



2022 Financial System Benchmark

Scoring Guidelines

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Overview

The World Benchmarking Alliance (WBA) Financial System Benchmark (FSB) consists of 32 indicators divided into three measurement areas: governance and strategy, respecting planetary boundaries and adhering to societal conventions. The rationale for this can be found in the [methodology report](#). This document describes how the indicators and measurement areas are scored to result in an overall benchmark score. Scoring guidelines are for the 2022 FSB and assessment refers to activities in the 2021 fiscal year (the assessment period). Financial institutions are assessed based on corporate publicly disclosed information.

Indicators & Elements

FSB's 32 indicators are broken down into specific elements, for example indicator 1 has 4 elements. The indicators, and the corresponding elements, are aligned with existing benchmarks, accountability mechanisms and organisations critical for our work. This ensures we are using a common language and contributing to alignment in the space of sustainable finance, and second, that we are part of the wider movement that shares the same idea of what good looks like and voices the common expectations of the private sector and, in this case, financial institutions. You can find an overview of the mapping we conducted for our methodology and the way it aligns with existing frameworks and initiatives in Annex 3 and 4 of the methodology report. While the methodology is aggregative it is also aspirational. FSB indicators go beyond minimum requirements with the aim of providing a north star in an oversaturated landscape. To this end the indicators address both existing and pipeline sustainability and impact topics.

Scoring and weighting

The benchmark covers a wide range of topics, broadly categorised under three measurement areas: governance and strategy, respecting planetary boundaries and adhering to societal conventions. The governance and strategy and respecting planetary boundaries indicators (indicators 1 to 14) were developed specifically for this benchmark. In contrast, indicators in the adhering to societal conventions measurement area (indicators 15 to 31) were adopted from the [WBA Social Transformation Framework](#). These 18 core social indicators (CSI) were developed to apply to all 2,000 companies that WBA will benchmark. Core social indicators focus on the fundamentals of responsible business conduct. They represent expectations which all companies should be meeting as the minimum but are not 'leading practice' or proxies for good performance. Consequently, FSB specific indicators and core social indicators are scored differently.



There are two exceptions to the above. Firstly, there is one indicator - indicator 32 - in the adhering to societal conventions measurement area, which was designed specifically for the FSB. Secondly, CSI 14 - gender equality and women's empowerment fundamentals - was incorporated into the governance and strategy measurement area, renamed gender equality and diversity (indicator 3) and supplemented with further FSB specific indicator elements. Both of these indicators (indicator 3 and 32) are scored in line with other FSB specific indicators.

Indicators 1 to 14 & 32 scoring

The weighted score on each indicator can be calculated by multiplying the indicator score by the indicator weight, and then dividing this number by the number of elements in that indicator. The indicator score is the sum of the element score; each element receives a score of 0 if it is 'Not met', 1 if it is 'Partially met' and 2 if it is 'Met'. The scope of each indicator below defines which elements can be 'Partially met.'

Indicators 15 to 31 scoring

Core social indicators are scored by indicator rather than element. On each indicator, the financial institution can receive a score of 1 if it meets **all** elements, 0.5 if it meets **at least 1** of the elements and 0 points if it does not meet **any** of the elements for a particular indicator. Indicators with just one element, as well as indicators 18 and 19, are the exception to this rule; for these indicators financial institutions can score 0 or 1. Each core social indicator is singly weighted, except for indicators 18 (assessing human rights risks and impacts) and 19 (integrating and acting on human rights risks and impacts), which receive double weighting. The weighted score on each indicator can be calculated by multiplying the indicator score by the indicator weight.

Measurement area and total score

The measurement area score is the sum of the weighted indicator score of all indicators within a measurement area. Each indicator has its own predetermined weight within its measurement area based on the maximum score an institution can achieve within a measurement area (also discussed as a maximum weight of the area in total score). Total score is a sum of all measurement area scores.

Scope

Each indicator description below defines the scope. The scope provides further explanation on what is accepted and what is not accepted evidence within the indicator and related elements. It also provides explanation of whether subsidiary-level or business segment-level disclosure is accepted. Most of the indicators accept **only** group-level disclosure that relates to all the institution's financing activities. However, some indicators accept evidence from subsidiaries or evidence related to a subsidiary or a business segment.

We are taking this group-level approach as stakeholders have told us that a financial institution has impact through the entirety of its activities and not only a specific arm (e.g. stewardship or active ownership). The entire institution should be held to account, not just certain business units or activities, and policies and actions should be coherent across the spectrum of activities the financial institution undertakes.



Conditionality

Indicators in the methodology are independent of each other, meaning that a financial institution can score points on an indicator without having to score points on other indicators (with the exception of indicators 18 and 19 which are interrelated). However, within an indicator, elements can be dependent on each other. If this is the case, this is specified in the explanatory note of the element below.

Assessment & Review Process

From January until May 2022 WBA analysed all publicly available group-level disclosure in English on the applicable group website, which was predominantly annual reports and sustainability reports. Draft assessments were then sent to each financial institution inviting them to provide feedback. This feedback could include additional publicly available group disclosure published before the 11th July 2022. These were then reviewed and finalised, with final assessments shared with each financial institution before being [published online](#).



A: Governance and Strategy

This measurement area focuses on the integration of impact considerations and targets into financial institutions' core strategy and governance structure. It looks at the process that financial institutions have in place to identify and prioritise their positive and negative, intended and unintended impacts on the economy, society and the environment, and it examines the related targets that financial institutions have set. It also assesses how the financial institutions' highest governing board is responsible and accountable for progress against these targets and how remuneration is linked to progress. It includes metrics on gender equality and diversity and evaluates the engagement policy that financial institutions have in place as responsible stewards of assets. Finally, it examines how financial institutions engage with the companies they provide financing to and with policy makers.



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| Measurement area | A: Governance and strategy | |
| Indicator | 1. Impact management and strategy The financial institution has impact management objectives and targets embedded in its strategy and business model. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 5.7143 | |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure relating to all of its financing activities. Elements can only be met if the focus of the disclosure are financing activities, and not operations, such as e.g., increase in % of women in management board as a target. The focus of the indicator is the impact of the institution's financing activities on society and environment AND NOT the impact of social and environmental risks on the financial institution. In element c), targets can focus on either positive or negative impact. | |
| | Indicator and elements | Scoring |
| Not met | There is no relevant evidence found OR the financial institution does not acknowledge its impact on society, the environment and the economy (a) AND it does not disclose its process for identifying and prioritising the impacts/ issues it aims to address (b) AND it does not disclose time-bound targets for the impacts it has prioritised (c). | 0 |
| | Element a: The financial institution acknowledges its impact on society, the environment and the economy. | |
| Met | The financial institution provides a statement that all its financing activities have positive AND negative impact on society AND environment. | +2 |
| | Element b: The financial institution discloses its process for identifying and prioritising the impacts/ issues it aims to address. | |
| Met | There is evidence that the financial institution has a group-level materiality assessment that includes feedback from external stakeholders OR has performed an analysis of both social AND environmental impact according to the UN Environment Programme - Finance Initiative Principles for Responsible Banking across its financing activities OR describes an alternative process of identifying and prioritising the social AND environmental impacts of its financing activities across its financing activities. | +2 |
| | Element c: The financial institution discloses time-bound targets for the impacts it has prioritised. | |
| Met | There is evidence that the financial institution has time-bound, quantitative and forward-looking targets for at least one social AND one environmental impact of its financing activities. | +2 |
| | Element d: The financial institution progresses against the targets it has identified. | |
| Met | The financial institution meets element (c) and quantitatively tracks progress against the target(s) set under element (c). | +2 |



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| Measurement area | A: Governance and strategy | |
| Indicator | <u>2. Senior leadership accountability and remuneration</u> The financial institution assigns decision-making and oversight responsibility for a strategy on impact and/or sustainability themes to the highest governing body. Board members have specific objectives and targets relating to sustainability themes (society and the environment) and remuneration is aligned with meeting these targets. | |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 5.7143 | |
| | Indicator and elements | Scoring |
| Not met | There is no relevant evidence found OR the financial institution does not assign decision-making or oversight responsibility for sustainability themes to the highest governing body (a) AND it does not link performance criteria and remuneration of its executive (b) or senior management team (c) with its targets relating to sustainability themes (both environment and society) AND it does not disclose that at least 60% of the bonus is linked to targets relating to sustainability themes (both environment and society) (d). | 0 |
| | Element a: The financial institution assigns decision-making and oversight responsibility for a strategy on impact and/or sustainability themes to the highest governing body (e.g., board of directors). | |
| Met | The financial institution assigns decision-making or oversight responsibility for a strategy on impact and/or sustainability themes to the highest governing body (e.g., board of directors) at the group-level. | +2 |
| | Element b: The financial institution links performance criteria and remuneration of the executive team to its targets relating to sustainability themes (society and the environment). | |
| Met | The financial institution links performance criteria and remuneration of the group-level executive team with its targets relating to sustainability themes (both environment and society). | +2 |
| | Element c: The financial institution links performance criteria and remuneration of its management teams with its targets relating to sustainability themes (society and the environment). | |
| Met | The financial institution links performance criteria and remuneration of the management teams with its targets relating to sustainability themes (both environment and society). | +2 |
| | Element d: The financial institution discloses that at least 60% of bonuses are linked to targets relating to sustainability themes (society and the environment). | |
| Met | The financial institution provides evidence that at least 60% of bonuses are linked to targets relating to sustainability themes (both environment and society). | +2 |



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| Measurement area | A: Governance and strategy | |
| Indicator | 3. Gender equality and diversity The financial institution publicly commits to gender equality, promotes gender equality and discloses quantitative information on gender equality and women's empowerment. | |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. For element (a), the commitment is not considered enough if it relates only to specific aspects of gender equality and women's empowerment (e.g., representation in leadership). For element (c), the financial institution should disclose either the gender or provide a photo attached to the names of the Board of Directors. For element (f), actions to increase women's representation are not considered a tool to address the pay gap and as such, they are not enough to meet the element. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 2.8571 | |
| | Indicator and elements | Scoring |
| Not met | There is no relevant evidence found OR the financial institution does not disclose a public commitment to gender equality and women's economic empowerment (a) AND it does not disclose time-bound targets on gender equality and women's economic empowerment (b) AND it does not reach at least 40% of women in its highest governance body (c) or senior leadership positions (D) AND it does not provide evidence of the ratio of the basic salary and remuneration of women to men in its total direct operations workforce for each employee category, by significant locations of operation (e) AND it does not disclose the actions taken to address any identified gender pay gap (f). | 0 |
| | Element a: The financial institution has a public commitment to gender equality and women's empowerment. | |
| Met | The financial institution is a signatory to the UN Women's Empowerment Principles at the group level or publicly commits to gender equality and women's empowerment. | +2 |
| | Element b: The financial institution discloses one or more time-bound targets on gender equality and women's empowerment. | |
| Met | There is evidence that the financial institution has at least one time-bound target on gender equality or women's economic empowerment. These can relate to representation (e.g., gender equality in leadership), closing the gender pay gap, improving women's health and well-being and/or preventing violence and harassment. | +2 |
| | Element c: The financial institution has at least 40% women in the highest governance body. | |
| Met | The financial institution has at least 40% women on the highest governance body. | +2 |
| | Element d: The financial institution has at least 40% women in senior leadership positions. | |
| Met | The financial institution has at least 40% women in senior leadership positions at the group level. | +2 |



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| | Element e: The financial institution discloses the ratio of the basic salary and remuneration of women to men in its total direct operations workforce for each employee category, by significant locations of operation. | |
| Met | The financial institution discloses the ratio of the basic salary and remuneration of women to men in its total direct operations workforce for each employee category, by significant locations of operation. | +2 |
| | Element f: The financial institution discloses that it takes action to address any pay gaps. | |
| Met | The financial institution should disclose either that it has undertaken a gender pay gap assessment or analysis which shows no significant gender pay gaps have been identified OR concrete actions which tackle pay gaps such as increase in women salaries or performing a gender bias assessment in relation to pay gap. | +2 |



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| Measurement area | A: Governance and strategy | |
| Indicator | 4. Engagement policy The financial institution has a clear engagement policy on sustainability and impact topics. | |
| Scope | For (a), (b) and (c), the financial institution must provide group-level disclosure relating to all of its financing activities, to meet the elements. However, the financial institution can meet indicator elements (d) and (e) with case studies related to its subsidiaries or business segments/ sectors. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 2.8571 | |
| | Indicator and elements | Scoring |
| Not met | There is no relevant evidence found OR the financial institution does not disclose an engagement policy that includes sustainability and impact topics (a) AND it does not describe a framework with success criteria and escalation points (b), AND it does not publish a report on how the policy is applied in practice (c) AND it does not publish case studies of successful (d) and unsuccessful (e) engagements with investees and/or clients on sustainability themes. | 0 |
| | Element a: The financial institution has an engagement policy that includes sustainability and impact topics. | |
| Met | The financial institution describes its engagement process on sustainability themes and impact topics with its clients and/or investees across its financing activities. | +2 |
| | Element b: This engagement policy includes clear frameworks with success criteria and escalation points. | |
| Met | The financial institution meets element (a) and describes a framework with engagement success criteria or escalation points with its client and/or investees across its financing activities. | +2 |
| | Element c: The financial institution publishes an engagement/stewardship report providing evidence of how the policy is applied in practice. | |
| Met | The financial institution publishes an overview of its engagement activities across its financing activities over the assessment period. | +2 |
| | Element d: The financial institution publishes case studies describing where it has engaged successfully on sustainability and impact topics. | |
| Met | The financial institution publishes case studies describing where it has engaged successfully with clients/investees on sustainability themes and impact topics. | +2 |
| | Element e: The financial institution publishes case studies describing where it has engaged unsuccessfully on sustainability and impact topics. | |
| Met | The financial institution publishes case studies describing where it has engaged unsuccessfully with clients/investees on sustainability themes and impact topics. | +2 |



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| Measurement area | A: Governance and strategy | |
| Indicator | 5. Public policy engagement The financial institution has a consistent policy approach in its lobbying and public policy engagement. | |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 2.8571 | |
| | Indicator and elements | Scoring |
| Not met | There is no relevant evidence found OR the financial institution does not disclose a list of the trade associations of which it is a member (a) AND the positions it takes in its lobbying and political engagement activities on sustainability themes (both society and environment) (b) AND it does not disclose any internal or third-party audit of its direct and indirect lobbying and political engagement activities to ensure alignment with its sustainability policy and commitments (c) AND it does not provide a list of trade associations of which it is no longer a member due to misalignment or trade associations it has influenced to change their position to be aligned with the position of the financial institution (d). | 0 |
| | Element a: The financial institution discloses a list of the trade associations of which it is a member. | |
| Met | The financial institution discloses a list of the trade associations of which it is a member at the group-level, including trade associations not related to sustainability topics. | +2 |
| | Element b: The financial institution discloses the positions it takes in its lobbying and political engagement activities on sustainability themes (society and the environment). | |
| Met | The financial institution discloses evidence regarding the positions it takes in its lobbying and political engagement activities on sustainability themes (both environment and society) at the group-level. | +2 |
| | Element c: The financial institution discloses internal or third-party audits of its direct and indirect lobbying and political engagement activities to ensure alignment with its sustainability policy and commitments. | |
| Met | There is evidence that the financial institution conducts internal or third-party audits of its direct and indirect lobbying and political engagement activities to ensure alignment with its sustainability policy and commitments at the group-level. | +2 |
| | Element d: The financial institution discloses the trade associations of which it is no longer a member due to misalignment or it discloses it has influenced a trade association to change its position to be aligned. | |
| Met | The financial institution discloses the trade associations of which it is no longer a member due to misalignment OR it discloses a list of trade associations that it has influenced to change their position to be aligned with the position of the financial institution. | +2 |



B: Respecting planetary boundaries

This measurement area focuses on the actions and strategies that financial institutions undertake in order to operate within planetary boundaries. This includes reducing financed emissions and preventing further biodiversity loss as well as contributing to climate- and nature- positive solutions. Biodiversity and climate change are interrelated, and a financial institution that aims to operate within planetary boundaries has a clear strategy to address both. For the Financial System Benchmark, we are keeping them as two separate themes, because of the need to have a clear evaluation framework. In addition, we acknowledge that a global framework to operate within planetary boundaries on climate change is at a more advanced stage than the one on biodiversity. We are following the developments on biodiversity closely and will evolve this measurement area in future iterations of the methodology.



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| Measurement area | B: Respecting planetary boundaries - Alignment with the Paris Agreement and a 1.5°C trajectory | |
| Indicator | <u>6. Financed emissions</u> The financial institution discloses its financed GHG emissions. | |
| Scope | The financial institution can fully meet the indicator with subsidiary or business segment/ sector disclosure of absolute financed emissions. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 1.6667 | |
| | Indicator and elements | Scoring |
| Not met | There is no relevant evidence found OR the financial institution does not disclose absolute financed emissions related to any of its business segments (a). | 0 |
| | Element a: The financial institution discloses its financed emissions resulting from its financing activities. | |
| Met | The financial institution discloses its absolute financed greenhouse gas (GHG) emissions arising from any of its financing activities. | +2 |
| | Element b: The financial institution discloses the coverage of emissions and the data quality across its emissions reported under a). | |
| Met | The financial institution meets element (a) and discloses the percentage and type of financing activities emissions reported under element (a), as well as the source of data (e.g., industry averages, actual real-world emissions) reported under element (a). | +2 |



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| Measurement area | B: Respecting planetary boundaries - Alignment with the Paris Agreement and a 1.5°C trajectory | |
| Indicator | <u>7. Financed emissions targets</u> The financial institution sets targets for its financed emissions, in line with a 1.5°C trajectory. | |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure relating to all of its financing activities | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 1.6667 | |
| | Indicator and elements | Scoring |
| Not met | There is no relevant evidence found OR the financial institution does not disclose a target to reach net-zero financed emissions by 2050 (a) AND does not disclose any interim financed emission reduction targets (b). | 0 |
| | Element a: The financial institution discloses a target to reach net-zero financed emissions by 2050. AND | |
| Met | There is evidence that the financial institution has a target to reach net-zero financed emissions by 2050. | +2 |
| | Element b: The financial institution discloses interim targets (e.g. 2025 and 2030). AND | |
| Met | There is evidence that the financial institution has a time-bound, quantitative and forward-looking interim absolute financed emissions reduction target(s). | +2 |
| | Element c: The financial institution discloses a target to reduce its financed emissions by at least 45% by 2030. AND | |
| Met | The financial institution meets element (b), and specifies that it is aiming to reduce its absolute financed emissions by at least 45% by 2030. | +2 |
| | Element d: The financial institution discloses progress towards its targets on an annual basis. | |
| Met | The financial institution meets element(s) (a) OR (b) and quantitatively tracks performance against the target(s) set under element(s) (a) OR (b). | +2 |



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| Measurement area | B: Respecting planetary boundaries - Alignment with the Paris Agreement and a 1.5°C trajectory | |
| Indicator | 8. Engagement aligned with a 1.5°C trajectory The financial institution engages with companies it provides financial services to, in line with a 1.5°C trajectory. | |
| Scope | The financial institution can fully meet the indicator with subsidiary or business segment/ sector-level disclosure of an engagement on a 1.5°C trajectory with its clients or investees. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 1.6667 | |
| | Indicator and elements | Scoring |
| Not met | There is no relevant evidence found OR the financial institution does not disclose sectors or companies it identified as priorities to engage with on climate change topics (a) AND it does not disclose that it engages with its clients or investees on the topic of alignment with a 1.5°C (b) trajectory AND it is not a member of Climate Action 100+ (c). | 0 |
| | Element a: The financial institution discloses key sectors and companies it has identified as priorities to engage with on climate issues and the rationale for choosing these priorities | |
| Partially met | The financial institution discloses the key sectors or companies it has identified as priorities to engage with on climate change. | +1 |
| Met | The financial institution discloses the key sectors or companies it has identified as priorities to engage with on climate change AND the rationale for choosing these priorities. | +2 |
| | Element b: The financial institution discloses alignment with a 1.5°C trajectory as one of its engagement topics/priorities with companies it provides financial services to | |
| Met | The financial institution provides evidence that 1.5°C alignment is one of its engagement topics with clients or investees | +2 |
| | Element c: The financial institution discloses that it collectively engages (e.g., through Climate Action 100+) with companies it provides financial services to on the topic of alignment with a 1.5°C trajectory. | |
| Met | The financial institution is a member of the Climate Action 100+ OR provides alternative evidence that it collectively engages with clients or investees on the topic of alignment with a 1.5°C trajectory. | +2 |
| | Element d: The financial institution discloses that it requires companies to which it provides financial services to have a strategy aligned with a 1.5°C trajectory. | |
| Met | The financial institution meets element (b) AND provides evidence that it requires its clients or investees to have a strategy aligned with a 1.5°C trajectory. | +2 |



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| Measurement area | B: Respecting planetary boundaries - Alignment with the Paris Agreement and a 1.5°C trajectory | |
| Indicator | 9. Climate solutions The financial institution discloses its level of financing for climate solutions. | |
| Scope | The financial institution can fully meet the indicator with subsidiary or business segment/ sector disclosure. The information under element (a) needs to be reported in aggregate, per asset class, per business segment. Evidence of financing for a specific project while not providing aggregate figure for that type of financing and similar project, does not constitute sufficient evidence for meeting element (a). For elements (a) and (c), sustainable investing or ESG investing are too broad terms to determine whether they support climate solutions. The types of financing could be loans, insurance coverage, investments, etc. and the types of projects, areas, sectors or topics could be renewable energy, energy transition, etc. Under internationally adopted frameworks, any framework used internationally among multiple financial institutions can be accepted. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 1.6667 | |
| | Indicator and elements | Scoring |
| Not met | There is no evidence OR the financial institution does not disclose its level of financing for climate solutions (a) AND does not disclose time-bound targets for its climate solutions (c). | 0 |
| | Element a: The financial institution discloses the aggregate amount (\$) and share (%) of its financing activities devoted to climate solutions, while specifying what those are. | |
| Partially met | The financial institution discloses the aggregate amount or share of its financing activities devoted to climate solutions. | +1 |
| Met | The financial institution discloses the aggregate amount or share of its financing activities devoted to climate solutions AND provides information on the types of financing this includes AND the types of projects, areas, sectors or topics receiving the financing. | +2 |
| | Element b: The financial institution defines climate solutions according to internationally adopted frameworks, (e.g., EU Taxonomy, Climate Bond Initiative). | |
| Met | The financial institution meets element (a) and provides information on internationally adopted frameworks used in defining each type of climate solutions from element (a). | +2 |
| | Element c: The financial institution discloses time-bound targets for its climate solutions. | |
| Met | There is evidence that the financial institution has time-bound, quantitative, monetary and forward-looking targets for its climate solutions. The financial institution can meet element (c) without meeting element (a). | +2 |
| | Element d: The financial institution discloses progress against its targets. | |
| Met | The financial institution meets element (c) and quantitatively tracks performance against the target(s) set under element (c). | +2 |



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| Measurement area | B: Respecting planetary boundaries - Alignment with the Paris Agreement and a 1.5°C trajectory | |
| Indicator | 10. Financed emissions targets The financial institution adjusts its activities in fossil fuel sectors, in line with the best available science. | |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure relating to all of its financing activities. The financial institutions must reference coal, oil and natural gas to meet the element. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 1.6667 | |
| | Indicator and elements | Scoring |
| Not met | There is no relevant evidence found OR the financial institution does not disclose an approach to fossil fuels, which covers the entire fossil fuel value chain, including: the amount or share of finance linked to high-emitting or fossil fuel sectors (a) AND a commitment to not provide any type of financial service to any new fossil fuel projects or to a company undertaking new fossil fuel projects (b) AND a strategy to phase out the provision of any type of financial service to existing projects and companies across the fossil fuel value chain unless they have a strategy aligned with a 1.5°C trajectory. | 0 |
| | Element a: The financial institution discloses the amount (in monetary terms) and share (%) of financing activities linked to high-emitting sectors and fossil fuel sectors. | |
| Met | The financial institution discloses the amount or share of finance directed towards fossil fuel-related activities. | +2 |
| | Element b: The financial institution discloses that it does not provide any type of financial service to any new fossil fuel projects (e.g., project loans) or any type of financial service to a company undertaking new fossil fuel projects. | |
| Met | There is evidence that the financial institution does not provide any type of financial service, to any new fossil fuel projects or any type of financial service to a company undertaking new fossil fuel projects, for example through project loans or general company financing. | +2 |
| | Element c: The financial institution discloses an approach towards financing activities, outlining a strategy to phase out the provision of any type of financial service to existing projects and companies across the fossil fuel value chain, unless they have a clear strategy aligned with 1.5°C trajectory. | |
| Met | There is evidence that the financial institution has a strategy to phase out the provision of any type of financial service, to existing projects and companies across the fossil fuel value chain, unless those projects and companies have a clear strategy aligned with 1.5°C trajectory. | +2 |



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| Measurement area | B: Respecting planetary boundaries - Nature and biodiversity | |
| Indicator | 11. Nature and biodiversity-related impacts The financial institution identifies its impacts on nature and biodiversity and sets targets to address them | |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure across its financing activities. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 1.6667 | |
| | Indicator and elements | Scoring |
| Not met | There is no relevant evidence found OR the financial institution does not disclose, on group level and across its financing activities, its process for identifying the nature- and biodiversity-related impacts of its financing activities (a) AND its does not disclose that it is committed to minimising the negative impacts it has on nature and biodiversity (b) AND there is no evidence of a target(s) to minimise its negative impacts on nature and biodiversity (c). | 0 |
| | Element a: The financial institution discloses its process to identify the nature- and biodiversity-related impacts of its financing activities. | |
| Met | There is evidence that the financial institution has a process to identify the nature- and biodiversity-related impacts of its financing activities on group-level across its financing activities. | +2 |
| | Element b: The financial institution is committed to minimise its negative impact on nature and biodiversity | |
| Met | The financial institution is committed to minimising the negative impact of its financing activities on nature and biodiversity at the group-level. | +2 |
| | Element c: The financial institution discloses targets to minimise its negative impact on nature and biodiversity | |
| Met | There is evidence that the financial institution has targets to minimise the negative impact of its financing activities on nature and biodiversity at the group-level. | +2 |



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| Measurement area | B: Respecting planetary boundaries - Nature and biodiversity | |
| Indicator | 12. Protection and restoration of nature and biodiversity through finance The financial institution adjusts its financing activities to address its nature- and biodiversity-related impacts. | |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 1.6667 | |
| | Indicator and elements | Scoring |
| Not met | There is no relevant evidence found OR the financial institution does not provide, on group level and across its financing activities, a definition of priority sectors and areas and the process for identifying them (a) AND it does not disclose the amount or share of its financing portfolio in priority sectors and areas (b) AND it does not disclose the financing criteria it uses to ensure the protection of priority sectors and areas (c). | 0 |
| | Element a: The financial institution provides a definition of priority sectors and areas and the process to identify them. | |
| Partially met | The financial institution provides a definition of priority sectors and areas. | +1 |
| Met | The financial institution provides a definition of priority sectors and areas AND the process to identify them on group-level and across its financing activities. | +2 |
| | Element b: The financial institution discloses the amount (in monetary terms) and share (%) of its financing portfolio in priority sectors and areas. | |
| Met | The financial institution discloses the amount (in monetary terms) or share (%) of its financing portfolio in priority sectors or areas on group level. | +2 |
| | Element c: The financial institution discloses financing criteria it has towards ensuring the protection of priority sectors and areas | |
| Met | There is evidence that the financial institution shares the financing criteria it has towards ensuring the protection of nature and biodiversity on group level. | +2 |



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| Measurement area | B: Respecting planetary boundaries - Nature and biodiversity | |
| Indicator | 13. Protection and restoration of nature and biodiversity through engagement The financial institution engages with companies it provides financial services to, in line with the nature-related commitments defined in indicator 12. | |
| Scope | The financial institution can fully meet the indicator with subsidiary or business segment/ sector disclosure. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 1.6667 | |
| | Indicator and elements | Scoring |
| Not met | There is no relevant evidence found OR the financial institution does not disclose biodiversity as one of its engagement topics with companies it provides financial services to or that it monitors clients or investees on biodiversity topics AND it does not require its clients or investees to have a strategy addressing their biodiversity-related impacts (b), AND it does not provide evidence that it collectively engages with companies it provides financial service to on biodiversity (c). | 0 |
| | Element a: The financial institution discloses nature- and biodiversity-related impacts as one of its engagement topics/priorities with companies it provides financial services to. AND | |
| Met | There is evidence that the financial institution has engagement activities with its clients or investees on biodiversity topics or monitors their performance against nature and biodiversity criteria. | +2 |
| | Element b: The financial institution provides evidence that it requires companies to which it provides financial services to have a strategy addressing the companies' nature- and biodiversity-related impacts. AND | |
| Met | The financial institution requires its clients or investees to have a strategy addressing their nature- and biodiversity-related impacts or it sets specific requirements on biodiversity management with which clients and investees have to comply. | +2 |
| | Element c: The financial institution provides evidence that it collectively engages with companies it provides financial services to on the topic of their nature- and biodiversity-related impacts. | |
| Met | The financial institution is a member of the Farm Animal Investment Risk and Return (FAIRR) Initiative or provides evidence that it collectively engages with its clients or investees on biodiversity topics. | +2 |

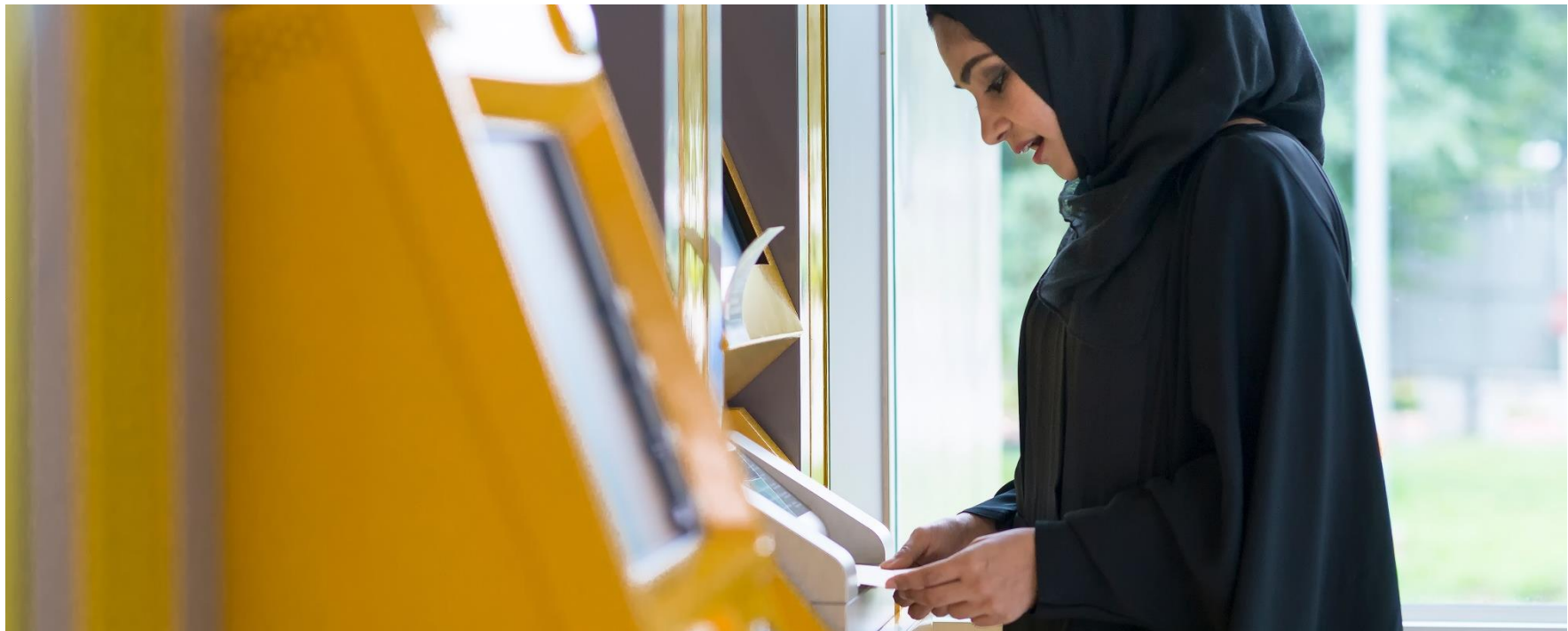


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| Measurement area | B: Respecting planetary boundaries - Nature and biodiversity | |
| Indicator | 14. Nature- and biodiversity-related solutions The financial institution discloses aggregate amount (in monetary terms) and share (%) of its financing activities devoted to nature- and biodiversity-related/regenerative solutions, while specifying what those are. | |
| Scope | The financial institution can fully meet the indicator with subsidiary or business segment/ sector disclosure. | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 1.6667 | |
| | Indicator and elements | |
| Not met | There is no relevant evidence found OR the financial institution does not disclose the aggregate amount or share of its financing activities devoted to nature- and biodiversity-related or regenerative solutions (a) AND it does not have monetary targets to contribute to nature- and biodiversity-related or regenerative solutions (b). | 0 |
| | Element a: The financial institution discloses aggregate amount (in monetary terms) and share (%) of its financing activities devoted to nature- and biodiversity-related/regenerative solutions, while specifying what those are. | |
| Partially met | The financial institution discloses the aggregate amount (in monetary terms) or share (%) of its financing activities devoted to nature and biodiversity-related or regenerative solutions. | +1 |
| Met | The financial institution discloses the aggregate amount (in monetary terms) and share (%) of its financing activities devoted to nature- and biodiversity-related or regenerative solutions AND specifies what those are, at either the group OR the subsidiary/ business segment level. | +2 |
| | Element b: The financial institution has targets to contribute to regenerative solutions. | |
| Met | The financial institution has quantitative monetary targets to contribute to nature and biodiversity-related or regenerative solutions, at either the group OR the subsidiary/ business segment level. | +2 |



C: Adhering to societal conventions

This measurement area is based on WBA's social transformation framework. The framework consists of 18 core social indicators that reflect the Organisation for Economic Co-operation and Development's (OECD) Guidelines of Responsible Business Conduct. Together, they outline the minimum societal expectations that companies should adhere to in order to leave no one behind. By respecting human rights, providing and promoting decent work, and acting ethically (the three themes of the social transformation framework), companies can support the SDGs, address inequalities and contribute to a sustainable future for all. The core social indicators (CSI) were developed to apply to all 2,000 companies that WBA will benchmark by 2023.



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| Measurement area | C: Adhering to societal conventions - Respecting human rights |
| Indicator | <u>15. Commitment to respect human rights</u> The financial institution publicly commits to respecting all internationally recognised human rights across its activities. |
| Indicator score | 1: the element is met 0: the element is not met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure relating to all of its financing activities. A policy covering only aspects of the financial institutions' business would not be sufficient. The focus is on workplace and financing activities. |
| | Indicator and elements |
| Not met | The financial institution does not disclose a publicly available policy statement committing it to respect human rights (a). |
| | Element a: The financial institution has a publicly available policy statement committing it to respect human rights, which is approved by the highest governance body. |
| Met | The financial institution formal policy statement must explicitly commit to respecting human rights or commit to respecting the rights in the Universal Declaration of Human Rights, or commit to respecting the rights in the International Bill of Human Rights, or commit to respecting all internationally recognised human rights. |



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| Measurement area | C: Adhering to societal conventions - Respecting human rights |
| Indicator | <u>16. Commitment to respect the human rights of workers</u> The financial institution publicly commits to respecting the principles concerning fundamental rights at work in the eight ILO core conventions as set out in the ILO Declaration on Fundamental Principles and Rights at Work. It also has a publicly available statement of policy committing it to respect the human rights of workers in its supply chain. |
| Indicator score | 1: all elements are met 0.5: at least one element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. Business relationships refers primarily to suppliers and not relationships through the financial institution's financing activities. |
| | Indicator and elements |
| Not met | The financial institution does not publicly commit (a) AND require its business relationships to publicly commit (b), to respecting the ILO fundamental rights at work. |
| | Element a: The financial institution has a publicly available policy statement committing it to respecting the human rights that the ILO has declared to be fundamental rights at work, which is approved by the highest governance body. AND |
| Met | The financial institution has a formal policy statement where it discloses an explicit commitment to respecting 'the human rights that the ILO has declared to be fundamental rights at work' collectively. Alternatively, it could disclose an explicit commitment to respect each of the human rights that the ILO has declared to be fundamental rights at work, namely: freedom of association and the right to collective bargaining, and the rights not to be subject to forced labour, child labour and discrimination in respect of employment and occupation. |
| | Element b: The financial institution has a publicly available statement of policy that expects its direct business relationships to commit to respecting the human rights that the ILO has declared to be fundamental rights at work. |
| Met | The financial institution has a formal policy statement in which it commits to requiring its business relationships to respect 'the human rights that the ILO has declared to be fundamental rights at work' collectively. Alternatively it could disclose a requirement that business relationships explicitly commit to respecting each of the human rights that the ILO has declared to be fundamental rights at work, namely: freedom of association and the right to collective bargaining, and the rights not to be subject to forced labour, child labour and discrimination in respect of employment and occupation. |



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| Measurement area | C: Adhering to societal conventions - Respecting human rights |
| Indicator | <u>17. Identifying human rights risks and impacts</u> The financial institution proactively identifies its human rights risks and impacts. |
| Indicator score | 1: all elements are met 0.5: at least one element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet element (b) only with group-level disclosure relating to all of its financing activities. The focus is on workplace and financing activities. |
| | Indicator and elements |
| Not met | The financial institution does not describe a comprehensive process for identifying human rights risks and impacts in specific locations or activities covering its own operations (a) AND its financing activities (b). |
| | Element a: The financial institution describes the process(es) to identify its human rights risks and impacts in specific locations or activities covering its own operations. AND |
| Met | The financial institution has a clear process or processes in place to identify its human rights risks to and impacts on its own workers but not on their activities (i.e., granting loans, buying shares of companies etc.). This could include undertaking desk-based research to identify key risks in the financial institution's industry and the regions in which it operates and analysing its internal process(es) to understand its own human rights risks. |
| | Element b: The financial institution describes the process(es) to identify its human rights risks and impacts in specific locations or activities through relevant financing activities. |
| Met | The financial institution has a clear process or processes in place to identify its risks to and impacts on people through its financing activities. This could include undertaking desk-based research to identify key risks in the financial institution's industry and the regions in which it operates and analysing its internal process(es) to understand its own human rights risks. If taking the 'catch-all approach', then a financial institution undertaking banking, lending, insuring, asset owning, asset managing and so on would need to demonstrate an approach to HR risk/impact as follows: banking (corporate lending) – considering the HR risks/impacts linked to activities or companies that are being financed; banking (personal) – considering the HR risks/impacts linked to provision of financial services to individuals; insuring – considering the HR risks/impacts linked to activities or companies that are insured (but not focusing on personal clients); asset owning – considering HR risks/ impacts linked to asset management (i.e. what do financial institutions do to understand risks and impact linked to the assets being managed by a third party); asset management – considering the HR risks/impacts in financial institution's portfolios. |



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| Measurement area | C: Adhering to societal conventions - Respecting human rights |
| Indicator | 18. Assessing human rights risks and impacts Having identified its human rights risks and impacts, the financial institution assesses them and then prioritises its salient human rights risks and impacts. |
| Indicator score | 1: one element is met 0: zero elements are met |
| Indicator weight | 2 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. The focus can be on workplace AND/OR supply chain AND/OR financing activities dependent on how the financial institution assesses the saliency of its human rights risks and impacts. |
| | Indicator and elements |
| Not met | The financial institution does not disclose a process for assessing its human rights risks and impacts to identify its salient human rights issues (a) OR it does not disclose the results of its human rights risk and impact assessments (b). |
| | Element a: The financial institution describes its process(es) for assessing its human rights risks and discloses what it considers to be its salient human rights issues. This description includes how relevant factors are taken into account, such as geographical, economic, social and other factors. OR |
| Met | There is evidence that the financial institution has a process for assessing the human rights risks it has identified and discloses what it considers to be its salient human rights issues. A description of this process would include how relevant factors are considered, such as geographical, economic and social factors. The financial institution should consider scale (the gravity of the impact), scope (the number of individuals who are or could be affected) and remediability (any limits on the ability to restore those affected to a situation at least the same as, or equivalent to, their situation before the adverse impact). |
| | Element b: The financial institution publicly discloses the results of its assessments, which may be aggregated across its operations and locations. |
| Met | This element is only assessed if element (a) is not met. The financial institution discloses the results of its human rights risks and impact assessments, which may be aggregated across its operations and locations. |



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| Measurement area | C: Adhering to societal conventions - Respecting human rights |
| Indicator | <u>19. Integrating and acting on human rights risk and impact assessments</u> The financial institution integrates the findings of its assessments of human rights risks and impacts into relevant internal functions and processes by taking appropriate actions to prevent, mitigate or remediate its salient human rights issues. |
| Indicator score | 1: one element is met 0: zero elements are met |
| Indicator weight | 2 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. The focus can be on workplace AND/OR supply chain AND/OR financing activities dependent on how the financial institution assesses the saliency of its human rights risks and impacts. |
| | Indicator and elements |
| Not met | The financial institution does not disclose that it has a global system to act on its salient human rights issues (a) OR provide an example of the specific conclusions reached and actions taken or to be taken on at least one of its salient human rights issues as a result of assessment processes in at least one of its activities/operations in the last three years (b). |
| | Element a: The financial institution describes its global system to take action to prevent, mitigate or remediate its salient human rights issues, AND this includes a description of how its global system applies to its financing activities. OR |
| Met | The financial institution meets element (18a) clearly describes a global system to take action to prevent, mitigate or remediate its salient human rights issues. Where the financial institution has a clear global system, it can be assumed that this system or approach is used in each particular location the financial institution operates in. |
| | Element b: The financial institution provides an example of the specific conclusions reached and actions taken or to be taken on at least one of its salient human rights issues as a result of assessment processes in at least one of its activities/operations in the last three years. |
| Met | Refer to the indicator scope and the glossary for guidance. |



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| Measurement area | C: Adhering to societal conventions - Respecting human rights |
| Indicator | <u>20. Engagement with affected and potentially affected stakeholders</u> As part of identifying and assessing its human rights risks and impacts, the financial institution identifies and engages with stakeholders whose human rights have been or may be affected by its activities. |
| Indicator score | 1: all elements are met 0.5: at least one element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. The focus is on suppliers; those who have a direct contractual relationship with the financial institution. |
| | Indicator and elements |
| Not met | The financial institution does not disclose the stakeholders it engages with on human rights risks and impacts. |
| | Element a: The financial institution discloses the categories of stakeholders whose human rights have been or may be affected by its activities. AND |
| Met | There is evidence that the financial institution identifies and engages with stakeholders as part of its identification and assessment of its human rights risks and impacts. |
| | Element b: The financial institution provides at least two examples of its engagement with stakeholders whose human rights have been or may be affected by its activities (or their legitimate representatives or multi-stakeholder initiatives) in the last two years. |
| Met | Engaging with potentially and actually affected stakeholders means engaging in a dialogue with the stakeholders who might be, or are, impacted by the financial institution's activities and/ or with their legitimate representatives and/or with multi-stakeholder initiatives. Depending on the nature of the company's operations, stakeholders can include (but are not limited to) workers, their families, local communities and any other person or group of people whose life and environment may be impacted. |



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| Measurement area | C: Adhering to societal conventions - Respecting human rights |
| Indicator | <u>21. Grievance mechanisms for workers</u> The financial institution has one or more channel(s)/ mechanism(s) (its own, third party or shared) through which workers can raise complaints or concerns, including in relation to human rights issues. |
| Indicator score | 1: the element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. The focus is on workers, meaning employees and direct contractors (individuals). |
| | Indicator and elements |
| Not met | The financial institution does not have a grievance mechanism accessible to all workers to raise human rights complaints or concerns (a). |
| | Element a: The financial institution indicates that it has one or more channel(s)/ mechanism(s), or participates in a third-party or shared mechanism, accessible to all workers to raise complaints or concerns related to the company. |
| Met | An explicit reference to human rights is not required, but it must be clear to stakeholders that a channel/mechanism designed to cover other topics (e.g. a corruption hotline) can be used to raise human rights complaints or concerns as well. A mechanism that is purely anonymous will not meet the indicator element as it will not necessarily provide access to remedy for affected individuals. |



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| Measurement area | C: Adhering to societal conventions - Respecting human rights |
| Indicator | <u>22. Grievance mechanisms for external individuals and communities</u> The financial institution has one or more channel(s)/ mechanism(s) (its own, third party or shared) through which individuals and communities who may be adversely impacted by the financial institution can raise complaints or concerns, including in relation to human rights issues. |
| Indicator score | 1: the element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. |
| | Indicator and elements |
| Not met | The financial institution does not disclose a grievance mechanism accessible to all external individuals and communities who may be adversely impacted by the financial institution to raise human rights complaints or concerns (a). |
| | Element a: The financial institution indicates that it has one or more channel(s)/ mechanism(s), or participates in a shared mechanism, accessible to all external individuals and communities who may be adversely impacted by the company (or individuals or organisations acting on their behalf or who are otherwise in a position to be aware of adverse impacts), to raise complaints or concerns. |
| Met | An explicit reference to human rights in the mechanism is not required, but it must be clear to stakeholders that a channel/ mechanism designed to cover other topics (e.g. a corruption hotline) can be used to raise human rights complaints or concerns as well. A mechanism that is purely anonymous will not meet the indicator element as it will not necessarily provide access to remedy for affected individuals. For financial activities, a grievance mechanism that allows third parties to raise a grievance is not a promise by the financial institution to provide remedy. Rather, a grievance mechanism provides an avenue to reach a solution in cases where a bank and stakeholder disagree about whether the bank has contributed to an adverse impact through its client relationship or other business partners. |



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| Measurement area | C: Adhering to societal conventions - Providing and promoting decent work |
| Indicator | <u>23. Health and safety fundamentals</u> The financial institution publicly commits to respecting the health and safety of workers and discloses relevant data. It also places health and safety expectations on and monitors the performance of its suppliers. |
| Indicator score | 1: all elements are met 0.5: at least one element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. The focus is on workers and suppliers. |
| | Indicator and elements |
| Not met | The financial institution does not publicly commit to respecting the health and safety of workers (a) AND does not disclose quantitative health and safety information for its workers (b) AND does not provide evidence that it requires suppliers to commit to respecting the health and safety of workers (c) AND does not disclose that it monitors suppliers health and safety performance (d). |
| | Element a: The financial institution has a publicly available policy statement committing it to respect the health and safety of workers. AND |
| Met | The financial institution's policy statement can commit to providing a healthy and safe workplace, respecting the health and safety of its workers or equivalent language. |
| | Element b: The financial institution discloses quantitative information on health and safety for its workers. AND |
| Met | Would be met by at least disclosing information in line with GRI 403-9: the number and rate of fatalities as a result of work-related injuries, the number and rate of high-consequence work-related injuries (excluding fatalities), the number and rate of recordable work-related injuries, the main types of work-related injuries and the number of hours worked. |
| | Element c: The financial institution has a publicly available statement of policy that expects its suppliers to commit to respecting the health and safety of their workers. AND |
| Met | The financial institution's policy statement must include an expectation that its suppliers commit to providing healthy and safe workplaces, respecting the health and safety of their workers or equivalent wording. |
| | Element d: The financial institution discloses how it monitors the health and safety performance of its suppliers. |
| Met | Refer to the indicator scope and the glossary for guidance. |



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| Measurement area | C: Adhering to societal conventions - Providing and promoting decent work |
| Indicator | <u>24. Living wage fundamentals</u> The financial institution is committed to paying its workers a living wage and supports the payment of a living wage by its suppliers. |
| Indicator score | 1: all elements are met 0.5: at least one element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. The focus is on workers and suppliers. |
| | Indicator and elements |
| Not met | The financial institution does not disclose a time-bound target for paying its workers a living wage or that it has achieved paying all workers a living wage (a) AND it does not describe how it determines a living wage for the regions where it operates (b) AND it does not outline how it works to support the payment of a living wage by its suppliers (c). |
| | Element a: The financial institution discloses a time-bound target for paying all workers a living wage or that it has achieved paying all workers a living wage. AND |
| Met | The financial institution can use any language, for example, that it pays a minimum wage/more than a minimum wage/a living income (or other equivalents) so long as it describes how it provides/is sufficient to afford a decent standard of living for a worker and his or her family (in line with the definition of living wage found in the glossary). If the financial institution has a target to achieve a living wage it must state the year in which it intends to achieve the target. |
| | Element b: The financial institution describes how it determines a living wage for the regions where it operates. AND |
| Met | The financial institution must describe how it works with relevant trade unions (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law) to determine a living wage, or describes the methodology it uses to determine a living wage (e.g. the Anker Methodology for Estimating a Living Wage or the Massachusetts Institute of Technology Living Wage Calculator). |
| | Element c: The financial institution describes how it works to support the payment of a living wage by its suppliers. |
| Met | The financial institution requires its suppliers to pay their workers a living wage or expects its suppliers to pay their workers a living wage AND provides a description of how it works with its suppliers. |



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| Measurement area | C: Adhering to societal conventions - Providing and promoting decent work |
| Indicator | <u>25. Working hours fundamentals</u> The financial institution does not require workers to work more than the regular and overtime hours and places equivalent expectations on its suppliers. |
| Indicator score | 1: all elements are met 0.5: at least one element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. The focus is on workers and suppliers. |
| | Indicator and elements |
| Not met | The financial institution does not: publicly commit to limiting the required working hours for workers to 48 hours in a regular workweek or 60 hours including overtime (a) AND it does not state that it requires all overtime to be consensual and paid at a premium rate (b) AND there is no evidence of an expectation for suppliers to limit the maximum required working hours for their workers was (c). |
| | Element a: The financial institution publicly states that workers shall not be required to work more than 48 hours in a regular work week or 60 hours including overtime. AND |
| Met | If a financial institution's position on a regular work week is '60 hours including overtime' but excludes the key 48 hours element this is not acceptable. This is to avoid a scenario where a financial institution defines a regular work week as 55 hours, with only five hours of premium overtime, thereby making up a total of 60 hours. The exception to this would be where a financial institution explains there is a legally defined maximum regular work week of 48 hours, or less, in every country in which it operates. |
| | Element b: The financial institution publicly states that all overtime work must be consensual and be paid at a premium rate. AND |
| Met | Refer to the indicator scope and the glossary for guidance. |
| | Element c: The financial institution has a public expectation that its suppliers shall not require workers to work more than 48 hours in a regular work week or 60 hours including overtime. |
| Met | If a financial institution's position on a regular work week is '60 hours including overtime' but excludes the key 48 hours element this is not acceptable. This is to avoid a scenario where a financial institution defines a regular work week as 55 hours, with only five hours of premium overtime, thereby making up a total of 60 hours. The exception to this would be where a financial institution explains there is a legally defined maximum regular work week of 48 hours, or less, in every country in which its suppliers operate. |



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| Measurement area | C: Adhering to societal conventions - Providing and promoting decent work |
| Indicator | <u>26. Collective bargaining fundamentals</u> The financial institution discloses information about collective bargaining agreements covering its workforce and its approach to supporting the practices of its suppliers in relation to freedom of association and collective bargaining. |
| Indicator score | 1: all elements are met 0.5: at least one element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. The focus is on workers and suppliers. |
| | Indicator and elements |
| Not met | The financial institution does not disclose the coverage of collective bargaining agreements for its direct operations workforce (a) AND it does not describe how it works to support the practices of its suppliers in relation to freedom of association and collective bargaining (b). |
| | Element a: The financial institution discloses the proportion of its total direct operations workforce covered by collective bargaining agreements. AND |
| Met | Refer to the indicator scope and the glossary for guidance. |
| | Element b: The financial institution describes how it works to support the practices of its suppliers in relation to freedom of association and collective bargaining. |
| Met | The financial institution should explain more than just how it observes or monitors its suppliers, as part of its work to support them in relation to freedom of association and collective bargaining. For example, with respect to its suppliers, the financial institution could provide training or conduct joint projects with them. |



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| Measurement area | C: Adhering to societal conventions - Providing and promoting decent work |
| Indicator | <u>27. Diversity disclosure fundamentals</u> The financial institution discloses the percentage of employees for each employee category by at least four indicators of diversity. |
| Indicator score | 1: all elements are met 0.5: at least one element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | Employee category breakdown can be by level (such as senior management, middle management) and/or function (such as technical, administrative, production). The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. The focus is on workers. |
| | Indicator and elements |
| Not met | The financial institution does not disclose the proportion of its total direct operations workforce for each employee category by age group (a) AND gender (b) AND race or ethnicity (c) AND another indicator of diversity (d). |
| | Element a: The financial institution discloses the proportion of its total direct operations workforce for each employee category by age group. AND |
| Met | The suggested age groups for reporting on this disclosure are under 30 years old, 30-50 years old and over 50 years old. |
| | Element b: The financial institution discloses the proportion of its total direct operations workforce for each employee category by gender. AND |
| Met | Refer to the indicator scope and the glossary for guidance. |
| | Element c: The financial institution discloses the proportion of its total direct operations workforce for each employee category by race or ethnicity. AND |
| Met | If the financial institution explains it is unable to meet this requirement because of legal restrictions on the collection of ethnic or racial data in certain jurisdictions this is accepted. |
| | Element d: The financial institution discloses the proportion of its total direct operations workforce for each employee category by one or more additional indicators of diversity (e.g., disability, sexual identity and marital and family status, etc). |
| Met | Additional indicators of diversity could include disability, sexual identity, marital and family status, nationality. |



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| Measurement area | C: Adhering to societal conventions - Acting ethically |
| Indicator | <u>28. Personal data protection fundamentals</u> The financial institution publicly commits to protecting personal data and has a global approach to data privacy. |
| Indicator score | 1: all elements are met 0.5: at least one element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. |
| | Indicator and elements |
| Not met | The financial institution does not publicly commit to protecting personal data (a) AND publish a privacy statement regarding the collection of, sharing and access to personal data (b). |
| | Element a: The financial institution has a public commitment to protect personal data. AND |
| Met | The financial institution could, for example, commit to respecting the right to data privacy or commit to protecting personal data or information. A financial institution would not meet element a) where it only commits to protecting the personal data of a certain group of people, such as employees, to the exclusion of other groups, like customers. A commitment to protect personal data should relate to all stakeholders whose personal data is being processed by the financial institution. At a minimum this must include employees and customers. |
| | Element b: The financial institution has a global publicly available privacy statement in relation to the collection, sharing and access to personal data. |
| Met | The financial institution must at least disclose the types of user information it collects, disclose the types of third parties that user information is shared with and allow a user to retrieve a copy of user information collected by the financial institution. |



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| Measurement area | C: Adhering to societal conventions - Acting ethically |
| Indicator | <u>29. Responsible tax fundamentals</u> The financial institution has a public global tax approach and discloses its corporate income tax payments on a country-by-country basis. |
| Indicator score | 1: all elements are met 0.5: at least one element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. |
| | Indicator and elements |
| Not met | The financial institution does not disclose a global tax strategy (a) AND it does not provide evidence that responsibility for the global tax strategy lies with an executive-level individual or body (b) AND it does not disclose income tax payments for all of its tax jurisdictions (c). |
| | Element a: The financial institution has a publicly available global tax strategy, which is approved by the highest governance body. AND |
| Met | The financial institution's tax strategy could take various forms, including a policy, standard or code of conduct. |
| | Element b: A governance body or executive-level position is tasked with accountability for compliance with the financial institution's global tax strategy. AND |
| Met | The financial institution meets element and assigns responsibility for the global tax strategy to an executive -level individual or body. |
| | Element c: The financial institution clearly discloses the amount of corporate income tax paid for each tax jurisdiction where the company is a resident for tax purposes. |
| Met | The financial institution's disclosures should not be spread across various reports; they need to be easily accessible and should be contained in one report, document or webpage. |



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| Measurement area | C: Adhering to societal conventions - Acting ethically |
| Indicator | <u>30. Anti-bribery and anti-corruption fundamentals</u> The financial institution publicly prohibits bribery and corruption and takes steps to identify and address bribery and corruption risks and incidents. |
| Indicator score | 1: all elements are met 0.5: at least one element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. For element (c) 'contracts' are defined narrowly and exclude e.g., shareholdings. The focus is on workers and suppliers. |
| | Indicator and elements |
| Not met | The financial institution does not disclose a policy on bribery and corruption (a) AND there is no evidence of a or a process for identifying and addressing bribery and corruption (b) AND it does not include anti-bribery and anti-corruption clauses in its contracts with business relationships (c) AND it does not have a grievance mechanism for stakeholders to raise concerns AND/OR complaints regarding bribery and corruption (d). |
| | Element a: The financial institution has a publicly available policy statement prohibiting bribery and corruption. AND |
| Met | Acceptable for the financial institution to state that it has 'zero tolerance for bribery and corruption' in a public policy document. |
| | Element b: The financial institution describes the process(es) to identify its bribery and corruption risks and impacts in specific locations or activities covering its own operations. AND |
| Met | The financial institution should describe a global approach to bribery and corruption risk management across its operating activities. |
| | Element c: The financial institution includes anti-bribery and anti-corruption clauses in its contracts with direct business relationships. AND |
| Met | The financial institution discloses evidence, in a policy or code of conduct, that bribery and corruption is always be prohibited in dealings with business relationships. There must be consequences for the business relationship if bribery and corruption is discovered, for example a possible termination or a reassessment of the relationship/contract. 'Contracts' is defined narrowly and, for example, excludes shareholdings. |
| | Element d: The financial institution indicates that it has a confidential and anonymous channel/mechanism accessible to all stakeholders to raise bribery and corruption concerns and complaints without fear of reprisals. |
| Met | The channel/mechanism must be accessible to both internal and external stakeholders. |



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| Measurement area | C: Adhering to societal conventions - Acting ethically |
| Indicator | 31: Responsible lobbying and political engagement The financial institution has an approach to lobbying and political engagement and has related controls in place. |
| Indicator score | 1: all elements are met 0.5: at least one element is met 0: zero elements are met |
| Indicator weight | 1 |
| Scope | The financial institution cannot partially or fully meet the indicator with subsidiary or business segment/ sector disclosure. The financial institution can meet this indicator and related elements only with group-level disclosure. For element (c) 'contracts' are defined narrowly and exclude e.g. shareholdings. |
| | Indicator and elements |
| Not met | The financial institution does not disclose its approach to lobbying and political engagement (a) AND it does not require third-party lobbyists to comply with its approach to lobbying and political engagement (d) AND it does not specify that it does not make political contributions (b) AND it does not disclose its lobbying expenditures (c). |
| | Element a: The financial institution has a publicly available policy statement(s) (or policy(ies)) setting out its lobbying and political engagement approach. AND |
| Met | Refer to the indicator scope and the glossary for guidance. |
| | Element b: The financial institution has a publicly available policy statement that specifies that it does not make political contributions. AND |
| Met | Where a financial institution allows political contributions, it would meet element (b) if it only allows them by exception and clearly states the criteria for making them. |
| | Element c: The financial institution discloses its expenditures on lobbying activities. AND |
| Met | Refer to the indicator scope and the glossary for guidance. |
| | Element d: The financial institution requires third-party lobbyists to comply with its lobbying and political engagement policy (or policies). |
| Met | Refer to the indicator scope and the glossary for guidance. |



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| Measurement area | C: Adhering to societal conventions | |
| Indicator | 32. Financing for usually excluded groups | |
| Indicator score | Sum of element scores. | |
| Indicator weight | 2.5 | |
| Scope | The financial institution can fully meet the indicator with subsidiary or business segment/ sector disclosure. | |
| | Indicator and elements | Scoring |
| | Indicator 32: The financial institution discloses how much financing it contributes to specific groups, entities or industries that traditionally receive less financing. | |
| Not met | There is no relevant evidence found OR the financial institution does not disclose a) the breakdown of clients or beneficiaries by income group or company size (e.g. by number of employees/ revenue), at either the group or the subsidiary or business segment level, b) the amount of financing to women-owned business or to another usually excluded groups, c) small- and medium-sized enterprises, d) and low-income, developing countries. | 0 |
| | Element a: The financial institution discloses the breakdown of clients/ beneficiaries by income group/company size (e.g. by number of employees/revenue). AND | |
| Met | The financial institution discloses the breakdown of clients or beneficiaries by income group or company size (e.g., by number of employees/ revenue), at either the group or the subsidiary/ business segment level. | +2 |
| | Element b: The financial institution discloses the amount of financing to women-owned businesses OR to another usually excluded group, defined by the financial institution itself. AND | |
| Met | The financial institution discloses the amount of financing to women-owned business or to business owned by another usually excluded group, defined by the financial institution itself, at either the group or the subsidiary/ business segment level. | +2 |
| | Element c: The financial institution discloses the amount of financing to small-and medium-sized enterprises. AND | |
| Met | The financial institution discloses the amount of financing to small- and medium-sized enterprises, at either the group or the subsidiary/ business segment level. | +2 |
| | Element d: The financial institution discloses the amount of financing to low-income, developing countries | |
| Met | The financial institution discloses the amount of financing to low-income, developing countries, at either the group or the subsidiary/ business segment level. | +2 |



Annex

Glossary

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| Affected stakeholder | An individual whose human rights have been or may be affected by a company's operations, products or services. |
| Bribery | The offering, promising, giving, accepting or soliciting of an advantage as an inducement for an action which is illegal, unethical or a breach of trust. Inducements can take the form of gifts, loans, fees, rewards or other advantages. |
| Business activities | Everything that a company does in the course of fulfilling the strategy, purpose, objectives and decisions of the business. This may include activities such as mergers and acquisitions, research and development, design, construction, production, distribution, purchasing, sales, provision of security, contracting, human resource activities, marketing, conduct of external/government relations including lobbying, engagement with stakeholders, relocation of communities and social investment. |
| Business relationships | The relationships a company has with business partners, entities in its value chain and any other State or non-State entity directly linked to its operations, products or services. They include indirect relationships in its value chain, beyond the first tier, and minority as well as majority shareholding positions in joint ventures. It covers both upstream and downstream relationships. |
| Child labour and child work | A 'child' is anyone under the age of 18 as defined by the Convention on the Rights of the Child (CRC). A child can 'work' at an earlier age than 18 as specified in ILO Convention 138 Minimum Age for Admission to Employment (1973) – i.e. if the age is above the age for finishing compulsory schooling, is in any case not less than 15 years of age (and at 14 years of age in specific circumstances in developing countries) and as long as it is not 'hazardous work'. 'Child labour' is work by people under 18 ('children') that is not permitted (as set out above). 'Child work' is work by people under 18 ('children') that is permitted. Child work is carried out by 'young workers'. |
| Climate solutions | Actions that avoid greenhouse gas emissions and increase carbon storage. |
| Collective bargaining | Collective bargaining refers to all negotiations which take place between an employer, a group of employers or one or more employers' organisations, on the one hand, and one or more workers' organisations, on the other, for: (a) determining working conditions and terms of employment; and/or (b) regulating relations between employers and workers; and/or (c) regulating relations between employers or their organisations and a workers' organisation or workers' organisations. |



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| Collective bargaining agreements | Collective bargaining agreements (CBA) are written agreements regarding working conditions and terms of employment concluded between one or more employers or employers' organizations, on the one hand, and one or more representative workers' organizations or duly elected and authorised representatives of the workers (according to national laws and regulations), on the other. |
| Corruption | The abuse of entrusted power for private gain. Corruption can be classified as grand, petty or political, depending on the amounts of money lost and the sector where it occurs. |
| Embedding | The macro-level process of ensuring that a company's responsibility to respect human rights is driven across the organisation, into its business values and culture. It requires that all personnel are aware of the company's public commitment to respect human rights, understand its implications for how they conduct their work, are trained, empowered and incentivised to act in ways that support the commitment, and regard it as intrinsic to the core values of the workplace. Embedding is one continual process, generally driven from the top of the company. |
| Employee category | Breakdown of employees by level (such as senior management, middle management) and function (such as technical, administrative, production). |
| Employees | All those workers who hold paid employment jobs, which are those where the incumbents hold employment contracts, which give them a basic remuneration not directly dependent upon the revenue of the unit for which they work. |
| Engagement | Interactions between a financial institution and the organisations it provides financial services to (customers, clients, investees) after a financial service has been granted (e.g. after providing a loan or investment). See also: <i>Political engagement</i> . |
| Executive team | An executive committee or board that includes positions such as Chief Executive Officer (CEO) and Chief Financial Officer (CFO). See also: <i>Management team</i> ; <i>Senior leadership positions</i> |
| Financing activities | The totality of a financial institutions activities, including investing, lending, investment banking, insurance underwriting and advising. |
| Forced labour | Forced labour refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers or threats of denunciation to immigration authorities. Forced labour, contemporary forms of slavery, debt bondage and human trafficking are closely related terms though not identical in a legal sense. Most situations of slavery or human trafficking are, however, covered by ILO's definition of forced labour. |
| Forward-looking target | A target with aims to be achieved at least one year in the future. |



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| Fossil fuels | A natural fuel such as coal, oil or gas, formed in the geological past from the remains of living organisms. |
| Fundamental rights at work | These rights are set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and cover: (a) freedom of association and the effective recognition of the right to collective bargaining; (b) the elimination of all forms of forced or compulsory labour; (c) the effective abolition of child labour; and (d) the elimination of discrimination in respect of employment and occupation. |
| Governance body | A committee or board responsible for the strategic guidance of the organisation, the effective monitoring of management and the accountability of management to the broader organisation and its stakeholders. |
| Group-level | The highest level of an organisational structure where decisions are ultimately made. Financial information is usually consolidated in accordance with the organisational boundaries of the group-level entity. Often a parent or holding company; the opposite of a subsidiary or business segment/ sector. |
| Highest governance body | A formalised group of persons charged with ultimate authority in an organisation. |
| High-consequence work-related injury | Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months. |
| Human rights | Basic international standards aimed at securing dignity and equality for all. Every human being is entitled to enjoy these rights without discrimination. |
| Human rights due diligence | An ongoing risk management process that a reasonable and prudent company needs to follow in order to identify, prevent, mitigate and account for how it addresses its adverse human rights impacts. As set out in the UN Guiding Principles 17-21, this includes four key steps: assessing actual and potential human rights impacts; integrating and acting on the findings; tracking responses; and communicating about how impacts are addressed. |
| Human rights risks | Any risks that its operations may lead to one or more negative human rights impacts. They therefore relate to its potential human rights impacts. Importantly, a company's human rights risks are the risks that its operations pose to human rights. This is separate from any risks that involvement in human rights impacts may pose to the enterprise, although the two are increasingly related. |
| Impact | As it relates to an organisation, for example a financial institution, impact is the positive or negative, intended or unintended effect, of organisational activities on the economy, society and the environment. |



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| Living wage | There are numerous definitions of living wage, but the core concept is to provide a decent standard of living for a worker and his or her family. A living wage is sufficient to cover food, water, clothing, transport, education, health care and other essential needs for workers and their family based on a regular work week not including overtime hours. |
| Lobbying | Any direct or indirect communication with public officials, political decision makers or representatives for the purposes of influencing public decision making and carried out by or on behalf of any organised group. |
| Low-income, developing countries | Low-income developing economies are defined as those with a Gross National Income per capita that falls below USD 1,085 in 2021, calculated using the World Bank Atlas method (World Bank). |
| Management team | Roles or positions a level below the Executive level in an organisation. See also: <i>Executive team</i> ; <i>Senior leadership positions</i> |
| Nature- and biodiversity-related solutions | Working with and enhancing nature- and- biodiversity to help address societal challenges. Solutions could include the protection and management of natural ecosystems by, for example, planting trees, restoring habitats and preserving forests to absorb atmospheric CO ₂ . |
| Negative human rights impact | Occurs when an action removes or reduces the ability of an individual to enjoy his or her human rights. Human rights impacts can either have occurred or be ongoing or be potential human rights impacts in the future. |
| Net-zero | Reducing greenhouse gas emissions to as close to zero as possible, with any remaining emissions removed or re-absorbed from the atmosphere. |
| Personal data | Any information relating to an identified or identifiable person. An identifiable person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person. |
| Policy commitment to respect human rights | A high-level and widely available statement by a company that sets out its intention to respect human rights with the expectation of being accountable for achieving that aim. |



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| Political engagement | The ways in which a company contributes to or participates in the political process. This includes but is not limited to activities such as political contributions, indirect political expenditure, lobbying, advocacy through trade associations and other membership bodies, the revolving door, secondments, training and workshops for public sector officials and politicians, and political activities related to the workplace. |
| Priority sectors and areas | Industry sectors and geographic areas with the highest dependency and impact on nature and biodiversity. |
| Quantitative target | A target measured using quantities; a numerical target. |
| Recordable work-related injury or ill health | Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. |
| Remediation/remedy | Refers to both the process of providing remedy for a negative human rights impact and the substantive outcomes that can counteract, or make good, the negative impact. These outcomes may take a range of forms, such as apologies, restitution, rehabilitation, financial or non-financial compensation and punitive sanctions (whether criminal or administrative, such as fines), as well as the prevention of harm through, for example, injunctions or guarantees of non-repetition. |
| Remuneration | Basic salary plus additional amounts paid to a worker. |
| Requirement | More than encouragement or support. There are consequences to noncompliance with a requirement. |
| Salient human rights issues | Those human rights that are at risk of the most severe negative impacts through a company's activities or business relationships. They therefore vary from company to company. |
| Senior leadership positions | A senior management position or any other senior-level position that is explicitly described as being below the Executive level or highest governance body in the organisation. |
| Severe human rights impact | A negative human rights impact is severe by virtue of one or more of the following characteristics: its scale, scope or irremediability. Scale means the gravity of the impact on the human right(s). Scope means the number of individuals that are or could be affected. Irremediability means the ease or otherwise with which those impacted could be restored to their prior enjoyment of the right(s). |



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| Stakeholder | Any individual or organisation that may affect or be affected by a company's actions and decisions. |
| Stakeholder engagement | An ongoing process of interaction and dialogue between a company and its stakeholders that enables the company to hear, understand and respond to their interests and concerns, including through collaborative approaches. |
| Suppliers | Defined as tier 1 and beyond, including subcontractors. |
| Supply chain | Refers to all supply chain business relationships, tier 1 and beyond, including subcontractors. |
| Tax jurisdiction | Country or territory with autonomous taxing powers similar to a country. |
| Time-bound target | A target that includes a date by which it must be achieved. |
| Trade union | A trade union is defined as a workers' organization constituted for the purpose of furthering and defending the interests of workers. |
| Value chain | A company's value chain encompasses the activities that convert input into output by adding value. It includes entities with which the company has a direct or indirect business relationship and which either (a) supply products or services that contribute to the company's own products or services or (b) receive products or services from the company. |
| Worker | An individual performing work for a company, regardless of the existence or nature of any contractual relationship with that company. |



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Voluntary disclosure frameworks

[Banking Environment Initiative \(Cambridge Institute for Sustainability Leadership\)](#)

[BankTrack Human Rights Benchmark](#)

[B Impact Assessment \(B Lab\)](#)

[Climate Disclosure Project \(CDP\) Questionnaire](#), [CDP Non-Disclosure Campaign](#) and [Science-Based Targets Campaign](#)

[Center for Climate-Aligned Finance \(Rocky Mountain Institute\)](#)

[Center for Political Accountability CPA-Zicklin Index](#)

[Climate Action 100+](#) (including Climate Action 100+ Net-Zero Company Benchmark – CA100+ NZ CB)

[Climate Action in Financial Institutions](#)

[Climate Disclosure Standards Board \(CDSB\)](#)

[Climate Finance Leadership Initiative](#)

[Climate Policy Initiative \(CPI\) Framework for Sustainable Finance Integrity](#)

[Climate Policy Initiative \(CPI\) Net Zero Finance Tracker](#)

[Climate Safe Lending Network](#) (including Climate Safe Lending Pathway – CSLP (2020))

[Climate Transparency Hub \(ADEME\)](#)

[ClimateWise Principles \(Cambridge Institute for Sustainability Leadership\)](#)

[Fair Finance International \(Oxfam\)](#) (including Fair Finance Guide International – FFGI (2021))

[Finance for Biodiversity Pledge](#)

[Finance Sector Roadmap Eliminating Commodity-Driven Deforestation](#) (Deforestation-Free Finance (2021))

[Financial Services Human Rights Benchmark \(University of Sydney\)](#)



[Financing the Transition to a Net Zero Future \(World Economic Forum\)](#)

[Forests & Finance Bank Policy Matrix](#)

[Future-Fit Business Benchmark](#)

[Glasgow Financial Alliance for Net Zero \(GFANZ\) \(Net Zero Asset Managers Initiative, Net-Zero Insurance Alliance, United Nations-convened Net-Zero Asset Owner Alliance, United Nations-convened Net-Zero Banking Alliance\)](#)

[GLSD Sector-Specific SDG-related Metrics for Corporate Reporting \(GLSD \(2021\)\)](#)

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[Global Pension Transparency Benchmark](#)

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[IRIS+ \(Global Impact Investing Network\)](#)

[MSCI SDG Tracker](#)

[Net Zero Investment Framework \(Institutional Investors Group on Climate Change\) \(IIGCC\)](#)

[Responsible Business Conduct for Institutional Investors \(2017\), and Due Diligence for Responsible Corporate Lending and Securities Underwriting \(2019\) \(Organisation for Economic Co-operation and Development\) \(OECD\)](#)

[Operating Principles for Impact Management \(International Finance Corporation\)](#)

[Paris Agreement Capital Transition Assessment \(2° Investing Initiative – 2DII\) \(PACTA\)](#)



[Partnership for Carbon Accounting Financials \(PCAF\)](#)

[Partnership for Biodiversity Accounting Financials \(PBAF\)](#)

[Principles for Responsible Banking](#) (including [Collective Commitment to Climate Action](#)), [Positive Impact Initiative](#) and [Principles for Sustainable Insurance](#) (United Nations Environment Programme Finance Initiative) (PRB, PII, PSI)

[Principles for Responsible Investment Reporting Framework \(PRI\)](#)

[Rainforest Action Network \(Banking on Climate Chaos\) \(RAN\)](#)

[Real Impact Tracker](#)

[Responsible Asset Allocator Initiative](#)

[Science Based Targets initiative for financial institutions \(SBTi\)](#)

[Science Based Targets Network \(SBTN\)](#)

ShareAction: [Point of No Returns](#) (2020a), [Banking on a Low-Carbon Future II](#) (2020b), [Pension Funds AODP Global Climate Index](#) (2018b), [Got it covered? Insurance in a changing climate](#) (2018a), [Insuring Disaster](#), and Countdown to COP26: [An analysis of the climate and biodiversity practices of Europe's largest banks](#) (2021)

[Social Value International Standards and Guidance](#) (including Social Return on Investment methodology)

[Sustainable Development Investments Asset Owner Platform](#)

[Sustainable Development Goals Impact Standards](#) (United Nations Development Programme) (UNDP)

Sustainable Finance League Tables (Refinitiv)

[Sustainable Finance Report 2019: Sustainable Banking in ASEAN \(World Wildlife Fund\) \(WWF\)](#)

[Task Force on Climate-related Financial Disclosures \(TCFD\)](#)

[Taskforce on Nature-related Financial Disclosure \(TNFD\)](#)

[The Investor Agenda](#)

[The Test of Corporate Purpose Initiative](#)



[UNEP FI Biodiversity-related target-setting for banks report](#)

[United Nations Guiding Principles Reporting Framework \(UNGP\)](#)

[Universal Standards for Social Performance Management](#)

[Value Reporting Foundation](#)

[World Economic Forum Measuring Stakeholder Capitalism \(WEF IBC\)](#)

[World Resources Institute \(WRI\) A tool To Compare Private Sector Banks' Sustainable Finance Commitments](#)





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