**Linda Weber (Alumni)**

**Abstract**

Growing stakeholder pressures, intensified climate change concerns and demand for equitable progress are accelerating the global necessity for sustainable solutions. Therefore, sustainability must be core to a company’s business strategy in order to remain successful in domestic and global markets.

Sustainability is a moral and business imperative, and an organizational leadership vision that is committed to transforming the world for the better, protecting our planet’s future, and making the company a force for good. It’s crucial that people at all levels of the organization understand how they contribute to Environmental, Social, and Governance (ESG) initiatives at work. Employee buy-in is necessary to make ESG initiatives effective, and strong ESG efforts can yield more engaged, satisfied employees. The intersection of ESG and employee satisfaction yields the greatest benefit to the company.

Jabil has taken bold steps toward developing and effectively executing a comprehensive global sustainability strategy. The refreshed journey began in early 2021 when a formal sustainability stakeholder engagement to research which Environmental, Social and Governance (ESG) issues were most material for the company. The outcomes were used to inform the company’s 5-year sustainability strategy which includes goals for climate action; employee mental health resiliency and overall wellbeing; diversity, equity and inclusion (DEI); community volunteerism, human rights, cybersecurity, environment, health & safety (EHS); circular economy and resource efficiency; all of which have alignment to the United Nations 17 Sustainable Development Goals (SDGs). Business intelligence tools were developed that allow internal business partners to track, analyze and report on sustainability KPIs and metrics to ensure progress toward goal achievement. An Enterprise Sustainability Council consisting of cross-functional leadership was established to help ensure the integration of business and sustainability priorities across the company and orient the organization towards the practice of considering the social and environmental aspects of the company and creating sustained business success.

**Speaker Bio**

Ms. Linda Weber, MPH, is the Global Sustainability Engagement Manager at Jabil – a technologically advanced and trusted manufacturing solutions provider with over 260,000 diverse, talented and dedicated employees across 100 locations in 30 countries.

She provides leadership and support for its sustainability strategy, the certified global environmental management system, ESG and sustainability reporting disclosures, and various sustainability initiatives. Ms. Weber had a key role in working with a range of stakeholders to determine which ESG issues were most material for the company, using the outcomes to inform its 5-year goals, and develop mechanisms for monitoring their achievement to provide for an enhanced overall sustainability performance for the company, and ultimately for the planet.