

# 10 Climate issues for HR

Employment practices and laws are likely to evolve as employers come under increasing pressure to address climate change. Here are 10 key climate issues that HR leaders could consider – or may soon be facing.

## Travel

Changing business expenses and travel policies to reward or require sustainable choices, including restricting business flights. Potentially setting carbon travel budgets.



## Office

Reducing office carbon footprint including through reduced consumption and increased recycling. Handling changes to what is considered appropriate food provision. Potentially addressing the impact of rising temperatures on health and safety, or moving away from at-risk locations.



## Conduct

Managing conflicts of views between employees about climate change. Setting standards of appropriate climate behaviour and disciplining employees for inappropriate conduct inside and outside of work. Managing climate change as a protected belief.



## Policies

Establishing climate-friendly policies such as cycle-to-work and e-vehicle schemes or extra incentives to take green holidays. Mandating climate awareness training for managers or staff. Considering scope to introduce climate-aligned drafting (see [Chancery Lane Project](#)).



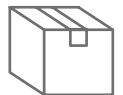
## Whistleblowing

Handling greenwashing or environmental damage allegations by whistleblowers. Potentially expanding whistleblowing policies and channels to encourage employees to raise concerns.



## Supply chain

Supply chain due diligence, including how businesses in the supply chain are managing people aspects of climate issues. Addressing the risks of supply chain location.



## Protests

Managing employee participation in protests and strikes.



## Mental health

Supporting employees suffering from climate anxiety.



## Communication

Consulting employees over actions to reduce carbon emissions. Communicating environmental credentials and commitments to employees and potential recruits. Re educating staff on new more sustainable ways of working.



## Skills

Depending on the business activity, potentially reskilling or restructuring for the new green economy.



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