

From Trends to Action: Accelerating ESG Integration

How Companies are Incorporating ESG as a Critical Component of Corporate Real Estate Strategy

8 Key Takeaways

Colliers and CoreNet Global hosted an interactive panel session with industry experts to explore how occupiers are integrating and actioning impactful ESG programs into their companies. The session gathered real-time data from the audience to spark discussion and answer the questions that are top of mind for corporate real estate leaders. Below, discover the key takeaways that emerged.

1. There is opportunity for ESG strategies to be better defined and documented in CRE

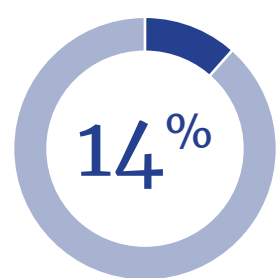
The vast majority said their company have an ESG strategy they are executing to some degree, but a small subset consider their strategies well-honed.

94%

of respondents indicate that their company has an existing ESG strategy or a desire for one to be in place.

19%

of respondents believe that their companies have a well-defined and effectively reported ESG strategy.



2. Having the right resources and skillsets in place is critical for tracking results

Only 14% of leaders say they're achieving optimal, defined results from their ESG strategy. There is a focus on creating better reporting and aligning resources to move the needle from some-impact results to high-impact results.

3. Environmental remains the top priority

While all three ESG areas (environmental, social, and governance) are important, leaders are weighing them differently when creating strategies.



49%

are most focused on Environmental



16%

are mostly focused on Social



6%

are mostly focused on Governance

4. DEI must be part of the DNA

To be highly effective when investing time and resources into DEI initiatives, companies must embed them into the DNA of their culture through programs such as campus recruiting and employee resources groups.

19%

of companies consider their DEI initiatives highly effective

24%

do not have a program to drive more effective DEI initiatives



5. The biggest hurdle for ESG strategies is the development

A robust circular process of continuous improvement in an ESG roadmap is critical to its success. This ability to evolve over time, allocate resources, and define benchmarks is also the largest hurdle.

Top hurdles ranked by leaders 3



The right resources focused on developing the program



Aligned capital expenditure



Priorities of the company

6. Identifying the top drivers of ESG change in the workplace

ESG strategy provides the opportunity to drive immense change in the workplace. The greatest opportunities to drive change according to corporate real estate leaders are:

43%

Programs targeted to culture and engagement outcomes

28%

More sustainable systems and workplace solutions

16%

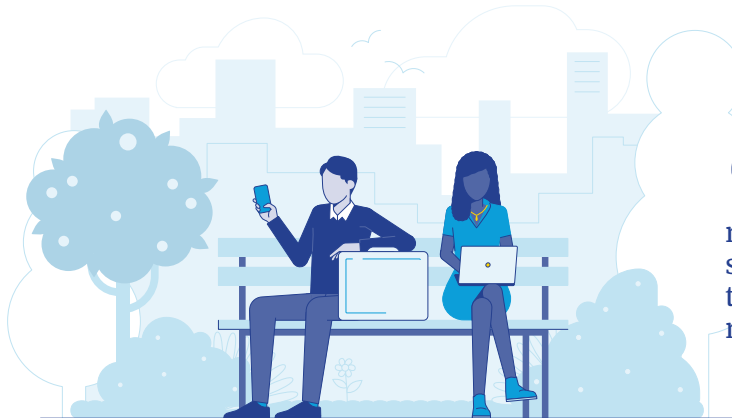
Develop a more equitable and inclusive workplace

7%

More targeted analysis to attract a more diverse workplace

7. Companies are implementing net zero/carbon footprint reduction goals

The majority of respondents report that their companies are implementing solutions or are well on their way to meeting these goals in reducing the carbon footprint. Over time, the terms of measurement shift and the goals become loftier as companies work to continually become more sustainable.



66%

report either starting to implement solutions or being well on their way to meeting their carbon footprint reduction goals

8. In 2030, ESG will be...

We asked audience respondents to predict what ESG will look like in seven years. Here are the overarching themes for the future of ESG:



- Measurable by global standards.
- Mandatory, yet a work in progress.
- Essential for corporate success.
- Increasingly integrated with technology.
- Shift from acronym to expectation.
- Integral in attracting and retaining talent.
- Expected norm in daily operations.
- Still an ongoing evolution.

