

3F International's environment and climate footprint reduction policy

Policy statement

3F Internationals environmental and climate footprint reduction policy is based on the principle of doing as little harm as possible to the planet. The purpose is to reduce the environmental and climate footprint of 3F Internationals activities and strengthen 3F International's promotion of just transition in collaboration with its sister organisations and the Labour Market Consortium.

3F will develop and use an environmental and climate footprint reduction management system, that will feed into annual footprint assessments and target setting. The overall target of 3F International is to reduce the carbon footprint of its development activities by 33% in 2030.

Background

3F has for three decades strived to contribute to the reduction of climate changing greenhouse gas emissions. The main contribution has been through **influencing decisionmakers and pushing for greener technology, economy and green jobs** to be developed before existing jobs are lost. The Congress in 2025 focused on policy proposals to speed up a Danish green and sustainable transition.

Workers and trade unions have contributed to reducing greenhouse emissions and trained members to become active employees, proposing improvements at workplace level for a greener production. As an active social partner, it has also engaged in advocacy supporting greener technologies. 3F has also handled environmental responsibility as closely linked to improvements of health and safety conditions at the workplace.

3F has developed a proactive approach to reducing greenhouse gas emissions and the creation of green jobs. 3F has worked with reductions of greenhouse gas emissions at 3F's schools, branch offices and the headquarter building. 3F's policy in this field is intended to lead towards a DGNB certified building and a climate friendly consumption linking to SDG 11, 12 and 13.

3F's policy is to use green electricity from the supplier and from its solar panels at Head Office. 3F International also promotes the use of solar panels at partners' office buildings. 3F's canteen has introduced environment-friendly menu's and tries to inspire employees to change to a diet with a reduced climate footprint.

3F has one office in Bruxelles particularly for EU lobbying and advocacy. 3F International operates 4 offices in Asia, Africa, Latin America and Eastern Europe respectively.

This policy enters into force by November 1st 2025, and is only valid for 3F International.

Objective

The purpose of this policy is to reduce the environmental and climate footprint of 3F Internationals activities and to strengthen 3F International's promotion of just transition in collaboration with its sister organisations and the Labour Market Consortium

Policy principles and strategy

Policies adopted by 3F's Congress and Executive Committee emphasize 3F's promotion of green sustainable transition and development of new production methods, transport,

renewable energy sources and waste management systems to safeguard the environment for the coming generations.

3F International and the Labour Market Consortium promote **just transition**¹ towards sustainable production, distribution and consumption by exchanging experiences with sister organisations, collaboration with responsible business and alliances with scientists and environmental/climate movements around the world.

3F International's strategy is to continue promoting a just transition from workplace level, national and international levels of policy making etc.

The major contribution to 3F International's climate footprint is its international flights.

3F International has chosen a decentralized set-up with a relatively small head office, which has reduced the climate footprint from long-distance travelling.

In coordination with the LMC – strive to combine missions from Head office to the regional programmes to reduce CO2 emissions. By combining visits to different countries in a round trip, the number of flight trips can be reduced, which will also contribute to a reduced carbon footprint.

Information sharing and online meetings are among the CO2 reduction instruments that 3F will use systematically.

Emissions will also be reduced through the use of sustainable energy and responsible use of digital communication, search engines and especially careful use of AI.

To continue reducing its carbon footprint 3F International will include but not be limited to:

- Reduce the number of long-distance flights
- Use procurement policy to reduce the CO2e emissions per international visit
- Use the most direct flights and the flights with the lowest carbon footprints,
- Use economy class,
- Add climate compensation projects to the flights if evidence shows positive climate impact
- Limit the use of high energy-consuming online services
- Monitor and report on the carbon footprint reduction
- Ensure that all employees get informed and involved in the implementation of the policy

Monitoring the environmental footprint

3F International will make an annual assessment of the environmental and climate footprint of its activities. It will also assess the impact of promoting different green solutions and policies towards and via its partners worldwide.

Data will be collected and reported both at regional offices and head office. Regional offices will report their data to Head office annually together with the ordinary narrative and financial reports. Data will include flight mileage and calculated CO2e as well as introduced green changes.

Collected data will be discussed at an international annual environment and climate footprint reduction review meeting and shared with other members of the Labour Market Consortium.

¹ The concept Just Transition has been defined by the global trade union movement, ITUC, and UN's International Labour Organisation, ILO in its "[Guidelines for a just transition towards environmentally sustainable economies and societies for all](#)"

3F's climate footprint reduction management system

3F International uses well-known management cycle tools to administer its environmental and climate footprint reduction policy. It will follow an annual cycle with assessment of results, new target settings, selection of initiatives, implementation and evaluation phases. A summary of annual results will be included in 3F International's annual report.

Milestones for reducing 3F International's climate footprint 2025 - 2027

- January 2026: New assessment of 3F International's current climate and environmental footprint elements
- March 2026: Analysis of effects of different alternative reduction initiatives and update of the monitoring system. Selection of initiatives and target setting 2026
- Q 2 – 4 2026: Roll-out and discussion with regional offices
- March 2027: Assessment of results and setting new targets and decisions on initiatives
- March – October 2027 Roll-out and implementation of new initiatives
- March 2028: Assessment of results and setting new targets and decisions on initiatives