

# BSR Conference 2016: Highlights for Asia

Sustainability Matters Webinar | December 8, 2016



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The Business of a Better World

# Overview of BSR16

A global perspective

## About the BSR Conference

The annual BSR Conference is one of the world's most influential events devoted to sustainability.

Now entering its 25th year, the BSR Conference brings together a global audience of close to 1,000 senior business executives and entrepreneurs from the public sector and civil society to explore emerging trends and innovative solutions to crucial sustainability questions.

# The BSR Conference 2016: Be Bold

A word on this year's theme



The theme for the BSR Conference 2016 was **BE BOLD**. The challenges of building a sustainable future are immense and will require collaborative, innovative thinking from all sectors of society.

There are substantial opportunities to build inclusive, sustainable economies through business leadership and partnership—and we know that we won't achieve these goals unless we think big—and think bold.

# BSR16 Overview



- BSR University
- Conference Opening
- Networking reception
- Plenary addresses
- “Tracks” for sessions
  - Leadership
  - Climate Action
  - Inclusion
  - Transparency
  - Reinvention
- Audience engagement
  - Q&A
  - Mobile app and social media
  - Post-event follow-up and connection

# Highlights from the Plenary Stage

Videos of all plenaries are available on the BSR YouTube channel at <https://www.youtube.com/user/BusinessSocialResp/videos>.

- Business leadership
  - Ken Powell, Chairman and CEO, General Mills
  - Lord John Browne, Executive Chairman, L1 Energy (and former CEO of BP)
  - John L. Thornton, Executive Chairman, Barrick Gold Corporation
- Personal inspiration
  - Mina Guli, CEO and Founder, Thirst
  - The Honorable Kevin Rudd, Former Prime Minister of Australia
  - Katja Iversen, President and CEO, Women Deliver
- Dealing with disruption
  - Nik Gowing, BBC Commentator & Author
  - Andy Stern, President Emeritus, Service Employees International Union



# Key Highlights for Asia

Takeaways from breakout sessions

# Creating Value by Giving Workers a Voice

In addition to industry and technology developments, one of the critical ingredients for business success is human resources—including the factory workers who create products globally.

## Key Takeaways

- Workers' voices are critical, especially with changing workforce demographics.
- Know your workers' needs and expectations. This will help with recruitment and retention.
- Engaged workers lead to better, more sustainable performance and compliance results.



**Daniel Fibiger**  
Director, GAP Inc.



**Vivian Chang**  
MicroBenefits



**Paul Sun**  
Owner, Sino TYTEX



**Lin Wang**  
Director, BSR China

# Land Rights as Supply Chains Move: Whose Paddy Is Your Factory Built On?

Supply chains are moving. Manufacturing is exiting China and climate change is forcing shifts in agriculture. This kind of movement creates opportunity, but also risks.

## Key Takeaways

- Critical issues: Land seizures and impact on export processing zones; factories' right to operate; due diligence; community engagement.
- Land title value: This is at the root of many disputes. They provide foundation for future investment and collateral to enable financing.



**Chris Jochnick**  
CEO, Landesa



**Jeremy Prepscius**  
Vice President, BSR Asia

# Brave New Industry: The Circular Economy

A circular economy creates opportunities to move away from a “take, make, dispose” production system to one that restores the environment and generates value from materials that had previously been waste.

## Key Takeaways

- Circular economy approaches can add as much as US\$6 trillion to global economic growth by 2030.
- Re-commerce is growing 5x faster than e-commerce and e-commerce is growing more than brick and mortar.
- Reinventing products through circular economy should not become an excuse to keep the consumption model we currently have.



**Andy Ruben**  
CEO and Cofounder,  
Yerdle



**Eunice Heath**  
Global Director,  
Dow Chemical



**Marshal Chase**  
Associate Director,  
BSR

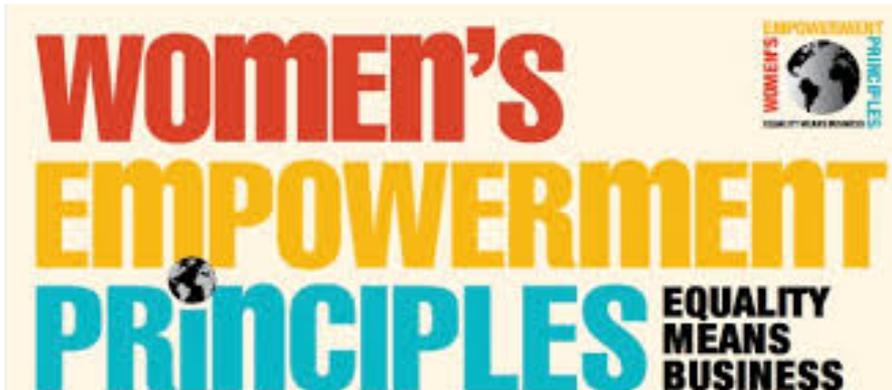
# Q&A

What are top-of-mind issues for the Asian market?

# Exciting 2017 BSR Focuses

# Women's Empowerment Principles (WEPs)

Women's inclusion drives development and business performance. The WEPs provide a framework to guide companies to promote gender equality in the workplace, marketplace, and community.



## The Principles

1. **Establish high-level corporate leadership for gender equality**
2. **Treat all women and men fairly at work - respect and support human rights and nondiscrimination**
3. **Ensure the health, safety and well-being of all women and men workers**
4. **Promote education, training and professional development for women**
5. **Implement enterprise development, supply chain and marketing practices that empower women**
6. **Promote equality through community initiatives and advocacy**
7. **Measure and publicly report on progress to achieve gender equality**



United Nations  
Global Compact



## WEPs Gap Analysis Tool

More than [1347](#) business leaders around the world have demonstrated leadership on gender equality through the WEPs because gender diversity helps business perform better.

Working with the UN Global Compact, UN Women, and the Inter-American Bank Group, BSR has been developing and piloting a self-assessment to help support better understanding and effective implementation of the WEPs.

The **WEPs Gap Analysis Tool** will:

1. Help companies identify strengths, gaps and opportunities for continuous improvement in existing gender equality policies, strategies and programs.
2. Enable internal engagements with senior leadership, human resources, procurement, supply chain and strategy to assess the current state of gender integration within your company.
3. Benchmark progress and navigate additional tools and resources to help your company continue your journey towards a holistic and integrated approach to women's empowerment.

# Science-Based Climate Targets

With the Paris Agreement, every business will need to address emissions reductions and other climate policies in every jurisdiction and throughout **every facet of the value chain.**



96%  
of countries globally have now submitted national climate plan

collectively representing

98.7%  
of global greenhouse gas emissions



SCIENCE  
BASED  
TARGETS

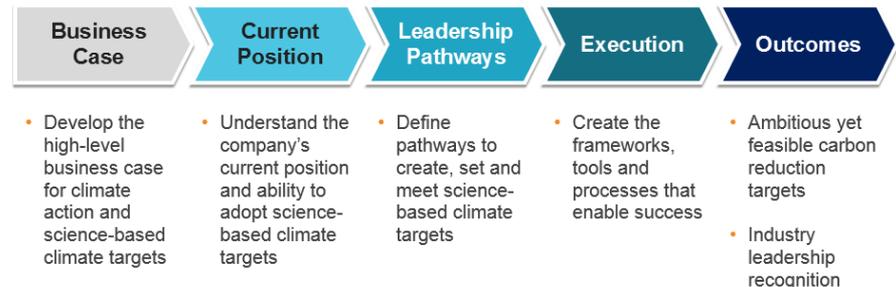
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

## Setting Climate Targets

Respond to external stakeholders (including governments) which are now expecting stronger action to address climate change. Set goals and targets to engage suppliers and address emissions in your value chain.

Utilize **science-based methodology to set climate targets.** BSR's methodology assess stakeholder priorities, maps climate risks, identify and prioritize interventions, and [develops recommendations for climate targets](#)

Set absolute emissions reduction commitments across the value chain targeting 2025 and long-term to align with IPCC 2050 guidance.



# Supplier Water Risk

Managing water in the supply chain is becoming increasingly important and under enhanced scrutiny as corporate begin to focus beyond Tier 1.



**6 CLEAN WATER AND SANITATION**

**TARGETS**

- By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
- By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity

## Supplier Water Risk Mitigation

The **Water Risk Mitigation Approach** is built integrating four key pieces:

- 1. Context & Understanding:** understanding of the regulations, trends, stakeholders and common practices in targeted locations and industries.
- 2. Data Collection and Analysis** to enable understanding and transparency of water risks in the supply chain, and in the river basins where suppliers locate.
- 3. Supplier Engagement** enabling expectations setting, best practice sharing, group discussion, supplier learning, action plan development, and implementation of better water management and practice.
- 4. Catchment based Stakeholder Engagement** in order to seek amplification of engagement with key stakeholders building a dialogue mechanism enabling change and the creation of a level playing field.

# HERhealth

Improve health-related knowledge and behaviors and access to health services and products for low-income working women.

her  
+health



BSR launched HERproject in 2007 with a mission to increase women's health awareness and access to health services through sustainable workplace programs, an initiative that is now referred to as HERhealth.

Recognized as a leading innovation for women's health by the UN Every Woman, Every Child Initiative, the program has been implemented in more than 420 factories and farms in more than 14 countries, impacting over 500,000 women.

55+

brands

16

NGO  
partners

12

countries

500K

women

# HERfinance

Build the financial capability of low-income employees by delivering financial education programs and connecting factory employees to appropriate financial services.

her+finance



**Improve financial literacy** of low-income (especially women) workers along global supply chains.



**Increase uptake of financial products and services** where they exist and/or introduce new financial products where needed.



**Grow the capacity of locally-based community organizations** to implement effective financial literacy trainings in the workplace.



**Partner with the private sector** to ensure scale of HERfinance and increased financial inclusion for low-income workers.

Select Outcomes & Impacts



Both women and men were **38% more likely** to save a portion of their salary in a formal bank account.



97% of workers said their perception of their employer improved.



Women were **44% more likely** to say they save some of their incomes for their own personal needs.



91% of both women and men said they saved a **greater portion** of their salary.



Workers were more than **three times as likely** to say they felt they could meet their families future needs.

# HERrespect

Promote positive gender relations in the workplace and family through skill-building, awareness-raising, and policy development.

her  
+respect



## Training Focus Areas



Critical Reflections on  
Gender Norms



Skill Building to Prevent and  
Address Violence



Joint Sessions between  
Workers and Management

## Workplace Strengthening



Policies and Processes  
to Prevent and Address  
Workplace Violence



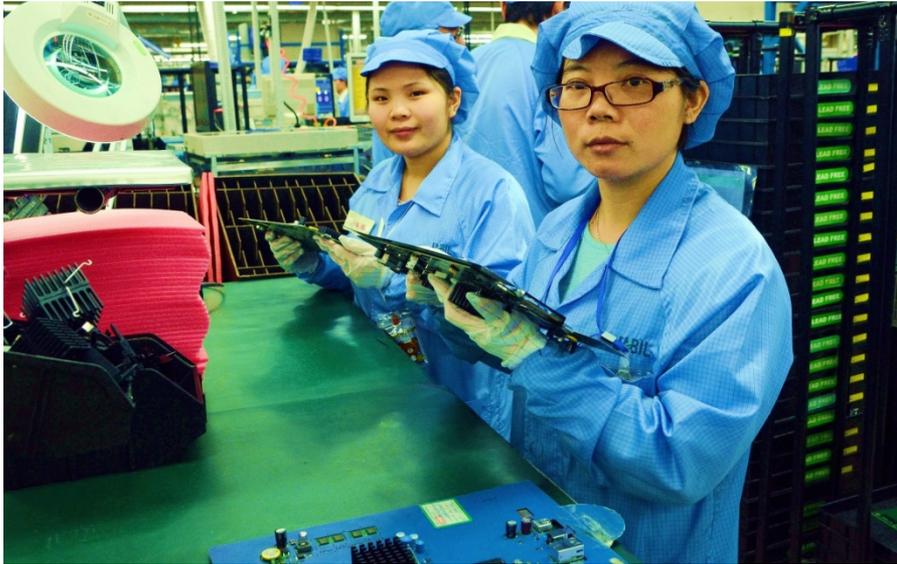
Awareness Campaigns and  
Monitoring of Progress



Linkages to Community  
Services and Local Initiatives

# Worker Skills and Leadership: Preparing for Automation

Building workforce skills for the future requires starting today. Integrating with factory HR training skills, integrate with new hire orientation invest in the skills high potential employee can bring to the factory floor. The impact and ROI are clear.



*Reduce turnover. Increase morale.*  
*Improve retention. Enhance communication.*  
*Improve teamwork and problem solving.*  
*Upgrade your human resources processes.*  
*Spot, retain, promote talent.*  
*Save money and increase efficiency.*

## Works Skills and Leadership

The **Workers Skills and Leadership** program is built around 5 elements.

1. Training skills capacity building for factory HR Trainers.
2. Implementation of a foundation 'new hire orientation' course via factory HR trainers
3. Implementation of an advanced skills training curriculum for high potential workers and supervisors
4. On-going ROI measurement and evaluation of program success.

Curriculum, demonstrated impact and ROI measures from the Walmart Foundation funded Women in Factories training program implemented across 45 factories, impacting more than 100,000 workers in 7 industries across China.

# Upcoming Asia Events

- **Post-COP22 Climate Action Briefing for BSR Members**  
Webinar, December 13 at 10 a.m. China time
- **Human Rights Working Group**  
Tokyo, January
- **China 3.0: Automation in an Age of Optimization launch**  
Shanghai, January
- **International Women's Day events**  
Shanghai, Shenzhen, and Beijing, March
- **Celebrating HERsuccess, Inspiring HERfuture**  
HERproject 10<sup>th</sup> Anniversary throughout 2017

# Save the Date

BSR Conference 2017  
25<sup>th</sup> Anniversary  
October 24-26  
Huntington Beach, CA

BSR is a global nonprofit organization that works with its network of more than 250 member companies and other partners to build a just and sustainable world. From its offices in Asia, Europe, and North America, BSR develops sustainable business strategies and solutions through consulting, research, and cross-sector collaboration.



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