



INTRODUCTION

With this plan we hope to bring clarity to the milestones we have set out for 2019. These stretch across the development of the benchmarks in the immediate pipeline, to the operational pieces that will facilitate that these benchmark cycles remain smooth, efficient and successful. It is crucial that the institutional designs and mechanisms are in place and high functioning to deliver against the timelines ahead and the expectations of stakeholders. This includes the key areas reflected in the right side column.

The prioritised benchmarks for 2019 are direct results of the conversations during the consultation and are further legitimised by Allies' support. Starting with the six benchmarks on p. 3 provides a solid basis for addressing the seven transformations as well as the contribution of an operating benchmark to ODA priorities.

All of the deliverables discussed in this paper form part of the budget on p. 2, however, you will note that there is a funding gap still which we have to take into account when planning. Some objectives will only be achieved by closing that gap. Being transparent with these limitations will keep us ambitious, as well as help us prioritise our work in order to achieve the most impact possible with the capacity and capital that we have at our disposal.

Benchmarks & Research
All benchmarks are at
different stages in their development
cycle but our objective is to have the
youngest benchmarks ready for data
collection in Q1 2020.

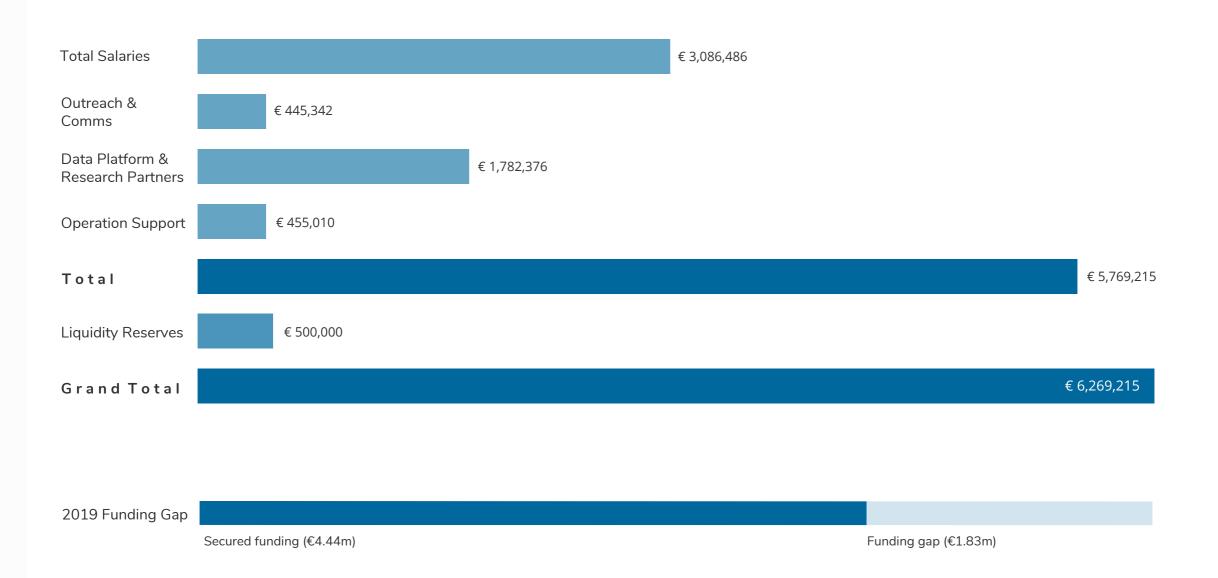
Organisational Capacity
In order to push the benchmarks through the pipeline we need to grow our human capital and skill. We will have filled the Executive Board with a Research Director and an Engagement Director by Q1. The research capacity provided through downstream partners will be key to deliver on our commitments.

The Alliance legitimises the benchmarks and the more knowledge we gather within it, the more robust the methodology and the further the reach. Our aim is to expand the Alliance to 125 by end 2019.

്പൂട്ട് Governance

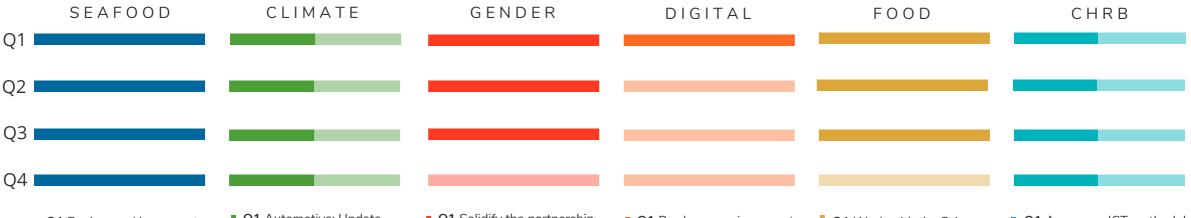
To ensure WBA's credibility and independence, we need to back all of the above with robust governance structures and Board composition. We will have installed a Chair by Q1 and aim to grow the Board to desired composition of 9 members by Q3.

BUDGET



BENCHMARKSROADMAP

Quarterly High Level Deliverables



- **Q1** Review and incorporate the public consultation feedback, and publish final methodology.
- **Q2** Commence data collection.
- Q3 Data set analysis, verification and scoring.
- **Q4** Produce company scorecards. Publish benchmark.

- **Q1** Automotive: Update methodology and ensure it is TCFD proof. Hold first consultation within ERC and online:
- Oil & Gas: In parallel.*
- **Q2** Auto: Data collection & verification.
- O&G: In parallel.
- Electrics & Utilities: Refine methodology and start consultation.
- **Q3** Auto: Write report and scorecards.
- O&G: In parallel.
- E&U: data collection and verification
- **Q4** Auto: Publish benchmark.
- O&G: In parallel.
- E&U: Writing report and scorecards

- **Q1** Solidify the partnership agreement with Equileap to commence methodology research. First roundtable in Mumbai, March.
- **Q2** Continued research for methodology and indicators. Second roundtable will be held.
- **Q3** ERC review of methodology.
- **Q4** Methodology release for public consultation.
- Potential data platform expansion.

- **Q1** Produce scoping report and test it at roundtable in Mumbai
- **Q2** Kick off research around methodology and indicators.
- **Q3** Expert consultation on methodology and exploring potential data collection partners.
- **Q4** Methodology released for public consultation.

- **Q1** Work with the Science Based Targets standards to refine methodology and ERC preliminary review. Roundtable in Mumbai.
- **Q2** Produce a methodology outline. The benchmark approach will be presented at EAT Forum.
- **Q3** Engagement with business to ensure methodology relevance.
- **Q4** Finalisation of the methodology.

- **Q1** Announce ICT methodology. Engage with ICT, agriculture, apparel and extractives. Kick off research for 140 companies.
- Developing Finance Sector Methodology.
- **Q2** Engage with 140 companies to discuss draft score and disclosures.
- Research additional 60 companies in AG, AP and EX.
- **Q3** Finalise scores for 140 AG,AP,EX,ICT companies. Finalise scores for 60 additional companies.
- 'CHRB Core Analysis of WBA companies'.
- **Q4** Analysis, creation and launch of benchmarks.
- 'CHRB Core Analysis of WBA companies'.
- Deliver Finance Sector Methodology.

*Italics & low opactiy = Funding dependent

INSTITUTIONAL MILESTONES

JANUARY

On the backdrop of legally transitioning from Index Initiative to WBA, internal emphasis will be placed on finalising the office move, the recruitment of the Executive Board as well as the onboarding of Board Members.



APRIL

In ongoing consultation with the Alliance, donors and the WBA Supervisory Board, we will continue to elaborate on the institutional Theory of Change and the associated log-frame. These will both be completed by April 1st.



SEPTEMBER

Q3 Board Meeting

We will throughout the year be placing significant focus on solidifying the governance structure of WBA, including the terms of reference for the ERCs, rules of engagement for the Alliance and building the Board. We expect the SB meeting in Q3 to host a full Board composition.



MARCH

We will hold our second Allies Assembly in Mumbai, in adjacency to International Women's Day. It will be accompanied by roundtables on the Digital, Gender and Food benchmarks, as well as a potential site visit to a relevant regional company.



IUNE

2019 will be an instrumental year in demonstrating to our donors and Board that WBA is in control of its processes. During the coming six months we are building the Risk and Control Matrix, which will consider significant risks, their appropriate mitigation and the effectiveness of these.



NOV/DECEMBER

The session at the Bellagio Centre allowed us to really operationalise some of the relationships with Allies and we will aim to repeat this type of intimate session with a small group of Allies in 2019 to review the past year, and work on how we continue to deliver, and be impactful, as a community.

Q4 Board Meeting



Q1 Board Meeting

Q2 Board Meeting