ESG
CHEAT SHEET

Climate SM
Innovating for resilience

- **Environmental (E):** This pillar focuses on an organization's environmental impact, including its efforts to reduce carbon emissions, conserve resources, and minimize pollution.
- **Social (S):** The social pillar evaluates an organization's relationships with its stakeholders, including employees, communities, customers, and suppliers, as well as its commitment to diversity, equity, and inclusion.
- **Governance (G):** Governance encompasses the mechanisms and processes through which organizations are directed and controlled, including board oversight, transparency, ethical conduct, and risk management.

Environmental ⌄

Energy Management: ⌄
- Total energy consumption
- Renewable energy usage
- Energy efficiency initiatives

Greenhouse Emissions: ⌄
- Total Scope 1, 2, and 3 emissions
- Emissions intensity
- Emissions reduction targets and progress

Water Management: ⌄
- Total water withdrawal
- Water sources and risks
- Water recycling/reuse initiatives

Biodiversity ⌄
- Impact assessments
- Habitat preservation efforts
- Biodiversity conservation initiatives

Waste Management: ⌄
- Total waste generated
- Waste diversion and recycling rates
- Hazardous waste management practices

Pollution Prevention: ⌄
- Air and water pollutant emissions
- Compliance with regulations
- Pollution control measures

Product/Service Impacts: ⌄
- Life cycle assessments
- Environmental impacts of products/services
- Sustainable product/service innovation

Climate Adaptation: ⌄
- Vulnerability assessments
- Adaptation strategies and actions
- Resilience planning

Supply Chain Management ⌄
- Supplier engagement on environmental issues
- Sustainable sourcing practices
- Supply chain emissions and impacts

Environmental Compliance ⌄
- Compliance with environmental laws and regulations
- Environmental permits and licenses
- Incidents of non-compliance and remediation actions

Environmental Governance ⌄
- Board oversight of environmental risks and opportunities
- Environmental policies and management systems
- Employee training and awareness programs

Governance & Economy ⌄

Governance Structure: ⌄
- Describe the organization's governance structure, including the roles and responsibilities of the board of directors and senior management.

Ethical Conduct: ⌄
- Outline the organization's code of conduct and policies related to ethics, integrity, and anti-corruption efforts.

Compliance & Legal: ⌄
- Describe the organization's compliance with relevant laws, regulations, and international standards, as well as any legal proceedings or sanctions.

Board Composition: ⌄
- Provide information on the composition of the board, including diversity, independence, and expertise of board members.

Risk Management: ⌄
- Explain how the organization identifies, assesses, and manages risks, including financial, operational, and reputational risks.

Transparency & Disclosure: ⌄
- Disclose information on the organization's governance practices, performance, and decision-making processes to stakeholders .

Social ⌄

Labor Practices & Work: ⌄
- Employment indicators (employment rates, turnover rates, etc.).
- Occupational health and safety measures.
- Diversity and equal opportunities.
- Training and education programs for employees.
- Fair remuneration and benefits.

Human Rights: ⌄
- Policies and procedures regarding human rights.
- Human rights impact assessments.
- Efforts to prevent discrimination and harassment.
- Supply chain management to ensure human rights compliance.
- Grievance mechanisms for addressing human rights issues.

Society: ⌄
- Contributions to local communities.
- Social investment initiatives.
- Stakeholder engagement processes.
- Access to essential services (healthcare, education, etc.).
- Impact assessments on societal well-being.

Employee Well-being ⌄
- Health and wellness programs.
- Work-life balance initiatives.
- Mental health support services.
- Employee assistance programs.
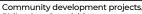- Feedback mechanisms for employee well-being.

Product Responsibility: ⌄
- Product safety and quality measures.
- Marketing and advertising practices.
- Customer data privacy and protection.
- Responsible product development and innovation.
- Customer satisfaction and feedback mechanisms.

Responsible Supply Chain: ⌄
- Supplier code of conduct.
- Supplier assessment and monitoring.
- Ethical sourcing practices.
- Supply chain transparency initiatives.
- Collaboration with suppliers for improvement.

Community Impact: ⌄
- Community development projects.
- Philanthropic activities.
- Local hiring and procurement.
- Community engagement and consultation processes.
- Measurement of community impact.

Access to Services: ⌄
- Accessibility initiatives for disadvantaged groups.
- Provision of essential services to underserved communities.
- Affordable pricing strategies.
- Partnerships with NGOs and governments for service provision.
- Monitoring and evaluation of access initiatives.

Data Privacy and Security: ⌄
- Data protection policies and procedures.
- Cybersecurity measures.
- Compliance with data privacy regulations.
- Transparency about data practices.
- Data breach response plans.

Economic Performance: ⌄
- Provide information on the organization's economic performance, including revenue, profitability, and economic value added (EVA).

Value Chain Contribution: ⌄
- Describe the organization's contribution to the economy throughout its value chain, including suppliers, distributors, and local communities.

Economic Assessment: ⌄
- Conduct assessments to understand the organization's economic impacts on the communities where it operates,.

Fair Wages and Benefits: ⌄
- Ensure fair wages and benefits for employees, including compliance with minimum wage laws, gender pay equity, and retirement.

Innovation Investment: ⌄
- Invest in research and development, innovation, and technology to drive economic growth, create new market.

Tax Transparency: ⌄
- Practice transparency in tax reporting and compliance, including disclosure of tax payments by jurisdiction and adherence to tax principles.