Considering sustainability in decision-making

[Company's] board of directors shall consider sustainability in decision-making. This means that we shall:

* discuss sustainability progress and challenges, supported by appropriate expertise
* review and challenge our business model, including any proposed changes, to ensure that sustainability risks are identified and managed
* ensure that we consult with rightsholders or obtain information from credible and independent sources if consultation is not possible
* establish and follow up sustainability goals.

It also means that before each decision we shall think through how our decision affects people, the environment and society, based on the checklist below.

Matter for decision

Write here

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| Rights and obligations | Consultations or information before decision-making | Comments | Responsible management position |
| **Human rights**  All human rights including:  Right to self-determination and to free, prior and informed consent  Right to an adequate standard of living, incl. access to adequate housing, food, clothing, water and sanitation  Right to a safe, clean, healthy and sustainable environment |  |  |  |
| **Workers' rights**  Rights to form and join trade unions and to strike  Right not to be subjected to slavery, servitude or forced labour  Right not to be subjected to child labour and the right for anyone under the age of 18 not to be subjected to dangerous work  Right to non-discrimination in employment and occupation  Right to safe and hygienic working conditions  Right to adequate compensation, including living wages  Right to reasonable working hours  Right to regular employment |  |  |  |
| **Environment**  Environmental legislation  Climate impact  Virgin raw materials  Raw materials from species listed in CITES or as critically endangered, threatened or vulnerable on the IUCN Red List  Chemicals  Waste  Water |  |  |  |
| **Business ethics**  Corruption  Anti-competitive behaviour  Taxation |  |  |  |