

BSR Scale+

Membership and Community of Practice

Serving high-growth(+) companies early on
their sustainability journey

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BSR Scale+ | Community of Practice at a Glance

BSR's new community of practice is built on key sustainability concepts and approaches tailored to early-stage and high-growth companies seeking to create resilient, profitable, and purposeful business strategies.

Scale+

supports sustainability professionals in early-stage companies contending with the fast and ever-evolving nature of their business. Scale+ provides insights and resources to build successful sustainability practices and fosters exchange among peers on best practices and lessons learned.

Who is it for?

- **High-growth companies**, generally tech sectors but all industries welcome
- **Early-stage companies, SMEs, portfolio companies, or established players** beginning their sustainability journey
- **Portfolio companies** looking for additional support in sustainability implementation to meet investor or customer requests
- **Any company** looking to join a community of practice and finetune its sustainability approach

Why Join?

- **Tackle foundational sustainability practices** appropriate for smaller, earlier stage, or high-growth companies
- **Keep your finger on the pulse** of fast-moving trends at the cross section of technology, high-growth, and sustainability
- **Understand best practices and expectations** for establishing and managing environmental, social and governance (ESG) issues, including requirements from regulators, investors, consumers, clients and others
- **Draw inspiration from peer companies and experts** on effective corporate sustainability practices and strategies
- **Advance your capabilities** to understand, design, lead, and report on robust sustainability programs

How much does it cost?

- US\$10K for companies under US\$1B revenue
- BSR Corporate Members can access the Community for US\$10K or by applying Member Engagement Option (MEO) credit





Who will participate?

- Sustainability or other professionals leading ESG efforts
- Meetings at 8 a.m. PT / 5 p.m. CT (US/EU friendly)
- Slack channel for global peer exchange

BSR Scale+ | Benefits

BSR's new member category has a lower barrier to entry and services tailored to companies early in their sustainability journey.



	BSR Scale+ (10K for companies <US\$1B)*	BSR Corporate (15K-45K for companies >US\$1B)
 Insight	<ul style="list-style-type: none"> ☑ Member-only quarterly insights and webinars ☑ Member-only access to the BSR Member Portal and its collection of resources ☑ Member-only access to live and recorded digital content 	<ul style="list-style-type: none"> ☑ Member-only quarterly insights and webinars ☑ Member-only access to the BSR Member Portal and its collection of resources ☑ Member-only access to live and recorded digital content
 Advice	<ul style="list-style-type: none"> ☑ 4 hours of 1:1 coaching with BSR's Scale+ team ☑ 4 exclusive Scale+ value projects: Issue Briefing, Maturity Curve Benchmark, Rapid Topic Prioritization, Reporting Strategy or Review ☑ 33 percent discount on standard consulting rates 	<ul style="list-style-type: none"> ☑ Dedicated BSR representative and member-only quarterly meetings ☑ Complimentary support from BSR experts ☑ 33 percent discount on standard consulting rates
 Collaboration	<ul style="list-style-type: none"> ☑ Complimentary access to Scale+ Community of Practice (webinars, workshops, experts) ☑ Peer-to-peer Slack channel for Scale+ community building, networking, and Q&A (facilitated and curated by BSR) ☑ Access to BSR events at reduced or complimentary rates 	<ul style="list-style-type: none"> ☑ Access to BSR collaborative initiatives at member rates ☑ Access to BSR events at reduced or complimentary rates ☑ Networking and best practice sharing with BSR peer companies, including CSO networks, industry convenings and digital events
 Member Engagement Option	<p><i>No MEO option; members automatically enrolled in Scale+ Community of Practice</i></p> <p><i>*Scale+ Membership is designed to serve companies for up to 2 years before they bridge to full Corporate Membership.</i></p>	<p>One of the following Member Engagement Options (MEO):</p> <ul style="list-style-type: none"> ☑ Issue Briefing: customized research and insights on sustainability trends or issues, including a debrief discussion with BSR ☑ Report Review: detailed review of your latest sustainability report (published or in draft form) against BSR's 10 Principles of Good Reporting, along with specific recommendations to improve disclosure ☑ Complimentary or discounted participation in designated BSR Collaborative Initiatives ☑ Consulting credit for a project valued at US\$30,000 or more



BSR Scale+ | 2024 Workplan and Activities

Designed to provide educational webinars, how-to workshops, and an online platform for ongoing peer-to-peer sharing and exchange, facilitated and supported by BSR experts. We meet early-stage companies where they are in their sustainability journey, engaging often and with practical resources.

Trends Webinars*

Three to four one-hour webinars: key topic overviews as theoretical introduction to workshops

How-To Workshops*

Three to four two-hour workshops: discussions and resources to implement basics covered in webinars

Peer Exchange

Slack channel, accessible to all global Scale+ members and BSR experts

Online Library

Access to members-only recordings, slides, summaries, and Scale+ materials

In-Person Convening

Optional gathering(s) for regional members to network, learn, and share best practice

1 Feb-March | ESG Landscape and Business Case
An overview of the shifting landscape, covering regulatory movements, reporting developments, and regional differences. How-to workshop on building the business case, with tips on working with legal/finance teams

2 April-May | From Materiality to Strategy to Reporting
An overview of materiality, covering single and double materiality and how it aligns with voluntary standards/initiatives. How-to workshop on building a strategy framework (pillars, goals, etc.) and reporting process

3 June-July | CONTINGENT**
Potential Topic: Key Stakeholder Expectations and Requests
An overview of meeting stakeholder expectations, across investors/raters (ESG), employees (codes), and customers (e.g. "how to EcoVadis"). How-to workshop on handling information requests.

4 Oct-Nov | Harnessing the Skills You Need
An overview of trends and movements in climate change, human rights, and corporate leadership training. How-to workshop on upskilling internal functions and leadership on these and other topics.

- **A safe space for questions and exchange** between members on related topics
- Facilitated by BSR Scale+ staff to **support/encourage discussion**
- **Monthly Ask Me Anything "Inspirational Talks,"** featuring member company speakers sharing their journeys
- **Protected by Chatham House confidentiality** and antitrust terms and conditions to ensure compliance while creating free exchange
- **Quarterly surveys** to inform webinars and workshops with member practices

- **Repository of meeting and webinar pre-reads, presentation decks, and recordings of meetings and webinars** (BSR SharePoint)
- An **archive of materials** from BSR's 2023 "High-Growth Cohort Meeting Series" and "Foundations of Sustainability Reporting" meetings to accelerate learning
- **"Cheat Sheets" on core topics:** Governance, Materiality, Supply Chain, Reporting, Human Rights, Climate, DEI
- **Shortlist of tool provider contacts** (GHG inventory, report writers, ESG data management software)

- **Annual in-person convening(s) combined with a How-To Workshop** in the US and/or EU and potentially Asia to engage with regional Scale+ members and BSR team leadership
- Note: Meeting locations and dates will be strategically planned around the geography of Scale+ members, and **potentially as a side event to relevant conferences** to maximize travel efficiencies and attendance

*Members may suggest other topics to replace those listed above.

**A 4th webinar and workshop is contingent on Scale+ reaching ~20 members by mid-year to support this additional activity.

We'd love to discuss BSR Scale+ with you!



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BSR™ is a global nonprofit organization that works with its network of more than 300 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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