

Greening Report

Reducing the Environmental Impact
of People in Need's Humanitarian and Development Work

Table of Contents

Summary of Our Greening Journey	2
Introduction	5
Emission Reductions	7
Greening Our Operations	9
Greening Our Project Activities	15
Supporting Local Partners' Greening Efforts	17
Sharing Our Good Practices	18
What Has Worked for Us	19
Our Main Challenges	20
Next Steps	20

About

People in Need (PIN) is a non-governmental organisation that delivers humanitarian relief, long-term development, education, social integration, and human rights programmes worldwide. The purpose of this report is to provide a transparent account of how **PIN's Relief and Development Department (RDD)** has worked from 2023 to 2025 to reduce the environmental impact of its work. It focuses on achievements, challenges, and lessons learned, offering a clear basis for setting priorities in the years ahead.

Published by: People in Need (PIN) in October 2025

Written by: Petr Schmied (Environment and Climate Advisor)

With input from: Marie Šmídová (Environmental Mainstreaming Advisor), Jan Mrkvička (RDD Director), and Dominika Rypa (Programme Quality Lead)

Design: Radka Tomašíková

Photos: © People in Need

Cover image: iStock

www.peopleinneed.net

Interested in learning more?

Contact us at petr.schmied@peopleinneed.net

Summary of Our Greening Journey

At People in Need, we believe humanitarian and development work must address urgent needs while protecting the environment we all depend on. In recent years, we've adopted measures to make our operations and project activities more sustainable. Guided by the **"do no harm"** principle, we focused on the most impactful, feasible actions and supported our teams in 20 countries to implement them effectively.

Though some efforts were challenging, thanks to the commitment of our colleagues, we have managed to achieve **hundreds of positive changes across our work**. This report captures our journey, lessons, and results — from reducing emissions and saving resources to improving procurement and waste management. It also highlights how we've helped local partners green their operations and how our projects increasingly integrate environmental considerations through risk screening and meaningful mitigation measures.

Key Achievements Between 2023 and 2024

Greenhouse gas emissions from measured activities (see page 5) decreased by 12% per staff member, 15% per €1,000,000 spent, and 19% per beneficiary

Flights: Emissions decreased by 6% per staff member

Vehicles: Fuel-efficiency of PIN's vehicles improved by 11%

Generators: Emissions decreased by 49% per staff member

Renewables: 43% of staff work in offices powered by renewable energy

Energy: 78.9% of offices now meet at least 75% of PIN's energy standards

Waste: 74% of offices banned single-use plastics for events

Procurement: Clearer processes and tools, more trainings, sustainability criteria increasingly included in tenders

Water: 74% of offices met PIN's water-saving standards

Environmental screening of projects: More systematically conducted using established tools

Greening activities: Projects increasingly adopt risk mitigation measures

Systems: 85% of PIN's Country Programmes have active Envi Focal Points

Partners: Supported 10 partners in 4 countries in greening their work

Knowledge sharing: Hosted multiple webinars with 70+ NGOs from 41 countries participating, offered greening guides and tools on [Civil Society Now](#)

Examples of Greening in Action



Drivers of Change

PIN's greening efforts are powered primarily by staff who care about protecting the natural environment — from Envi Focal Points who work on greening PIN's operations, to Project Managers who mitigate environmental risks in project activities, and all colleagues who follow agreed measures in their everyday work.



Take-back Waste System in DRC

In the Democratic Republic of Congo (DRC), PIN reduces waste by encouraging beneficiaries to return empty sachets of Ready-to-Use Therapeutic Food, a high-energy paste used to treat severe malnutrition. The collected packaging is then safely disposed of following local waste regulations.



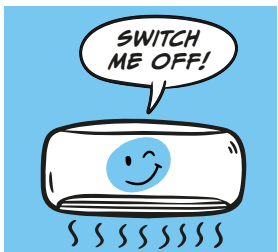
Agroforestry for Disaster Risk Reduction in Nepal

In Nepal's mid-hills, we supported tree planting, slope stabilisation, and nurseries. These measures curb landslides and erosion while improving fodder supply, diversifying incomes, and strengthening resilience.



Focusing on Impact

In our operations, we have prioritised measures with the greatest environmental benefits, such as switching from generators to solar systems in Afghanistan, Zambia, and other countries, and optimising vehicle use in Syria, Ethiopia, and beyond.



Everyday Efficiency

Low-cost behavioural measures such as switching off lights, air-conditioning, and equipment when not in use, moderating heating and cooling, and encouraging carpooling have helped reduce energy use and motivate staff to adopt eco-friendly habits in daily work.

What Has Worked for Us

- » Focusing on a limited number of the most effective and feasible measures.
- » Network of motivated Envi Focal Points in 20 countries.
- » Strong technical support through webinars, guides, and regular advisory calls.
- » Building on established resources and tools (e.g., NEAT+, HCC+, MERS).

Our Main Challenges

- » Limited staff time and competing priorities.
- » Funding gaps for sustainability activities.
- » Weak local infrastructure and regulations in some countries.
- » Time-consuming collection of data for environmental indicators.

Next Steps

- » Scaling up environmental screening at the proposal stage.
- » Expanding sustainable procurement practices.
- » Continuing support to Envi Focal Points.
- » Simplifying data collection for emissions and environmental performance.



Introduction

We recognise that our humanitarian and development work in 20 countries not only makes a positive difference in people's lives, but it also impacts the environment. The transportation of goods and employees generates greenhouse gases, using fossil fuels contributes to air pollution, packaging our aid produces waste, and the goods we purchase carry an ecological footprint. While we cannot altogether eliminate these impacts, our teams worldwide are working to maximise environmental sustainability in our operations and project activities. This report brings data, examples, and lessons from 2023 to 2025 to demonstrate how PIN's Relief and Development Department is turning its environmental responsibility into meaningful actions.

Our Commitment to Greening

The motivation behind PIN's greening work comes first and foremost from our staff, who care about protecting the environment and the communities we serve. Guided by our Environmental Policy and as a signatory of the Climate and Environment Charter for Humanitarian Organisations, we are taking concrete steps to reduce emissions, conserve resources, and promote sustainable practices across our humanitarian and development projects.

In 2023 and 2024, PIN's Relief and Development Department **invested over €510,000 in greening measures**, from solar equipment to waste reduction systems and reducing our consumption of fuel, electricity, and materials. This not only protects the environment but also leads to significant cost savings each year. Our approach aligns with donor requirements such as the ECHO Minimum Environmental Requirements for Sustainability (MERS) and tools like NEAT+. By combining personal commitment from staff, policy frameworks, and donor alignment, PIN's actions demonstrate that greening can strengthen both the quality and sustainability of humanitarian and development projects.

Supporting Global Priorities

PIN's greening efforts are part of a much broader movement to respond to the climate and environmental crises. By supporting sustainable practices in our work, we contribute directly to the goals of:



Paris Agreement



Climate and Environment Charter



Sustainable Development Goals

Roles and Responsibilities

Greening at PIN is a collective effort that brings together different parts of the organisation. The key roles include:

Environment and Climate Advisor — supports PIN's offices in reducing the environmental impact of their operations, travel, and procurement; leads on measuring and reporting PIN's environmental performance

Envi Focal Points — Country Programme staff responsible for implementing measures focusing on greening operations

Environmental Mainstreaming Advisor — makes sure environmental risks are considered in programme design and guides integration of donor requirements

Project Managers — assess environmental risks in project activities and put effective mitigation measures in place

These colleagues are supported by relevant technical specialists and managers, such as the Heads of Systems and Operations and Heads of Programmes.

How Do We Track Our Greening Efforts?

At PIN, we use the following tools to understand where we are making progress and where more work is needed:

Envi Work Plans help Country Programmes set out which measures related to greening operations they want to implement, including a clear timeframe, scope, and responsibilities. The plans are updated regularly.

Environmental Reports track the implementation of measures related to greening project activities.

Online Reviews: Headquarters advisors provide remote technical support and feedback to Envi Focal Points and Project Managers.

Country Programme Checklist: Once a year, Country Programmes complete a survey on compliance with PIN's mandatory greening measures.

Environmental Indicators: We track year-on-year changes in key areas such as energy use, vehicle efficiency, staff travel, and waste reduction.

Emissions Measurements: PIN measures scope 1, 2, and 3 emissions from activities it can directly influence and for which reliable data exists.

Emission Reductions

Measuring and reducing greenhouse gas (GHG) emissions is an essential part of PIN's greening efforts. Measuring our emissions helps us understand their main sources, track progress over time, and focus on the areas where we can achieve the greatest reductions.

Methodology

PIN's Relief and Development Department (RDD) began systematically measuring its emissions in 2022 using the **Humanitarian Carbon Calculator (HCC)**, which is designed specifically for humanitarian and development organisations. Its methodology follows the internationally recognised **GHG Protocol**, classifying emissions into three scopes:

- » **Scope 1:** Direct emissions: from sources PIN owns or controls, such as fuel burned in generators and vehicles.
- » **Scope 2:** Indirect emissions from purchased energy: mainly electricity used in offices.
- » **Scope 3:** Other indirect emissions linked to PIN's wider operations, including purchased goods and services, in-kind donations, cash assistance, procurement of capital goods, and business travel.

Emissions were **calculated for all our Country Programmes as well as at headquarters**, ensuring organisation-wide coverage.

The baseline measurement in 2022 showed that, when following the HCC methodology, the vast majority of RDD's greenhouse gas emissions were linked to activities where emissions could be reduced only marginally, if at all — most notably large-scale cash and voucher assistance. Some emission factors¹ were also imprecise, as they aggregated a wide range of goods and services, limiting the value of the results. At the same time, the carbon accounting process required more effort and resources than we could realistically invest on an annual basis.

For these reasons, since 2023, we have focused our measurements on activities where emissions **can be tracked with greater accuracy and influenced more directly**, including: fuel for vehicles and generators, electricity, heating energy, flights, and capital goods. While this approach covers only part of the total emissions linked to our work, it provides more reliable data that is directly tied to areas where we can take meaningful action. It also makes it more manageable for us to repeat the measurement on an annual basis.

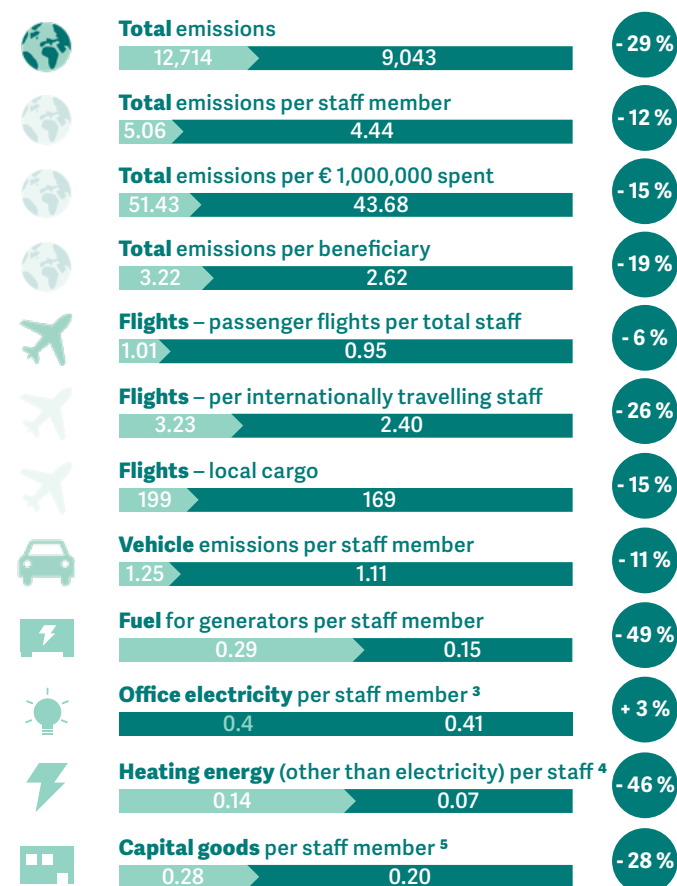
¹ Emission factors are coefficients that convert activity data (such as litres of fuel consumed) into carbon dioxide equivalent (CO₂eq).
² tCO₂e = tonnes of carbon dioxide equivalent, a standard unit that allows emissions from different greenhouse gases to be compared on the basis of their global warming potential.

³ This comparison covers offices using only grid electricity (no generators or solar systems).

Greenhouse Gas Emissions in 2023 and 2024

The overview below shows the changes in greenhouse gas emissions related to the main measured activities. The reductions reflect the positive impact of the greening measures adopted by PIN, such as more efficient logistics and switching to renewable energy. The results were also influenced by lower levels of funding in 2024, which placed natural limits on travel and purchases.

Greenhouse Gas Emissions (2023 → 2024, in tCO₂e²)



⁴ The decrease was driven primarily by replacing emission-intensive heating fuels with more sustainable alternatives.

⁵ Measured capital goods included: IT equipment (e.g., laptops, monitors, tablets, printers, projectors, scanners), communication and media devices (smartphones, cameras), large electrical appliances (e.g., air-conditioning units, refrigerators), vehicles and motorbikes, and generators.

Greening Our Operations

Greening operations at PIN is about making everyday choices — how we travel, manage our offices, and procure goods — more sustainable, while staying realistic in diverse and sometimes fragile contexts. There are hundreds of potential measures an organisation could adopt, but impact requires focus. That is why we began by **prioritising the most impactful and feasible measures**, turning them into a set of mandatory greening measures.

Over 40 mandatory measures became the backbone of PIN's efforts to make operations more eco-friendly. Each Country Programme was expected to **apply all measures that are relevant in its context** — whether that means switching to LEDs, banning single-use plastics, or improving trip planning. All measures were grouped under six **Mandatory Environmental Standards**: systems, energy, transport, waste, procurement, and water.

By clearly defining which measures are mandatory, we have been able to focus attention, communicate expectations, and make tangible progress across very different operating environments. Country Programmes translate these requirements into their own **Envi Work Plans**, which are regularly updated and tailored to local realities. To make implementation easier, Country Programmes have received **extensive support**, including dozens of webinars, funding, technical advice, and opportunities to learn from peers across the organisation.



Effective Systems for Greening Operations

Greening operations is more effective when supported by internal systems. Without clear roles, plans, and understanding, even the best technical ideas risk being sidelined by daily pressures. This is why effective systems for greening PIN's operations became one of our six Mandatory Environmental Standards. These systems help us achieve better results, ensure greater ownership, and reassure donors that our greening work is not ad hoc, but firmly embedded in how we operate.

Key Results

- » **Dedicated staff in place:** 85% of PIN's Country Programmes have an active Envi Focal Point, typically logistics staff who dedicate 10–40% of their time to greening.
- » **Work plans mainstreamed:** Most Country Programmes use an Envi Work Plan specifying which measures they want to take and the progress they have already achieved.
- » **Management meetings:** The greening agenda is regularly included in relevant discussions with PIN's senior management.
- » **Staff induction:** Global webinars on greening operations and project activities are organised regularly for new staff. In addition, around one-third of Country Programmes run their own induction sessions tailored to their local context.
- » **Integration into proposals:** Greening measures are increasingly reflected in project proposals, although not yet as systematically as desired.
- » **Communications:** PIN's greening efforts are being shared widely, both internally and externally, through social media, webinars, and reports.
- » **Evaluation:** Our greening work is currently being independently reviewed by Groupe URD. The review covers strengths, gaps, and opportunities for improvement, and will provide strategic recommendations for updating policies, tools, and practices.

Saving Energy & Using Renewable Energy

Energy is a major source of our environmental impact. Cutting unnecessary consumption and shifting to renewables directly reduces emissions, pollution, and costs. For PIN, sustainability isn't just about new technologies — it's about using less through smarter habits, efficient equipment, and practical rules everyone can follow.

Key Results

- » **Generator emissions** nearly halved.
- » 43% of staff work in offices powered fully or primarily by **renewable electricity**.
- » While overall **electricity consumption** rose by 3%, two-thirds of Country Programmes relying solely on grid electricity reduced their use per staff member.
- » **Efficient lighting** is used extensively in 100% of Country Programmes.
- » 79% of offices now meet at least 75% of **PIN's energy standards**.
- » The share of newly purchased fridges and air-conditioning units that use more **climate-friendly refrigerants** increased from 17% in 2023 to 76% in 2024.

Adopted Measures

The positive results were achieved through a mix of practical energy-saving measures. New rules require the purchase of energy-efficient appliances, and staff were encouraged to moderate heating and air-conditioning, often using fans instead of AC where possible. Friendly reminders have prompted colleagues to switch off lights and equipment when not needed. Offices have replaced old light bulbs with efficient LEDs. Alongside these steps to reduce demand, several offices invested in rooftop solar panels to generate clean electricity.



Ensuring More Eco-Friendly Transport

Transport is the single largest source of greenhouse gas emissions from PIN's operations and one of the biggest operational costs. Making transport more efficient directly reduces emissions, cuts air pollution, and saves money that can be redirected into project activities. Our approach combines changes in travel behaviour, efficient planning, and upgrading the vehicles we use.

Key Results

- » **More efficient fleet:** Average fuel consumption of PIN vehicles decreased from 13.6 litres/100 km in 2023 to 12.7 litres/100 km in 2024.
- » **Fewer international flights:** The annual number of one-way flights per internationally travelling staff member dropped from 3.8 in 2023 to 3.3 in 2024. The number of local flights has increased, largely due to PIN's operations in remote or insecure areas.
- » **Lower emissions:** Vehicle-related emissions per staff fell from 1.24 tonnes CO₂e in 2023 to 1.10 tonnes CO₂e in 2024. Flight-related emissions decreased from 3.2 tonnes CO₂e to 2.4 tonnes CO₂e per internationally travelling staff member.
- » **Better online alternatives:** By 2024, 84% of offices had sufficient equipment and internet connection to support online meetings, helping to replace some in-person travel.

Adopted Measures

The most effective reductions in transport-related emissions came from a few key changes. These included better planning of trips to enable more carpooling, stricter approval of travel, prioritising efficient vehicles where possible, and reducing the number of flights taken. Where flights were unavoidable, staff were encouraged to choose the lowest-emission routes, even if slightly more expensive. In addition, we offset all unavoidable flights through [FairClimateFund](#). We also continued to enforce vehicle maintenance rules and trained drivers in eco-friendly driving. Where feasible, goods were purchased from local producers to reduce transport distances.

Reducing Waste and Managing It Safely

Waste is another key way PIN impacts the environment. From office supplies and packaging of provided goods to project materials, what we discard can cause pollution if not managed properly. Reducing and safely managing waste is essential to lowering our environmental impact and using resources more responsibly.

Key Results

- » **Reusables:** 74% of our offices no longer purchase single-use cups, plates, or bottles for events where reusable alternatives can be arranged.
- » **Waste segregation:** Most of PIN offices regularly segregate waste, as far as local infrastructure allows.
- » **Efficient packaging:** Requirements for more efficient packaging (e.g., bulk deliveries) are increasingly included in PIN procurements.
- » **Eco-friendly printing:** 50% of offices follow sustainable printing practices.
- » **Greener cleaning:** 26% of offices purchase eco-friendly cleaning products.

Adopted Measures

We adopted a pragmatic mix of realistic and effective measures. Where waste is collected for recycling, offices began segregating it. Most offices stopped using single-use cups, plates, and bottles at events where reusable options are available. Many also extended equipment lifespans through protective cases and repairs, and reduced printing via digitalisation and eco-printing rules. The biggest challenge remains waste from distributions, which we have only partly addressed by adding waste-related requirements to tenders.



Simple, low-cost measures, such as using water savers and segregating waste, help PIN use resources more efficiently
© PIN Armenia



Making Our Purchases More Sustainable

Purchasing goods and services is one of the main ways PIN impacts the environment. Making procurement more sustainable is therefore a central part of our greening efforts.

Key Results and Adopted Measures

- » **Process and guidance:** PIN has consolidated its approach to sustainable procurement, including relevant processes, rules and tools.
- » **Staff capacity:** Multiple trainings were organised, and Country Programmes received tailored support for more eco-friendly procurements.
- » **Sustainability requirements:** An increasing, though still insufficient, share of PIN's procurements now include meaningful criteria that prioritise more eco-friendly goods and services.

PIN's approach to sustainable procurement consists of:

- ✓ Reviewing planned purchases and focusing on those with the largest volume or highest environmental risks.
- ✓ Proposing sustainable alternatives, drawing on expert consultations and AI tools, while checking their feasibility.
- ✓ Including clear sustainability requirements in tenders.
- ✓ Choosing the best offer by balancing price, quality, and environmental performance, while verifying compliance with PIN's requirements.

Conserving Water

Water is scarce in many places where we work. We're committed to using it efficiently through simple technologies and everyday habits.

Key Results and Adopted Measures

- » 74% of PIN offices have implemented mandatory **water-saving standards**.
- » **Average water use** per staff member fell from 5.7 m³ in 2023 to 4.7 m³ in 2024.

Progress was achieved through several low-cost measures, including installing aerators on taps, introducing water-saving flush systems, and reducing consumption in routine tasks such as car washing. Staff were encouraged to report water leaks promptly. In addition, several Country Programmes installed rainwater harvesting tanks for non-potable uses.

Greening Our Project Activities

At PIN, greening project activities means designing and delivering projects in ways that reduce environmental risks, avoid harm, and create positive outcomes for both people and nature. Our approach is rooted in the “do no harm” principle and aligned with donor requirements, such as DG ECHO’s Minimum Environmental Requirements. We have focused on the most relevant and feasible actions and made them part of our Mandatory Environmental Standards (MES).

The MES require projects to **integrate environmental considerations throughout the project cycle**. This begins with early screening to identify risks. In recent years, PIN has increasingly used the NEAT+ screening tool recommended by ECHO. With the current update of PIN’s Environmental and Social Management System, we are also introducing a more comprehensive screening tool.

Where screenings have revealed environmental risks, project teams have prepared **Environmental Reports proposing concrete mitigation measures**, which were then built into project design. This approach has not only reduced negative impacts but also helped Country Programmes respond to donor requirements, national legislation, and local community expectations. Implemented mitigation measures have included, for example, prioritising rehabilitation of existing infrastructure where feasible, improving energy efficiency and using renewable energy solutions, strengthening waste management and recycling practices, and engaging more eco-friendly suppliers. In some contexts, projects have also introduced greener distribution kits and integrated environmental themes into education activities.

This work has been supported by PIN’s Greening the Aid guide, a number of webinars, and individual advice that helped staff understand how they can identify and decrease environmental risks. Country Programmes have tracked the implementation of mitigation measures through environmental mainstreaming indicators (available at PIN’s website [IndiKit](#) or using donor indicators) and through dedicated Environmental Reports that documented the actions taken.



Energy Resilience

PIN and its partners Ecoaction and Ecoclub provided Ukrainian communities with training on energy-saving measures and support for local renewable energy initiatives. This assistance improved access to energy, reduced costs, and cut greenhouse gas emissions.



Renewable Energy

In Ukraine, PIN introduced solar power plants for water and wastewater stations, later expanding this approach to district heating systems and public institutions. Projects include solar and wind systems with smart inverters and battery storage, improving service sustainability, cutting costs, ensuring backup during shortages, and reducing emissions.

Waste Management in Temporary Shelters

In Nepal, we conducted waste assessments and developed a training curriculum with practical methods for safe waste management. The training helped local disaster management committees to manage solid and wastewater in temporary shelters. This reduced pollution, protected health, and supported sustainable recovery in disaster-affected communities.

Greening Schools

In Northern Iraq, PIN has strengthened climate resilience in schools through greening campaigns, supplying trees and portable plants, and introducing a checklist to assess climate readiness. In parallel, PIN launched Hana, an educational game that engages students in interactive learning on climate change and sustainable practices.

Jobs for Sustainable Energy

PIN and its partner Women in Tech equip women and youth with practical skills in renewable energy, particularly solar. The initiative meets market demand, challenges gender stereotypes, and empowers women in male-dominated sectors, while promoting environmental sustainability.

Bio-Based Waste Solutions

Through the Horizon Europe-funded Bio4HUMAN project, we also contribute to research on how innovative bio-based solutions can address solid waste management challenges in humanitarian settings, with a particular focus on South Sudan and the DRC.

Supporting Local Partners' Greening Efforts

Much of PIN's work is carried out with local partners. To effectively reduce our environmental impact, we must support them to work in a more eco-friendly manner. Many are eager to act but need more expertise. By helping them adopt greener practices, we reduce environmental harm, strengthen their capacities, and enhance their competitiveness.

Our approach

In 2024, PIN piloted greening support with ten partners in Mongolia, Nepal, Bosnia and Herzegovina, and Moldova. Our approach involves:

- » **Introductory workshops** bringing management, project, and logistics staff together to discuss why greening matters and understand which measures are most impactful.
- » **Needs assessments and work plans** that help partners identify realistic priorities, assign responsibilities, and track progress.
- » **Follow-up technical and financial support** consisting of advice, sharing of resources, and smaller grants that prioritise low-cost, high-impact measures.



The collaboration helped partners adopt **practical greening measures**, including reducing single-use plastics, improving waste management, using more energy-efficient appliances, and integrating environmental considerations into procurement. Most importantly, staff strengthened their commitment to making their work more eco-friendly and gained a clearer understanding of the measures they can take. These efforts were further reinforced by the adoption or improvement of environmental policies.

Building on this experience, we created a [hands-on step-by-step guide](#) that explains each stage of the process of supporting partners in greening their operations. It highlights key lessons and offers over a dozen resources **any NGO can use to support its partners** in greening their work.

Sharing Our Good Practices

To maximise the impact of our greening efforts and support other NGOs, PIN has actively shared its knowledge and tools with the wider sector. Over the past two years, we organised numerous open **webinars attended by over 70 civil society organisations from 41 countries worldwide**. The webinars offered technical as well as process-oriented guidance on greening organisations' work and remain freely accessible at www.civilsocietynow.org/webinars.

We also developed and delivered an online [Training of Trainers on Greening Events](#), helping NGOs integrate sustainability into the organisation of workshops, meetings, and larger events. Accompanying facilitation guidance, including the necessary handouts, is available [at this link](#).

Finally, PIN made a wide range of resources freely available through its **Civil Society Now** platform, an online hub that supports NGOs with knowledge, tools, and peer learning. At www.civilsocietynow.org/greening, organisations can find guides, tools, and examples to make their own operations more eco-friendly. Below are examples of some of these resources - [click to explore them](#).



What Has Worked for Us

Being Pragmatic: PIN focused on a limited number of measures that were most effective while feasible to implement. These were mandatory in all contexts where relevant, while allowing Country Programmes to adapt them to local conditions.

Envi Focal Points: Each Country Programme has designated one or more staff members with an interest in environmental protection. These colleagues, often from logistics, have dedicated 10–40% of their time to coordinating the implementation of agreed measures. This network of motivated focal points has been crucial to successfully rolling out the agenda across 20 countries.

Extensive How-To Support: PIN prepared dozens of webinars, guides, templates, and other resources to make it easier for staff to implement the agreed measures. Regular calls with headquarters advisors provided support for planning and for overcoming obstacles.

Building on Existing Resources: PIN has drawn on a wide range of established tools and guidance. Resources such as NEAT+, the REHA matrix, and Groupe URD's Standard Operating Procedure on how to conduct an environmental screening have supported our environmental screening efforts. The Humanitarian Carbon Calculator has been essential for measuring emissions. We have also benefited from the good practices and tools shared by WREC, our Alliance2015 partners, and other actors.



Bringing colleagues on board with the greening agenda is crucial for its effectiveness. In the photo, you can see a 'greening workshop' held in the botanical garden in Yerevan © PIN Armenia

Our Main Challenges

Lacking Time: Greening our work requires primarily time to implement the most meaningful actions. However, due to the recent funding cuts and many competing priorities, time is often what people lack the most. This affects both the amount of support that headquarters staff can provide and the Country Programmes' capacity to introduce and maintain effective measures.

Funding Gaps: Costs for greening measures are often hard to include in project budgets, especially in emergencies, limiting what can be achieved.

Sectoral Instability: Investments in greening offices can be lost if funding changes require relocation. Similarly, we often train and motivate staff on greening, but when they leave, knowledge and capacity are lost and must be rebuilt.

Weak Infrastructure: Underdeveloped markets and non-existent or poorly enforced local regulations make it harder to implement some of the most important measures, such as those related to safe waste management and sustainable procurement.

Data Collection: Collecting data to measure our greenhouse gas emissions and other environmental indicators has been time-consuming and required balancing what we would like to track with what is feasible to obtain.

Next Steps

Scaling Up Environmental Screening: As part of its new Environmental and Social Management System, PIN will expand environmental screening at the proposal stage of projects, using tools aligned with donor requirements.

Sustainable Procurement: Providing tailored support to Country Programmes to help them include meaningful sustainability requirements in their tenders.

Envi Focal Points: Continuing to maintain and support a network of active Focal Points responsible for implementing greening measures.

Staff Engagement: Further strengthening staff commitment to actively support the implementation of greening measures.

Simplifying Data Collection: Making it less time-consuming to collect reliable data on PIN's environmental performance.