

Sustainability, CSR, ESG Integration Pathway

These are the key leverage points to embed sustainability into the company business model.

Internal Leverage Points

COMMITMENT

- Definition (policy)
- Common terminology
- Business case
- Vision
- Strategy & targets

EMPLOYEE ENGAGEMENT

- Communications
- Code of conduct
- Training, competency models, leadership development
- Incentives
- Performance plans, annual reviews
- Orientation

FUNCTION ENGAGEMENT

- HR, Finance, Risk, Investor relations, Community relations, Marketing, Product development, Public affairs, Supply chain, Corporate secretary, etc.
- Business unit role

BOARD ENGAGEMENT

- Education
- Governance manual
- Performance monitoring
- Executive compensation
- CEO succession planning
- CEO position description
- Enterprise risk management

External Leverage Points

SUSTAINABILITY REPORTING

PARTNERSHIPS & COLLABORATION

EXPERT SUSTAINABILITY ADVISORY PANEL

Check out this comprehensive **checklist tool** to benchmark your company's sustainability governance and management practices.