

Corporate Social Responsibility Planning

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Outline:

- What is a Corporate Social Responsibility plan and why prepare one?
- Steps in preparing a Corporate Social Responsibility Plan
- Reporting Frameworks
- Global Reporting Initiative (GRI)

What is Corporate Social Responsibility Plan?

Corporate Social Responsibility (CSR) is the continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large.

The World Business Council for Sustainable Development



Why Prepare a Corporate Social Responsibility Plan?



Steps in Preparing a Corporate Social Responsibility Plan

Step 1

Internal CSR governance

- CSR staff and/or committee
- Stakeholder engagement
- CSR embedded in corporate vision

Step 2

CSR issues

General environment

- Climate change
- Waste & Pollution
- Water use

Sustainable fisheries

- · Stock status & management
- Building on and contribution to scientific research
- Fishing gears and methods

Human & labour rights

- Recruitment practice, working agreements, working conditions
- · Fair Wages
- · Health and safety

Community Engagement

- Sharing of resources and benefits
- · Dispute settlement
- Community capacity building



Step 3

OBJECTIVES, MONITORING & TRANSPARENCY

- Commitment & Objectives
 - Intent
 - Specific targets
- 2) Monitoring & transparent reporting
 - Monitoring
 - Transparent reporting
- 3) Governance for setting goals & monitoring

Step 4

IMPLEMENTATION STRATEGIES 1) Supply chain control

- Supplier Code of Conduct
 - Supplier Audit
 - Purchasing policies
- Internal & direct improvements
- 3) Partnerships
- Guiding government
- 5) Philanthropy & Awareness



CSR Materiality Assessment: What could be Reported?

Environmental Social Governance Greenhouse gas (GHG) emissions Human Rights Executive pay Management processes and Resource depletion Working conditions Hazardous waste Diversity and equal opportunity oversight of sustainability issues Baselines and targets Board independence, diversity and Anti-slavery & child labour Initiatives Local and indigenous communities structure Anti-bribery and corruption Risks and opportunities Training and education Company policies and procedures Scenario analysis Occupational health and safety Energy efficiency Supply chain management Conflict

Different Reporting Frameworks

	Key Reporters	Key Audience	Reporting Focus	ESG Focus	Alignment	Scored	Report location	Cost
CDP	Large/public companies, cities, states, regions	Investors, general stakeholders	External	Environment Governance	TCFD SDGs	Yes	Via online platform	\$
GRI	All companies	General stakeholders	External	Environment Social Governance	UNGC ISO IR SDGs	No	Flexible	Free
SASB	Large/public companies	Investors	Internal	Environment Social Governance	TCFD, SDGs, working on alignment with GRI	No	Flexible	Free
SUSTAINABLE DEVELOPMENT GOALS	All companies	General stakeholders	External	Environment Social Governance	Standalone	No	Flexible	Free
TCFD	All companies	Investors, lenders, insurance underwriters	Internal	Environment Governance	Some links with CDP, CDSB, GRI, OECD, & IR	No	Flexible	Free

Global Reporting Initiative (GRI)

GRI is a global independent organization providing free **Sustainability Reporting Standards (GRI Standards)** which aim to standardize the way companies report on a wide range of ESG topics for better accuracy and comparability.

90% of the largest 250 companies in the world produce sustainability reports and 74% of these use GRI Standards. - KPMG, 2015

Approximately 6000 companies, government entities, nonprofit organizations and others use GRI Standards to collect and disclose relevant environmental and social governance information. - UNEP, 2015

Unlike with many other frameworks, GRI does not have a prescriptive scoring process, and instead focuses on transparency and stakeholder engagement.

Key Benefits

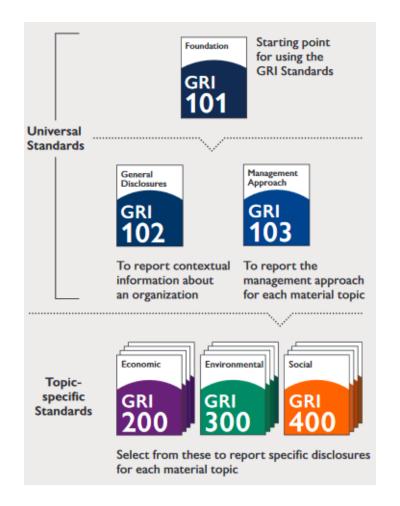
- Depth & breadth—GRI Standards cover comprehensive ESG areas, while at the same time providing a flexible framework for reporting on material issues
- Global recognition —GRI Standards are the most widely adopted global standards for sustainability reporting
- **Standardization** –GRI Standards follow a very systemic approach to reporting allowing for clearer responses and assessments
- Stability in reporting—Unlike other reporting frameworks, GRI
 Standards remain largely unchanged year on year, reducing the time
 and resources needed to understanding new questions, methodologies
 and collecting new data

Overview of GRI Standards

The GRI Standards are structured as a set of interrelated, modular standards.

There are three universal Standards that apply to every organization preparing a sustainability report

A set of topic specific Standards for reporting on material topics. These Standards are organized into three series



Overview of GRI Standards

There are two basic approaches for using the GRI Standards:

- 1. Using the GRI Standards as a set to prepare a sustainability report in accordance with the Standards.
- Core and Comprehensive Reporting
- 2. Using selected Standards, or parts of their content, to report specific information also known as 'GRI-Referenced Claim'

Key Takeaways

- Companies do not need to "reinvent the wheel" when selecting sustainable performance indicators and goals
- Setting up a clear vision and stakeholder engagement is critical
- Set measureable goals
- Prioritize an effective communication strategy
- Be prepared for rapid response to current events

Thank You!

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About LSA









TENURE

Average Years with LSA by Position

Principal Associate Staff

180 Full-Time Employees CA CITIES WORKED WITH

