BSR Conference 2016: Highlights for Asia
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 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.

Women’s Empowerment Principles (WEPs)

Women’s Empowerment Principles (WEPs)

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

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.

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.

- Develop the high-level business case for climate action and science-based climate targets
- Understand the company’s current position and ability to adopt science-based climate targets
- Define pathways to create, set and meet science-based climate targets
- Create the frameworks, tools and processes that enable success
- Ambitious yet feasible carbon reduction targets
- Industry leadership recognition

96% of countries globally have now submitted national climate plans collectively representing

98.7% of global greenhouse gas emissions

200 companies signed-up

Driving ambitious corporate climate action
**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.

**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.

**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.

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15
HERhealth

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

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.
HERfinance

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

- **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 30% 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.

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.

**Workers 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.

*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.*
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 10th Anniversary throughout 2017
Save the Date

BSR Conference 2017
25th 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.