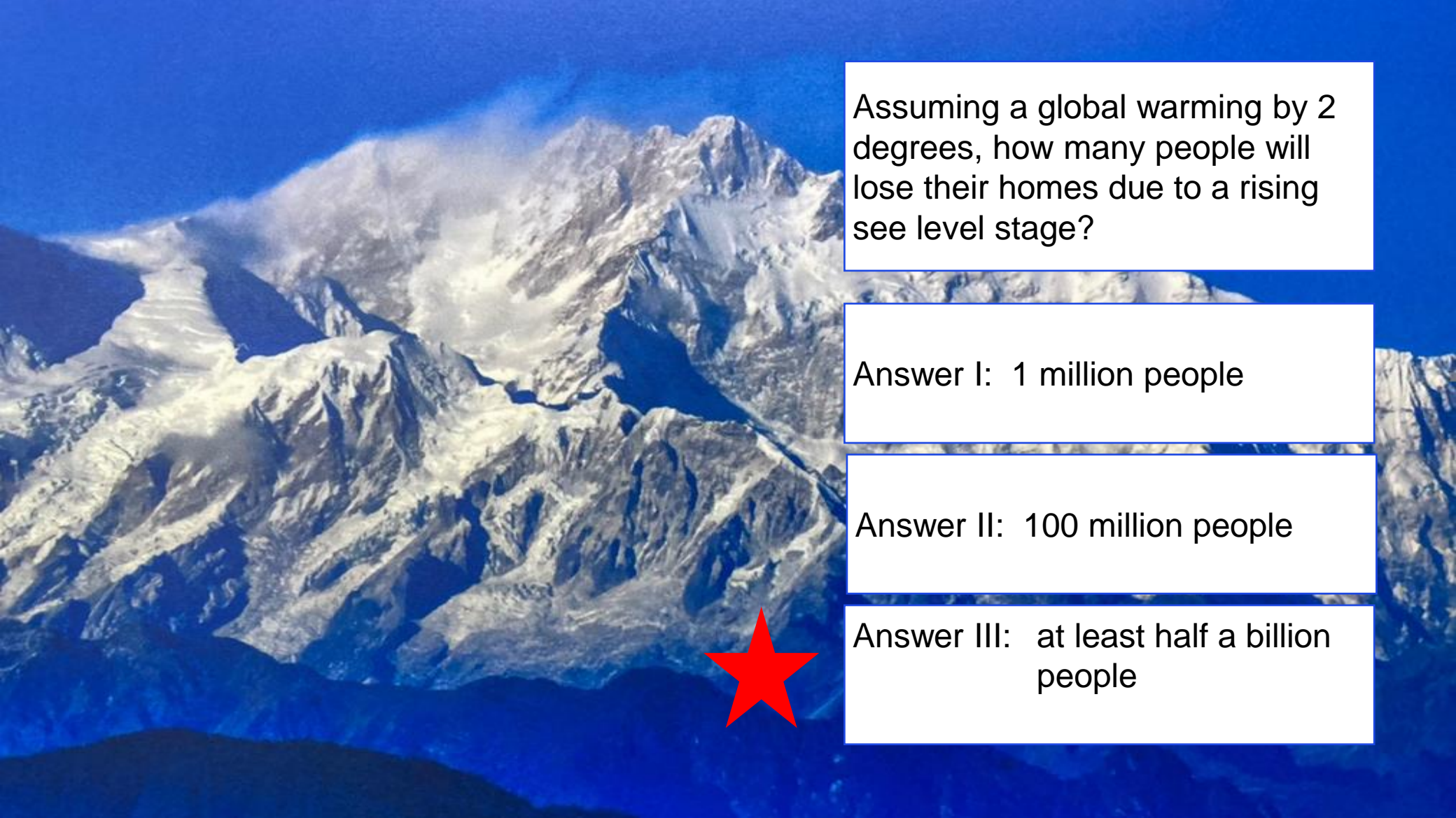


A glowing lightbulb hangs from a black cord on the left side of the frame. The background is dark and smoky, with several other out-of-focus lightbulbs visible in the upper left corner. The word 'ESG' is written in large, white, sans-serif capital letters on the right side of the image.

# ESG

**Alumni Meeting**

Barcelona, 10.02.2023



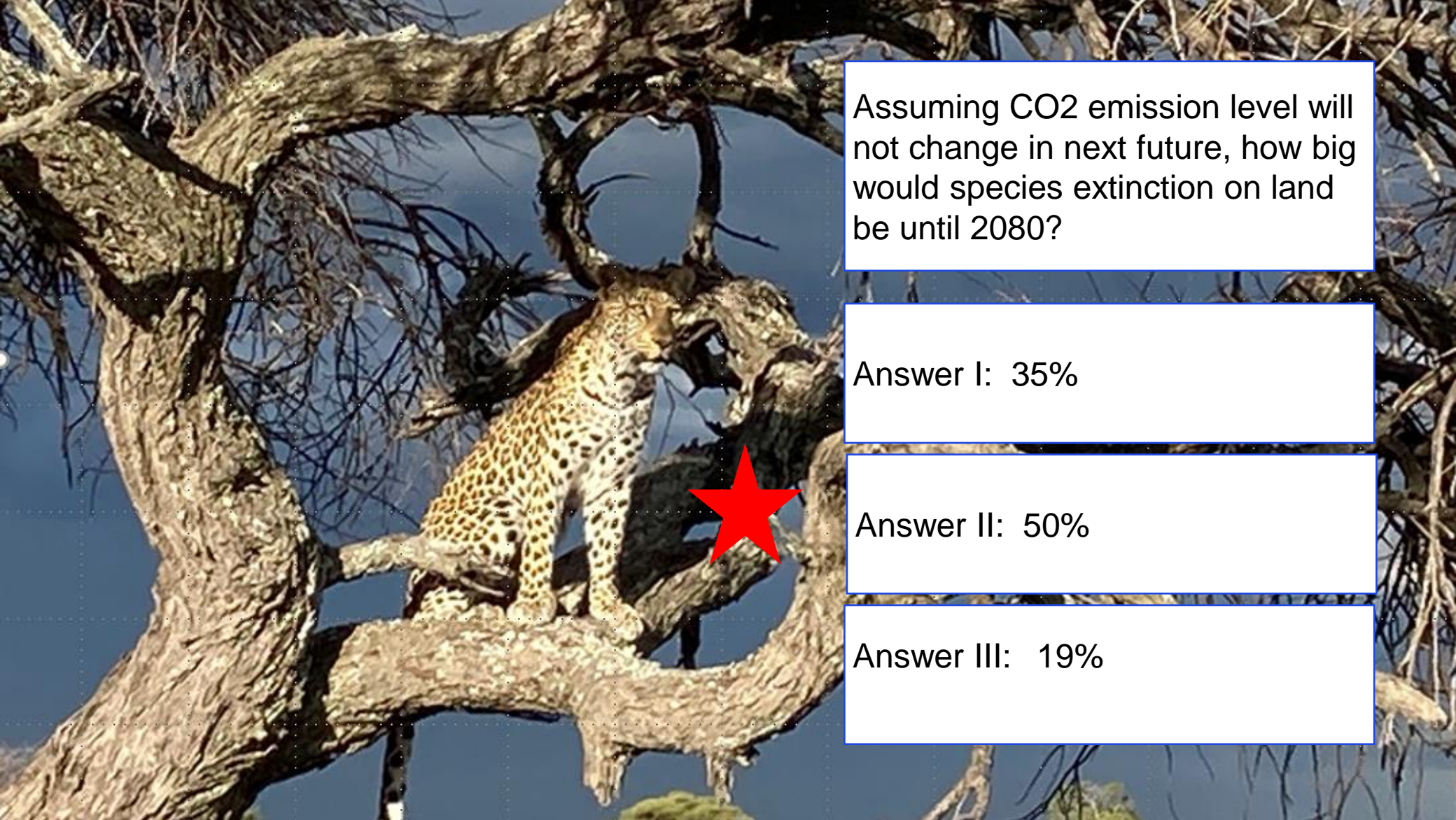
Assuming a global warming by 2 degrees, how many people will lose their homes due to a rising sea level stage?

Answer I: 1 million people

Answer II: 100 million people

Answer III: at least half a billion people





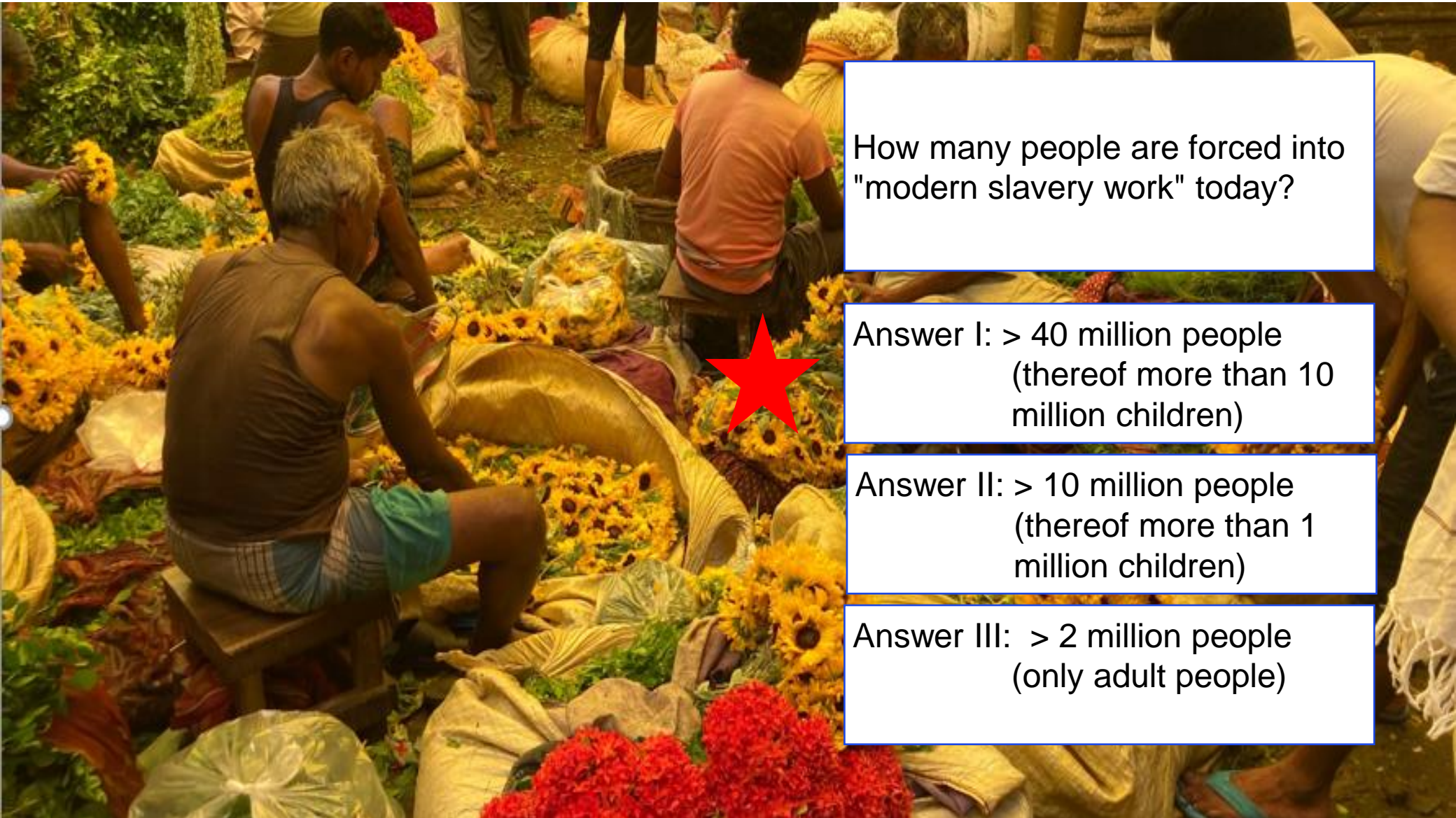
Assuming CO2 emission level will not change in next future, how big would species extinction on land be until 2080?

Answer I: 35%

Answer II: 50%

Answer III: 19%





How many people are forced into "modern slavery work" today?

Answer I: > 40 million people  
(thereof more than 10 million children)

Answer II: > 10 million people  
(thereof more than 1 million children)

Answer III: > 2 million people  
(only adult people)



# ESG

just an old wine in a new bottle?

The drivers of ESG ...

- increasing amount and character of natural disasters
- “Fridays for Future”
- COVID-19



# What exactly is ESG?

- A framework to **integrate environmental, social and governance opportunities and risks** into an organization's strategy
- A framework **to measure the sustainability of companies** based on these 3 pillars
- A **common language** and **clear definition** of what is SUSTAINABLE
- New **EU Taxonomy Classification System** to define ESG activities



# The objectives of ESG?

- meet EU's **2030 climate and energy objectives** (\*)
- make our economies, businesses and societies more **resilient against climate and environmental shocks**
- build **long term financial sustainability** and create value for companies
- Attract investors & **get access to capital markets** (5.5 – 7.6 trillion Euro investment volume by 2025, in Europe alone)

(\*) e.g. decarbonization targets of 50% by 2030, and 100% by 2050





# EU Taxonomy, with a focus on

1. Mitigation of **Climate Change** impacts
2. Adaptation of people / industries to climate changes
3. Sustainable use & protection of **water and marine resources**
4. Transition to a **circular economy**
5. **Pollution** prevention and control
6. Protection and restoration of **biodiversity and ecosystems**





# ENVIRONMENTAL

**„E,, - Environmental**  
Our **impact** on the planet

## Climate change

CO2  
gas emissions

Carbon footprint

Climate change  
adaption

## Natural resources

Biodiversity

Water scarcity

Land degradation  
& deforestation

## Pollution & Waste

Hazardous  
materials

Packaging  
materials

Electronic waste



# ENVIRONMENTAL

## “S” - Social

Our **contribution** to the communities

### Human Capital

Health &  
Safety

Diversity & equal  
opportunity

Fair wages

### Product Stewardship

Product Quality  
& Health

Product Safety

Data Privacy and  
Safety

### Stakeholder Management

Consumer  
Perception

Social  
Dialogue

Political  
Dialogue



# ENVIRONMENTAL

## **“G” - Governance**

Our conduct

### **Corporate Leadership**

Transparency &  
Responsibility

Executive Pay

Sustainable  
Innovation

### **Corporate Behavior**

Ethics &  
Integrity

Anti-Corruption

Antitrust

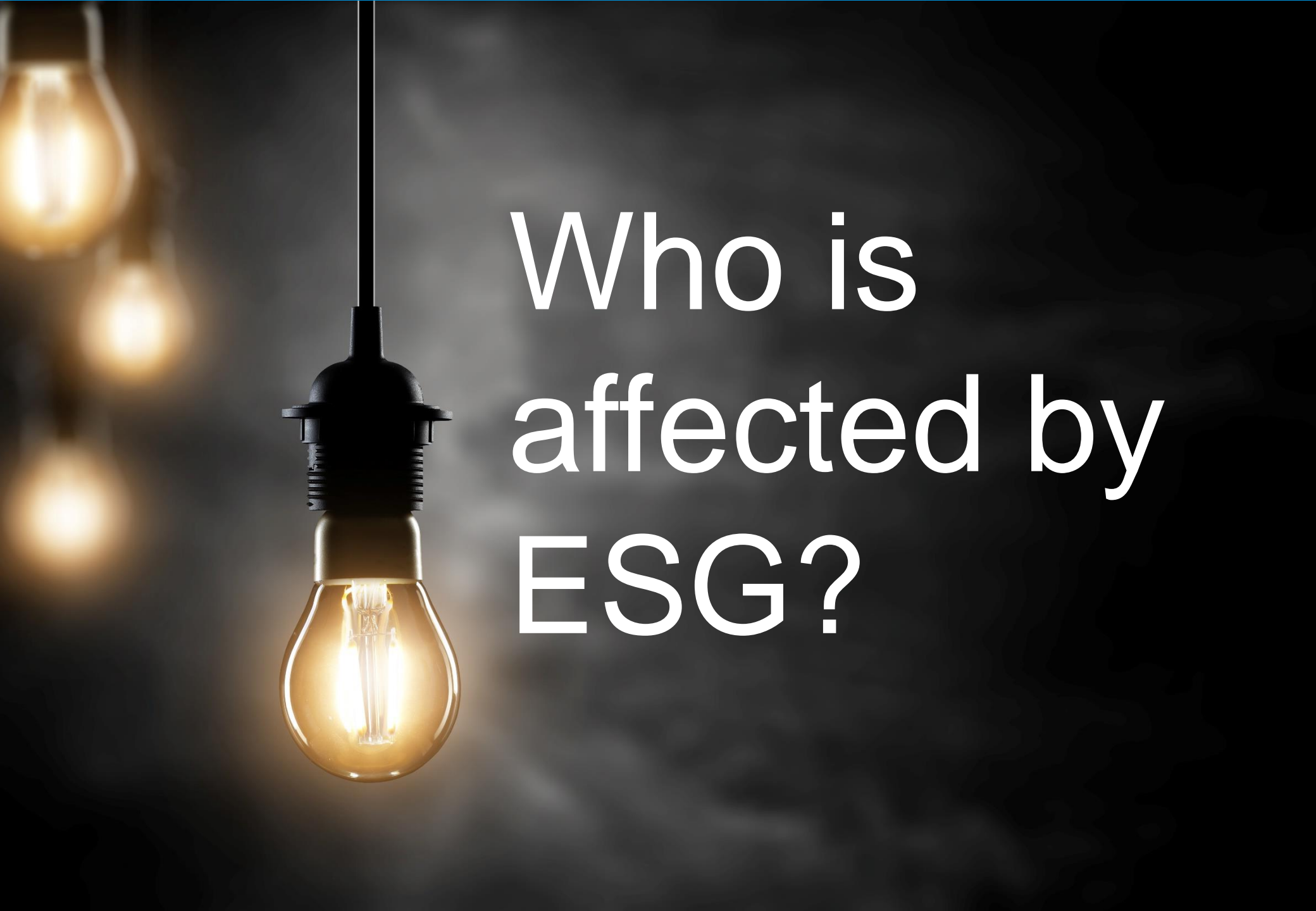
### **Finance & Transparency**

Sustainable  
Finance

ESG Ratings &  
Indices

NF Reporting  
Standards



A glowing lightbulb hangs from a black cord on the left side of the frame. The background is dark and textured, with several other lightbulbs visible in the upper left, all of which are out of focus and appear as soft, warm glows. The text 'Who is affected by ESG?' is written in a clean, white, sans-serif font on the right side of the image.

Who is  
affected by  
ESG?

# External Stakeholders





# Internal Stakeholders

## Management

- Understanding of the impact of climate and environmental threats on business
- Integration of sustainability into the company's vision and strategy

## Human Resources

- Integration of ESG measures into HR strategy
- Optimization of Corporate Sustainability Reporting CSR
- Increase employer's attractiveness and branding
- Employees' enablement regarding sustainability know-how





# Internal Stakeholders

## Finance & Reporting

- New or adapted reporting guidelines, e.g. KPI's on climate and environmental risks
- Integration of qualitative ESG related information in reporting and financial planning
- Identification of sustainability KPI's

## Compliance

- Integration of sustainability in top management level, including leadership responsibility and implementation of central standards
- Certifications (e.g. ISO 27001, 14001, 9001, SA 8000)



# Internal Stakeholders

## Procurement

- Integration of ESG risk evaluation forms into the supplier selection process
- Providing transparency regarding ESG risks in the supply chain
- ESG Risk Heatmap

## Production & Logistics

- Reduction of CO2 emissions, waste production, water consumption etc.
- Securing of material availability
- Setting up stable and CO2 neutral supply chains



# Benefits

What's in for a company ?

Why should we go for ESG ?





# Benefits could be ...

01

## **Decreased Cost of Operations**

Lower cost through sustainable sourcing or efficiency measures related to ESG

02

## **Enhanced Access to Capital**

Better access to Capital Market and Investors, at more favorable terms

03

## **Employer of Choice**

Increases in attractiveness for recruiting and retention of high potentials

04

## **Reputational Improvement**

Positive image in the eyes of existing / prospective investors & business partners

05

## **Competitive Differentiator**

Demonstration of industry leadership and long-term competitive advantage



# 2 Use cases

- New Work
- Circular Economy

# Employer reputation through ESG

What do employees really expect in the future?

## Flexibility to move around

- Flexible working abroad in the EU
- 100% home office possibilities
- Support when changing location
- Secondment and rotations

## Financial freedom

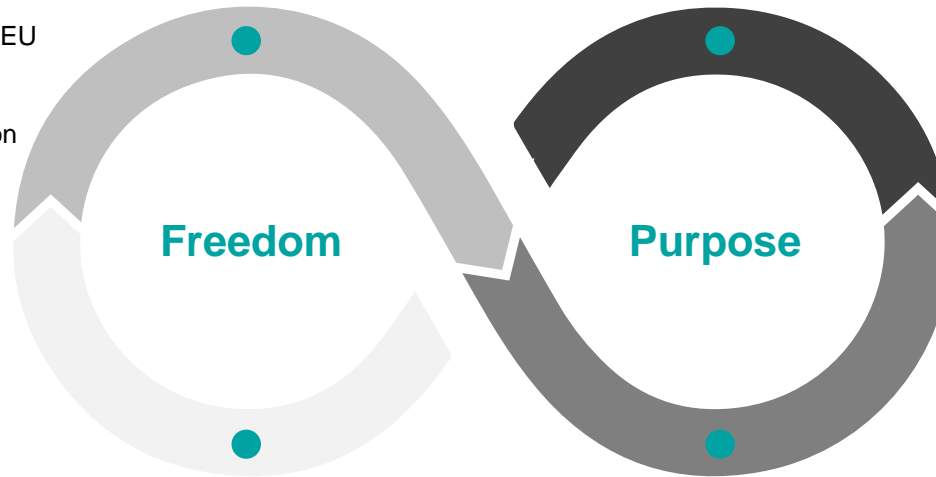
- Attractive salaries
- Transparent salary structure and benefits

## Pursue interests and values

- Training in areas of interest unrelated to the subject
- Possibility to develop to an expert / Development of individual skills & strengths / Training budget
- ESG employees are only staffed on ESG projects

## Be proud

- Authentic image – no greenwashing
- Meaningful and purpose driven work
- Connection of the company to ESG
- Commitment to environment and society  
Make an impact and go for purpose



**New Work**



# Supply Chain & Circular Economy

How to use products (e.g. cloths) in a more sustainable way?

## The European Green Deal

### Narrow

- Use less resources or material per product
- e.g. small lightweight or shared cars

### Slow

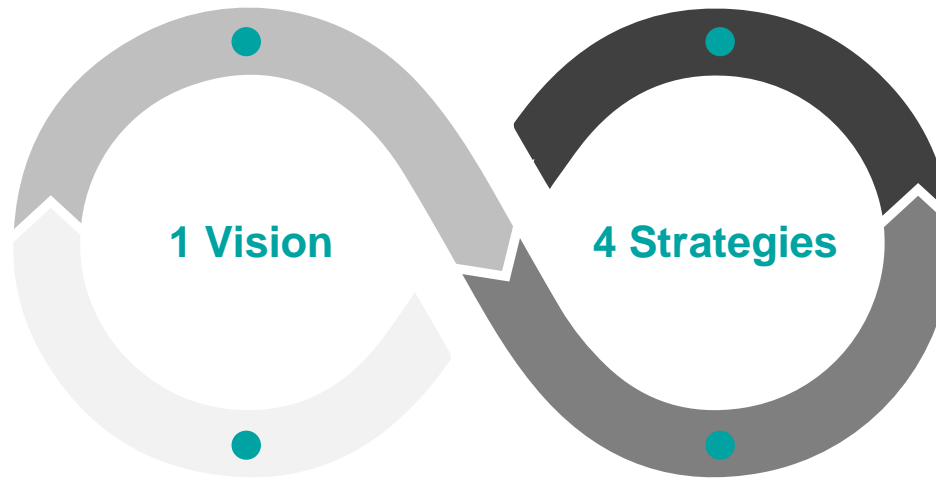
- Use products longer, extend product lifecycle
  - Consume less, use what is needed best
- e.g. Patagonia

### Close

- Post-consumer recycling
  - Design for upgrading: easy to dismantle, repair damaged products and maintain
- e.g. transform old wood elements into new furniture

### Regenerate

- Using renewables and improving the natural ecosystems
- e.g. ocean cleanup, removing and reusing plastic waste



## Circular Economy Action Plan



So ... let's  
go for it !

Thank you