



SUSTAINABILITY POLICY

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1. Introduction

PSTD recognizes the interconnectedness and the pivotal role of human development for the organization, societal, and planetary well-being. Where people thrive in their capabilities to care for the well-being of others, social and living ecosystems flourish. Recognizing that talent development is critical to achieving the Sustainable Development Goals (SDGs), PSTD shall champion regenerative sustainability through Talent Development practices in the Philippines. It shall model the way in embedding Regenerative Sustainability principles and practices into Talent Development strategies, programs, and activities.

2. Goals of the Policy

This policy aims to

- a. Define the role of PSTD and its Board of Trustees, Professional Team, and volunteers toward Sustainability and the achievement of the United Nation’s Sustainable Development Goals (SDG)
- b. Provide broad guidelines on how PSTD can champion sustainability in its operations;
- c. Clarifies PSTD’s overall directions towards sustainability in terms of its purpose, philosophy, principles, and commitments.

3. Scope

This policy shall apply to all Board of Trustees, Professional Teams, Committee Chairs/Members, and Volunteers who are required to practice and advocate sustainability in their PSTD-related activities.

Stakeholders who conduct business with PSTD or participate in its programs and activities such as but not limited to vendors, external consultants, and others are expected to abide by the principles and practices defined by this policy.

4. Definition of Terms

- 3.1 **Sustainability.** The United Nations defines Sustainability as “meeting the needs of the present without compromising the ability of the future generations to meet their own needs.” The focus of sustainability is limiting, reducing, if not eliminating, the negative impact of the three Sustainability Pillars: Planet, People, and Prosperity.

- 3.2 **Regenerative.** Regenerative is considered the next wave of Sustainability. While Sustainability is focused on limiting negative impact, Regenerative is about enabling social and ecological systems to maintain a healthy state for them to evolve and thrive.
- 3.3 **Regenerative Sustainability.** This is an approach that combines both Regenerative and Sustainability. Its focus is on transforming the thinking, worldviews, and paradigms of people, organizations, and societies, and therefore eventually their practices, towards ensuring that living systems thrive and flourish for the current and future generations.
- 3.4 **ESG.** ESG pertains to Environmental, Societal, and Governance, which represents the application of Sustainability in business and organizations.
- 3.5 **3Ps.** Also known as the Triple Bottomline (TBL), the 3Ps (Planet, People, and Profit/Prosperity) is a sustainability framework that focuses on the social, economic, and environmental impact of organizations.
- 3.6 **Sustainable Talent Development.** An approach or discipline where sustainability is embedded into talent development practices and where the Talent Development function and its practitioners drive the capability building towards sustainability such that they become practitioners, influencers, and enablers of sustainability in their respective organizations.
- 3.7 **Volunteers.** Consists of all those working for PSTD's mission who do not receive any form of compensation such as the Board of Directors, Committee Chairs and Members, etc.
- 3.8 **Materiality Assessment.** A process of identifying and prioritizing sustainability issues and risks that matter most to PSTD in the context of its mission and nature of operations.

5. Sustainability Policy Statements

- a. It is the policy of PSTD to integrate sustainability into its mission, vision, values, strategies, and day-to-day operations, thus enabling sustainability to become a way of life in the way it operates.
- b. PSTD shall also advocate sustainable and regenerative Talent Development practices among its members and the Talent Development community in general.

6. Overall Policy Framework

PSTD’s Sustainability Policy are captured by its 4Ps of Sustainability Purpose, Philosophy, Principles and Promise. These 4Ps guides the overall design and implementation of our Sustainability Policy.



7. Sustainability Purpose

a. Sustainability Mission.

Enable Sustainable Talent Development. We enable Regenerative and Sustainable Talent Development that transforms its practitioners to become effective advocates, change agents, and enablers of sustainability through capability building.

b. Sustainability Vision

Regenerate the Future. A regenerative and sustainable future where Regenerative Sustainability becomes a way of life in businesses and organizations as a result of the capability-building championed by Talent Developers.

c. Sustainability Strategy

Our overall Sustainability Strategy Framework defines our three strategic focus areas, namely: Champion, Capacitate, and Collaborate.



Champion – Embed Sustainability as a way of life in our programs and operations and promote the same to our members, stakeholders, and larger community.

Capacitate – Develop programs to equip Talent Developers with the necessary competencies to become effective champions, change agents, and enablers of sustainability in their organizations.

Collaborate – Seek productive partnerships with organizations and institutions to collaborate in enabling Sustainable Talent Development.

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8. Sustainability Philosophy

Sustainability as a Way of Life. At PSTD, we firmly believe that Sustainability is not just a program but a way of life. Hence, we recognize the importance of integrating sustainability into our mission, strategies, operations, programs and activities.

Sustainability Advocacy. PSTD sees its significant role not just in practicing sustainability but also in advocating it, and in building the capabilities of the Talent Development community to become effective advocates and enablers of sustainability within their respective organizations.

Sustainability Contribution. PSTD believes that it serves a greater purpose beyond talent development, and it has an important contribution in achieving both global and national sustainable goals. Hence, PSTD's sustainability policy, strategies, and programs shall be aligned with the relevant global and national Sustainable Development Goals, standards, guides, and frameworks.

Collaborative Partnership. PSTD adheres to the power of collaborative partnerships as embodied by the United Nations Sustainable Development Goal 17 (Partnerships for Goals). Thus, it shall seek opportunities to collaborate with organizations and stakeholders to drive sustainability in the context of talent development.

Sustainability Commitments. PSTD's strategies, programs, and activities are driven by our strong commitment to a sustainable future – one where talents and the ecosystem where they live thrive together in harmony.

9. Sustainability Principles

- a. **Regenerative.** Our sustainability practices are not aimed at just reducing impact but also enabling talents and living systems to thrive together and to create life-affirming conditions in our programs and activities.
- b. **Ethical Practice.** We comply with the spirit and letter of all relevant laws and regulations and shall adhere to a set of strict professional and ethical standards governing our conduct and operations.
- c. **Inclusivity.** We enable inclusive Talent Development whereby people are given development opportunities on the merit of their potential, value, and contribution to the organization.

regardless of their race, religion, color, status, gender or sexual orientation, political beliefs, and others.

- d. **Capability Building.** We view capability building as essential to the achievement of the Sustainable Development Goals and to enabling a sustainable future.
- e. **Malasakit (Caring).** Our sustainability efforts are driven by our genuine care toward people, planet, and the progress of our nation and by our strong commitment to building a sustainable future for the next generations of talents.

10. Sustainability Promise (Sustainability Commitments)

a. General Sustainability Commitment

By modeling and leading the way through our programs, practices, and activities, we shall elevate the capabilities of Talent Development practitioners for them to become effective champions, change agents, and enablers of sustainability in their respective organizations and spheres of influence.

b. Environment (Planet)s

1. **Sustainable Materials.** Use sustainable materials whenever possible in its operations.
Sustainable Digital Ecosystem. Promote sustainability through the use of digital infrastructures, platforms, tools, and other options that reduce carbon footprint and avoid waste.
2. **Circular Waste Management.** Strive towards zero waste in all its programs and activities.
3. **Carbon Footprint.** Strive to become carbon-neutral in all its programs and activities through regular monitoring of its carbon footprint and consciously weighing and taking options that have either zero or less environmental impact.
4. **Energy Conservation.** Adopt energy-efficient practices in all its operations, programs and activities.

c. Economic (Prosperity)

1. **Financial Transparency.** Regularly update its members and stakeholders on how the Society is utilizing and growing its funds through its Annual Report.
2. **Value Creation.** Ensure that all its programs deliver concrete value for money to its participants.
3. **Sustainable Procurement.** Select and deal with external providers whose practices are aligned to PSTD's Sustainability Policy. Ensure the integration of Sustainability in every Contract or Agreement which the Society enters into.
4. **Sustainable Investment.** Consistent with its Investment Policy, our investments should contribute positively to the sustainability and regenerative agenda. Preference shall be given toward companies or opportunities that are considered either sustainable or regenerative without compromising long-term financial returns.
5. **Economic Inclusion.** To the extent possible, develop programs, mechanisms, and partnerships to enable those without financial means (e.g. students and those belonging to Micro, Small to Medium Enterprises or SMEs) for them to partake of the benefits of talent development in their respective organizations.

d. Social (People)

1. **People's Well-being.** Promote a work environment that fosters the total well-being (physical, emotional, and mental) of its employees and volunteers and enables their personal and professional growth and development.
2. **Diversity, Equity, Inclusion and Belonging (DEIB).** Promote inclusive talent development practices that enable people to thrive regardless of their race, gender, religion, status, and other differences.
3. **Human Rights.** Promote the relevant basic and universal human rights of its employees, members, volunteers, and participants in all the Society's undertakings.

4. **Collaborative Partnerships.** Establish formal and informal alliances and partnerships with various organizations, institutions, and stakeholders to promote Sustainable Talent Development.
5. **Capability Building.** Develop programs to build the capabilities of Talent Development practitioners that enable them to champion sustainability in their respective organizations.

e. **Ethics and Governance**

1. **Ethical Leadership.** Sets the tone and promote among its members, stakeholders, and community the highest level of professional standards and ethical practices in Talent Development.
2. **Ethical Practice.** Fully understand and abide by the PSTD's Code of Ethics and to practice other norms and behaviors which are considered ethical and refrain from any inappropriate or unethical behaviors though not necessarily documented in our Code.
3. **Compliance.** Comply with all applicable laws and regulations governing the operations of PSTD.
4. **Training and Education.** Regularly update and train our Board, employees, and volunteers on relevant legal and ethical regulations and standards.
5. **Governance Mechanisms.** Develop policies, processes and standards that strengthen its ethical practices, ensures compliance, and prevents/mitigates avoidable risks.
6. **Reviews and Audits .** Conduct regular review and audits to assess the ethical, compliance and governance aspects of its operations.

11. Role of PSTD in Sustainability

PSTD recognizes its important role in the achievement of the country's Sustainable Development Goals (SDGs) by advancing the practice of Sustainable Talent Development in our country.

- a. **Model.** PSTD shall model the way in practicing sustainability as a culture or way of life by integrating it into its mission, strategies, programs, and day-to-day operations.

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- b. **Advocate.** PSTD shall advocate the integration of sustainability into Talent Development among the Talent Development community.
- c. **Enabler.** PSTD shall develop strategies and programs that build the capability of organizations to embed sustainability into their Talent Development functions and practices and for them to drive capability-building towards sustainability in their organizations.

12. Role of the Board of Trustees in Sustainability

- a. Serves as role models in sustainability practices both inside and outside of their PSTD activities.
- b. Foster a culture of sustainability within PSTD to enable the effective integration of sustainability principles and practices into the Society’s mission, strategies, and operations.
- c. Develop PSTD’s overall Sustainability Strategy.
- d. Champion sustainable talent development principles and practices among its members and the Talent Development community in general.
- e. Establish a regular sustainability reporting mechanism to review the effectiveness of its sustainability strategies and programs and to update the members and stakeholders about PSTD’s accomplishments in advocating sustainability.
- f. Establish and promote collaborative partnerships and alliances with other organizations and institutions to further advance its advocacy of regenerative and sustainable Talent Development.

13. Sustainability Committee

- a. The current Corporate Social Responsibility (CSR) Committee shall serve as the de facto Sustainability Committee.
- b. The Governance Adviser shall perform an oversight role on sustainability matters. Hence, the Sustainability Committee Chair shall serve as one of the pillars and an automatic member of the Governance Committee being chaired by the Governance Adviser.

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- c. To further reinforce the roles of the CSR/Sustainability Committee as defined by PSTD By-Laws, the Committee shall also perform the following:
- a. **Sustainability Framework.** Develop a framework in operationalizing the integration of sustainability into PSTD’s mission, strategies, programs and operations
 - b. **Sustainability Strategy Implementation.** Develop and implement programs and initiatives to execute the overall sustainability strategy crafted by the Board of Trustees
 - c. **Advocacy.** Promote sustainability within the Society through dynamic and proactive collaboration with the Board of Trustees, the Professional team, and various Committees.
 - d. **Capability Building.** Develop or recommend programs and initiatives, in collaboration with the Programs Committee, that build the capability of Talent Development practitioners in practicing sustainable Talent Development.
 - e. **Stakeholder Engagement.** Develop strategies and mechanisms to engage various stakeholders towards a collaborative approach in promoting Sustainable Talent Development.
 - f. **Monitoring and Reporting.** In partnership with the Research and Publication Committee, enable the publication of PSTD’s Annual Sustainability Report by establishing mechanisms for data gathering, monitoring, and reporting of all sustainability-related activities and accomplishments of the Society.

14. Materiality Assessment

- a. **PSTD** shall identify and prioritize risks and issues which are aligned with generally accepted materiality principles using the following approach:
 - a. **Stakeholder Identification and Engagement.** Identify and collaborate with stakeholders in identifying relevant material sustainability risks and issues.
 - b. **Risks and Issue Identification.** Identify relevant and material risks and issues using its own assessment and inputs from its stakeholders.

- c. **Risks and Issues Impact Assessment.** Assess the impact of the identified risks and issues to PSTD's operations vis-a-vis its Sustainability Policy.
- d. **Risks and Issues Prioritization.** Prioritize risks and issues in terms of their impact to stakeholders and to the internal operations of PSTD.
- e. **Materiality Assessment Communication.** Communicate the results of the Materiality Assessment to PSTD's stakeholders.

15. Sustainability Review and Reporting

- a. **Sustainability Reporting.** Starting 2025 (with 2024 as a transition year), PSTD shall start to publish its Annual Sustainability Report to inform its members and the larger Talent Development community about its efforts and accomplishments in Sustainability.

The Sustainability Report shall be a joint and collaborative undertaking among Research and Publication as the Lead unit with support from Governance Committee, Sustainability/CSR Committee, Finance Committee, Professional Team, and others.

- b. **Sustainability Performance.** PSTD shall establish its Sustainability Performance Indicators and Targets in line with its overall strategic directions.
- c. **Sustainability Review and Audit.** PSTD, through the Corporate Governance Adviser and Internal Auditor, shall conduct an annual review and audit of its sustainability practices.

16. Policy Administration

This Policy shall be administered and regularly reviewed for relevance and adequacy by the Sustainability/CSR Committee. Any policy amendment to be proposed by the Investment Committee shall be reviewed by the Governance Advisor, Finance Committee and approved by the Board of Trustees.

17. References

17.1 External References

- a. United Nations Sustainable Development Goals
- b. AA1000 Accountability Principles

- c. AI1000 Stakeholder Engagement Standards (2015)
- d. Consolidated Set of the GRI Standards (2023)
- e. UNDP's Practitioners' Guide: Capacity Development for Environmental Sustainability
- f. UNHR Guidance Principles on Business and Human Rights
- g. Guidance Principles on Business and Human Rights, Commission on Human Rights of the Philippines
- h. PNS ISO 26000:2010 Guidance on Social Responsibility
- i. ISO 37000 Governance of Organizations – Guidance
- j. Ten Principles of UN Global Compact
- k. United Nations Global Compact: Guide to Corporate Sustainability
- l. Recommendation on Learning for Green Transition and Sustainable Development Council, The Council of the European Union (2022)

17.2 Internal References

- a. PSTD By-Laws
- b. PSTD Code of Ethics
- c. PSTD Operating Model
- d. PSTD Investment Policy
- e. PSTD Financial Statements
- f. Strategic Plans and Reports