

IFRS/ASRS-Aligned Climate Governance Plans

Our approach supports accountability and alignment with climate and sustainability goals

Overview

ThinkZero's Governance Plan methodology supports organisations to align with the governance and reporting requirements under the **International Financial Reporting Standards (IFRS)** and the **Australian Sustainability Reporting Standards (ASRS)** Climate-related Disclosures standards (S2), as well as international best practice frameworks (e.g. WEF Climate Governance Principles), by:

1. aligning existing governance structures and processes; and/or
2. supporting the development of new governance structures and processes.

Our Approach

Our approach builds capability, accountability, and readiness for credible climate-related disclosures. We take a structured, collaborative and evidence-based approach, typically delivered over **6–8 weeks** depending on client readiness.

1. Define Governance Scope (~1 week)

We begin by agreeing the scope of governance to be reviewed, including which Boards, Committees, executive roles, and governance mechanisms fall within the ASRS S2 boundary.

This step sets the parameters for review, supporting alignment with your organisational strategy, ownership structures, and reporting boundaries.

2. Desktop Review and Current-State Analysis (~2–3 weeks)

Our desktop review phase provides a clear baseline of **how climate governance currently operates** and identifies where climate-related responsibilities currently sit across the organisation. The duration of this phase depends on the size and complexity of the organisation.

Desktop Review and Current-State Analysis:

Documentation Review

- Board and subcommittee structures, roles, and charters
- Executive role descriptions, delegations, and capability mapping
- Current and desired Board and executive skill matrices
- Integration of sustainability and climate oversight within existing committees
- Mechanisms for accountability, information flow, and decision review
- Approval processes for targets, capital allocation, and sustainability initiatives

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3. Governance Diagnostic & Gap Assessment

We synthesise our findings into a concise **Current-State and Gap Assessment Report** and deliver a presentation to the Board, Executive Team, and key leaders.

This diagnostic identifies:

- Strengths in current governance arrangements
- Gaps relative to IFRS/ASRS S2 and WEF Climate Governance Principles
- Priority areas for enhancement (e.g. structure, processes, documentation and formalisation, accountability, capability)

4. Future-State Design Workshop (~1.5 to 2 hours)

Through a facilitated workshop with key decision-makers, we define the desired future-state governance model — focusing not only on structure, but also on accountability for outcomes.

We use the RASCI Framework (Responsible, Accountable, Supporting, Consulted, Informed) to clarify climate-related roles and decision flows across the organisation.

5. Governance Redesign and Iteration (~2–3 weeks)

ThinkZero then supports the organisation to refresh its governance approach to align with the desired future state.

This may involve:

- Drafting new governance structures and reporting lines
- Recommending decision-flow archetypes and review processes
- Refining responsibilities, committees, and escalation points

We collaborate closely with a core client contact to iterate drafts until they are fit-for-purpose and ready for endorsement.

6. Executive and Board Presentation (~1–1.5 hours)

We present the Draft Governance Plan — including structure charts and accountability mechanisms — to the Executive and/or Board for review and refinement.

This session ensures alignment with strategic priorities and provides an opportunity for discussion of implementation considerations.

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7. Finalisation and Approval

Following feedback, ThinkZero prepares the “finalised” Governance Plan as a living document along with supporting documentation for formal adoption and disclosure readiness.

Deliverables typically include:

- Refreshed Governance Plan and structure diagram
- Climate / Sustainability oversight and accountability matrix
- Board and Committee responsibilities aligned to IFRSS/ASRS S2
- Implementation and review process recommendations

8. Optional Implementation Support

Where requested, ThinkZero supports organisations with implementation through:

- Drafting or updating Board and Committee Charters
- Developing Terms of Reference for new Sustainability Committees or Working Groups
- Refining executive role descriptions and KPIs
- Designing Capability Uplift Roadmaps
- Drafting or revising sustainability-related policy statements

Our Values



Co-design

We go beyond stakeholder consultation, to stakeholder empowerment. Our work includes our ethical sustainability framework, which includes the voices of non-powerful or underserved ‘other’ stakeholders. Ongoing engagement and participation is part of our service.



Integrity

We uphold the highest ethical standards, ensuring transparency and honesty in all our actions. Any quote we provide includes peer review time, and we ensure scientific rigour in all our assessments and diagnoses. We are committed to doing what is right, fostering trust and accountability with clients.



Quality

We strive for excellence in everything we do, continuously improving and innovating to deliver superior outcomes. We engage the best available people to support you, and our dedication to quality ensures that we meet and exceed the expectations of our clients and partners.



CONTACT US

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