eritrea
- Estonia
- Ethiopia
- Fiji
- Finland
- France
- Germany
- Ghana
- Gibraltar
- Greece
- Guyana
- Hong Kong
- Iceland
- India
- Indonesia
- Iraq
- Ireland
- Isle of Man
- Israel
- Italy
- Ivory Coast
- Jamaica
- Japan
- Jersey
- Jordan
- Kazakhstan
- Kenya
- The Republic of Korea
- Kuwait
- Latvia
- Lebanon
- Lithuania
- Luxembourg
- Malaysia
- Malta
- Mauritius

IEMA is a global organisation with members in **112** countries.

- Mexico
- Morocco
- Mozambique
- Myanmar
- Namibia
- Netherlands
- New Zealand
- Nigeria
- Norway
- Oman
- Pakistan
- Peru
- Philippines
- Poland
- Portugal
- Puerto Rico
- Qatar
- Romania
- Russia
- Saint Kitts and Nevis
- Saudi Arabia
- Seychelles
- Sierra Leone
- Singapore
- Slovakia
- South Africa
- Spain
- Sudan
- Sweden
- Switzerland
- Taiwan
- Thailand
- Trinidad and Tobago
- Tunisia
- Turkey
- Turks and Caicos Islands
- Uganda
- Ukraine
- UAE
- United Kingdom
- United Republic of Tanzania
- United States
- Vietnam
- Yemen
- Zambia
- Zimbabwe



Training Centres

Training Centres delivering predominantly in:

Abu Dhabi	1
Australia	1
Côte d'Ivoire	1
Democratic Republic of the Congo	1
Dubai	6
Egypt	1
Equatorial Guinea	1
France	1
India	3
Iraq	1
Ireland	4
Italy	1
Khazakstan	1
Kuwait	1
Libya	1
Malaysia	2
Mozambique	1
Nigeria	2
Oman	1
Portugal	1
Qatar	2
South Africa	2
Turkey	1
UK	63



Training Centres increased from **81** in 2019 to **86** in 2020



Regions

Regions and number of members:

East of England	1,044
London & South East	3,291
Midlands	2,174
North East	486
North West	1,888
Northern Ireland	146
Republic of Ireland	120
Scotland East	461
Scotland West	648
South West	1,385
Sussex & Surrey	212
The Solent	489
Wales	676
Yorkshire & The Humber	1,177
New Zealand	
MENA	



University Partners

Bangor University
Bath Spa University
Birkbeck College, University of London
Bournemouth University (BU) - Life & Environmental Science
Cardiff Metropolitan University
Coventry University
Cranfield University - School of Water Energy & Environment
Glasgow Caledonian University
Keele University
Kingston University - Department of Geography & Geology
Manchester Metropolitan University
Northumbria University
SOAS, University of London
The Open University
University of Aberdeen
University of Aberystwyth
University of Brunel
University of Central Lancashire (School of Forensic & Applied Sciences)
University of Chester
University of Derby
University of Dundee
University of East Anglia (UEA)
University Of Edinburgh - School of Geosciences
University of Hertfordshire
University of Hong Kong (HKU)
University of Leeds - Institute for Transport Studies
University of Leeds - School of Earth & Environment



University of Liverpool
University of Manchester - School of Environment
University of Oxford - School of Geography & the Environment
University of Plymouth
University of Portsmouth
University of Salford
University of Surrey
University of the West of England



Corporate Partners

2 Sisters Food Group
 AA Whyte Consultancy Ltd
 ACCON UK Ltd
 ACD Environmental Ltd
 Adams Hendry Consulting Ltd
 Adapt Sustainability Consulting Ltd
 ADI Associates Environmental Consultants Ltd
 Affric Ltd
 Aggreko UK Ltd
 AIS Environmental Ltd
 AJT Environmental Consultants
 Albea UK Ltd
 Allen Pyke Associates Ltd
 AMC Safety Management Ltd
 Appletons
 Aquatera
 Arcadis
 Artelia UK
 ASH Design + Assessment Ltd
 Aspect Ecology
 Associated British Ports
 Astro Lighting Ltd
 Atmos Consulting Ltd
 Aviso Consultancy
 BAE Systems
 Barton Group Services
 Barton Willmore Partnership
 Batcheller Monkhouse
 BaxterStorey
 Bell Cornwell LLP
 Bidwells
 Boskalis Westminster Ltd
 Boyer Planning Ltd
 BP Global
 Brindle & Green
 British Engines
 Brook and Mayo
 Brown and May Marine Ltd
 Buxton Building Contractors
 CAAS
 Calibro Consultants Ltd
 Campbell Reith Hill LLP
 Canary Wharf
 Cass Associates Ltd
 Celsa Manufacturing UK Ltd
 Chris Blandford Associates
 Clearlead Consulting Ltd
 Cogeo Planning & Environmental Services Ltd
 Cole Jarman Ltd
 Colvin and Moggridge
 Co-Operative Group
 Corylus Planning and Environmental Ltd
 Costain
 Coventry City Council
 Cranswick
 Crystal Doors
 Davies Landscape Architects
 DEFRA
 Department for Business, Energy and Industrial Strategy (BEIS)
 Ditto Sustainability
 DLP (Planning) Ltd

Dustscan Ltd
 E360 Group Ltd
 Eastleigh Borough Council
 Ebsford Environmental
 Eco Act
 Ecological Planning and Research Ltd
 Ecology Solutions Ltd
 Ecometrica Ltd
 EcoSleeve
 ECUS Ltd
 Egbin Power PLC
 Emery Planning Partnership
 Endangered Wildlife OU
 EnTRESS - University of Wolverhampton
 Environment Agency
 Environmental Resources Management
 EnvironQuest Nigeria Ltd
 FCDO
 Forest Carbon
 FPCR Environment and Design Ltd
 Franks Portlock
 Fraser Nash Consultancy
 Future Climate Info
 Gavia Environmental Ltd
 Gavin Jones Ltd
 Geo Pollution Technologies UK LTD
 Gillespies
 GoBe Consultants Ltd
 Goldsmiths University of London
 Green Element
 Green Energy & Environmental Services
 Green Spark
 Greenstone+
 GroundSure Ltd
 Hankinson Duckett Associates
 Hanson UK
 Henderson & Taylor
 Hitachi Rail Ltd
 HM Revenue & Customs
 Hoare Lea
 Hope Solutions
 Howdens Joinery Co Ltd
 HS2
 Huskisson Brown Associates
 I&C Ltd trading as Red7Marine
 IcenI Projects
 Idom Merebrook Ltd
 Infrastructure Managers Ltd
 Inspire International UK Ltd
 Interserve
 Ironside Farrar Ltd
 John Sisk & Son (Holdings) Ltd
 Johns Associates Ltd
 JSM Construction Ltd
 KD Environmental Ltd
 Keltbray Ltd
 KP Acoustics Ltd
 KR Sustainability Consultancy Ltd
 Laing O'Rourke
 Landscape Partnership Ltd
 LC Energy Ltd
 Leaf Global Environmental Services



Leeds Galvanising & Powder Coating
 Lichfields
 Lincolnshire Co-operative
 Liverpool University Hospitals NHS Foundation Trust
 Lloyd Bore
 Loyds Register
 Madexa Environmental Risk Solutions Ltd
 MAG
 Maintenance Associated Services Ltd
 Marks & Spencer
 McAdam Design
 Midlands Health and Safety Consultancy
 Ministry of Defence
 Ministry of Justice
 Minx Consulting
 Murray and Willis Ltd
 Neo Environmental Ltd
 NERC / UKRI
 Network Rail
 Nevis Environmental Ltd
 Nexus Planning Ltd
 NHS England & NHS Improvement
 NHS Scotland
 Nicholas Pearson Associates Ltd
 Northern Archaeological Associates Ltd
 Northgate Property Services
 Nottinghamshire Healthcare NHS Foundation Trust
 Nova Acoustics
 Oscar Mayer
 Oxford Archaeology
 P4 Planning
 Pegasus Planning Group Ltd
 Peter Evans Partnership
 Peterson (United Kingdom) Ltd
 PRC Architecture & Planning Ltd
 Princes Ltd

QAFA
 Qatar Rail Company
 Queen Mary University of London
 Ramboll Environment and Health UK Ltd
 RBA Acoustics Ltd
 Reading Agricultural Consultants
 Resource & Waste Management Ltd T/A Land & Mineral Management
 Ricardo Energy & Environment
 Richard Buxton Environmental & Public Law
 Richard Jackson Ltd
 RMA Environmental Ltd
 Robert Doughty Consultancy Ltd
 Rolls Royce Plc
 Royal HaskoningDHV UK Ltd
 RPS Group Plc
 RSK Environment Ltd
 Safety & Environmental Consulting Ltd
 Sam Gilpin Demolition Ltd
 Scania GB
 Schofield Lothian Limited
 Serco
 Sharps Redmore Partnership Ltd
 Shutdown Maintenance Services Ltd
 Siemens Energy
 Siemens PLC
 Silkstone Environmental Ltd
 SIS GB
 Skanska UK Plc
 SMAS Ltd
 Sol Environment
 Soltys Brewster Consulting Ltd
 South Western Railway
 Southampton Football Club
 Spawforth
 Stantec

S-Tech Insurance Services Ltd
 Sweco
 Systra
 TACP LLP
 Terrenus Land & Water Ltd
 Thaipat Institute
 The Environment Partnership (TEP)
 The Environmental Dimension Partnership Ltd
 The Hut Group
 The LEGO Company
 The Royal Zoological Society of Scotland
 The Terra Firma Consultancy Ltd
 The Weir Group
 Thermo Fisher Scientific
 Threadneedle Asset Management Holdings Ltd
 Translink
 Travis Perkins
 Turley Associates Ltd
 Urban Edge Environmental Consulting Ltd
 Valpak
 Verde Environmental Group Ltd
 Veris Strategies
 Vitacress
 VolkerWessels UK
 Walker Beak Mason
 Warfield SANG Management Company Ltd
 Wataniya Environmental Services
 Wienerberger Ltd
 Willmott Dixon
 Wynns Ltd
 Xodus Group Ltd





COMMITMENTS OVERVIEW

OUR TARGETS

RESOURCES

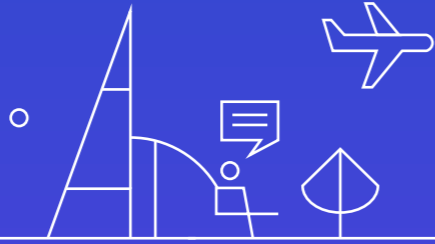
IEMMA's Carbon Reduction commitments

We continued to work towards Pledge to Net-Zero. We updated our GHG management hierarchy and applied this to the net zero challenge.

Our hierarchy approach has been widely adopted and utilised in ISO Climate Change guidance (ISO guide 84). We committed to:

1. [Pledge to Net Zero](#)
2. [Climate Neutral Now](#)





COMMITMENTS OVERVIEW

OUR TARGETS

RESOURCES

IEMMA's Carbon Reduction commitments

We calculated our own Science Based Targets in 2020 and set GHG emission reduction commitments against the 1.5-degree warming scenario to:

- 1.** Reduce Scope 1 and 2 emissions comprising gas and electricity to meet a **46.2%** reduction of emissions by 2030.
- 2.** Reduce our Scope 3 emissions comprising business travel and staff commuting to meet a **46.2%** reduction of emissions by 2030.

We also purchased carbon offsets in line with the UNFCCC scheme Climate Neutral Now.

View our [targets](#) and [GHG performance](#) [here](#).










COMMITMENTS OVERVIEW

OUR TARGETS

RESOURCES

IEEMA's Carbon Reduction commitments

Resources

-  [Achieving Zero Carbon in the North West webinar](#)
-  [IEEMA Sustainability Impact Award winners blog](#)
-  [Climate-related financial disclosures](#)
-  [Pathways to Net Zero: Using the IEEMA GHG Management Hierarchy](#)
-  [2020 reflections: Did you help to protect the planet?](#)



IEEMA's Community and Networks

IEEMA Futures



IEEMA Futures is a network of students, graduates and young professionals who are passionate about environment and sustainability issues. As a network, we provide you with a platform to connect, inform, engage and drive your transition into becoming a future leader of the profession.

2020 was challenging, but our network came together to share, learn and collaborate, reaching audiences worldwide like never before. We welcomed 100+ new network members and our community continued to grow.

More than 1,000 people attended our webinars, covering topics such as Biodiversity Net Gain, World Environment Day and Employability Skills. We also successfully transitioned to virtual events, which were attended by more than 200 people, allowing our network to come together, learn and network.

RESOURCES

FUTURES STATISTICS








IEMA's Community and Networks

FUTURES OVERVIEW

IEMA Futures

Resources

-  [Hiring a graduate during Covid19](#)
-  [Introduction to the Circular Economy](#)
-  [World Environment Day: A focus on Biodiversity Net Gain](#)
-  [Employability Skills](#)
-  [Introduction to Biodiversity and Net Gain](#)

RESOURCES

FUTURES STATISTICS



IEMA's Community and Networks

FUTURES OVERVIEW

IEMA Futures

Our Statistics

4 newsletters in 2020 with high engagement rates (opens, clicks, responses).

5 events in 2020 (4 virtual). An increase in attendees at events from approximately 150 in 2019 to more than **215** in 2020.

3 webinars in 2020, compared to 0 in 2019.

Network grew to **206** members compared to 83 in 2019.

RESOURCES

FUTURES STATISTICS





IEMA Regions



Despite 2020 being a challenging year, we grew to have more than 200 IEMA members that dedicate their time to volunteering across our 19 Regional groups.

It was really great to see how the Regional networks fully embraced the transition from face to face events to digital. Having organised and hosted more than 50 diverse regional events, with 2,600+ bookings, these virtual sessions were really well received; connecting, supporting and inspiring members.

REGIONAL RESOURCES

REGIONAL STATISTICS

“

”

Really liked the local element to this webinar, I found it refreshing that it was covering the North West and hearing about local initiatives is inspiring and empowering.








Member feedback





IEMA Regions

Resources

-  [North West group takes activities online](#)
-  [New Zealand networking](#)
-  [Birmingham festive air quality presentation](#)
-  [Achieving Zero Carbon in the North West](#)
-  [Innovating to Support the decarbonisation of the Northern Ireland Energy System](#)
-  [South West Regional Event: Decarbonisation of heat in the food and drink sector](#)
-  [Newcastle Event: SECR Compliance update, Carbon Footprinting and Climate Action](#)

REGIONAL RESOURCES

REGIONAL STATISTICS





IEMA Regions

Our Statistics

REGIONAL RESOURCES



Total number of events

62



Face to face Events

23



Digital Events

39

REGIONAL STATISTICS



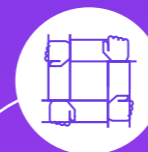
Registrations

2,648



Attendees

1,517



Volunteers in the networks

200+



Fellows Network

FELLOWS
OVERVIEW



The Sustainability Leaders Forum went digital, focusing on how leaders could enhance resilience for their organisations and sharing insights with members including interviews with John Elkington and Jane Davidson.

We released a thought piece [on the value of collaboration for sustainable outcomes](#). The working group's insights on issues such as modern slavery and circular economy transition demonstrated the degree of transformative change resulting from strategic collaboration across the value chain.

The Fellows working group on disruptive technologies & the digital economy continued work on the thought piece launching in 2021, which examines [the role of smart living in decarbonisation and sustainability](#).

RESOURCES

FELLOWS STATISTICS



Resources

-  [How do wellbeing and long-term thinking enable more resilient organisations?](#)
-  [The role of smart living in decarbonisation and sustainability](#)
-  [Corporate Sustainability](#)
-  [Understanding the needs of a post 2020 sustainable future](#)

FELLOWS
OVERVIEW

RESOURCES

FELLOWS STATISTICS



Our Statistics

Hosted **3 meetings** to discuss the value of collaboration for corporate sustainability outcomes.

The March roundtable included **44 representatives** of the IEMA Fellows network.

Close to **550 IEMA members** registered for the launch session of the thought piece.

FELLOWS
OVERVIEW

RESOURCES

FELLOWS STATISTICS



Knowledge, Insight and Influencing

SUSTAINABLE
FINANCE RESOURCES

SUSTAINABLE
FINANCE

CLIMATE CHANGE
AND ENERGY RESOURCES

CLIMATE CHANGE
AND ENERGY

Climate Change and Energy

CIRCULAR
ECONOMY

CIRCULAR
ECONOMY
RESOURCES

CORPORATE
SUSTAINABILITY

CORPORATE
SUSTAINABILITY
RESOURCES



We continued to support members on **Climate Change and Energy**, reflecting our 'Emergency Declaration'. In a disrupted year, digital events welcomed more than 5,000 attendees, with headline speakers from the **Committee on Climate Change and UNFCCC**.

Our outreach covered newsletters, the Climate Action Toolbox, and on-line practice surgeries. Our GHG management hierarchy approach was also widely used, including in new ISO guidance and in 2020 we launched 'Pathways to Net-Zero'. We also published EIA guidance on Climate Change Adaptation and Resilience.

IEMA continued to address the climate emergency, from our own operations through professional disciplines and by influencing policy and international standards.



Knowledge, Insight and Influencing

SUSTAINABLE
FINANCE RESOURCES

SUSTAINABLE
FINANCE

CLIMATE CHANGE
AND ENERGY RESOURCES

CLIMATE CHANGE
AND ENERGY


Resources


CIRCULAR
ECONOMY

CIRCULAR
ECONOMY
RESOURCES


CORPORATE
SUSTAINABILITY

CORPORATE
SUSTAINABILITY
RESOURCES

 [EIA Guide to Climate Change Resilience and Adaptation \(2020\)](#)

 [Pathways to Net Zero](#)


 [Pledge to Net Zero: A Guide to Pledging](#)


 [Pledge to Net Zero: A Guide to Setting a Science-based Target](#)


 [Carbon Offsetting and Climate Neutrality](#)


 [Climate Action, challenges, approaches and tools](#)


 [Electrification to Net Zero](#)


 [Achieving Net-Zero – UK progress](#)


 [Climate Change Action through Environmental Management Systems](#)


 [Climate Risk and Financial Disclosures - Guidance on TCFD](#)


 [World Environment Day: The changing economy of trees](#)

 [Communicating Climate Change](#)

 [J. Coffey Construction - Journey to Net Zero](#)

 [Erebus Environment: Working towards Net Zero with Avon Fire & Rescue Service](#)

 [NHS Newcastle Hospitals: first healthcare organisation to declare a climate emergency](#)

 [2020 reflections: How to reduce carbon emissions further in 2021](#)



Knowledge, Insight and Influencing

SUSTAINABLE
FINANCE RESOURCES

SUSTAINABLE
FINANCE

CLIMATE CHANGE
AND ENERGY RESOURCES

CLIMATE CHANGE
AND ENERGY

Sustainable Finance

CIRCULAR
ECONOMY

CIRCULAR
ECONOMY
RESOURCES

CORPORATE
SUSTAINABILITY

CORPORATE
SUSTAINABILITY
RESOURCES



Sustainable Finance is rapidly developing to support innovative business models that resolve the sustainability challenge; tackling poverty, inequality, climate change, environmental degradation and aiming to grow equitable prosperity.

However, the lack of globally agreed definitions and varying interpretations of what constitutes good practice causes confusion and erodes market confidence. IEMA networks and working groups collaborated to inform IEMA consultation responses on the [BSI](#) and [ISO level standards](#). The standards seek to enhance understanding of key sustainability principles, practices, and terminology. We supported this

with a sustainable finance webinar series providing key regulatory updates, including the impact for the sustainability profession of the [EU taxonomy](#) and [disclosure regulations](#).

We worked jointly with the Institute and Faculty of Actuaries to publish a user-guide on climate-related financial disclosures.



Knowledge, Insight and Influencing

SUSTAINABLE
FINANCE RESOURCES

SUSTAINABLE
FINANCE

CLIMATE CHANGE
AND ENERGY RESOURCES

CLIMATE CHANGE
AND ENERGY

Resources



[IEMA comments on the Draft PAS 7341:2020](#)



[Understanding the value of sustainable finance taxonomies](#)



[EU ESG Disclosure Regulation and EU Taxonomy Regulation](#)



[IEMA comments on draft ISO standard on sustainable finance](#)



[User Guide to Climate Related Financial Disclosures](#)

CIRCULAR
ECONOMY

CIRCULAR
ECONOMY
RESOURCES

CORPORATE
SUSTAINABILITY

CORPORATE
SUSTAINABILITY
RESOURCES



Knowledge, Insight and Influencing

SUSTAINABLE
FINANCE RESOURCES

SUSTAINABLE
FINANCE

CLIMATE CHANGE
AND ENERGY RESOURCES

CLIMATE CHANGE
AND ENERGY

Circular Economy

CIRCULAR
ECONOMY

CIRCULAR
ECONOMY
RESOURCES

CORPORATE
SUSTAINABILITY

CORPORATE
SUSTAINABILITY
RESOURCES



Circular economy attracts interest worldwide, evidenced by numerous government strategies, business commitments and partnerships.

In 2020 we launched a new member resource, the [Extended Resource Ownership Model](#) which considers design, procurement, sustainable business, remanufacturing and increasing circularity of materials. It is coupled with bite sized explanations, enabling practitioners and academics to share with non-specialists. We progressed our policy engagement with the UK government on the resource efficiency. Following member workshops, we submitted our response to DEFRA calling for increased ambition of the targets, accompanying this with a sector

road map of commitments. We hosted 8 webinars, with examples and recommendations on integrating CE into organisations, from the role of the CE in providing [capacity building to SMEs](#) to a case study on [Circular Public Procurement](#).



Knowledge, Insight and Influencing

SUSTAINABLE
FINANCE RESOURCES

SUSTAINABLE
FINANCE

CLIMATE CHANGE
AND ENERGY RESOURCES

CLIMATE CHANGE
AND ENERGY


Resources


CIRCULAR
ECONOMY

 [Circular Economy in Practice: Extended Resource Ownership model](#)


 [How the UK resources & waste sector can deliver a green recovery](#)

CIRCULAR
ECONOMY
RESOURCES


 [Circular Economy in Practice: Circular Public Procurement](#)

 [How to integrate CE principles into road infrastructure projects](#)

CORPORATE
SUSTAINABILITY

 [Using the CE to provide businesses with a competitive edge](#)

CORPORATE
SUSTAINABILITY
RESOURCES

 [Circular Economy 101: An introduction to sustainable resource & waste management](#)



Knowledge, Insight and Influencing

SUSTAINABLE
FINANCE RESOURCES

SUSTAINABLE
FINANCE

CLIMATE CHANGE
AND ENERGY RESOURCES

CLIMATE CHANGE
AND ENERGY

Corporate Sustainability

CIRCULAR
ECONOMY

CIRCULAR
ECONOMY
RESOURCES

CORPORATE
SUSTAINABILITY

CORPORATE
SUSTAINABILITY
RESOURCES



The Covid19 pandemic proved there is a need for building better economic and business models that work for all. Corporate Sustainability seeks to support such transformations, encompassing considerations including ethics, collaboration, innovation, organisational purpose and longer-term business framing.

In 2020, Mike Barry, former Director of Sustainable Business for M&S, outlined personal perspectives for embedding change and how professionals can help influence new models for business. Inder Poonaji, championed 'ethical resilience' as a morally conscious decision-making process. Dr Victoria Hurth

outlined common deep-seated assumptions about how a company relates to the economy and society and whether they can transition to being purpose-driven.



Knowledge, Insight and Influencing

SUSTAINABLE
FINANCE RESOURCES


SUSTAINABLE
FINANCE

CLIMATE CHANGE
AND ENERGY RESOURCES


CLIMATE CHANGE
AND ENERGY

Resources


CIRCULAR
ECONOMY


 [The Value of Collaboration for Corporate Sustainability Outcomes](#)

 [Impact of Social Value: British Standard 8950](#)

 [Social Value: Uncovering the interface between environmental measurement and social value](#)


CIRCULAR
ECONOMY
RESOURCES


 [Critical insights to shape sustainable businesses and organisations 'post Covid'](#)

 [IEMA response to BSI Guide on enhancing social value – BS8950](#)

 [Impact of Social Value: British Standard 8950](#)


CORPORATE
SUSTAINABILITY


 [Corporate Sustainability: Making the choice for Ethical Resilience](#)

 [Impact of Social Value: Embedding Purpose in Company Statutes](#)

CORPORATE
SUSTAINABILITY
RESOURCES

 [Climate-related financial disclosures](#)

 [Human Rights Due Diligence: How SMEs are best placed to meet the Corporate Responsibility to Respect Human Rights](#)

 [Corporate Sustainability – Deepening our understanding of organisations and purpose](#)



Knowledge, Insight and Influencing

Impact Assessment



2020 was incredibly productive with numerous webinars, four Outlook Journals, four IA Guides, and the launch of four new working groups on SEA, Marine Impact Assessment, Soils and Land, and Post Consent Management and Monitoring.

We elected 5 new members to the Steering Group, including a new Chair, and the Network grew by over 50%. We responded to government consultations on environmental data, planning for the future and IA reforms, and continued to advocate for high quality environmental impact assessment.

We go into 2021 with a full programme of activities and a strong network of volunteers and partners with the shared vision of high-quality IA contributing to the transition to a sustainable future.

IMPACT
ASSESSMENT

IMPACT
ASSESSMENT
RESOURCES

ENVIRONMENT
BILL

ENVIRONMENT
BILL RESOURCES

BIODIVERSITY
AND THE NATURAL
ENVIRONMENT

BIODIVERSITY
AND THE NATURAL
ENVIRONMENT
RESOURCES

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT
RESOURCES



Knowledge, Insight and Influencing

IMPACT
ASSESSMENT

IMPACT
ASSESSMENT
RESOURCES

ENVIRONMENT
BILL

ENVIRONMENT
BILL RESOURCES









BIODIVERSITY
AND THE NATURAL
ENVIRONMENT

BIODIVERSITY
AND THE NATURAL
ENVIRONMENT
RESOURCES

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT
RESOURCES

Resources

-  [Digital Impact Assessment Primer](#)
-  [Impact Assessment Outlook Journals](#)
-  [Major Accidents and Disasters in EIA](#)
-  [Considering Greenhouse Gas Emissions in EIA](#)
-  [Webinar on the Government consultation on 'Planning for the Future'](#)
-  [Insights on Interdisciplinarity: Impact Assessment, Auditing and Environmental Management](#)
-  [EIA Spotlight: Demystifying Cumulative Effect Assessment](#)
-  [Land and Soil Inputs to EIA](#)



Knowledge, Insight and Influencing

Environment Bill



Last year, we continued our work on the Environment Bill as it re-entered Parliament. The Bill creates a key part of the post-Brexit environmental governance framework that will shape how the environment is managed.

Our Director of Policy and External Affairs, Martin Baxter discussed key aspects of the Bill in meetings with Defra Secretary of States George Eustice and Theresa Villiers, Minister Rebecca Pow and the Treasury Exchequer Secretary Simon Clarke and gave evidence before MPs during the House of Commons Committee stage. We were delighted to see

our proposals for legally binding long-term targets included in the Bill and we're working with Defra policy teams on the processes to implement the key provisions. We continue our work on the Bill as it passes through Parliament.

IMPACT
ASSESSMENT

IMPACT
ASSESSMENT
RESOURCES

ENVIRONMENT
BILL

ENVIRONMENT
BILL RESOURCES

BIODIVERSITY
AND THE NATURAL
ENVIRONMENT

BIODIVERSITY
AND THE NATURAL
ENVIRONMENT
RESOURCES

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT
RESOURCES



Knowledge, Insight and Influencing

IMPACT
ASSESSMENT

IMPACT
ASSESSMENT
RESOURCES

ENVIRONMENT
BILL

ENVIRONMENT
BILL RESOURCES

BIODIVERSITY
AND THE NATURAL
ENVIRONMENT

BIODIVERSITY
AND THE NATURAL
ENVIRONMENT
RESOURCES

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT
RESOURCES

Resources

-  [The Environment Bill: Background, content and passage through UK Parliament](#)
-  [Targets for Green Growth - setting the targets under the Environment Bill](#)
-  [Environment Bill: Office for environmental protection – a new green watchdog](#)
-  [Environment Bill: – Environmental Principles](#)



Knowledge, Insight and Influencing

Biodiversity and the Natural Environment

IMPACT
ASSESSMENT

IMPACT
ASSESSMENT
RESOURCES

ENVIRONMENT
BILL

ENVIRONMENT
BILL RESOURCES

BIODIVERSITY
AND THE NATURAL
ENVIRONMENT

BIODIVERSITY
AND THE NATURAL
ENVIRONMENT
RESOURCES

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT
RESOURCES



We continued to underpin Biodiversity Net Gain (BNG) across all areas of professional practice. Our collaboration continued with partners including CIEEM as we engaged with the development of a new British Standard 8683, hosting member workshops and collating a response into the public consultation. We also piloted masterclass BNG training with excellent feedback and demand.

Other natural environment work considered so called 'nature-based' solutions, such as the role of forestry and peatland for carbon sequestration and other ecosystem services.

This included webinars on the woodland carbon code (WCC) and interest in the potential for combining the in-practice use of such schemes alongside biodiversity net-gain.

Interest in natural environment developments continued to grow, especially with UK Environment Bill developments and forthcoming policy opportunities in UK land management support.



Knowledge, Insight and Influencing

IMPACT
ASSESSMENT

IMPACT
ASSESSMENT
RESOURCES

ENVIRONMENT
BILL

ENVIRONMENT
BILL RESOURCES

BIODIVERSITY
AND THE NATURAL
ENVIRONMENT

BIODIVERSITY
AND THE NATURAL
ENVIRONMENT
RESOURCES

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT
RESOURCES

Resources

-  [IEMA Futures - Introduction to Biodiversity and Net Gain](#)
-  [World Environment Day: A focus on Biodiversity Net Gain](#)
-  [World Environment Day: The changing economy of trees](#)



Knowledge, Insight and Influencing

Environmental Auditing and Environmental Management



During 2020, IEMA sought to highlight the importance of Environmental Management (EM) by hosting a comprehensive webinar series starting with the basics of EM, but also highlighting the interconnects between this discipline and other areas such as climate change or impact assessment.

Due to the disruptions brought about by Covid-19 to environmental auditing, we also focused several webinars in our Adapting to Covid-19 series on the changes to the discipline, including the transition to Remote Auditing. In addition, we released two new

briefing documents. [‘The Value of Environmental Auditing’](#) details how an organisation can embed and benefit from effective environmental audits, to ensure good environmental management in order to build back better for a green recovery. The second, the ‘Golden Rules of Remote Auditing’, provides details on the key considerations to be made when planning and conducting audits remotely.



IMPACT ASSESSMENT

IMPACT ASSESSMENT RESOURCES

ENVIRONMENT BILL

ENVIRONMENT BILL RESOURCES

BIODIVERSITY AND THE NATURAL ENVIRONMENT

BIODIVERSITY AND THE NATURAL ENVIRONMENT RESOURCES

ENVIRONMENTAL AUDITING AND ENVIRONMENTAL MANAGEMENT

ENVIRONMENTAL AUDITING AND ENVIRONMENTAL MANAGEMENT RESOURCES

Knowledge, Insight and Influencing

IMPACT
ASSESSMENT

IMPACT
ASSESSMENT
RESOURCES

ENVIRONMENT
BILL

ENVIRONMENT
BILL RESOURCES












BIODIVERSITY
AND THE NATURAL
ENVIRONMENT

BIODIVERSITY
AND THE NATURAL
ENVIRONMENT
RESOURCES

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT

ENVIRONMENTAL
AUDITING AND
ENVIRONMENTAL
MANAGEMENT
RESOURCES

Resources

-  [Value of Environmental Auditing guide & 10 Golden Rules of Remote Auditing guide](#)
-  [Environmental management 101: back to basics](#)
-  [Insights on Interdisciplinarity: IA, EM and Auditing](#)
-  [Adapting to COVID-19: ISO 14001 accredited certification – changes to surveillance audits and certificate renewal assessments](#)
-  [Update on environmental management systems standards](#)
-  [Case study of Nuclear Power using IA, EM and Auditing](#)
-  [Adapting to COVID-19 - Impact on Extended Producer Responsibility](#)
-  [SiLC scheme: Promoting confidence in Brownfield risk management and reporting](#)
-  [Adapting to Covid-19 - Remote Auditing](#)
-  [Climate Change Action through Environmental Management Systems](#)
-  [Environmental Auditing 101: An introduction to the key principles](#)



PROFILE
OVERVIEW

PROFILE
STATISTICS

IEMA Profile

INCREASE VS
DECREASE



Behind the dominance of the COVID pandemic, the crises of the climate emergency and the global threat to biodiversity rose in prominence. IEMA was well placed to contribute to the debate, basing its communications on its distinctive mix of policy development, advocacy, and knowledge.

IEMA's approach combined a blend of communications channels through TRANSFORM, social media and wider PR. Key themes included the progress of the Environment Bill (CEO quoted in BBC News in reaction to a speech by Environment Secretary of State, George Eustice) and promotion of IEMA's own activities.

In 2020, the IEMA Sustainability Impact Awards ceremony went digital with more than 300 attendees. Furthermore, all events went online with 200+ webinars and regional events with 20,000+ attendees.



PROFILE OVERVIEW

PROFILE STATISTICS

IEMA Profile

INCREASE VS DECREASE

Our Statistics



New LinkedIn followers (since 2019)

6,244



New Twitter followers (since 2019)

901



Total email comms sent (Jan-Dec 20)

1,041,166



Total hits generated on IEMA.net

1,418,492



My IEMA visitors

254,489



Transform magazines sent

12,500+



PROFILE OVERVIEW

PROFILE STATISTICS

IEMA Profile

INCREASE VS DECREASE

Our Statistics



Followers increased by 49.12% ↑



Unique view on iema.net

1,055,248



Followers increased by 11.54% ↑



Unique page views on MyIEMA

1,59,059



Average open rate 30.27% ↑



Inclusivity and Diversity



Three years ago, a Policy Exchange survey identified the environment profession as the second least diverse out of 202 professions in the UK. In 2020 we committed to change this.

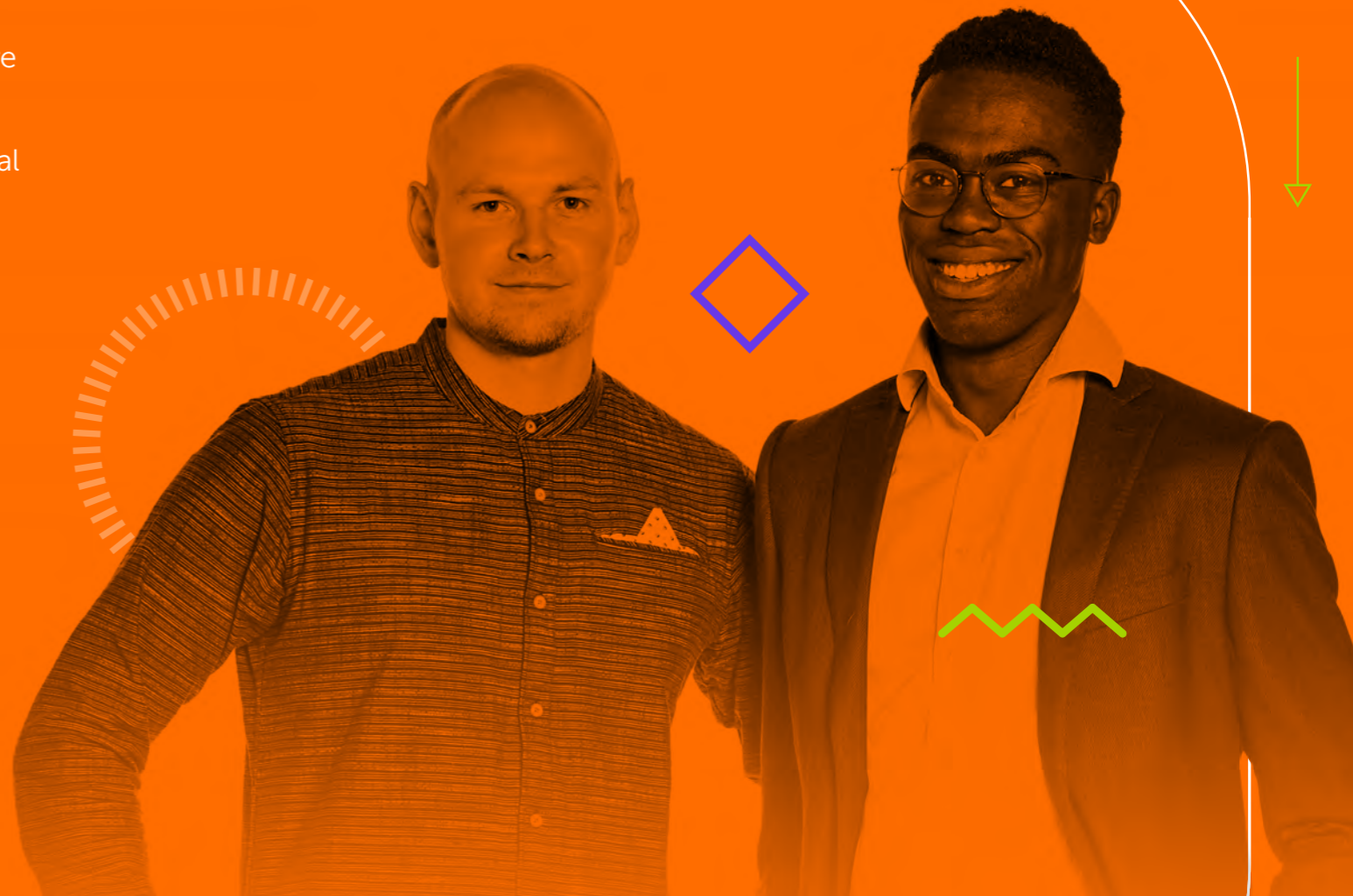
We held two meetings to gain an understanding of challenges, barriers, and solutions. The first saw people from BAME background and proactive white allies coming together to share experiences and generate ideas. A CEOs' meeting discussed the feedback from the initial meeting and, together, they identified a way forward. A plan of action for 2021 has been created. Look out for the launch of the [Diverse Sustainability Initiative](#).

INCLUSIVITY OVERVIEW

INCLUSIVITY RESOURCES



CODE OF CONDUCT

INCLUSIVITY STATISTICS



Inclusivity and Diversity

Resources

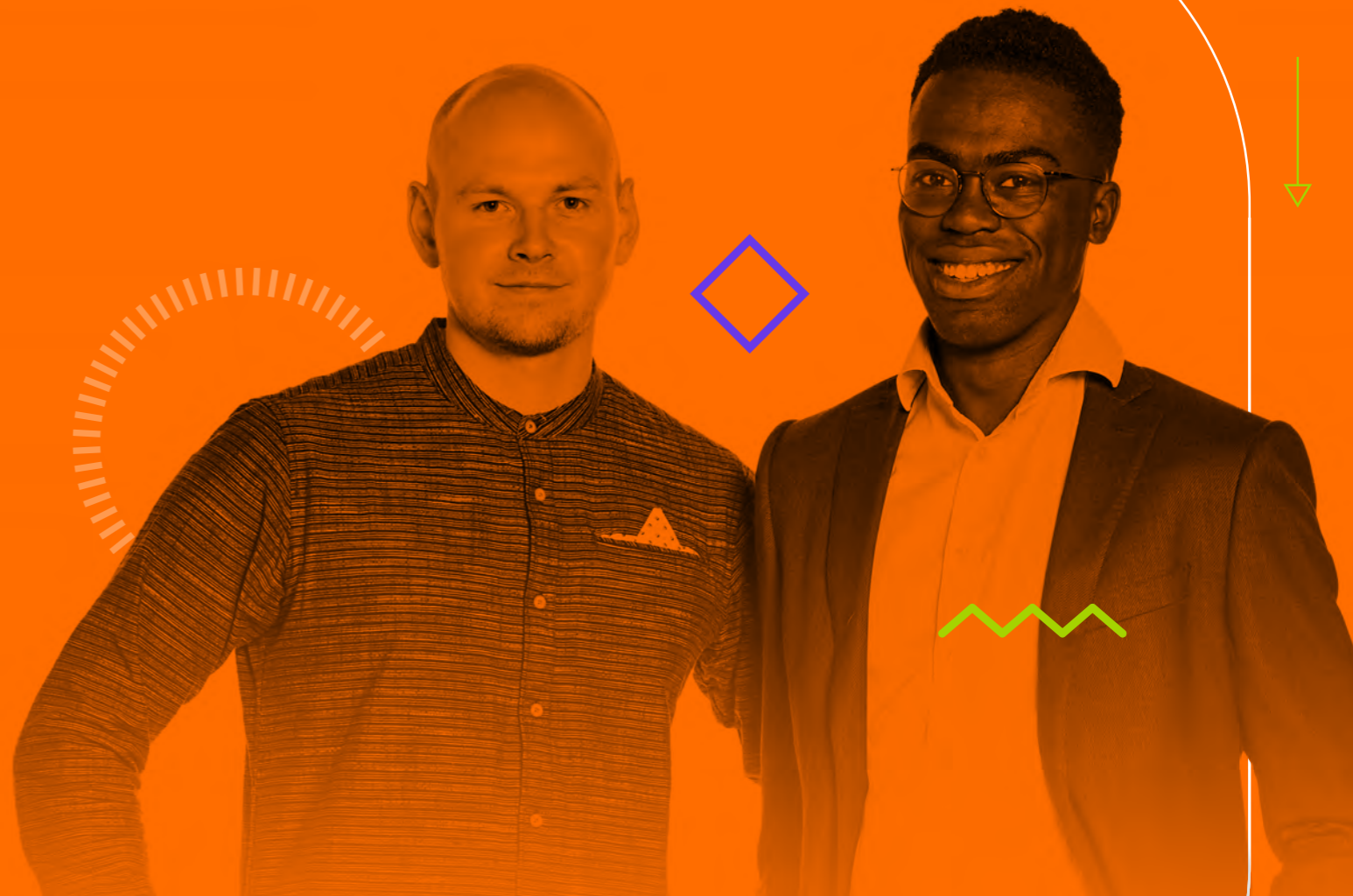
-  [Public Diversity Commitment](#)
-  [DSI Action Plan](#)

INCLUSIVITY OVERVIEW

INCLUSIVITY RESOURCES

CODE OF CONDUCT

INCLUSIVITY STATISTICS



Inclusivity and Diversity

IEMA Code of Professional Conduct

Strive to ensure equality of opportunity and respect diversity in my professional activity. This means I will:

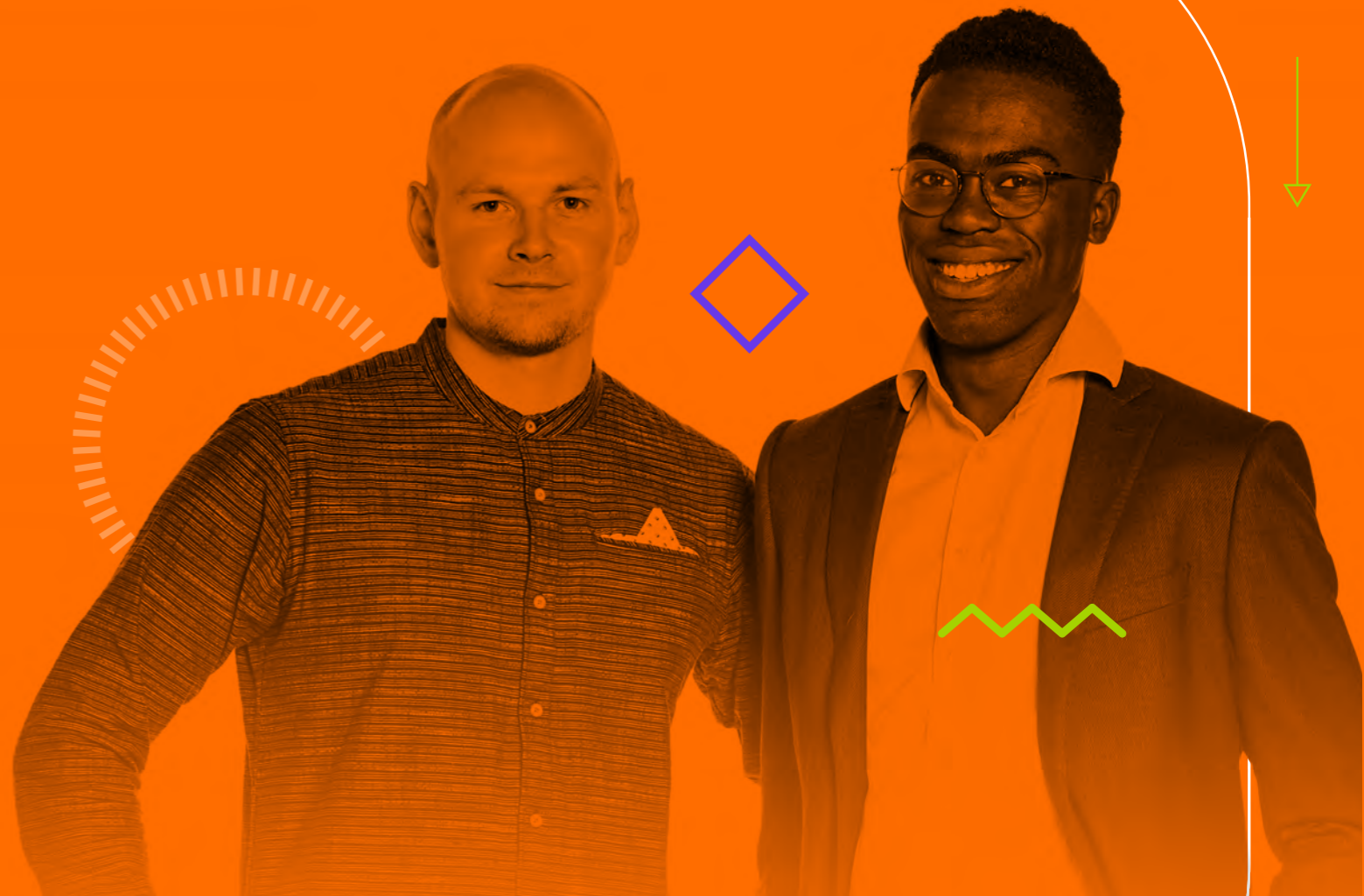
1. *Treat others fairly.*
2. *Strive to ensure equality of opportunity, diversity and inclusion, supporting human rights and dignity.*
3. *Act in a way that safeguards the physical and mental health, safety and wellbeing of others.*
4. *Be respectful of the customs, practices, culture and personal beliefs of others in my professional activity.*

INCLUSIVITY OVERVIEW

INCLUSIVITY RESOURCES

CODE OF CONDUCT

INCLUSIVITY STATISTICS



Inclusivity and Diversity

Our Statistics

3.1% of environment professionals identified as minorities compared to **19.9%** of all occupations who identified as minorities.

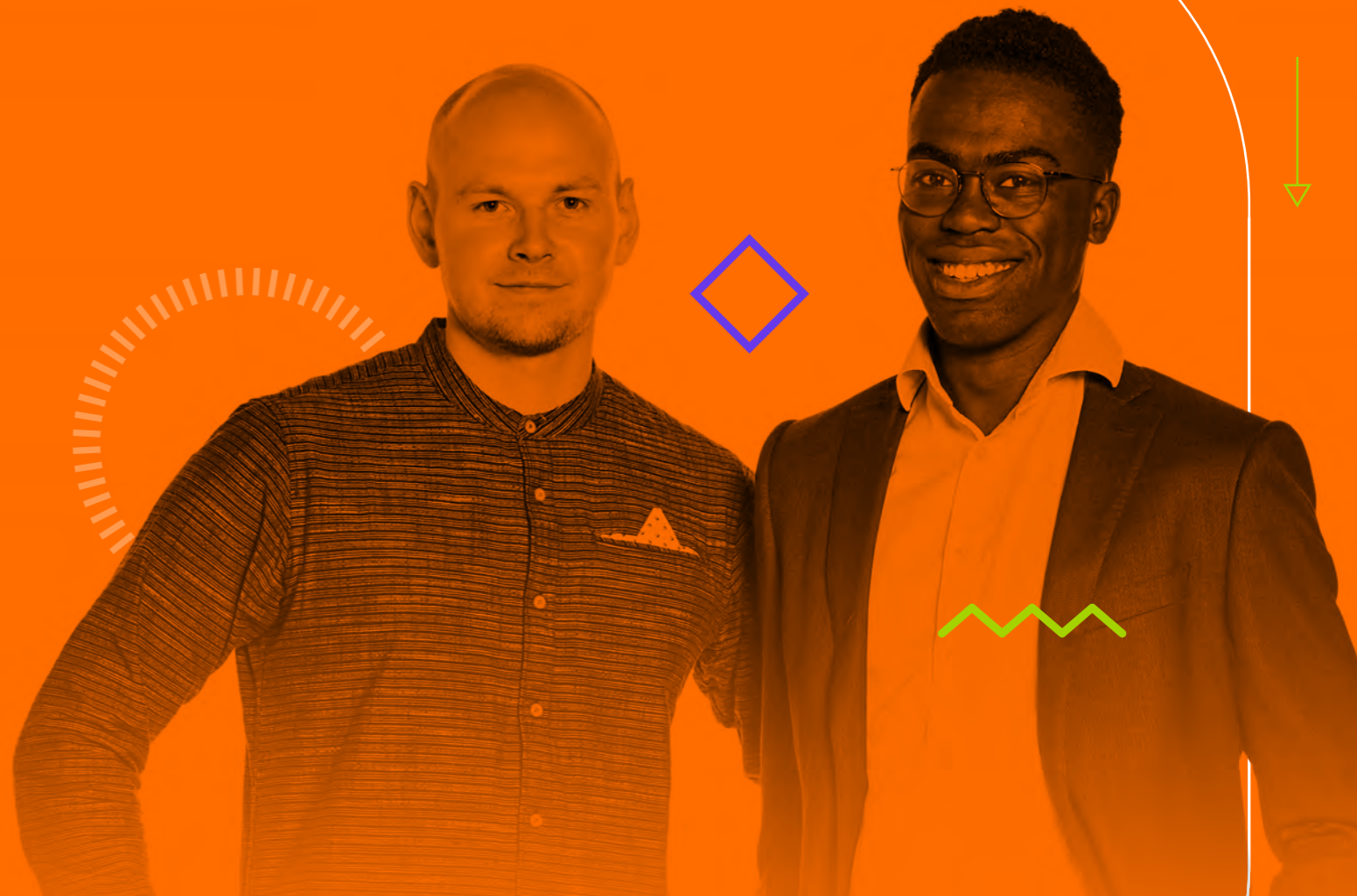
9% of UK students in higher education studying direct feeder subjects to environment professions identified as non-white minorities compared to **22%** of UK students in higher education who identified as non-white minorities.

INCLUSIVITY OVERVIEW

INCLUSIVITY RESOURCES

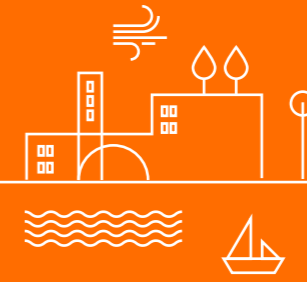
CODE OF CONDUCT

INCLUSIVITY STATISTICS



Build Back Better

BBB OVERVIEW



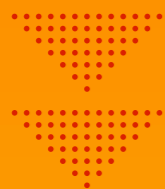
As with all organisations, IEMA had to respond to the global health pandemic to protect employees and those we work with and adapt to different ways of supporting members.

We activated our business continuity plan in mid-March and overnight moved to home working. Our staff adapted brilliantly and quickly found ways to significantly enhance the services we offer to members.

would leave some unable to work or without a job while needing to retain their professional qualifications to help them get back to work. The sudden shift from 'business as usual' also created opportunity – to put sustainability at the heart of the recovery and build a better future. Our "Build Back Better" report sets out our high-level recommendations which we use in our advocacy work with government and wider stakeholders.

BBB RESOURCES

Our "adapting to Covid-19" resources provided vital information to support members in their work, from guidance on how to conduct remote audits to blogs on impact assessment. We ran sessions on mental wellbeing for remote workers, recognising the importance of supporting ourselves and colleagues during this challenging period. We introduced extended renewal periods and the option of monthly direct debit for membership fees, recognising that the economic impact of the pandemic





Build Back Better


BBB OVERVIEW





Resources


 [Build Back Better: Putting sustainability at the heart of the recovery](#)

 [10 Golden Rules of Remote Auditing](#)


 [Adapting to Covid19](#)


 [The new normal – what does that look like?](#)

 [IEMA Futures: Hiring a graduate during Covid-19](#)

 [Lessons from the past on Building Back Better](#)

 [#BuildBackBetter - The Role of Blockchain in supporting business](#)

 [Circular Economy in Practice - #BuildBackBetter - How the UK resources & waste sector can deliver a green recovery](#)

 [West of Scotland Session 3: Learning from the Environmental Impacts of COVID](#)

BBB RESOURCES



Finances

We will publish our Directors' Report and Accounts for 2020 on completion of our external financial audit and sign-off from the Board.

FINANCES
OVERVIEW

Given the COVID-19 pandemic is a significant health and economic crisis, we took action to minimise adverse risks to staff and the organisation. Overall, the income budget for 2020 was achieved and costs were below budget due to actions taken to halt discretionary expenditure.



2021 Vision

VISION REPORT

