

Equality through the Lens of Human Capital Management

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136 companies

22 countries

47 industries

Principles for Human Capital Reporting

1. Use existing data to engage with DEI efforts
2. Anonymized and aggregated data protects employees and provides a meaningful narrative
3. Don't fear an unflattering first report; honesty signals seriousness about improvement
4. Stakeholders know if you're cherry-picking

What impact-related initiatives does your organization ordinarily assess and/or report on?

Talent attraction/
development/retention (93%)

Fair employment/labor
issues/fair compensation (87%)

Safety/incident-free
operations (86%)

Rights and opportunities for
minority employees (77%)

Disability inclusion (74%)

Economic inclusion (63%)

Data from the 2021 World's Most Ethical Companies (n=136)

Possible Internal Next Steps

1. Form an action plan with key stakeholders such as human capital or ESG working groups
2. Engage board and senior leadership
3. Establish what data you currently have, and what data you would *like* to gather, to craft your narrative