


### OVERVIEW OF EMERGING IMPACT

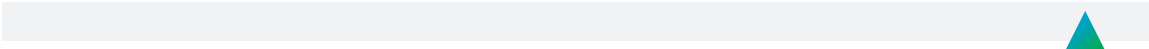


#### Time Horizon


Immediate


Mid-term


Long-term




#### Key Trends driving Impact

 Consumer of the Future

 New Retail Model

 Automation & Data

 Future-proofed Supply Chain

#### Growth Drivers

- Evolving customers' expectations:** As the public grows increasingly concerned about the impacts of consumerism on the environment, there will be increasing demands placed on environmental conversation and protection across retail activities and processes. Businesses are expected to continue embedding sustainability considerations across their processes to minimise the impact of their operations on the environment.



## KEY RESPONSIBILITIES

The Sustainability Specialist will be responsible for spearheading the design and integration of the retailer's vision and initiatives in the area of social and environmental impact (ESG). This will include reviewing existing business practices, products, and services and identifying potential areas of change for sustainability transformation. The Sustainability Specialist maintains a positive brand image on sustainability, examining ways to cost effectively implement sustainability initiatives.

Critical Work Function	Key Tasks
Define Priority Areas for Sustainability	<ul style="list-style-type: none"><li>Collaborate with key stakeholders across retail functions to define a clear sustainability agenda and embed priorities throughout the entire organisation</li><li>Support sustainability standards and goals by providing sustainability expertise and creating change in the organisation's frameworks, principles and guidelines</li><li>Identify sustainability opportunities and challenges, including existing and future trends</li><li>Integrate a sustainability lens into company's operations and goals across various retail functions</li><li>Analyse full market potential, risk assessment and mitigation for new and existing markets in relation to sustainability</li></ul>

Critical Work Function	Key Tasks
Drive Sustainability Transformation	<ul style="list-style-type: none"><li>Define and track key quantitative and qualitative metrics to actively track and report on environmental and social impact</li><li>Drive internal communications, create buy-in and alignment across all relevant departments</li><li>Drive effective cross-departmental project and stakeholder managements to integrate sustainability considerations into retail activities and processes</li><li>Champion and promote sustainability and impact within and outside the organisation</li></ul>
Uncover Areas of Opportunity	<ul style="list-style-type: none"><li>Analyse the market potential, risk assessment and mitigation for new and existing markets or new areas of work in relation to sustainability</li><li>Review existing business practices, processes, products and services and identify areas of opportunities and new ways of working by embedding sustainability considerations and principles</li></ul>

Key Skills and Competencies	
Technical Skills and Competencies	Critical Skills and Competencies
<ul style="list-style-type: none"><li>Business Performance Management</li><li>Business Continuity Planning</li><li>Business Relationship Building</li><li>Brand Storytelling^</li><li>Carbon Footprint Management</li><li>Environmental Protection Management</li><li>Manage Change</li><li>Organisation Evaluation for Business Excellence</li><li>Project Management</li><li>Policy Implementation and Revision</li><li>Project Feasibility</li><li>Project Integration</li><li>Project Administration</li><li>Stakeholder Management</li><li>Service Planning &amp; Implementation</li></ul>	<ul style="list-style-type: none"><li>Communication</li><li>Problem-solving</li><li>Collaboration</li><li>Adaptability</li><li>Global Perspective</li></ul>

^Skills not in any Skills Framework