



How Supplier LOCT Mobilized 1,000+ Suppliers for Climate Action

Supplier Leadership on Climate Transition
(Powered by Guidehouse)

Best Advance for Leading Under a Crisis

November 2024



Company Background



**SUPPLIER LEADERSHIP
ON CLIMATE TRANSITION**

| Company-at-a-Glance | |
|--|---|
| Headquarters | Tysons Corner, VA |
| Year Founded | 2018 |
| Revenue | \$3B |
| Employees | 16,000 |
| Global Scale | Americas, Europe, India, Middle East, Africa Office Locations Guidehouse |
| Customers/Output, etc. (Key customers and services offered) | <ul style="list-style-type: none"> • Defense & Security • Energy, Sustainability & Infrastructure • Financial Services • Health • State and Local Government |
| Industry | Consulting |
| Website | Consulting, Digital and Managed Services Guidehouse |



Company Background



NovoEd

| Company-at-a-Glance | |
|--|--|
| Headquarters | San Francisco, CA |
| Year Founded | 2012 |
| Employees | 100 |
| Global Scale (Regions that you operate in or provide services to) | North America, Europe, Asia |
| Customers/Output, etc. (Key customers and services offered) | Key customers include: 3M, Baker Hughes, CEMEX, GE, Marriott, Nestlé, and NetApp for leadership development; onboarding; digital transformation; innovation & design thinking; functional upskilling; sustainability initiatives; and DEI&B initiatives. |
| Industry | Education |
| Website | https://www.novoed.com/ |



Budget and Timeframe

| Budget and Timeframe | |
|---|---|
| Number of (HR, Learning, Talent) employees involved with the implementation? | 38 total team members involved in program |
| Number of Operations or Subject Matter Expert employees involved with the implementation? | 12 course instructors |
| Number of contractors involved with implementation | 2 |
| Timeframe to implement | 2 years |
| Start date of the program | April 2021 |

Fit to the Needs

The global imperative for sustainability and climate action is gaining momentum, driven by initiatives from leading organizational and regulatory bodies such as the United Nations Framework Convention on Climate Change (UNFCCC), the Science-Based Targets Initiative (SBTi), and the Intergovernmental Panel on Climate Change (IPCC). Stakeholders across all sectors are stepping up to the pivotal role in adopting science-based targets and comprehensive climate action strategies. Global corporations are intensifying their efforts to reduce emissions and enhance transparency regarding their environmental impact, and still face major challenges to reduce Scope 3 emissions, which are emissions produced upstream or downstream of the reporting organization that they do not have direct control of. The Supplier Leadership on Climate Transition (Supplier LOCT) program was developed as a collaboration of companies, working together to address these challenges, accelerate climate impact for corporates and their suppliers, and achieve their ambitious Scope 3 targets. With 30+ years of sustainability experience both in advisory and standards development roles across several industries, Guidehouse has been perfectly positioned to deliver the Supplier LOCT program, enabling companies to collaborate on collectively develop Scope 3 solutions in a pre-competitive environment.



Partnering with NovoEd, a leading online learning platform, Supplier LOCT has crafted a comprehensive online learning environment dedicated to empowering the suppliers of our Partners to build capacity and mobilize to effectively reduce their carbon emissions. Our Partners include large multinational companies and industry associations, which enroll their global suppliers in our curriculum. Partners can support their suppliers in addressing crucial topics including owned carbon emissions (Scope 1 & 2), indirect supply chain emissions (Scope 3), target setting, abatement, disclosure, renewable energy, and forest, land, and agricultural impact.



Supplier Leadership on Climate Transition

| My View | | Active | Future | Past | Demo | Primary | Total | | | | |
|--|----------------|------------|----------------|---|------|---------|-------|---|---|---|--------------|
| 0 | | 7 | 0 | 22 | 14 | 0 | 43 | 🔍 | 📄 | 📤 | + New Course |
| Name | Release Date ↓ | Close Date | # of Enrollees | Completion Rate | | | | | | | |
| Spring 2024: Supplier LOCT Scope 3 Footprinting Course spring2024_scope3_footprinting | 04/11/2024 | | 405 | <div style="width: 0%;"><div style="width: 0%;"></div></div> 0% | | | | | | | |
| Spring 2024: Supplier LOCT Target Setting Course s24_ts | 04/10/2024 | | 295 | <div style="width: 0%;"><div style="width: 0%;"></div></div> 0% | | | | | | | |
| Spring 2024: Supplier LOCT Disclosure Course spring2024_disclosure | 04/10/2024 | | 157 | <div style="width: 0%;"><div style="width: 0%;"></div></div> 0% | | | | | | | |
| Spring 2024: Supplier LOCT Abatement Course spring_2024_supplier_loct_abatement | 04/10/2024 | | 215 | <div style="width: 0%;"><div style="width: 0%;"></div></div> 0% | | | | | | | |

Recognizing the diversity and global span of our participants—hailing from 68 countries across six contents—we’ve adopted the NovoEd platform to deliver our courses virtually to every learner.

To further enhance accessibility and engagement, we’ve made our courses available in four languages, supported by live translation tools, ensuring that language is no barrier to vital knowledge and collective action.



The screenshot shows a learning management system interface. On the left is a navigation menu with items like 'Getting Started', 'Seminar #0: Supplier LOCT Launch Session', 'Seminar #1: Introduction to Target Setting', 'Seminar #2: Evaluating Potential Targets', 'Seminar #2: Webinar', 'Seminar #2: Assignment' (highlighted), 'Seminar #2: Supplier Discussion Forum', 'Seminar #2: Tools and Resources', 'Office Hours #2', 'Seminar #3: Scope 3 Target-Setting', 'Seminar #4: Internal Buy-in and External Recognition', 'Seminar #5: Questions and Discussion', and 'Course Prerequisite Materials'. The main content area has a dark blue header with the 'SUPPLIER LEADERSHIP ON CLIMATE TRANSITION' logo and the title 'Seminar #2: Assignment'. Below the header, there is an introductory paragraph: 'We designed assignments to help you apply what you've learned in each seminar and advance in your climate journey.' This is followed by a section titled 'Assignment' with a list of three steps: 1. Download and complete the below Target Setting Assignment 2 Excel workbook (the workbook can be downloaded below). 2. Upload your completed Target Setting Assignment 2 Excel workbook. 3. Complete the survey at the bottom of this page to share a few details about your Target Setting work. At the bottom of the assignment section, there is a download button for a file named 'Target Setting Seminar 2 Assignment.xlsx'.

Supplier LOCT is designed to be educational, engaging, and interactive. While our partners play a crucial role as the conduit between Guidehouse and their suppliers, we've introduced elements of gamification into the learning experience to foster a sense of achievement and motivation among participants. Such gamification features include course completion certificates and badges to recognize the achievement of key climate progress milestones. To further support and engage our learners throughout their journey we provide personalized support through one-on-one mentoring sessions during instructor-led office hours and maintain a dedicated helpdesk for inquiries. Ultimately, our aim is to ensure every learner has the support they need to make tangible climate progress.



Leadership Practices

Our goals fall into 3 broad categories:

1. Scope 3 (upstream and downstream supply chain emissions) reductions through mobilizing suppliers

→As of April 2024, over 1,000 supplier companies have mobilized to take courses on the NovoEd platform. These companies have committed to 150+ Science based target actions, including setting a target.

2. Develop a centralized platform to support a global population of supplier companies at scale

→3500+ individual learners have taken Supplier LOCT courses from around the world, and courses are offered in 4 different languages.

3. Expand cross-industry participation

→Supplier LOCT partners with over 20 companies in various industries such as consumer-packaged goods, fashion, finance, and more. This allows Partners to collaborate pre-competitively with each other.



Engagement

Supplier LOCT was originally built by a group of four companies that saw a need for collaboration across sectors for supplier engagement. This began as a whiteboarding session and evolved into the program. Now, the program equips corporations across a range of high-impact industries to achieve their scope 3 science-based targets.

The program unfolds through a targeted five-course sequence over 2.5 years, accommodating suppliers at different stages of their climate journey. Starting with Scope 1 & 2 Greenhouse Gas Footprinting and culminating in CDP Disclosure, the curriculum is flexible, allowing suppliers to enter at the level matching their progress to ensure efficient learning.

In addition to the core course sequence, all LOCT suppliers have the option of enrolling in the Renewable Energy and Energy Efficiency course, officially launching in the Spring 2024 season. Each class session is offered live through Zoom with recordings available through the NovoEd learning platform.

Anticipating that global sustainability trends will continue to rapidly evolve, the Supplier LOCT team has worked collaboratively with its Partners and Suppliers (Learners) to develop a 3-year roadmap to expand the curriculum further. As this roadmap unfolds and the program continues grow, we anticipate that the NovoEd platform will enable Supplier LOCT to achieve unprecedented scale as a climate action learning platform.



View Communication


📅 *Manually scheduled for Jan 17, 2024 9:00 PM*

👤 *Learners*

Email: [Send a Test Email](#)

Subject: New Offering: On-demand guidance for FLAG requirements

From: "Fall 2023: Supplier LOCT Target Setting Course"<noreply-fall_2023_supplier_loct_target_setting@novloed.com>

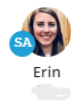


Hello Marina,

Last year the Science-Based Target Initiative (SBTi) released new guidance for companies who rely heavily on Forest, Land, and Agriculture (FLAG) in their company practices to further facilitate science-based target setting for food and beverage, apparel, and other land-intensive sectors. **To help the Supplier LOCT community stay up to date with global best practices, we are introducing a new on-demand section that can be viewed at your own pace for guidance on how to integrate these FLAG best practices into your climate journey.**

Visit the new [FLAG Content section](#) on the LOCT learning platform to determine whether the new FLAG guidance is relevant for your company, access on-demand seminars and downloadable slides, and learn about the SBTi timeline for FLAG companies to incorporate this new guidance.

Leveraging the NovoEd learning platform, Supplier LOCT offers a comprehensive online hub for live webinars, on-demand recordings, discussion boards, and assignments, catering to a global audience. The platform's multi-language support for course materials and dedicated 'Partner Collaborative' page underscore our commitment to accessibility and global collaboration. Features like the discussion board has been integral to this as it allows suppliers to share their learnings and challenges with other organizations in a non-competitive setting. Learners engaging with the platform can translate course titles, instructions, and surveys into over 50 languages, and can access recorded course seminars in 4 different languages (chosen based on supplier survey feedback). Partners engaging with the 'Partner Collaborative' page on the platform can access program resources and engage with the Supplier LOCT team to view the progress of their suppliers.



Erin

Initial Questions

Discussion: What questions do you have as you plan and prepare for your Scope 1 and 2 footprints?

28

Sep 12, 2023 12:43 AM

By Date By Likes

[Load previous comments \(6 remaining\)](#)

Hi! My company measure and disclose Scope 1, 2 and 3. They are verified by a third party. Do we have to complete the assignment? how can we share our Integrated Report and TCFD with LOCT?

Thanks! Cecilia

1

Nov 17, 2023 12:08 PM



Cecilia

Hi Cecilia, Yes, in order to receive credit for completing the Supplier LOCT course all assignments must be submitted on the learning platform. You can email us at SupplierLOCT@guidehouse.com if you would like further explanations on this

Jan 26, 2024 2:38 PM

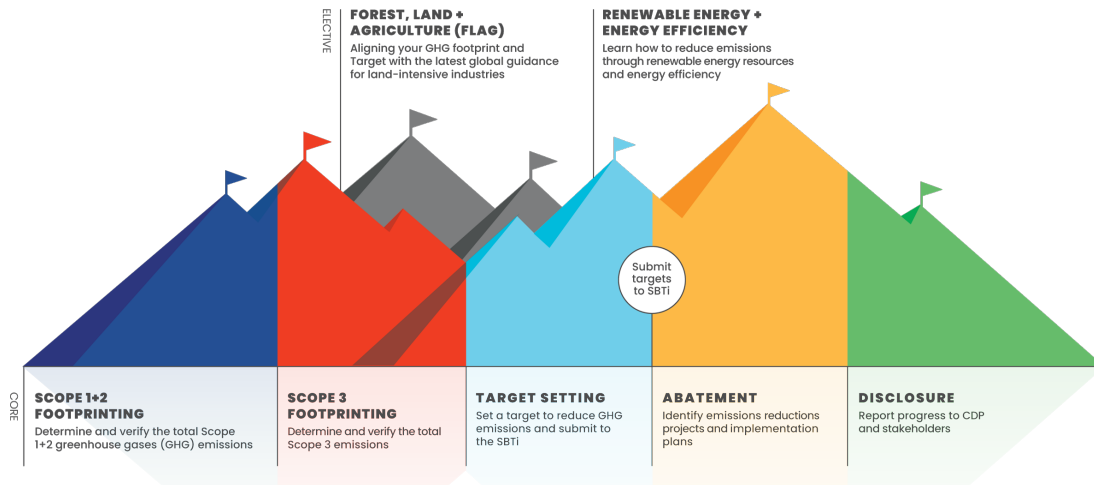
Incentives like completion certificates and progress badges are central to LOCT, rewarding suppliers for both their engagement and tangible climate achievements, ultimately guiding them to 'Graduated' status after successful program completion. When suppliers complete all webinars and assignments for their respective course, they receive 'Certificates of Completion' through the learning platform. To further recognize supplier achievements beyond completion of their coursework, Supplier LOCT awards badges when key climate progress milestones are achieved. Such milestones include:

- Completion of Scope 1 & 2 Footprint in-line with SBTi guidelines
- Completion of Scope 3 Footprint in-line with SBTi guidelines
- Setting of/committing to a Science-Based Target
- Developing an Abatement Roadmap
- Disclosure to the Carbon Disclosure Project (CDP)

By achieving these milestones, our Partner's suppliers are acting upon the knowledge they gain in the course and creating real-world impact.



The journey:



Testimonial:




CAROLINE JAMES DELOACH
 Director of Sustainability



PARTNER STORY

ATLANTIC PACKAGING

"Having some of our largest suppliers enrolled in Supplier LOCT and seeing the progress they've made toward calculating their emissions makes me more confident that we'll reach our goal."

Like many companies, most of our emissions come from Scope 3, especially purchased goods and services. We know that if we are going to meet our emissions goals, we need our suppliers to take aggressive climate action too.

As a small team, we don't have the capacity to train all our suppliers about emissions and how to reduce them - cue Supplier LOCT. Supplier LOCT is paramount to our success because suppliers learn everything they need to know to reduce emissions.

Some of our suppliers in the program hadn't yet started their sustainability journey before we gave them the opportunity to engage with Supplier LOCT. They shared that they knew they had to address climate change but didn't know where to start. Since then, our suppliers

have told us that Supplier LOCT has been an approachable, structured way for them to get started.

One of our science-based targets includes a supplier engagement goal; we're aiming to have 55% of our suppliers create their own science-based target by 2027. Having some of our largest suppliers enrolled in Supplier LOCT and seeing the progress they've made toward calculating their emissions makes me more confident that we'll reach that goal.

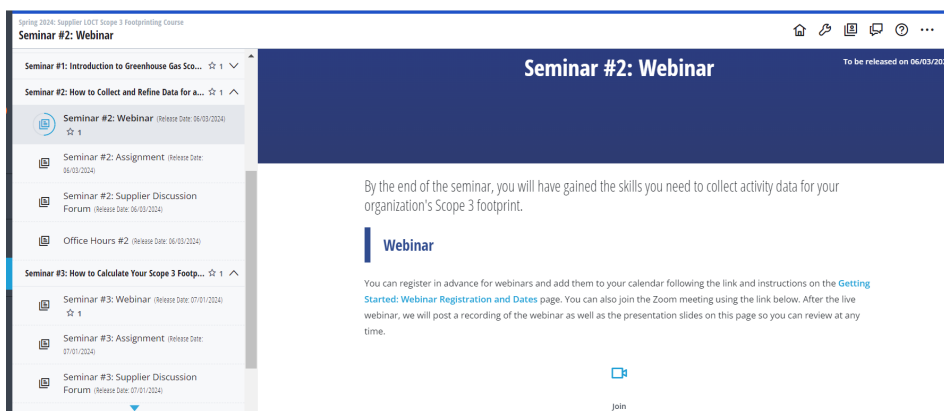
I'm hopeful that as suppliers start identifying impactful ways to reduce their emissions, we might find ways to collaborate with them on climate action, such as by creating virtual power purchase agreements (VPPAs) or by reducing product-level emissions in the products we purchase from them in the future.

Integrating the NovoEd learning platform has been transformative for the Supplier LOCT program and its network of over 850 suppliers across 68 countries. This digital platform acts as a comprehensive ecosystem for climate



education, pivotal in enabling access to a wealth of educational resources, facilitating pre-competitive engagement among suppliers, and ensuring seamless communication across the Supplier LOCT community. The active management of the platform to disseminate announcements and alerts has been crucial in supporting suppliers' progress throughout each season.

Following the inaugural Spring 2021 pilot season of Supplier LOCT, the introduction of NovoEd marked a strategic shift towards centralizing educational content and fostering a community dedicated to climate action. This has significantly streamlined the learning process, allowing suppliers to register for webinars, complete assignments, explore additional resources, and seek guidance from experts—all within a single, unified digital space.



With the onset of each season, we pre-enroll supplier organizations in courses that align with their current stage of climate maturity. Once enrolled, each organization can designate up-to five team members to receive access to the platform. These team members, in turn, become catalysts for broader organizational learning, sharing insights and materials gleaned from the program to drive climate action.

NovoEd's highly customizable nature permits targeted communication tailored to the unique needs of various supplier groups. For example, the Supplier LOCT team can send course-specific email communications, post recorded webinars for learners unable to attend live because of time zone differences, and offer translation of learning platform content into over 50 languages. This feature, combined with the platform's robust analytics, empowers the Supplier LOCT team to closely monitor supplier engagement, celebrate achievements of leading



participants, and extend support to those lagging. This nuanced understanding of supplier activity enables us to not only engage but also inspire suppliers towards tangible climate action, epitomizing the program’s transition from ‘Supplier Engagement’ to ‘Supplier Action’. Through this digital ecosystem, we are making strides in transforming our suppliers’ approach to sustainability, further advancing our collective environmental goals.

Measurable Benefits

To address the measurable benefits derived from participating in the Supplier LOCT program, it’s crucial to understand the impact of our initiatives for both the participating organizations and the individuals who comprise those teams. Our approach to measuring impact and our process for prioritizing critical areas of focus are outlined below:

Measuring Impact

With analytical support from the NovoEd learning platform, the Supplier LOCT program accurately tracks participant course progress, awards, badges, and certificates to recognize specific achievements, and surveys participants to capture qualitative and quantitative data around program impact.

SUPPLIER ACCOMPLISHMENTS



Certificates and Course Completion: Tracking the issuance of certificates provides a tangible measure of educational attainment and engagement. To date,



our program has issued certificates of completion to 592 participants who have successfully completed their respective courses.

Course Progression: By monitoring suppliers' progression through the educational sequence within each course, we are able to derive insights into each supplier's relative progress toward achieving climate progress. Depending on the course, this progression is an indicator of a supplier's increasing capacity to do everything from understanding their greenhouse gas footprint to setting a science-based target to developing and deploying an abatement plan to disclosing their climate impact to relevant organizations.

Badging: Recognizing achievements with badges for reaching climate milestones has proven to be a motivating factor for suppliers. With 476 badges awarded to over 300 companies, this metric underscores the program's role in facilitating actionable climate progress.

Science-Based Target (SBTi) Commitments: A critical measure of impact is the number of suppliers setting, committing to, or having science-based targets approved. Over 150 suppliers have taken this significant step since joining Supplier LOCT, showcasing a direct contribution to global GHG emissions reduction efforts.

Feedback on Educational Content: The positive affirmation from 96% of suppliers that webinar content and assignments have enhanced the team's climate action capabilities highlights the program's effectiveness in building essential knowledge and skills.

Identification and Prioritization of Key Areas

The prioritization of educational content and objectives within the Supplier LOCT program was guided by a strategic assessment of the most impactful areas for GHG emissions reduction across supply chains. This iterative, and ongoing, process involves:

- 1) Stakeholder Engagement:** Consulting with industry experts, client partners, NGOs, and suppliers, we can further understand the gaps and opportunities in sustainability education and climate action.
- 2) Industry Best Practices:** Analyzing successful case studies and benchmarking against leading sustainability initiatives to ensure our program aligns with and exceeds current standards.
- 3) Regulatory Trends:** Staying abreast of global climate regulations to ensure our curriculum prepares suppliers to meet and surpass requirements.



- 4) **Participant Feedback:** Regularly soliciting and incorporating feedback from participants to refine the program's focus areas, ensuring it remains relevant and impactful.

Overall

The Supplier LOCT program is at the forefront of helping global businesses tackle climate change. Through close collaboration with our Supplier LOCT Partners, we've developed a roadmap to steer our efforts toward meeting global sustainability goals for 2030 and 2050. To inform the development of this roadmap, the Supplier LOCT team evaluated the following key findings and lessons learned:

Key Findings:

- **Engagement and Learning Impact:** According to a survey of the program's suppliers, 96% of supplier teams feel the program has positively impacted their approach to climate action, showcasing the program's direct benefits to their sustainability efforts. Furthermore, the fact that 80% of suppliers return to the program to enroll in additional courses speaks volumes to the value and relevance of the program.
- **Collaboration with Partners:** Our monthly partner meetings have become a crucial forum for exchanging insights and jointly pushing the program forward. Partners appreciate these sessions for the clarity they provide around program ambitions, timelines, and initiatives. In 2024, Supplier LOCT introduced its first annual 'Partner Summit' conference, offering an in-person forum for collaboration. Through these sessions, the Supplier LOCT team can apply design-thinking approaches to tailor the program to closely align with both supplier and partner climate ambitions.

Lessons Learned:

- **Demand for Tailored Content:** We've learned that suppliers could benefit from coursework that closely mirror their industry specific challenges and opportunities. In response, we're taking steps to incorporate more relevant examples and case studies into our curriculum.
- **Importance of KPIs:** Keeping a close eye on climate progress indicators is something our partners and suppliers value deeply. We're on a



continuous mission to refine these metrics to better capture and support our collective climate action achievements.

Looking ahead, the Supplier LOCT program is eager to broaden its impact by enrolling suppliers from a wider range of industries, offering courses in more languages, and tailoring content to more effectively support suppliers based on their industry group. This expansion goes hand-in-hand with our commitment to introduce new, relevant topics like our upcoming Renewable Energy and Energy Efficiency course. As we pursue this expansion, we are enthusiastic to maintain NovoEd as our technology partner, providing the platform we trust to support rapid transformation. By remaining flexible, innovative, and responsive to feedback, we're collectively striving to foster a global culture of environmental responsibility across supply chains.



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