

Sustainability Checklist for EdTech & HRTech Startups



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Environmental

- ☐ Implements energy-efficient technologies in digital platforms and cloud-based services.
- ☐ Prioritizes the use of sustainable hardware and eco-friendly packaging for any physical products.
- ☐ Actively measures and reduces the carbon footprint of digital operations and data centers.
- ☐ Ensures that all electronic waste is disposed of responsibly and in accordance with e-waste recycling regulations.
- ☐ Promotes digital rather than physical educational and HR materials to minimize paper use.
- ☐ Engages vendors and partners that adhere to environmental sustainability standards.
- ☐ It increases the environmental awareness of its users through its product or content.

Social

- ☐ Develops products that enhance accessibility for users with disabilities, supporting inclusive education or employment opportunities.
- ☐ Contributes to removing biased decisions in hiring or employee performance assessment processes.
- ☐ Ensures that all digital platforms are safe and secure, protecting user data from unauthorized access and breaches.
- ☐ Adopts clear and transparent data collection, storage, and sharing policies to protect user privacy.
- ☐ Promotes diversity and inclusion within the workforce and in leadership roles.
- ☐ Makes educational content more accessible and affordable regardless of age, disability, gender, race, etc.
- ☐ Engages with educational institutions, corporations, and communities to ensure technology meets diverse user needs.
- ☐ Supports or collaborates with initiatives that promote digital literacy and skills development in underrepresented communities.
- ☐ Fosters a healthy work environment with opportunities for employee engagement and feedback.

Organizational

- ☐ Maintains robust governance structures that ensure accountability and transparency in business operations.
- ☐ Regularly reviews and updates policies and practices to remain compliant with evolving educational and employment laws.

- ☐ Engages stakeholders through surveys, feedback tools, and forums to gather input on product development and impact.
- ☐ Ensures compliance with international standards and regulations applicable to educational and HR technology.
- ☐ Manages intellectual property responsibly, fostering innovation while ensuring fair competition.
- ☐ Provides transparent reporting on company performance, including sustainability and social impact metrics.

