SUPPLIERS PARTNERSHIP FOR THE ENVIRONMENT

Suppliers Partnership: The Nature Playbook

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INTRODUCTION

The automotive industry is fundamentally connected to nature. It depends on natural systems for essential inputs like metals, rubber, water, and energy, while also relying on stable ecosystems to manage climate risks, water availability, and land use. While the automotive industry strengthens a region's economy and cultural vibrancy, it also contributes to environmental impacts at local, regional, and global levels.

The Nature Playbook is intended to provide OEMs and Suppliers with information to make informed decisions regarding appropriate and actionable, nature-positive strategies with operational efficiencies. The strategies outlined are presented as initiatives to help increase biodiversity, improve water and soil health, and reduce environmental impacts through more efficient operations. The initiatives may be developed on a site-by-site basis, as a continuation of existing nature-based projects, or as stretch goals to further a company's environmental and operational objectives.

To begin, it was important to understand issues, needs, and concerns OEMs and Suppliers have regarding the implementation of nature-based solutions. The first step in this process was to solicit feedback through a series of interviews with select OEMs and Supplier Partners. The three categories of questions aligned with the SP Biodiversity Work Groups' previous discussions regarding nature, nature-based solutions, pollinator habitat, and increased biodiversity:

- **Nature-based Projects**
- **Restoration-based Projects**
- **Green Infrastructure & Green Architecture Projects**

Biodiversity loss poses a real risk to supply chains, costs, and operational resilience. Building on previous Wildlife Habitat Council (WHC) guidance and emerging frameworks like Science Based Targets Network (SBTN), the Nature Playbook is meant to help turn risks into practical, operations-focused actions that strengthen nature while improving business performance.

VISION

As the automotive industry and their supply chain partners navigate growing environmental concerns, increased biodiversity can be a driver to achieve many environmental goals. Through improved terrestrial and aquatic landscapes, sustainable stormwater management, energy conservation, and reduced resource consumption, increased biodiversity (both plants and animals) can lead to more resilient supply chains and help support operational needs.

However, achieving increased biodiversity, sustainability, and environmental awareness at multiple levels will not happen all at once. To that end, the Nature Playbook sets a course and serves as a guide for investing in a company's human, natural, social, political, and economic capital. Actions identified and enacted upon will support the reduction of energy, reduced consumption of resources, improve ecological connectivity, increased site resiliency, decreased costs, and promotion of a culture of stewardship and thoughtfulness.

Engagement with staff and local communities is also an important aspect of the Nature Playbook. By establishing pathways for people to be involved, creating shared messaging, and having open discussions about work being done, increased awareness will showcase improvements in nature. And having conversations with adjoining landowners could open avenues to connectivity between adjacent landscapes.

INDUSTRY CONTEXT

As nature-related risks intensify, automotive companies are increasingly aligning with global frameworks that promote transparent reporting and science-based action. The SBTN supports measurable targets across land, freshwater, and biodiversity, while the Taskforce on Nature-related Financial Disclosures (TNFD) provides a framework for assessing and disclosing nature-related risks and opportunities. The EU's Corporate Sustainability Reporting Directive (CSRD) requires companies operating in the EU to report on biodiversity and ecosystem impacts, risks, and dependencies where material under a double materiality assessment, considering both impacts on nature and financial risks to the company. Together, these initiatives are reshaping corporate responsibility and biodiversity roadmaps across the industry

Increasing biodiversity, whether through Nature-based solutions (NbS), restoration, or reductions in resource use, can present a practical and powerful response to these challenges. SP and WHC have documented how well-implemented NbS, such as bioswales, vegetative buffers, and native habitat restoration, can mitigate flood risk, filter pollutants, enhance local biodiversity, and reduce maintenance needs. These projects also foster community trust by creating visible, accessible environmental improvements, such as pollinator gardens, rain gardens, and naturalized landscapes that provide educational and recreational value.

Projects like "no-mow" zones and green roofs reduce energy and landscaping costs, while phytoremediation and constructed wetlands offer alternatives to engineered treatment systems. Though benefits may not always be immediate, the long-term value through avoided infrastructure damage, enhanced site resilience, and reputational gains, is increasingly recognized by leading automotive manufacturers and suppliers. In short, increased biodiversity through nature-based solutions not only support regulatory alignment and sustainability goals, but they also represent a strategic investment in the future resilience and competitiveness of the automotive sector.

"Nature is all non-human living entities and their interaction with other living or non-living physical entities and processes. This definition recognizes that interactions bind humans to nature, and its subcomponents (e.g., species, soils, rivers, nutrients), to one another. This definition also recognizes that air pollution, climate regulation, and carbon are part of 'nature' more broadly therefore, when we talk about acting for nature, we are talking about acting on issues related to climate change as well."

Nature definition - Supplier Partnership for the Environment, 2024

VOICES FROM THE FIELD

“We’re interested, but honestly, we don’t even know where to begin. We don’t own the land, so projects like green roofs or wetlands just feel out of reach. Right now, we’ve got a beehive and a pollinator garden, people like them and engage with them regularly.”

“We have some restoration goals in our plan, and we’ve started pulling IBAT reports, but figuring out what to do with that data is still difficult. A lot depends on the individual teams. Some sites are doing great work, but it’s hard to scale that across the company.”

“We’ve linked nature directly to our broader climate and environmental goals. That opened the door for funding and performance tracking. Risk and restoration are now part of how we plan new sites. It’s taken time, but we’re finally getting strategic alignment between teams.”

These three quotes represent conversations had in interviews and with industry leaders during educational events. What was gleaned is that companies are at different starting points when it comes to biodiversity and enacting nature-based solutions. It may be fair to say that across the automotive industry, companies are exploring a wide range of approaches to integrate NbS into their operations and strategies but are hesitant or unclear of which strategy is best suited for their site or situation. Some are in the early stages, experimenting with visible projects to engage employees and communities. Others are embedding nature into corporate sustainability frameworks and global risk evaluations.

Industry peers also shared a clear set of takeaways for building effective nature programs:

- Visible wins build momentum. Small, well-maintained projects such as pollinator gardens, rain gardens, or simple native landscaping are an effective starting point, especially at sites with leasing constraints, limited funding or low management buy-in.
- Restoration and green infrastructure succeed when tied to operational goals. Projects that reduce stormwater costs, support regulatory compliance, or enhance site resilience gain stronger support and funding.
- Data tools help, but guidance is still needed. Many teams use the Integrated Biodiversity Assessment Tool (IBAT) or risk screening but translating scores into site actions remains a common challenge. Clearer pathways from assessment to implementation are needed.
- Cross-functional ownership matters. Sustainability leads cannot scale nature actions alone. Success depends on engaging facilities, procurement, site managers and employees, and aligning project goals with their priorities.
- Maintenance is critical and often overlooked. Without clear responsibility and budget for upkeep, even well-designed projects underperform or lose value over time.

Through interviews with OEMs and suppliers, common challenges and potential solution strategies others are using to progress their goals are summarized below:

Challenge	Description	Solutions
Leased land or low site control	Difficulty implementing permanent solutions or tracking projects across sites	Focus on low-barrier, mobile projects; build visibility through community engagement or certifications
No clear policy or internal target	Nature actions remain symbolic or scattered	Establish a goal aligned with environmental and/or community strategy (e.g., restoration acres, wildlife certifications)
Limited funding or prioritization	Projects compete with other capital needs	If a goal has been established, prioritize funding to meet the goal. Tie NbS to climate, water, or compliance goals; bundle with resilience or stormwater strategies.
Disconnected teams	Projects driven by individuals or isolated teams	Create internal working groups; align reporting processes to share wins across depart-ments
Lack of supplier alignment	Limited clarity and consistency in nature-related expectations across the supply chain makes it difficult for suppliers to scale meaningful actions.	Use audit templates or supplier guidance to set clear expectations; start with Tier 1 education

A final voice from the field comes from Aldo Leopold and was spoken almost a century ago -

"A thing is right when it tends to preserve the integrity, stability, and beauty of the biotic community. It is wrong when it tends otherwise."

This quote may offer a moral philosophy for navigating our relationship with the natural world. It could also herald an urgent message to consider the long-term well-being of the biotic community in decisions the collective 'we' make. Its relevance today stems from our willingness to think about interconnectedness, responsibility, and the ethical need to act on behalf of the environment.

NATURE-BASED SELECTION MATRIX

The goal is not to create uniform perfection, it is meant to be a continuous, practical progression of ideas that support increased biodiversity. The strategies in this section are designed to inform and inspire teams to think about solutions that are appropriate for their site. They are also meant to help identify staff that could be included in making decisions, supporting implementation, and securing funds to enact the strategy. Whether you're just starting out or refining an existing approach, progress is possible at every stage.

The Nature-based Selection Matrices include a series of strategies, stretch goals, and policy-related suggestions within four main pillars of application:

Ecology: Terrestrial and Aquatic Landscapes

Energy

Materials and Resources

Nature Governance

ECOLOGY
TERRESTRIAL

At the core of property ownership is an ethic to take care of the land that is ours. Landowners should find a way to give back to nature rather than take away from it. Wholistic efforts to reduce turf grass, responsibly use chemical fertilizers and pesticides, reduce impermeable surfaces, and be responsible for rainwater will result in greater biodiversity, cleaner waterways, better soils, and improved air quality. Individual property efforts to give back to nature will yield positive benefits but system-wide efforts can far outweigh the sum of individuality.

01

MATRIX ONE

EXAMPLES
ECOLOGY (TERRESTRIAL)

1.

ACTION

Install one or two trees a year that are native to your particular location.

COST: $

DIFFICULTY: LOW | **ROI:** <2 YRS

2.

ACTION

Transition 500 square feet of turf to a native plant garden.

COST: $

DIFFICULTY: LOW | **ROI:** <2 YRS

3.

ACTION

Install multiple bee hives/insect sanctuaries on the property.

COST: $$

DIFFICULTY: MED | **ROI:** 2-5 YRS

4.

ACTION

Replace all outdoor light fixtures and bulbs with Dark Sky compliant fixtures.

COST: $$$

DIFFICULTY:HIGH | **ROI:** <2 YRS

5.

ACTION

Replace all disturbed landscapes from construction activities with native landscapes.

COST: $$$

DIFFICULTY: HIGH | **ROI:** >5 YRS

ECOLOGY
AQUATIC LANDSCAPES

Aquatic landscapes sit at the core of the water–biodiversity connection and reflect an ethic of stewardship for both land and water. Because water integrates conditions across a site and its surroundings, changes in runoff, water quality, and hydrology are often the earliest and most visible signals of biodiversity decline. Reducing impervious surfaces and managing rainwater responsibly can improve aquatic habitats while supporting cleaner waterways and more resilient ecosystems. Individual site actions matter, but coordinated, watershed-scale efforts can deliver biodiversity benefits far greater than any single property can achieve alone."

01

MATRIX ONE

EXAMPLES
AQUATIC LANDSCAPES

1.

ACTION

Review direct discharge points into local waterways to understand impacts and erosion issues.

COST: $

DIFFICULTY: LOW | **ROI:** <2 YRS

2.

ACTION

Conduct annual stormwater and wetland maintenance training for facility staff or contractors.

COST: $

DIFFICULTY: LOW | **ROI:** <2 YRS

3.

ACTION

Establish a site-specific stormwater management plan incorporating green infrastructure.

COST: $$

DIFFICULTY: MED | **ROI:** 2-5 YRS

4.

ACTION

Install constructed treatment wetlands to improve stormwater discharge before entering local waterways.

COST: $$$

DIFFICULTY:HIGH | **ROI:** 3 YRS

5.

ACTION

Restore an existing on site waterway (streambank restoration, erosion control).

COST: $$$

DIFFICULTY: HIGH | **ROI:** 3-5 YRS

ENERGY

Diligent planning and investment in energy conservation could help preserve biodiversity across a property while significantly improving energy efficiency and reducing building related emissions. When redevelopment and new construction utilize energy efficient design and renewable energy strategies, it can significantly reduce emissions, air quality, and resource extraction, which are direct and indirect impacts to biodiversity. For property owners that are not able to meet their renewable energy goals directly on-site, there are options to purchase renewable electricity to offset current needs.

02

MATRIX TWO

EXAMPLES ENERGY

1.

ACTION

Increase the amount of carbon sequestered on a site's property through native landscapes.

COST: $$

DIFFICULTY: LOW | **ROI:** >5 YRS

2.

ACTION

Install solar panels on buildings, over parking lots, and/or parking facilities.

COST: $$

DIFFICULTY: MED | **ROI:** >5 YRS

3.

ACTION

25% of electricity consumed is generated by zero-carbon sources

COST: $$

DIFFICULTY: MED | **ROI:** >5 YRS

4.

ACTION

Use renewable-based district heating/ cooling or geothermal systems.

COST: $$$

DIFFICULTY:HIGH | **ROI:** >5 YRS

5.

ACTION

Integrate passive solar design, daylighting, and natural ventilation in retrofits.

COST: $$

DIFFICULTY: HIGH | **ROI:** <2YRS

MATERIALS AND RESOURCES

Widespread awareness about our daily choices - the goods and services we purchase, recycled content, and packaging, impacts the environment beyond any property. Conscious consumerism will result in a greater preference for supporting regionally produced goods. It will also reduced waste, more composting of food scraps, and better recycling practices. Large corporations can be leaders in green procurement and could collaborate to find efficiencies and reduce a property's overall resource consumption. This will drive a vibrant green economy that attracts individuals looking for a sustainable product.

03 MATRIX THREE

EXAMPLES MATERIALS AND RESOURCES

1.

ACTION

Identify high impact commodities in supply chain.

COST: $

DIFFICULTY: LOW | **ROI:** <2 YRS

2.

ACTION

Track ecologically sensitive materials used in operations or building products.

COST: $

DIFFICULTY: MED | **ROI:** <2 YRS

3.

ACTION

Use recycled materials in construction.

COST: $$

DIFFICULTY: MED | **ROI:** >5 YRS

4.

ACTION

Evaluate and improve material circularity at the site level.

COST: $$$

DIFFICULTY:HIGH | **ROI:** <2 YRS

5.

ACTION

Integrate deforestation-free and conversion-free sourcing criteria for high-impact commodities (e.g., rubber, leather, aluminum).

COST: $$

DIFFICULTY: HIGH | **ROI:** 2-5 YRS

NATURE GOVERNANCE

Nature Governance is a pledge to be more sustainable as a business and is an active effort to coordinate local governments, community groups, and suppliers to find efficient and effective means of delivering high-quality products and services in the least impactful way. The goal is to implement forward-thinking policies and innovative service delivery that empowers businesses and suppliers to achieve their sustainability initiatives in operationally beneficial manners.

EXAMPLES NATURE GOVERNANCE

1.

ACTION

Integrate biodiversity risk into enterprise risk and environmental reporting.

COST: $

DIFFICULTY: LOW | **ROI:** <2 YRS

2.

ACTION

Implement executive training and awareness on nature-related physical and financial risks.

COST: $

DIFFICULTY: MED | **ROI:** <2 YRS

3.

ACTION

Embed biodiversity and water KPIs into corporate sustainability scorecards.

COST: $$

DIFFICULTY: MED | **ROI:** <2 YRS

4.

ACTION

Publicly disclose progress toward biodiversity or nature goals in annual reports.

COST: $$

DIFFICULTY:HIGH | **ROI:** <2 YRS

5.

ACTION

Link biodiversity and ecosystem targets to executive performance metrics or incentive plans.

COST: $$

DIFFICULTY: HIGH | **ROI:** <2 YRS

04 MATRIX FOUR

MEASURING SUCCESS

Metrics and Monitoring

As organizations mature their nature strategies, it becomes increasingly important to measure progress in ways that build credibility and enable learning. Yet across SP member interviews, many companies shared that they struggle to move beyond tracking individual activities, such as number of trees planted, or acres impacted, to measuring the real outcomes those actions deliver.

While nature-based work often starts with project counts or participation metrics, aligning nature indicators with existing corporate reporting systems is key to long-term success. Doing so helps reinforce the business value of NbS, connects biodiversity and resilience outcomes to broader environmental goals, and supports more consistent internal and external communication.

To be most effective, nature metrics should do more than describe environmental activities, they should demonstrate how site-level actions reduce risk, strengthen resilience, and advance broader environmental priorities. The strongest examples show clear alignment between a nature intervention and existing corporate metrics on water, carbon, biodiversity, and community value. For instance, instead of reporting that a facility installed a bioswale and planted native vegetation, a company might track how those actions reduced stormwater runoff, lowered nutrient loads at discharge points, increased pollinator habitat quality, and contributed measurable carbon sequestration. These outcomes can then be tied directly to environmental objectives such as water compliance, climate mitigation, biodiversity commitments, and community well-being, illustrating how NbS deliver operational value as well as environmental performance.

This type of integrated approach is what “optimum” looks like, nature metrics that reinforce core business goals and fit naturally into environmental reporting and disclosure frameworks.

Where to start depends on where your organization already has strong measurement capabilities. For many companies, the most practical approach is to select a small number of nature-related indicators that directly complement existing programs. This avoids creating parallel reporting burdens while still making nature’s impacts visible.

Key outcome areas where metrics can be developed include:

Biodiversity

Condition

- Change in habitat condition (e.g., % native cover, structural diversity index) compared to baseline
- Presence, or abundance of indicator species (e.g., monarchs, bumblebees, locally significant species
- Species richness index (Shannon diversity index)

Pressure Reduction

- % reduction in pesticide/herbicide application
- % of site with reduced mowing intensity

Benefits Delivered

- Increase in connected habitat corridors (e.g., meters of riparian buffer restored)
- % of sites implementing biodiversity-safe landscaping or WHC-aligned management practices

Community Benefits

Condition

- Improved access points or usage of green spaces, trails, or restored areas

Pressure Reduction

- Participation rates in nature-focused employee trainings, restoration days, or citizen science programs
- Number of students engaged in school partnerships or education events

Benefits Delivered

- Qualitative feedback on site improvements (surveys, interviews, community input
- Number of homes, roads, or public assets receiving indirect flood-risk reduction from site-level NbS

Water

Condition

- Changes in nutrient loads, sediment concentrations, TSS, or heavy metals at stormwater outfalls
- Increase in infiltration capacity (e.g., mm/hr) of restored or permeable areas

Pressure Reduction

- Annual reduction in stormwater runoff (cubic meters/year)
- % reduction in peak discharge during major storm events

Benefits Delivered

- Decrease in stormwater permit exceedances or corrective actions
- % of NbS projects aligned with watershed priorities or TMDL reduction targets

Carbon

Condition

- Increase in soil organic carbon (SOC) content
- Tons of CO_2e sequestered annually from restored wetlands, riparian buffers, or reforested acres

Pressure Reduction

- Tons of CO_2e avoided through reduced erosion, nutrient runoff, or land conversion pressures
- Net carbon benefit of NbS compared to engineered alternatives (e.g., GSI vs. stormwater tanks)

Benefits Delivered

- % of supply chain emissions reductions supported by NbS, circularity, or reduced land disturbance

Selecting meaningful metrics for biodiversity, water, carbon, and community benefits requires balancing ambition with practicality. While these indicators may help guide project design and demonstrate value, they should align with best practice frameworks/guidance, context-specific, measurable, and credible. Because validation can be challenging and public disclosure carries risks of scrutiny, organizations often begin with simple, activity-based measures and progress toward more outcome-focused indicators as data quality improves. The goal is to choose metrics that reflect local priorities (watershed, region, state etc), with available resources (regional models, state or federal data), and provide a clear, defensible picture of progress (transparent and credible), supporting both internal decision-making and responsible communication.

Ultimately, well-chosen indicators should serve two purposes: First, they should help guide project design and investment decisions, by making benefits and tradeoffs more visible. Second, they should help communicate the broader value of nature-based actions to internal and external audiences, making the business and operational case for continued investment and leadership. It is outside the scope of this document to evaluate or recommend specific metrics that may be relevant across the automotive industry, however this list is intended to provide examples of the types of metrics an individual company may wish to consider to measure progress in their nature journey.

APPENDICES

Nature Related Terms and Definitions

Nature-based Solutions to Prevent Pollution and Support Biodiversity

Using the Power of Nature to Prevent Pollution – Nature-based Solutions Options and Decision Tree

IFC Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources

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Contact: Please submit any feedback on this guidance or suggestions for future improvements to info@supplierspartnership.org.

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FULL MATRIX LIBRARY

Ecology: Terrestrial and Aquatic Landscapes

Energy

Materials and Resources

Nature Governance

ECOLOGY (TERRESTRIAL)				
Action	Difficulty	Potential Cost	Return on Investment	Framework alignment
Designate mow zones with signage to reduce the number of times turf is mown.	Low	$	<2 yrs	WHC Practical Onsite Biodiversity Actions / CSRD E4
Use buffer strips of native grasses to delineate landscape zones.	Low	$	<2 yrs	SBTN Step 3 – Land / WHC
Install one or two trees a year that are native to your particular location.	Low	$	> 5 yrs	WHC / SBTN Step 3 Land Targets
Improve, reduce, and/or change weed and pest management practices to protect local wildlife and the quality of waterways.	Low	$	<2 yrs	CSRD / WHC Pollinator Guidance
Install a pollinator garden.	Low	$	<2 yr	WHC Pollinator Toolkit / CSRD
Install bird and bat houses on the property.	Low	$	<2 yr	WHC Habitat Management
Install a bee hive on the property.	Low	$	<2 yr	WHC Pollinator Toolkit
Identify and protect large native trees, especially oaks, on the property.	Low	$	<2 yr	TNFD – Locate / SBTN Step 3 Land Targets
Transition 100 square feet of turf to a native plant garden.	Low	$	<2 yr	WHC Practical Onsite Biodiversity Actions / CSRD Biodiversity Metrics
Transition 500 square feet of turf to a native plant garden.	Low	$	<2 yr	WHC / CSRD
Inspire a culture of environmental stewardship and thoughtfulness about the prairies and woodlands on the property.	Low	$	<2 yr	WHC Education / CSRD E4
Replace outdoor light bulbs with Dark Sky compliant light bulbs.	Low	$	<2 yr	CSRD Pollution Prevention / WHC
Collaborate with community organizations and other local government partners to ensure that staff are well-informed about the ways they can support community-wide sustainability goals.	Low	$	<2 yr	CSRD / WHC Community Engagement
Create a program to collect and disperse native seeds.	Low	$	<2 yr	WHC Practical Onsite Biodiversity Actions / SBTN Step 3 Land Targets
Create an Ecological Analysis of terrestrial landscape types on the property.	Medium	$$	<2 yr	TNFD LEAP (Locate & Evaluate)
Create a Management and Monitoring Report for the terrestrial landscapes identified in the Ecological Analysis.	Medium	$$	<2 yr	TNFD LEAP (Locate & Evaluate)
Transition one (1) acre of turf to a native plant garden.	Medium	$$	<2 yrs	WHC Practical Onsite Biodiversity Actions / SBTN Step 3 Land Targets
Begin to remove non-native invasive species on a portion of property Japanese honeysuckle (Lonicera japonicum), Buckthorn (Rhamnus cathartica), Norway maple (Acer platanoides).	Medium	$$	2 - 5 yrs	SBTN Step 3 / TNFD “Assess”
Install multiple bee hives/insect sanctuaries on the property.	Medium	$$	2 - 5 yrs	WHC Pollinator Toolkit
Place a Conservation Easement on a portion of a site for future protection from development.	Medium	$$	> 5 yrs	WHC Practical Onsite Biodiversity Actions / CSRD E4
Create an on-going funding mechanism for restoration projects and programs.	Medium	$$	2 - 5 yrs	CSRD / SBTN Step 4 – Act
Enact policies to restore disturbed landscapes from construction and/or extraction processes with native landscapes.	Medium	$$	2 - 5 yrs	SBTN Step 4 / TNFD “Assess”
Create a micro-forest on the property.	Medium	$$	> 5 yrs	WHC Practical Onsite Biodiversity Actions / CSRD E4
Replace all outdoor light fixtures and bulbs with Dark Sky compliant fixtures.	High	$$$	<2 yrs	CSRD E4 / WHC Pollution Prevention
Create a full forest restoration on the property.	High	$$$	>5 yrs	WHC Practical Onsite Biodiversity Actions / CSRD E4
Replace all disturbed landscapes from construction activities with native landscapes.	High	$$$	>5 yrs	SBTN Step 4 / CSRD Restoration Disclosure
Restore and maintain more than 100 acres of native landscape.	Very High	$$$	>5 yrs	WHC Practical Onsite Biodiversity Actions / CSRD E4

ECOLOGY (AQUATIC LANDSCAPES)				
Action	Difficulty	Potential Cost	Return on Investment	Framework alignment
Introduce aquatic plantings into stormwater basins.	Low	$	2 - 5 yrs	IUCN NbS Global Standard (Criteria 1–3: Biodiversity & Ecosystem Integrity), SBTN Step 3 – Freshwater; SDG 6.6 (Protect Water Ecosystems)
Install duck houses and structures for aquatic wildlife.	Low	$	<2 yrs	IFC PS6 – Species Habitat Enhancement, CSRD E4-8 (Ecosystem Services Improvement)
Review direct discharge points into local waterways to understand impacts and erosion issues.	Low	$	<2 yrs	TNFD LEAP – Locate & Evaluate, CSRD ESRS E4-6 (Water & Biodiversity Dependencies)
Install a rain garden on the property.	Low	$$	2 - 5 yrs	IUCN NbS Criterion 1: Enhance Ecosystem Services
Collaborate with community organizations and other local government partners to ensure that staff are well-informed about the ways they can support community-wide sustainability goals	Low	$	2 - 5 yrs	AWS Standard Outcome 4.1 – Collective Action, SDG 17.17 (Multi-stakeholder Partnerships)
Conduct annual stormwater and wetland maintenance training for facility staff or contractors.	Low	$	<2 yrs	AWS Standard Step 5 – Governance & Continuous Improvement, CSRD E4 (Management of Biodiversity & Water Impacts)
Inspire a culture of environmental stewardship and thoughtfulness about the wetlands and waterways on the property.	Low	$	<2 yrs	IUCN NbS Criteria 6 – Inclusive Governance, CSRD E4 (Engagement & Communication)
Reduce the use of deicer on impermeable surfaces.	Low	$	<2 yrs	ISO 14001 Environmental Management System – Pollution Prevention, CSRD E4-9 (Pressures & Impacts on Ecosystems)
Increase street sweeping programs to reduce road debris and sediments from entering stormwater utility structures.	Low	$	<2 yrs	ISO 14046 – Water Quality & Runoff Management, AWS Standard 2.0 – Site Water Quality Control
Install a bioswale on the property.	Medium	$$	<2 yrs	ISO 14046 – Water Impact Reduction, IUCN NbS / AWS 3.2 Water Quality
Create an ecological analysis of aquatic landscape types on the property and within the surrounding watershed (HUC12 level)	Medium	$$	<2 yrs	TNFD LEAP – Locate & Evaluate, SBTN Step 2 – Assess & Prioritize Dependencies
Create a funding mechanism to support a variety of restoration projects and programs.	Medium	$$	<2 yrs	CSRD ESRS E4 – Restoration Commitments & Governance, IUCN NbS Criterion 7 (Sustainable Finance)
Establish a site-specific stormwater management plan incorporating green infrastructure.	Medium	$$	2 - 5 yrs	AWS Standard Step 3 – Action Plan, ISO 14090 – Climate Adaptation Planning
Remove non-native invasive species such as reed canary grass (Phalaris arundinacea), purple loosestrife (Lythrum salicaria), giant reed (Arundo donax).	Medium	$$	2 - 5 yrs	IFC Performance Standard 6 – Biodiversity Conservation, CSRD E4-9 / GBF Target 6 (Eliminate Invasive Species)
Implement on-site water quality monitoring program for stormwater basins (turbidity, nutrients).	Medium	$$	<2 yrs	SBTN Step 4 – Track Progress (Freshwater), AWS Indicator 3.2.2 – Water Quality Metrics
Develop partnerships with local watershed groups to fund upstream restoration or sediment mitigation	Medium	$	2 - 5 yrs	TNFD LEAP – Assess & Prepare, AWS Outcome 4.2 – Shared Water Challenges; SDG 6.5 (Integrated Water Management)
Convert concrete ditches into vegetated swales or biofilters.	High	$$$	2 - 5 yrs	IUCN NbS Criterion 2: Net Gain for Biodiversity
Restore an existing on site wetland system.	High	$$$	2 - 5 yrs	IUCN NbS Criterion 1: Enhance Ecosystem Services
Restore an existing on site waterway (streambank restoration, erosion control).	High	$$$	3 - 5 yrs	IUCN NbS Criterion 1: Enhance Ecosystem Services
Retrofit detention ponds to naturalized, multi-benefit systems (wetland shelves, emergent vegetation).	High	$$$	2 - 5 yrs	IUCN NbS Criterion 1 & 2 (Ecological Function & Biodiversity Gain), SBTN Step 4 – Freshwater Implementation
Reduce impervious surfaces to reduce runoff from entering stormwater utility structures.	High	$$$	<2 yrs	ISO 14046 – Water Footprint / Impact Reduction, SBTN Step 3 – Freshwater; AWS Standard Outcome 3.2 (Water Quality)
Install sediment forebays or vegetative filter strips at stormwater outfalls.	High	$$	2 - 5 yrs	ISO 14046 / AWS 3.2 Water Quality
Install native vegetation in concrete flumes and open channels for storm water dispersal.	High	$$	3	IUCN NbS Criterion 2: Biodiversity Integrity
Install constructed treatment wetlands to improve stormwater discharge before entering local waterways.	High	$$$	3	IUCN NbS Criterion 1 & 2 / AWS Outcome 3.2
Remove or retrofit undersized culverts to restore flow connectivity where applicable.	High	$$$	2	IUCN NbS Criterion 1: Ecological Function & Connectivity, GBF Target 2 (Restore 30% of Degraded Ecosystems); TNFD Assess Phase
Replace impervious surfaces with pervious pavers/pavements.	Very High	$$$	<2 yrs	ISO 14046 – Water Footprint / Impact Reduction, SBTN Step 3 – Freshwater; AWS Standard Outcome 3.2 (Water Quality)

ENERGY				
Action	Difficulty	Potential Cost	Return on Investment	Framework alignment
Conduct basic energy audit with operations/facilities team.	Low	$	<2 yrs	ISO 50001; CSRD E1-5 (Energy Efficiency)
Expand options for sites to purchase renewable electricity.	Low	$$	>5 yrs	SBTi Corporate Net-Zero; CDP Renewable Energy Reporting
Increase the amount of carbon sequestered on a site's property through native landscapes.	Low	$$	>5 yrs	SBTN Land / Carbon; CSRD E4 (Ecosystem Services)
Find innovative ways to partner with organizations to decarbonize energy sources while maintaining a robust and resilient grid.	Low	$$	2 - 5 yrs	SBTi Net-Zero Standard; UN SDG 7.2 (Renewables)
Protect and maintain existing shade trees to reduce building heat load and improve local habitat.	Low	$$	<2 yrs	SBTN Land & Freshwater (Step 3) – Nature-based cooling and carbon uptake; ISO 14090 (Climate Adaptation); CSRD ESRS E4 (Biodiversity & Ecosystems)
Plant shade trees and vegetative buffers to reduce building heat load and improve local habitat.	Low	$$	>5 yrs	SBTN Land & Freshwater (Step 3) – Nature-based cooling and carbon uptake; ISO 14090 (Climate Adaptation); CSRD ESRS E4 (Biodiversity & Ecosystems)
Replace parking lot lighting with LED fixtures.	Medium	$$	<2 yrs	ISO 50001 Energy Efficiency; LEED Lighting Performance; CSRD ESRS E1 (Energy Use & Emissions).
Invest in offset strategies that provide additive benefits, especially locally and regionally	Medium	$$	<2 yrs	GHG Protocol (Scope 2/3 Neutralization); VCM Quality Principles
Replace exterior building lights with LED fixtures	Medium	$	<2 yrs	ISO 50001; CSRD E1-5
Replace interior building lights with LED fixtures.	Medium	$	<2 yrs	ISO 50001; GRI 302-4 (Reduction of Energy Consumption)
Install programmable thermostats in facility offices or admin areas.	Medium	$	<2 yrs	ISO 50001; ENERGY STAR for Buildings
Install solar panels on buildings, over parking lots, and/or parking facilities.	Medium	$$	>5 yrs	SBTi Net-Zero; CDP Renewable Energy Initiative
Install a green or cool roof on a portion of a building.	Medium	$$	2 - 5 yrs	LEED Sustainable Sites; CSRD E4 (Climate Adaptation)
25% of electricity consumed is generated by zero-carbon sources	Medium	$$	>5 yrs	SBTi Corporate Net-Zero; RE100 Commitment
Develop a "Nature-Linked Energy Procurement Policy" (renewables that protect biodiversity).	Medium	$$	2 - 5 yrs	SBTN Land & Biodiversity (Step 3 – Avoid Impacts); TNFD LEAP (Evaluate); CSRD E4 (Biodiversity-Sensitive Procurement).
Collaborate with local governments on green infrastructure to reduce community energy demand (e.g., shade corridors, cool pavements).	Medium	$$	2 - 5 yrs	ISO 14090 (Climate Adaptation); ICLEI CitiesWithNature Framework; SBTN Freshwater – reduced runoff and cooling.
Install a green roof on the entirety of a building's rooftop.	High	$$$	2 - 5 yrs	LEED v4 Sustainable Sites; ISO 14090 (Climate Adaptation)
Reduce building-related energy use through energy efficiency retrofits and upgrades.	High	$$$	2 - 5 yrs	ISO 50001; CSRD E1-5; LEED v4 Energy Optimization
Replace windows with an ENERGY STAR label or National Fenestration Rating Council (NFRC) rating.	High	$$	2 - 5 yrs	ISO 50001; CSRD E1-5 Energy Efficiency
50% of electricity consumed is generated by zero-carbon sources	High	$$$	>5 yrs	SBTi Net-Zero; RE100
Increase the insulation value in a building.	High	$$	<2 yrs	ISO 50001; GRI 302-4
Integrate passive solar design, daylighting, and natural ventilation in retrofits.	High	$$	<2 yrs	ISO 50001 Energy Design Integration; LEED Integrative Process Credit
Partner with local utilities or industry groups to accelerate renewable energy infrastructure (microgrids, virtual PPAs).	High	$$	>5 yrs	SBTi Net-Zero; SDG 7.2 (Renewable Energy)
Use renewable-based district heating/cooling or geothermal systems.	High	$$	2 - 5 yrs	ISO 50001 / SBTi Net-Zero – system decarbonization; CSRD E1 (Low-Carbon Energy Transition); ISO 14090 (Resilience to Climate Impacts)
Partner with utilities and municipalities to integrate NbS in grid resilience planning (e.g., reforestation near transmission corridors).	High	$$$	>5 yrs	TNFD LEAP (Assess–Prepare); ISO 14090 (Adaptation & Resilience); IUCN NbS Global Standard (Criterion 2 – Ecosystem Integrity); SBTN Land (Step 4 – Act).
100% of electricity consumed is generated by zero-carbon sources.	Very High	$$$	>5 yrs	SBTi Corporate Net-Zero; RE100; CDP Renewable Energy

MATERIALS AND RESOURCES				
Action	**Difficulty**	**Potential Cost**	**Return on Investment**	**Framework alignment**
Provide dedicated recycling locations on a property.	Low	$	<2 yrs	CSRD ESRS E5 – Resource Use & Circular Economy; SBTN Step 4 – Act & Track; SDG 12.5 (Waste Reduction)
Identify high impact commodities in supply chain	Low	$	<2 yrs	SBTN Step 1 (Assess) – nature dependency mapping; GRI 308-1 (Supplier Screening); TNFD LEAP – Locate & Evaluate.
Implement a supplier focused biodiversity & water risk screening tool implementation plan (IBAT, ENCORE, or WWF Water Risk Filter).	Medium	$	<2 yrs	TNFD LEAP – Evaluate; SBTN Step 2 (Prioritize); CSRD ESRS E4-6 – risk identification.
Create supplier engagement program for circularity - support smaller suppliers in material reuse and reporting.	Medium	$	<2 yrs	CSRD ESRS E5 – Resource Use & Circular Economy; SBTN Step 4 – Act & Track; SDG 12.5 (Waste Reduction)
Develop internal recycled-content procurement standard for facility materials and packaging.	Medium	$$	2 - 5 yrs	GRI 301-3 – Reclaimed Materials; CSRD ESRS E5-4 – Material Efficiency; ISO 20400 – Sustainable Procurement
Develop a material substitution policy prioritizing nature-positive or regenerative alternatives (e.g., bio-based polymers).	Medium	$$	2 - 5 yrs	SBTN Step 3 – Act for Regenerative Materials; IUCN NbS Criterion 1 – Ecosystem-Compatible Design; CSRD ESRS E4-6 – Nature Impact Mitigation
Track ecologically sensitive materials used in operations or building products.	Medium	$	<2 yrs	SBTN Step 1 – Assess Material Dependencies; GRI 301-1 – Materials Used; CSRD ESRS E5-3 – Material Inventory
Introduce biodiversity and water stewardship clauses into supplier contracts and audits.	Medium	$$	2 - 5 yrs	TNFD LEAP – Prepare; IFC PS6 – Supply Chain Biodiversity; AWS Standard Step 4 – Collective Action
Use recycled materials in construction.	Medium	$$	2 - 5 yrs	LEED v4 MR Credit – Recycled Content; CSRD ESRS E5 – Circular Resource Use; GRI 301-2 – Recycled Inputs
Evaluate and improve material circularity at the site level.	High	$$$	<2 yrs	CSRD ESRS E5-4 – Circular Design & Waste Prevention; ISO 14044 – Life Cycle Assessment; Ellen MacArthur CE Indicators
Require biodiversity-safe sourcing in supplier procurement processes.	High	$	<2 yrs	SBTN Step 1 (Assess); IFC PS6 – supply chain biodiversity screening; CSRD ESRS E4.
Conduct life cycle assessment (LCA) with nature impact indicators (land use, water depletion, eutrophication).	High	$$$	2 - 5 yrs	CSRD ESRS E4/E5 – Biodiversity & Circularity Disclosure; GRI 301–304 – Resource & Biodiversity Metrics; ISO 14044 – LCA Standard
Integrate deforestation-free and conversion-free sourcing criteria for high-impact commodities (e.g., rubber, leather, aluminum).	High	$$	2 - 5 yrs	SBTN Step 2 – Prioritize Land Impacts; TNFD LEAP – Locate & Assess; IFC PS6 – Deforestation-Free Supply Chains
Integrate nature-positive materials innovation goals into R&D portfolios.	Very High	$$$	>5 yrs	SBTN Step 4 – Track Performance; CSRD ESRS E5 – Resource Efficiency & Eco-Design; ISO 14006 – Environmental Design Management

NATURE GOVERNANCE				
Action	Difficulty	Potential Cost	Return on Investment	Framework alignment
Assign site-level or regional biodiversity leads.	Low	$	<2 yrs	CSRD E4 Governance; GRI 304-2 (Management Responsibility)
Include biodiversity in capex and procurement decision tools.	Low	$	<2 yrs	SBTN Step 1 (Assess); ISO 14001 Environmental Management Integration
Integrate biodiversity risk into enterprise risk and environmental reporting.	Low	$$	<2 yrs	TNFD LEAP – Evaluate & Assess; CSRD E4-6 (Risk Management)
Conduct materiality and dependency assessments for nature (land, freshwater, biodiversity)	Medium	$$	2	SBTN Step 1–2; TNFD LEAP Locate & Evaluate
Develop supplier code of conduct language for nature-positive practices (deforestation-free, water stewardship).	Medium	$	<2 yrs	SBTN Step 3; IFC PS6; CSRD Supply Chain Due Diligence
Implement executive training and awareness on nature-related physical and financial risks.	Medium	$	<2 yrs	TNFD Governance Pillar; UN PRI (Principles for Responsible Investment)
Embed biodiversity and water KPIs into corporate sustainability scorecards.	Medium	$$	<2 yrs	SBTN Step 4; CSRD E4 Metrics & Targets
Create a basic biodiversity policy or internal guidance memo.	Medium	$	2 - 5 yrs	IFC PS6; GRI 304-1 (Policy Commitments)
Develop internal guidance on “No Net Loss” or “Net Positive Impact” principles for land and water use.	High	$$	2 - 5 yrs	IFC PS6; SBTN Step 3–4
Establish internal cross-functional nature governance teams.	High	$$	<2 yrs	CSRD E4-3 (Roles & Responsibilities); TNFD Governance Pillar
Align reporting with TNFD or SBTN frameworks.	High	$$	<2 yrs	TNFD Disclosure Recommendations; SBTN Step 4 (Act & Track)
Publicly disclose progress toward biodiversity or nature goals in annual reports.	High	$$	<2 yrs	CSRD E4-9; GRI 304-3; TNFD Disclosure P4
Integrate nature considerations into board-level environmental oversight committees when risks are determined as material to the business.	High	$$	<2 yrs	IFC PS6; SBTN Step 3–4
Link biodiversity and ecosystem targets to executive performance metrics or incentive plans.	High	$$	<2 yrs	CSRD E4-5 (Targets & Performance); UN PRI / SBTN Step 4
Conduct a Cost of Inaction (CoI) Assessment to quantify financial, operational, and reputational risks associated with biodiversity and ecosystem decline.	High	$$$	<2 yrs	TNFD LEAP – Assess & Prepare; SBTN Step 2; CSRD E4-6; Natural Capital Protocol; ISO 14008
Integrate nature and ecosystem valuation into internal investment decisions (use Natural Capital Protocol).	Very High	$$$	<2 yrs	Natural Capital Protocol; ISO 14008 (Monetary Valuation of Ecosystem Services)
Conduct independent third-party review or assurance of biodiversity and nature-related data.	Very High	$$$	<2 yrs	CSRD Assurance Requirement; TNFD Disclosure Pillar