

Shibui 2024 Sustainability Report

Embracing Simplicity, Driving Impact

Shibui's philosophy on sustainability – balancing efficiency, resilience, and long-term thinking. The report is aligned with Shibui ESG Approach and priority SDGs in 2024.

We focus our effort in two areas:

FOOTPRINT

How we reduce our direct impact.



Shibui carbon footprint in 2024 was 21.7 t, CO2e, in 2025 aim is to reduce it to 20.7 t, CO2e

HANDPRINT

How our work enables others to be more sustainable.



ENVIRONMENTAL. UN SDG 13.3.

Minimalist Operations: implemented Zero-paper policy in documentation and training material, digital-first approach. Mindful transportation choices (an achieved aim for 70% remote meetings and 50% hybrid transportation choices).

Sustainable Partnerships: created Shibui Code of Conduct for Partners and Suppliers.



SOCIAL RESPONSIBILITY. UN SDG 4.7

Education & knowledge sharing: presented and implemented Shibui Sustainability Cycle: Lectures, workshops on cultural or mental mapping topics, social responsibility and fundamental ESG awareness (12 keynotes and workshops).

Equity, Inclusion & Mental well-being: building psychologically safe work environments through consulting and advisory work, developing inclusive organizational culture projects for our clients (4 projects & 5 keynotes on resilience & diversity).



GOVERNANCE & PARTNERSHIPS. UN SDG 17.17.

Ethical Consulting Practices: commitment to integrity in all engagements, client relationships, training, and organizational change efforts.

Strategic Partnerships: made a partnership with a local school in Vilnius to support the dignity of children from social risk families by providing them with necessary clothing and school supplies. Made a training product for employees working in hostile environments in cooperation with public institution.

LOOKING FORWARD

Our 2025 ESG main commitments

- Introduce Business Continuity & Resilience Culture Talks in order to calm and prepare organizations for geopolitical tensions Baltic region.
- Achieve understanding of Shibui Code of Conduct for 100% Shibui Suppliers and Partners.
- Establish partnerships with one to two media, state, or business organizations to launch a public awareness campaign focused on democracy, cultural diversity, human rights, contemporary art or governance topics.
- Continue to track CO2 emissions, and reduce it to 20.7 t, CO2e through hybrid transportation and 90% online meeting choices.

How You Can Engage?

Encouraging stakeholders to take action in their own organizations.