# SITM Framework – Sustainability Audit Guide

This audit guide is designed to help organizations assess how well their IT practices align with the Sustainable IT Manifesto (SITM) Framework. The audit is structured around the four core principles: Awareness, Consciousness, Enablement, and Empowerment. Use this tool for internal reviews, sustainability assessments, or strategic planning.

## 1. Awareness – Aware Hedgehog

### Audit Questions

* • Do we currently measure our digital systems’ energy use, emissions, or other environmental impacts?
* • Do we assess social impact (e.g., accessibility, labor conditions, data ethics)?
* • How well do we understand our IT lifecycle impacts (procurement through disposal)?

### Indicators to Look For

* • Baseline data on energy/carbon/water for cloud, on-prem, and devices
* • Sustainability or ESG reporting covering digital systems
* • Stakeholder input on indirect impacts (e.g., marginalized users, outsourced labor)

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## 2. Conscious Design – Conscious Butterfly

### Audit Questions

* • Do we explicitly include sustainability in design, planning, and procurement decisions?
* • Do we have sustainability acceptance criteria or requirements for projects?
* • Are sustainability trade-offs discussed in architecture or product decisions?

### Indicators to Look For

* • Green design practices documented and used
* • Procurement policies with circular economy or emissions goals
* • Backlog items or KPIs aligned with sustainability goals

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## 3. Enablement – Enabled Fox

### Audit Questions

* • Do our tools, processes, and training support sustainable practices?
* • Is sustainability embedded in our DevOps or product delivery processes?
* • Are individuals supported and resourced to make sustainable decisions?

### Indicators to Look For

* • CI/CD pipelines with green checks or impact reporting
* • Onboarding or upskilling for sustainable development
* • Tools available to measure or reduce impact (e.g., GSF SCI, Cloud Carbon Footprint)

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## 4. Empowerment – Empowered Tortoise

### Audit Questions

* • Are sustainability champions empowered across the organization?
* • Do we celebrate, share, or reward sustainability leadership or innovation?
* • Do we contribute back to the ecosystem (e.g., open source, case studies, advocacy)?

### Indicators to Look For

* • Recognized roles or networks for sustainability in IT
* • Success stories or reports shared internally and externally
* • Team or org-level contributions to standards, tools, or community practices

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