

HUMAN 2024

a.s.r., Utrecht
07-10-2024



Vereniging van Beleggers
voor Duurzame Ontwikkeling



a.s.r.
de nederlandse
verzekerings
maatschappij
voor alle
verzekeringen

Gehost door

Programma

- **15:05 – 15:15** | Opening - Daniëlle Hirsch (Groenlinks-PvdA)
- **15:15 – 15:30** | Overzicht CSDDD & FAQs – Bas Sprenger de Rover (EY)
- **15:30 – 15:55** | OECD stap 2: Identificatie & beoordeling negatieve activiteiten – hoe verzamel je data over negatieve impact en hoe prioriteer je de risico's? – Maurice van Beers (CNV Internationaal) & Marieke Doolaard (HEMA)
- **15:55 – 16:10** | Pauze
- **16:10 – 16:35** | OECD stap 3: Stop, voorkom of beperk negatieve gevolgen – hoe voer je engagement? – Simon Braaksma (Philips) & Arthur van Mansvelt (PLWF)
- **16:35 – 17:00** | OECD stap 6: Zorgen voor en werken aan herstelmaatregelen – Emmelie Claessens (ABN AMRO) & Arnoud van Vliet (Zeeman)
- **17:00 –** | Afsluiting & duurzame borrel

Opening

Daniëlle Hirsch
(Groenlinks-PvdA)



Are you managing your value chain's ESG impacts?

Preparing for the EU Corporate Sustainability Due Diligence Directive (CS3D)

Bas Sprenger de Rover

bas.sprenger.de.rover@nl.ey.com



**Building a better
working world**

OECD stap 2: Identificatie & beoordeling negatieve activiteiten

Hoe verzamel je data over negatieve impact en hoe prioriteer je de risico's?

Maurice van Beers
Project Lead Fair Work Monitor



Marieke Doolaard
Responsible Product Chain Manager



 Internationaal

 HEMA

**FAIR
WORK
MONITO**

cnv
Internationaal



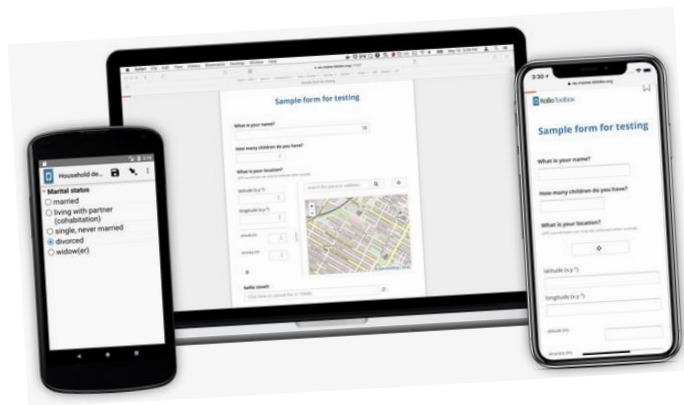
FAIR WORK MONITOR

Maurice van Beers

FAIR WORK MONITOR



- Data collection **together with trade unions** on key working conditions including wages, cost of living, overtime
- Data is **collected through mobile phones**. Workers voluntary fill out online survey and stay anonymous
- Through the Fair Work Monitor **we give voice to workers** which are often hard to reach
- **Unions own the data** that is collected, learn how to use Fair Work Monitor for data collection, and are stimulated to use the data in their negotiations
- CNV Internationaal connects both sides of the supply chain by making **accessible results to key stakeholders** like end-users.



Survey Topics

1. General

- Age
- Gender
- Company
- Working Position

2. Wages

- Income
- Salary composition
- Working hours

3. Household Situation & Expenses

- Household members and dependents
- Additional income
- Expenses

4. Employment Conditions

- Contract specifications

5. Unions

- Union presence
- Union membership

6. Social Dialogue

- Union presence
- Union membership

7. Company Practices

- Safe working practices
- Gender committee



FAIR
WORK
MONITOR

R

cnv
Internationaal

**FAIR
WORK
MONITOR**

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Internationaal

Examples 

**FAIR
WORK
MONITO**

R

cnv
Internationaal

**WANT TO DISCUSS?
GET IN TOUCH!**

Maurice van Beers
Project Lead Fair Work Monitor
m.vanbeers@cnv.nl



OECD stap 2: Identificatie & beoordeling negatieve activiteiten

Hoe verzamel je data over negatieve impact en hoe prioriteer je de risico's?

Maurice van Beers
Project Lead Fair Work Monitor



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Pauze



OECD stap 3: Stop, voorkom of beperk negatieve gevolgen
Hoe voer je engagement?

Simon Braaksma
Senior Director Group Sustainability

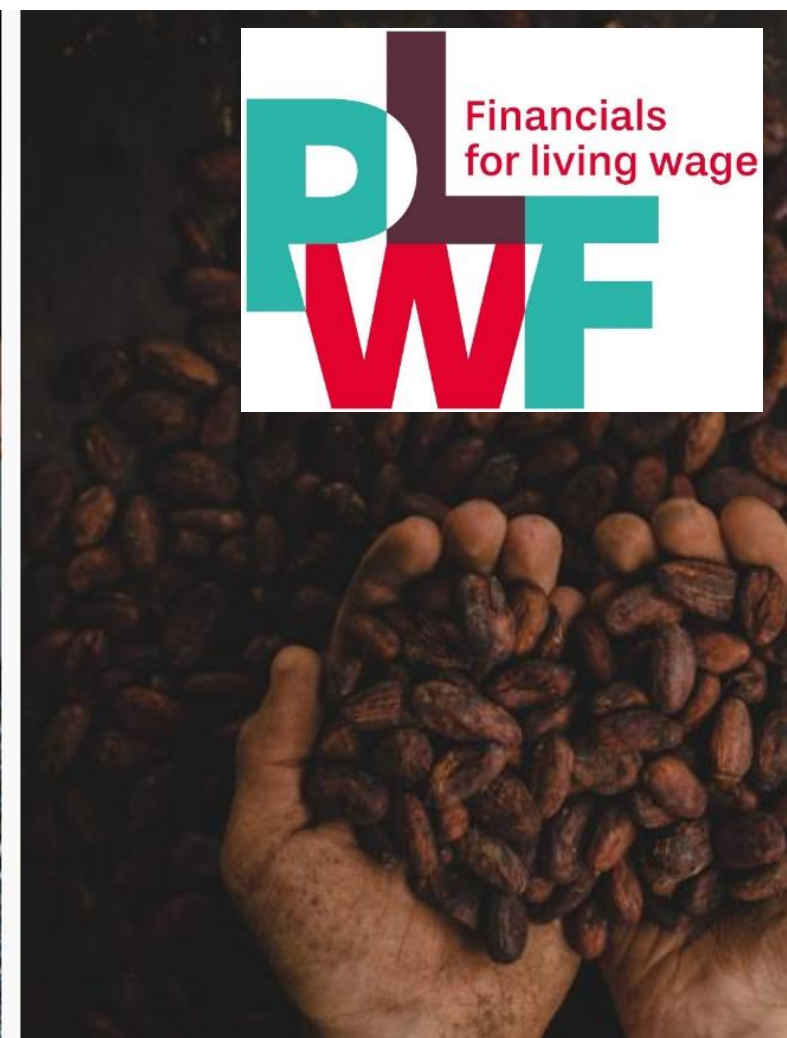


Arthur van Mansvelt
Senior Engagement Specialist





Achmea Investment Management



Werken aan leefbaar loon in de keten

HUMAN 2024: de Corporate Sustainability Due Diligence Directive

- Arthur van Mansvelt, Achmea Investment Management / PLWF

Platform Living Wage Financials



Sinds 2018
6 jaar
samenwerking in
engagement en
onderzoek

PLWF
Financials
for living wage

Van 8 naar 24
leden en 7
biljoen
vermogen





Waarom PLWF? Waarom werken aan een leefbaar loon?

UN Guiding Principles on
business & Human Rights

OECD Due diligence

SDG's

CSRD / CSDDD

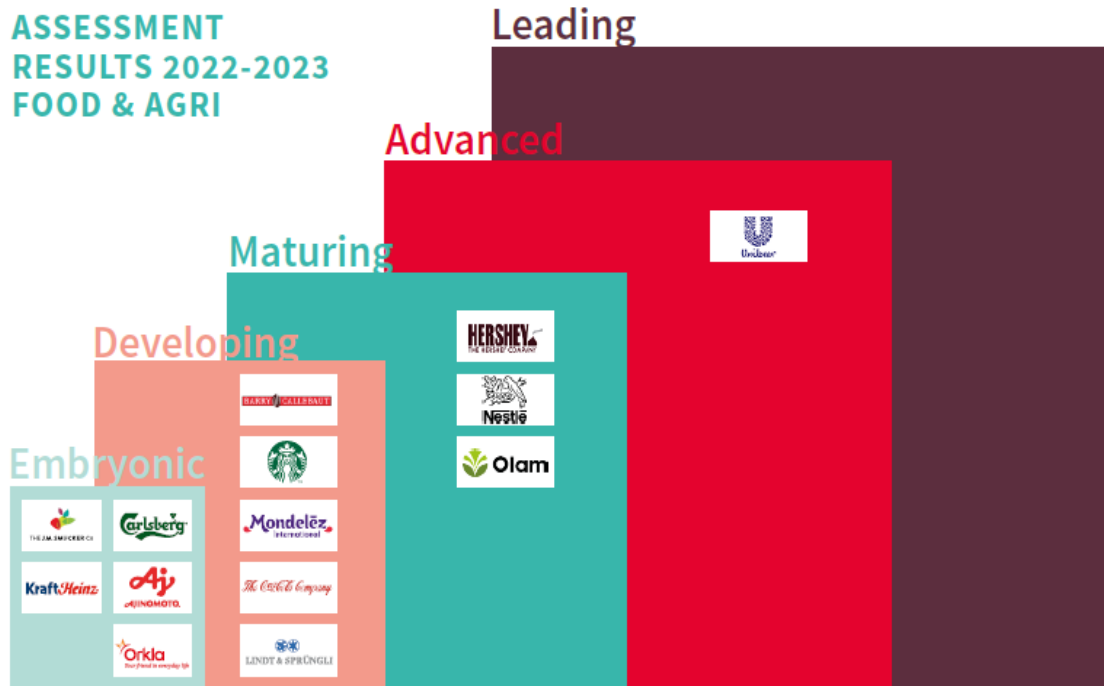
1 NO
POVERTY



8 DECENT WORK AND
ECONOMIC GROWTH



ASSESSMENT
RESULTS 2022-2023
FOOD & AGRI



Wat verwachten we?

- Beleid – commitment
- Samenwerking
- Impact meten
- Implementatie beleid
- Resultaat meten
- Herstel en verhaal

Goed voorbeeld:

Further unpacked - Why living wage?

Business Incentive

Human Rights

Reputation

Supply security

Leverage opportunities

- Meet due diligence and reporting requirements
 - Lead on SDGs related to human rights (SDGs 1, 2, 3, 4, 6, 7, 8, 11)
-

- Boost brand value, reputation and customer loyalty
 - Enhance market share and secure favorable financing terms from investors or unlock new investment opportunities
-

- Reduce turnover and business costs
- Improve productivity and quality specifications
- Incentivise interest in sector

Mitigate risks

- Underpayment of workers
 - Low wages increase the risk of forced or child labour
-

- Controversy and negative publicity
-

- Destabilised supply chain actors undermine quality and delivery
- Low return on sustainability investments



Goed voorbeeld



UN GP BHR

OECD

UN Global Compact

ILO

CSRD

CSDDD

Platform Living Wage Financials: samen werken aan leefbaar loon

Vragen?

Discussie!



Meer info op de website
www.livingwage.nl
info@livingwage.nl

Vrienden van het platform



ACT
Amfori
Better Buying
Clean Clothes Campaign
Cornell University
Fair Food
Fair Labor Association
Fair Trade
Fair Wear Foundation
Finance & Human Rights

Hivos
IDH
Katalyst Initiative
Living Wage Lab
Rainforest Alliance
Share Action
Shift Project
Solidaridad
VBDO

Wat doet PLWF

Jaarlijks voortgangsonderzoek

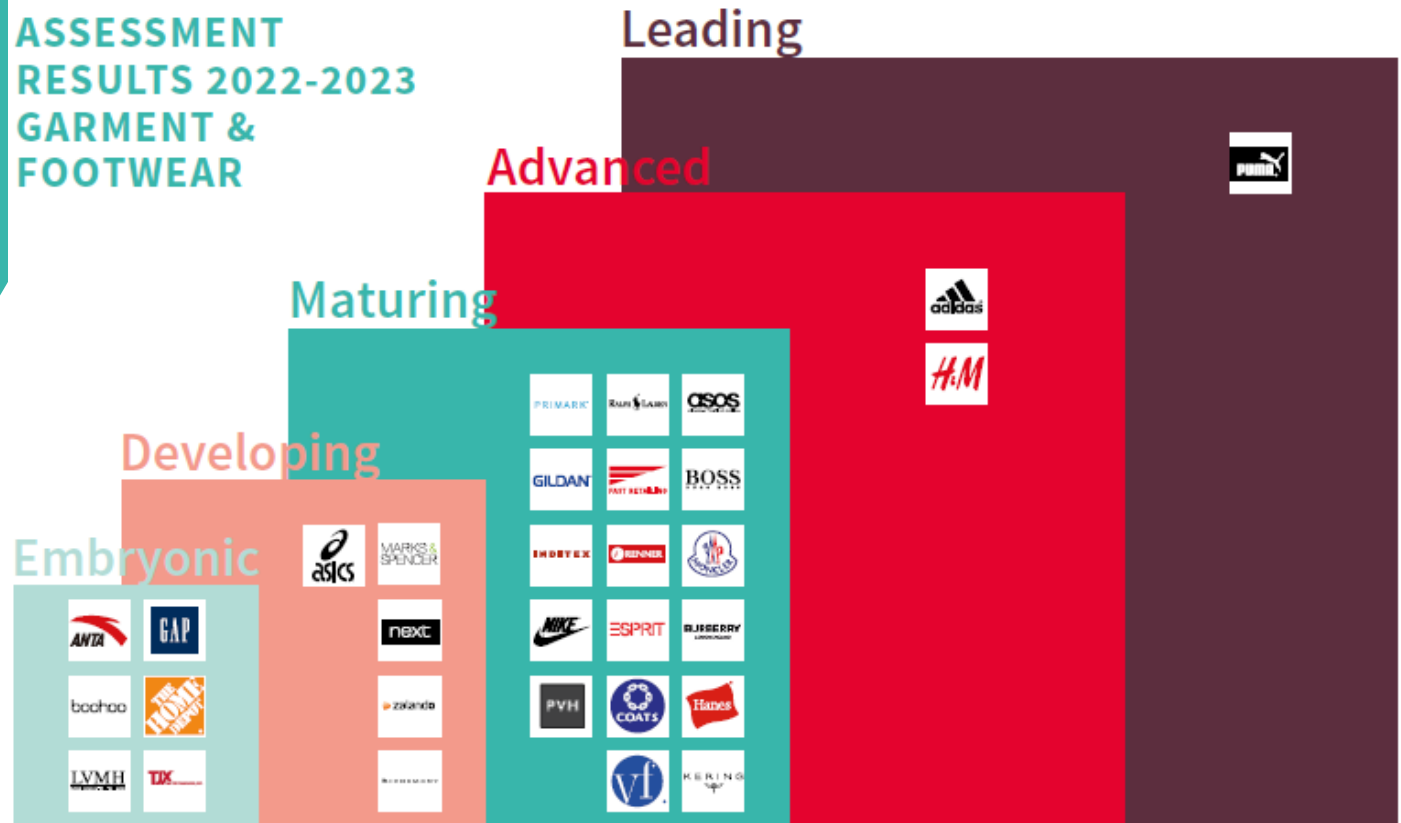
1 a 2 x per jaar engagement

Kennis delen met
Expert-organisaties

Vrienden van PLWF



ASSESSMENT
RESULTS 2022-2023
GARMENT &
FOOTWEAR



Goed voorbeeld

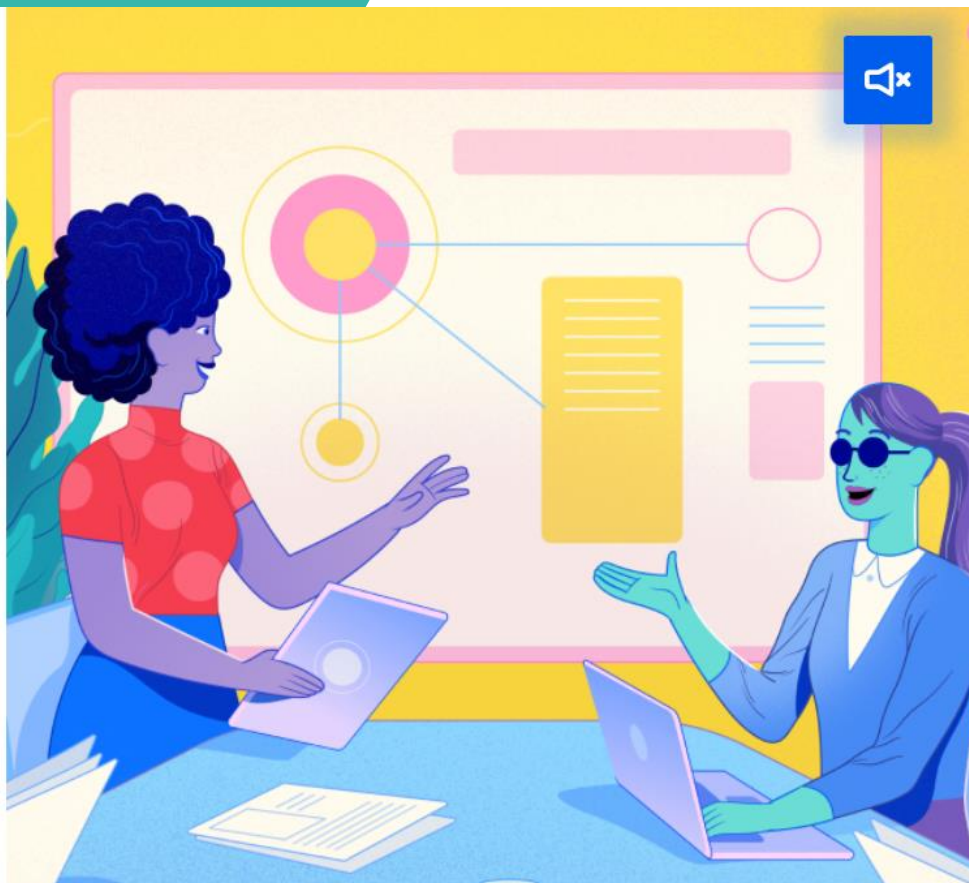
Best practice: Collaborate with your supply chain partners

Collaborating with your suppliers and contractors is a pivotal next step of the journey toward living wages in your supply chain.

You can prioritise engagement based on criticality to your business by selecting: direct suppliers, or those operating in high-risk countries, or even low-risk suppliers. Actively communicate your scope and goals to ensure a shared understanding and commitment. Emphasise transparency and seek input from your suppliers, considering their perspectives invaluable in shaping a collective approach.

There are two main goals of supply chain partner collaboration:

- 1) To encourage your direct suppliers to pay a living wage: to multiply the impact of your efforts.
- 2) To address vulnerable workers upstream in your value chain through alignments with intermediate links in the chain



OECD stap 3: Stop, voorkom of beperk negatieve gevolgen
Hoe voer je engagement?

Simon Braaksma
Senior Director Group Sustainability



Arthur van Mansvelt
Senior Engagement Specialist



OECD stap 6: Zorgen voor en werken aan herstelmaatregelen

Emmelie Claessens
Business & Human Rights Advisor



Arnoud van Vliet
Manager CSR & Quality



ZEEMAN

Hartelijk dank voor uw komst!

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