

Meeting FIDI's Sustainability Requirements

Support Guide

April 2026

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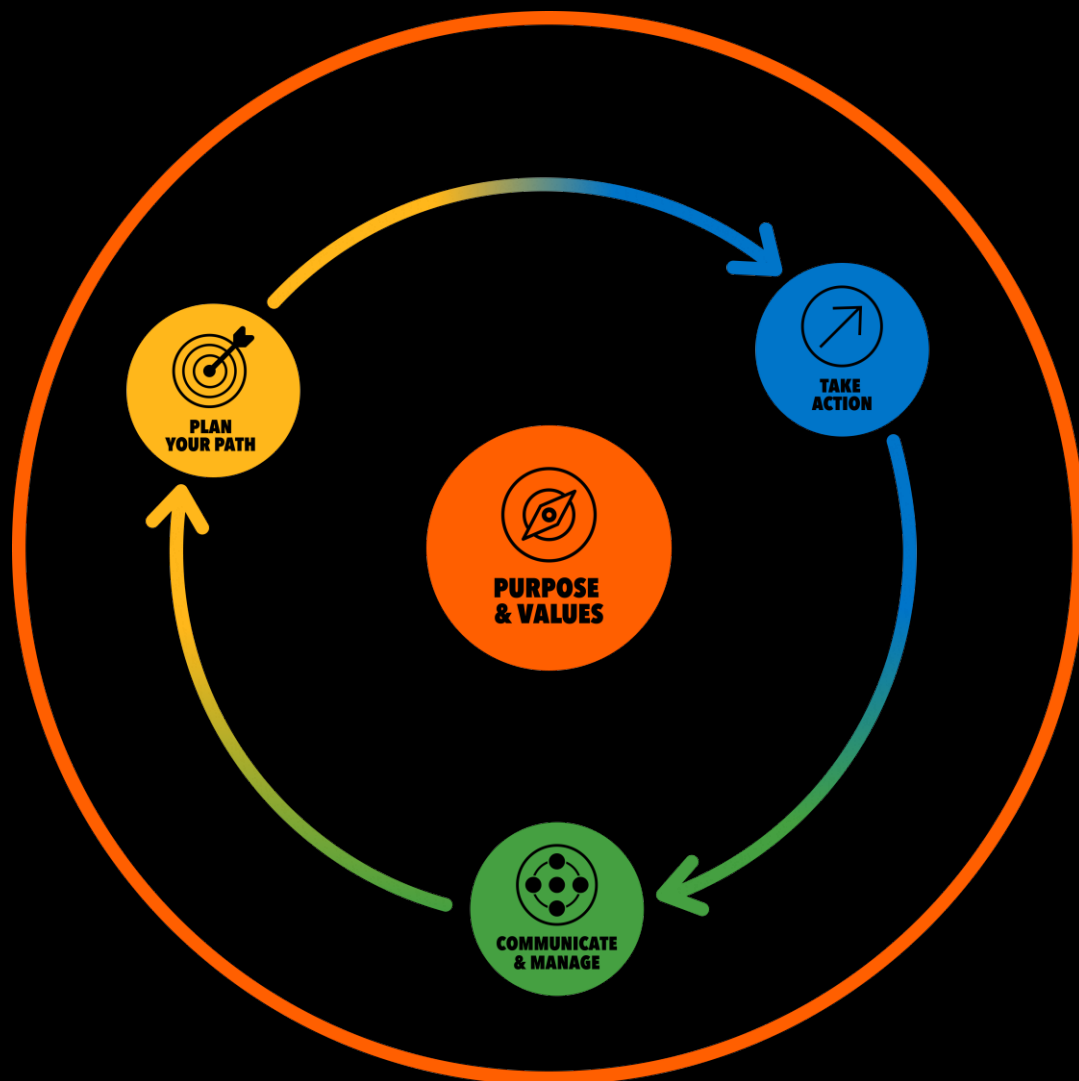
FIDI Corporate Sustainability Requirements Guide

In January 2026, FIDI updated its minimum Corporate Sustainability requirements for membership to reflect the growing importance of ESG practices in global mobility and relocation services. These changes ensure members can demonstrate credible environmental, social and governance commitments that align with client expectations, regulatory trends, and competitive advantage in RFPs.

This guide provides **free resources** to help you meet all requirements yourself – from policies and SMART goals to documentation and audit preparation.

If you prefer support to get this done quickly and effectively from experts in Global Mobility sustainability, JustOne offers tailored assistance including certification, policy development, training, and FAIM audit readiness.

Everything you need to succeed is included here. Let's get started.



Turn sustainability into a competitive advantage for people, planet, and profit.

We believe sustainability is not a side project. When embedded into everything you do, it is a strategic driver of long-term business success, and a powerful opportunity to create lasting value for your organisation and meaningful impact for the world.

Mandatory FIDI Requirements	Do it Yourself – Free Resources <i>These are provided for general guidance only and have not been independently verified. Use your discretion when applying them.</i>	JustOne Support to achieve all minimum requirements <i>(Provided to any FIDI members at our lowest fee tier)</i>
FD 5.4 Corporate Sustainability (Overall) Members must have a documented Corporate Sustainability Programme covering all ESG pillars (Environmental, Social, Governance)		
Core Requirement: Members must demonstrate sustainability is a business priority <i>(supported by annual training that actively engages employees, communication, and implementation)</i>	• Best Practice Guide for Global Mobility Businesses: Bridging The Gap Report • Resources to Get You Started UN Global Compact • Coursera – “Introduction to Sustainability” • UN SDG Compass • UN Global Compact Guide to Corporate Sustainability	• Purpose Workshop: Understand the ‘why’ your business exists, the value you give to the world, and how to put purpose at the heart of all business decisions and demonstrate sustainability as a priority
1. Environmental		
• Environmental Policy with management commitment • A regular assessment of environmental impact • SMART environmental goals, such as: - Resource and energy efficiency - Waste management - Eco or zero-waste initiatives - Carbon reduction targets • FIDI Recommends Annual Reporting Scope 1 and Scope 2 emissions at a minimum	• FIDI Carbon tools • SME Climate Hub sustainability tools & tracker • WRAP UK small business waste resources • GHG Protocol Corporate Accounting and Reporting Standard • SME Climate Hub Goal-Setting Tool • UN Global Compact + SBTi “Setting Science-based Targets” course	• Annual Carbon Footprint Certification + Marketing Materials: Reviews your environmental impact on a regular basis. - Sources can include buildings, business travel, transportation, waste, water, procurement etc. and provides high level targets (This utilises JustOne’s expertise in Global Mobility and the unique supply chain) - Note that if you have inputted all your data into FIDI’s Carbon Calculator, JustOne can provide third-party limited verification and give you a certificate to use in your marketing materials. • Environmental Policy Development: Set out how your business will minimise its negative environmental impact through responsible operations, clear commitments, and measurable goals.

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2. Social		
• Social Policy with management commitment which includes: - Health, safety, and wellbeing - Diversity, equity, and inclusion - Fair and respectful treatment of employees - Employee engagement - Learning and development - Community engagement • A regular assessment of social impact	• HSE UK small business health & safety toolkit • ACAS Equality, Diversity and Inclusion templates • CIPD free resources on employee engagement • NCVO community engagement guidance	• Annual Social Value Footprint: Reviews your social impacts and creates a social baseline to build policies and initiatives from. - Sources can include jobs created or safeguarded, apprenticeships and training, volunteering hours, charitable contributions, SME spend in the supply chain, local employment, community benefits delivered, diversity and inclusion outcomes, and employee wellbeing measures. • Social Policy Development: Set out how your business will maximise its positive social impact through responsible operations, clear commitments, and measurable goals.
3. Governance		
A sustainability plan/programme or cohesive business strategy: • Policies, procedures, and training to develop, implement, communicate, and manage the sustainability programme • Annual staff training (that relates to job performance, not just awareness-raising) • Clearly assigned accountable person for the programme • Outcomes of sustainability risk assessments and mitigation actions • Annual self-assessment report of goal performance against goals • Communicating progress to staff, customers, and supply chain, including	• OECD Responsible Business Conduct guidance • GRI Standards overview (free) • Sustainability risk management overview	• Sustainable Business Strategy*: Bespoke value-based framework with long-term goals, yearly targets, and KPIs • Governance Baseline: This review includes current business strategy baseline, competitors, client and wider stakeholder demands, legislation compliance, business trends, environmental/social science (part of the Sustainable Business Strategy service or stand alone) • Sustainability Communications Action Plan: considerations embedded into marketing and internal comms • Leadership Team Workshop: (part of the Sustainable Business Strategy service or stand alone) • Employee Training Programme* (based on roles) • Governance setting: (part of the Sustainable Business Strategy service or stand alone) • Annual Sustainability Report: A public assessment of your progress towards goals.
Evidence Requirements		
Auditor will verify all elements including: - Policies, procedures, and documentation - Reporting and internal/external communication - Appointment of responsible person - Training records - Monitoring and review procedure to confirm compliance is safeguarded	• Technical guidance (Institute of Sustainability and Environmental Professionals) • SME Climate Hub reporting tracker	• Included with above services



One place for all your sustainability support & advice



SUSTAINABLE BUSINESS STRATEGY

- ✓ Complete ESG Business Strategy Development
- ✓ Purpose & Values
- ✓ Sustainable Business Health Check
- ✓ Competitor Analysis & Market Review
- ✓ Legislation & Future Trends Review
- ✓ Stakeholder Engagement
- ✓ Double Materiality
- ✓ Compliance (including CSRD & UKSDS)
- ✓ 'UN's Sustainable Development Goals' Alignment

ENVIRONMENTAL ACTION

- ✓ Carbon Footprinting
- ✓ Net Zero Carbon Roadmap
- ✓ Science Based Targets
- ✓ Task Force on Climate-Related Financial Disclosures (TCFD)
- ✓ Circular Economy Principles
- ✓ Biodiversity Net Gain Approach
- ✓ Sustainable Buildings & Certifications

GOOD GOVERNANCE

- ✓ Audit & Verification
- ✓ Policy & Frameworks
- ✓ Critical Friend & Advice
- ✓ Executive Training
- ✓ Implementation Planning
- ✓ In-house support
- ✓ Sustainable Procurement

SOCIAL ACTION

- ✓ Social Impact Strategy
- ✓ Social Value Calculations
- ✓ Fairness & Social Justice in business
- ✓ Supply Chain Engagement
- ✓ Workplace wellbeing & culture planning

REPORTING & MEASUREMENT

- ✓ Sustainable Impact Reporting
- ✓ Standards Certification & Reporting including Ecovadis, ISO, GRESB, CSRD, GRI, UK SDS, TCFD, CDP, B-Corp, & more.

SUSTAINABILITY COMMUNICATIONS

- ✓ Data Platform Assessments
- ✓ Communication Planning
- ✓ Website design & content
- ✓ Events & Campaigns
- ✓ Employee & Supplier Comms
- ✓ Product and Service Marketing
- ✓ Bid & Pitch Support

THANK YOU*

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