CENTRALRETAIL

# New Heights, Next Growth

## ENVIRONMENTAL TRAINING PROGRAM

# Training Program on Environmental Management for Central Retail Employees

This environmental training program aims to raise awareness and provide practical strategies for understanding and preserving the environment in both daily life and the workplace. 5 modules under this training offers supplementary resources such as videos, and quizzes to reinforce learning outcomes. This will equip employees with knowledge and practical skills to protect the environment in their daily lives and workplaces, ultimately contributing to a more sustainable future. 5 modules are consisting of following titles:

Module 1 Basic Knowledge of Environment
Module 2 Waste Reduction
Module 3 Resource Efficiency
Module 4 Responsible Sourcing
Module 5 Climate Change

## Module 1 : Basic Knowledge of Environment

This comprehensive online course designed to educate employees and stakeholders within Central Retail about environment, what are current issues and how to preserve the environment on roles related to the issues. Through this course, you will gain a deeper understanding of different types of environments and the pressing environmental issues affecting our world today.

### Objective:

- Increase understanding of environment
- Identify and analyze pressing environmental challenges
- Promote environmentally conscious practices

### Content:

1. Introduction to Environment
   - Explore the types of environments, including natural environments and man-made environments and discover what are the differences.
   - Understand the importance of natural environments for biodiversity and human life, as well as the impact of human activities on the natural world.

2. Environmental Issues in the Current World
   - Deterioration and scarcity of resources.
   - Pollution such as air, water and soil pollution.
   - Plastic waste contaminates the sea.
   - Deforestation and loss of biodiversity.
   - Climate Change

3. Ways to Preserve the Environment
   - Discover how to make changes in your daily routine to preserve the environment, including energy conservation, energy efficiency to reduce the energy consumption and sustainable transportation choices.
   - Learn about food waste management through composting and waste reduction strategies, as well as effective waste segregation and recycling practices.
   - Embrace the use of eco-friendly products, reusable materials, and sustainable alternatives to single-use plastics.
   - Understand corporate and workplace initiatives for promoting energy efficiency and water management.
   - Gain insight into sustainable raw materials and practices, such as biodiversity conservation, eco-labels, traceability, and climate change and GHG reduction.
   - Explore sustainable packaging options, such as recyclable, recycled, and compostable materialst.

## Module 2 : Waste Reduction

The waste reduction training program aims to create awareness and educate employees about the necessity of waste reduction in every aspect of operations and daily life. The training programme seeks to teach knowledge and solutions for implementing waste reduction measures, thus encouraging a more sustainable and efficient business.

### Objective:

- Raise awareness among employees about the impact of waste and the benefits of reduction.
- Provide practical knowledge and skills to implement effective waste reduction strategies.
- Promote a culture of sustainability and shared responsibility across Central Retail.

Content:

1. Introduction to Waste Reduction
   - Understanding the different types of waste generated by Central Retail and their impact on the environment and operations.
   - The importance of waste reduction in achieving sustainability goals.

2. Current Waste Generation Overview
   - Overview of Central Retail's current waste generation and disposal practices.
   - Identifying areas of high waste generation and opportunities for reduction.

3. Best Practices for Waste Reduction
   - Strategies for reducing waste at the source, such as optimizing processes and using materials more efficiently.
   - Promoting the principles of the circular economy, including reuse, recycling, and resource recovery.

4. Employee Involvement and Responsibility
   - Encouraging employees to take responsibility for waste reduction in their daily tasks.
   - Tips for implementing waste reduction practices in the workplace.
   - Developing personalized action plans for individuals or teams to integrate waste minimization practices into their work.
   - Setting achievable goals and timelines for waste reduction.

## Module 3 Resource Efficiency

The resource efficiency training program is designed to raise awareness and educate Central Retail's employees on optimizing energy and water behavior along daily routine and on operation. By leading a cultural change focused on reducing energy and water consumption, employees will learn best practices to create a more sustainable work environment and enable them to identify issues and develop innovative solutions to reduce energy and water use within Central Retail.

Objective:

- Increase awareness among employees about the impact of energy and water use, and the importance of conserving these resources.
- Provide employees with the knowledge and skills needed to implement energy and water saving practices in their daily tasks and workplace operations.
- Enable employees to identify opportunities for improving resource efficiency in operations and facilities.
- Foster a culture of responsibility and innovation by empowering employees to propose and implement creative solutions for conserving energy and water.
- Encourage and support cultural changes within Central Retail to adopt more sustainable practices and reduce the company's overall carbon footprint and water consumption.

Content:

1. Introduction to Resource Efficiency
   - Understand the basics of energy and water use and their impact on the environment and business operations.
   - Recognize the importance of efficient resource management in achieving Central Retail's sustainability goals.
   - Identify areas with high energy and water usage and explore opportunities for reduction.

2. Best Practices for Resource Conservation
   - Learn practical strategies for reducing energy and water consumption in daily tasks - such as using energy-efficient equipment, fixing leaks, using water-saving devices, and adopting efficient cleaning and maintenance methods.
   - Implement sustainable practices in workspace design, landscaping, and irrigation to minimize resource waste.

3. Employee Involvement and Responsibility
   - Encourage employees to take responsibility for their energy and water consumption and to adopt sustainable habits.
   - Provide tips for creating resource-efficient workspaces and integrating conservation into everyday work activities.
   - Support employees in developing personalized or team action plans to implement energy and water-saving practices.
   - Guide teams to set achievable goals and timelines for reducing resource use.

## Module 4 Responsible Sourcing

The responsible sourcing training program educates and empowers employees involved in sourcing, procurement, and packaging. It provides the knowledge and practical skills needed to integrate sustainable sourcing and eco-packaging into daily operations, supporting Central Retail's goals for ethical supply chains, sustainable materials, and reduced environmental impact.

Objective:

- Raise employee awareness of the environmental and social impacts of sourcing and packaging, and their importance to Central Retail's sustainability goals and reputation.
- Build knowledge and skills for responsible sourcing, focusing on biodiversity, eco-labels, and traceability.
- Provide practical guidance on sustainable packaging using reusable, recyclable,

## Content:

1. Introduction to Responsible Sourcing and Eco-Packaging
   - Understand the importance of responsible sourcing and eco-friendly packaging in achieving Central Retail's sustainability goals.
   - Overview of key concepts such as biodiversity conservation, eco-labels and certifications, traceability, reusable/recyclable/compostable packaging, and circular economy principles.
   - Recognize the environmental and community impacts of raw material sourcing and packaging waste.

2. Best Practices for Sustainable Sourcing and Packaging
   - Strategies for incorporating sustainable practices into supplier assessments, ethical procurement, and packaging design.
   - Guidelines for evaluating and selecting suppliers based on sustainability performance and compliance with eco-label standards.
   - Approaches for choosing packaging materials that are reusable, recyclable, compostable, or made from recycled/bio-based content.
   - Understand the recycling process and design packaging for recyclability and minimal waste.

3. Traceability, Transparency, and Standards
   - Emphasize the importance of traceability in raw material sourcing to ensure ethical and sustainable supply chains.
   - Learn methods for tracking and verifying the origin and sustainability of raw materials and packaging materials.
   - Overview of relevant packaging regulations and certifications (e.g., recyclable or compostable standards) and tips for ensuring compliance.

# Module 5 Climate Change

The climate change and GHG reduction training program designed to educate and empower employees on the impact of climate change and the importance of reducing greenhouse gas (GHG) emissions in the workplace. This training aims to equip employees with knowledge and practical strategies for minimizing GHG emissions and contributing to Central Retail's climate goals.

## Objective:

- Raise awareness of the causes and impacts of climate change, and the role of GHG emissions.
- Equip employees with knowledge and tools to reduce GHG emissions in daily operations.
- Promote a culture of sustainability and environmental responsibility.
- Train employees to measure, monitor, and manage workplace emissions.

## Content:

1. Introduction to Climate Change:
   - Overview of climate change, its causes, and its effects on the environment, society, and business operations.
   - Understanding the role of GHG emissions in climate change.
   - Goals and timelines for GHG emission reductions in Central Retail and Nation.

2. Current GHG Emissions Overview:
   - Review of the company's current GHG emissions profile and sources.
   - Identifying areas of high emissions and opportunities for reduction.

3. Best Practices for GHG Reduction:
   - Strategies for reducing GHG emissions in various areas such as energy use, transportation, and waste management.
   - Promotion of renewable energy sources and energy-efficient technologies.

4. Employee Involvement and Responsibility:
   - Encouraging employees to take responsibility for their individual carbon footprint and adopt sustainable practices.
   - Providing tips for integrating GHG reduction practices into daily tasks.
   - Developing personalized action plans for individuals or teams to integrate GHG reduction practices into their work.

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