

# ESG 4 HR

ESG encompasses a significant number of people-related topics. This checklist sets out people issues to consider as part of your ESG agenda.

## Key action points

- Have you carried out a people-focussed ESG audit? Do you know where your business can improve?
- Do you need to review and update your policies through an ESG lens?
- Do your people need training to understand your policies and embrace the new ESG landscape?
- Are your executives and non-executive directors trained on how to handle whistleblowing issues and how to kick off investigations?

### Workplace culture



- Promoting a "speak up" culture
- Preventing harassment and bullying
- Demonstrating a commitment to take complaints seriously and investigate and address issues raised
- Promoting and supporting staff mental health and wellbeing
- Supporting remote, hybrid and flexible working where possible

### Diversity and inclusion



- Collecting, analysing and reporting diversity data
- Implementing workplace diversity and inclusion initiatives
- Promoting family friendly rights
- Promoting social mobility
- Promoting inclusive behaviours and culture
- Avoiding recruitment and promotion bias

### Remuneration and benefits



- Addressing pay equality
- Considering ESG performance metrics in bonus schemes and share plans
- Ensuring national minimum wage compliance
- Considering the real living wage
- Considering cost of living support

### Ethical practices



- Ensuring the correct classification of workers
- Ensuring fair treatment of zero hour, casual and agency workers
- Limiting use of "fire and rehire"
- Avoiding modern slavery in the supply chain
- Promoting responsible international travel
- Demonstrating a commitment to support those who speak up on these issues and to investigate their complaints