

Climate Jobs

Employment Scoresheet

You want to get a job in an ethical industry, and you want to help mitigate climate change. Easy, right? But how can you be sure that the company you're interviewing at is a good fit for you? In the continuum of ethics in business, it's hard to know whether you're doing the right thing, and it's hard to know whether the organisation you're interviewing at is right for you.

So, we created this scoresheet which you can use to see whether an organisation is a good fit.

We've broken policies down into groups – obviously, not everything will be relevant but it's worth asking these questions. We have gone into much more detail than you might want to at interview, but it is up to you how many of these questions you ask.

What the organisation does, and its impact on the environment

- Are products certified organic?
- Are products fair trade?
- Are products vegan and cruelty free?
- What's the environmental impact of products? Are they widely recycled? Does the company have a policy for end of life of equipment and do they enable customers to recycle?
- How are materials sourced? Even wind turbines are full of rare earth metals which means they are mined in places which have issues with child labour in the supply chain
- What are the long term emissions of any products the organisation creates?
- Does the company encourage irresponsible consumption – e.g. fast fashion?
- Does the organisation off-set emissions?
- How does the organisation source its energy, is it renewable?
- If there are car-parking spaces available, does the organisation have EV chargers?
- Are company cars or vehicles electric or low carbon?
- Has the organisation previously lobbied against action to mitigate climate change?

Further information:

Ethical Consumer: www.ethicalconsumer.org

RE100 – a group of global bluechips committed to sourcing 100% of their energy from renewables sources. <http://there100.org/>

Employment practices

- Does the organisation have a diversity policy?
- What are the pension scheme arrangements? Is it possible to change your investments to ensure you're invested in ethical funds
- How does the organisation deal with international workers, especially in countries with inadequate employment laws
- Does the company have a thorough grievance policy?
- Does the company have an official code of ethics?
- What's the gap between CEO pay and entry level pay?
- How does the organisation treat new parents?

Further information: <https://www.glassdoor.co.uk/index.htm>

