World Benchmarking Alliance



Integrated Transition Assessment

Methodology

November 2026

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Introduction

This document presents the methodology for the Integrated Transition Assessment, which the World Benchmarking Alliance (WBA) will use to assess companies starting in 2027. The Integrated Transition Assessment replaces our separate benchmarks with a single methodology incorporating the climate, nature and social dimensions. It will be used to assess how the world's 2,000 most influential companies across all major sectors are responding to the challenge of integrated transition.

This evolution of WBA's benchmarks responds to a changing context for corporate accountability. The risks linked to climate change, nature loss and social inequality are more visible and consequential than ever. Extreme weather is disrupting supply chains. Ecosystems that underpin entire industries are degrading. Workers and communities are bearing the costs of a transition that was meant to benefit them. These realities are reshaping how companies operate, compete and survive. At the same time, the world has shifted. Political and financial support for the broad sustainability agenda has narrowed. Governments, investors and civil society are focusing their attention on a smaller set of priorities. And many companies, overwhelmed by fragmented reporting requirements and competing demands, are struggling to translate ambition into credible, coordinated action.

The Integrated Transition Assessment provides a framework for companies to understand the evolving expectations placed upon them. The outcomes of the assessment will show their key stakeholders how companies are delivering on these expectations. Compared to previous WBA methodologies, the Integrated Transition Assessment brings the impacts of climate, nature and social into one framework using a transition – rather than a disclosure – lens. This acknowledges the three dimensions' interconnectedness and emphasises the need for companies to approach them in an integrated way. It also responds to companies' widespread adoption of artificial intelligence (AI) and the way this will shape their impact.

Through the planning, implementation and performance measurement areas, the Integrated Transition Assessment responds to the persistent gap between what companies commit to and what they deliver. The new assessment puts greater emphasis on how companies are integrating sustainability in their business decisions, including governance, risk, R&D, and investments. Vertical integration within a company is necessary to move from commitment and policies towards implementation measures and performance tracking, making it part of overall competitiveness.

About the World Benchmarking Alliance

The World Benchmarking Alliance measures how the 2,000 most influential businesses are impacting people and the planet. We do this so that everyone – including governments, financial institutions, civil society organisations and the media – can hold companies accountable for contributing to sustainable development. Our benchmarks and methodologies serve as a roadmap for companies to understand the changes they need to make to put our planet, society and the economy on a more sustainable path.

The scope of the Integrated Transition Assessment

This methodology assesses companies on the climate, nature and social dimensions. For climate, we assess the credibility of climate transition plans and monitor whether companies are reducing their greenhouse gas emissions (or the emissions associated with their clients' investments, in the case of financial institutions) in line with a low-carbon pathway. The climate dimension uses a revised version of the Accelerate Climate Transition (ACT) Core Methodology, first implemented in 2025. For nature, we consider the steps companies are taking to identify and reduce their most significant negative impacts on natural resources and biodiversity. The nature assessment builds on our previous Nature Benchmark, now expanded to cover all 2,000 companies. For social, we examine what companies are doing to respect human rights and improve the lives of workers in their operations and value chains, including those affected by a sustainability transition. The social dimension brings together many aspects of our previous Social Benchmark, Corporate Human Rights Benchmark, Gender Benchmark and Just Transition Assessment. In addition, for the first time across 2,000 companies, we assess whether these companies have a strategy for the responsible use of AI. We recognise that AI's growing impacts on people's rights and livelihoods, and on energy, water and other natural resources, make it inseparable from the social and nature dimensions.

Our new assessment methodology covers whether and how companies are planning a sustainability transition, including their commitments, targets and governance structures; whether they have credible implementation systems in place to deliver on those plans, including processes, monitoring systems, stakeholder engagement and adequate resource allocation; and if their performance on key, quantifiable metrics demonstrates that plans are resulting in real-world impacts.

All indicators represent specific expectations of companies and are linked to existing standards or reporting frameworks. To meet an indicator, a company must demonstrate it fulfils an objective set of criteria. We apply the same set of climate, nature and social indicators to assess the core expectations of all companies, irrespective of their sector. The assessment of each indicator however depends on sector-specific expectations and impacts. Our methodology defines sector-specific requirements in areas such as greenhouse gas emissions reductions pathways, nature impact drivers, human rights due diligence, just transition and responsible AI.

What the assessment result will look like

The assessment will show how the company is performing over time, against its peers and, where applicable, against set norms and thresholds such as human rights guidelines and industry decarbonisation pathways. For each company, we will show the assessment results on an indicator-by-indicator level. In addition, each company will have a separate score for the climate, nature and social dimensions, as well as an overall score. These will be computed based on the number of indicators met and partially met in each dimension (for the dimension score) and in total (for the overall score). An integration checklist will show if companies are meeting selected indicators across dimensions, illustrating how well they are considering climate, nature and social issues in a joined-up way.

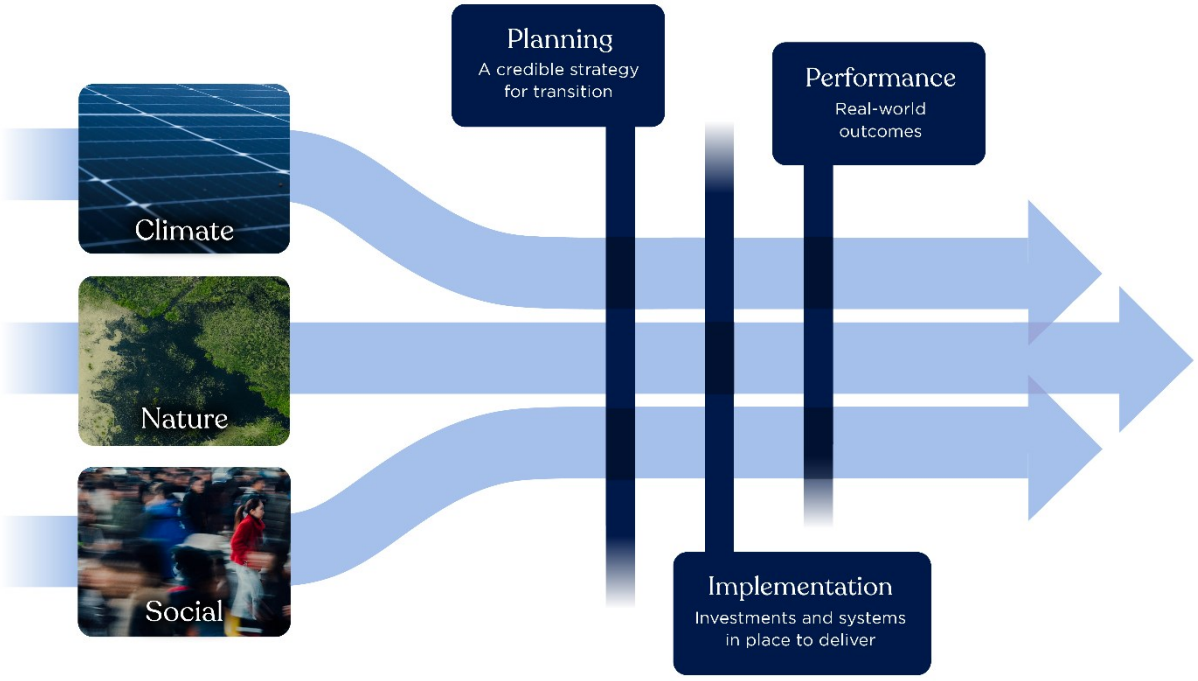
In this document, we first present an overview of the assessment framework, including our approach to scoring indicators. We then provide an overview of all the indicators, summarised by

topic, outlining our approach and scope of coverage. A detailed description of individual indicators is presented in the Indicator definitions and assessment criteria section. Next, we discuss our approach to company scores, and finally, we summarise the assessment process.

The Integrated Transition Assessment framework

Overview

The Integrated Transition Assessment Methodology is structured using three dimensions (climate, nature and social) and three measurement areas (planning, implementation and performance), resulting in a 3x3 matrix to organise indicators (see Visual 1). This structure allows us to look at the company's transition not only across the most important issues for people and planet but also the depth to which it is embedding this transition in its business strategies, investments and practices.



The planning, implementation and performance measurement areas broadly encompass what we expect to see from companies that are moving from ambition and strategy towards action and

impact. These measurement areas are derived from existing guidance on corporate climate[1] and nature[2] transition plans, which distinguish between key categories such as strategic ambitions, governance, metrics and targets, engagement strategy, and implementation strategy. These suggest emerging consensus about what is expected of companies in their transition planning. Our methodology covers all these expectations but groups them in a different way for simplicity. We also make a further distinction between the elements of a plan and the mechanisms for implementation, and the actual performance of companies, following our current climate methodology (ACT Core) and some of the above-cited guidance. The detailed mapping of indicators to dimensions and measurement areas is presented in Table 1.

Planning indicators help us to assess whether companies have a credible plan to transition on climate, nature and social issues. 'Transition planning' refers to the strategic road map set out by companies to achieve sustainability goals. While the term has so far been most commonly applied to climate transition plans (i.e. road maps towards net zero emissions), we use it here to assess the credibility of a company's plans to deliver on nature and social objectives as well. Planning indicators cover the following:

- ambitions and commitments, including statements around objectives, priorities and significance for the company's business
- targets, including operational and financial
- plans and road maps, outlining how the company intends to reach its targets and ambitions, and
- governance, including risk assessments, strategy and accountability.

Implementation indicators examine whether a company has the systems in place, and is taking the necessary actions, to deliver on its transition plans. Implementation indicators cover some of the critical monitoring systems that a company must establish to inform and, when necessary, revise its planning. Implementation indicators cover:

- monitoring systems and data collection that the company uses to identify impacts or track progress
- processes and procedures it has in place to manage and prevent risks
- stakeholder engagement, i.e. how it gathers guidance from affected groups and experts for informed decision-making and collaborates with others, as well as exerts influence to achieve sustainability objectives
- investments, i.e. financial resources the company is making to align its business with sustainability objectives, and

[1] See for example: WBA (2024). Assessing the credibility of a company's transition plan: framework and guidance Assessing Transition Plan Collective (ATP-Col); Transition Plan Taskforce (2023). Disclosure Framework; GFANZ (2022). Expectations for real economy transition plans; WWF (2025). Climate transition plans. A deep dive into existing practices; WBCSD and ERM (2025). Moving transition from plans to action: A transition planning primer.
[2] See WWF (2024). Catalysing change: the urgent need for nature transition plans; and TNFD (2025). Guidance on nature in transition plans.

- other actions the company is taking to deliver on its transition plan to address identified impacts, provide support to affected stakeholders and remediate harm.

Performance indicators assess the measurable outcomes or impacts of companies on people and planet. These include:

- for the climate dimension, GHG emissions reductions, which are reported consistently across industries, have widely accepted pathways, and company performance can be assessed quantitatively against an expected trajectory, and

- for nature and social dimensions, where data is less standardised and there is less consensus around quantitative targets, we track performance by looking at whether the company is disclosing quantitative data, but we don't judge it against a quantitative target. This applies to progress on impacts on ecosystems and biodiversity and progress on reducing nature impact drivers (for nature), and living wage coverage, grievance and remediation data, collective bargaining coverage, health and safety data, involuntary turnover rate, job creation and workforce redeployment data (for social).

Indicators: principles and assessment

Indicators are the building blocks of our assessment framework. Each of the 100 indicators represents a distinct expectation we have identified for companies, informed by scientific consensus, international conventions and standards, stakeholder expectations and other sources underpinning their inclusion. The indicators included in this methodology were drawn largely from previous WBA benchmarks, but they also include new emerging areas and reflect feedback from multiple stakeholders during the consultation period. Indicators included in this methodology:

- represent well-defined expectations for companies, grounded in globally recognised standards, frameworks, guidance, multilateral agreements and other credible sources (see Table I in the appendix)
- address a core expectation of what companies should be planning and acting on as part of their climate, nature or social transitions
- are objective, measurable and can be assessed by what companies can reasonably be asked to disclose publicly, based on existing reporting standards and frameworks as well as best practice
- are applicable to all the companies we assess, covering both real economy and financial institutions, to allow for a comparable analysis across all assessed companies
- show companies a clear direction, and identify key areas for improvement and opportunity for progress, and
- are decision-useful for investors, policymakers, civil society organisations and other stakeholders when engaging with companies or holding them accountable.

The Integrated Transition Assessment Methodology consists of 100 indicators: 28 for climate, 22 for nature, and 50 for social. Unlike previous WBA benchmarks, which subdivided indicators into elements, this methodology uses only indicators as the unit of information. Each indicator is

assessed by looking at a specific set of criteria, or attributes. Attributes can fulfil a simple binary condition (yes/no) or a specific condition among several. For example, to assess its nature impact drivers, the company must identify specific relevant impact drivers from a list that includes land use change, freshwater use change, water pollution or invasive species, among others.

The number of attributes used to assess an indicator is variable and depends on the complexity of the information needed to assess an indicator. Some of our indicators have a single attribute, such as assessing whether the company links executive remuneration to its nature-related targets. The company is expected to fulfil just one criterion, which is the disclosure of at least one measurable and time-bound target linking executive remuneration to a nature-related topic.

Other indicators, particularly those for which standards and reporting frameworks are more advanced, have more complex requirements. For example, to adequately identify and assess human rights risks and impacts, a company must fulfil up to six different criteria, including a disclosure of the methodology used, recurrence and value chain scope. The criteria for meeting the indicators are detailed in the Indicator definitions and assessment criteria section below.

After the criteria are assessed, an indicator can have one of three results. The indicator is:

- met if all the criteria are fulfilled, and the company is fully aligned with a particular standard or expectation
- partially met if only some of the criteria are fulfilled, and the company is only partially aligned with a standard or expectation, or the disclosure does not provide sufficient detail, or
- unmet if the evidence is insufficient or no criteria are met.

Where no disclosure exists, 'no data' will be recorded.

In the climate methodology (ACT Core), some indicators are assessed using a 5-step scale because the degree of maturity matters more than a binary condition (yes/no). The highest step, 'low-carbon aligned', is equivalent to meeting an indicator and fulfilling all the criteria. Other intermediate steps are equivalent to partially meeting the indicator. The detailed indicator definitions and assessment criteria are presented in the section below. The alignment of our indicators with specific standards or reporting requirements is detailed in Table I in the appendix.

Industry-specific criteria

This methodology is industry-agnostic because we believe that all major companies, regardless of their sector, location or ownership type have major impacts on people and planet, and should be held accountable against a core set of common responsibilities and expectations. However, its application is industry-sensitive, recognising that expectations of companies on specific issues differ across industries. While some indicators are assessed in an identical way across all industries (for example, governance indicators such as board expertise), for others, the assessment criteria are industry-specific, enhancing the level of scrutiny where relevant. Across several indicators, the criteria for real-economy companies differ from that of financial institutions.

Our approach to setting industry-specific criteria is based on externally recognised standards and guidance. We draw on the United Nations Environment Programme – Finance Initiative (UNEP FI)

sector impact matrix, the Global Reporting Initiative (GRI) material topic mapping, CDP, the Business and Human Rights Centre (BHRC) allegations, the Sustainability Accounting Standards Board (SASB) and the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) tool, among others, to map the most material risks and impacts of companies in different sectors. We prioritise risks to society and the environment over risks to companies in our mapping, but enterprise risk is included where relevant.

We already apply an industry-specific lens in our climate methodology (ACT Core), taking into account the emissions profile of different industries and sector-specific pathways to decarbonisation, and recognising the different expectations of real economy versus financial institutions. For example, the minimum required scope (1, 2 and/or 3) for greenhouse gas emissions targets is assessed on an industry-specific basis, reflecting the differing weight of contributions of emissions reductions in different parts of the value chain for different industries. For nature indicators such as reporting on nature impact drivers, we have set out industry-specific requirements and reporting thresholds based on the differing material impacts of companies in different sectors. Similarly, for several of the social indicators covering human rights or decent work, we have defined industries that should face heightened scrutiny in specific parts of their value chains, whether upstream or downstream.

In the indicator overview section below, we outline how assessment criteria differ for companies in different industries. More details about industry-specific requirements are presented in the Indicator definitions and assessment criteria section below. Tables in the appendix contain the indicators and industries that are assessed using industry-specific criteria.

Continuity with our previous benchmarks

Since 2018, WBA has developed multiple iterations of methodologies across seven transformations and four deep-dive 'spotlight' topics. Our methodologies have been widely consulted. They draw on the best available science and are aligned with globally accepted standards and societal expectations. We have benchmarked nearly 2,200 companies, with some companies being assessed for up to six iterations. The benchmarks we published in 2026 are made up of 215 different indicators, each of them divided into two or more elements (i.e. sub-indicators).

This methodology provides a new way of assessing companies that builds on our previous benchmarks. In developing the methodology, we sought to balance an updated approach while retaining comparability with previous methodologies. Most of our indicators in this methodology directly correspond with elements (i.e. sub-indicators) in previous benchmarks, as detailed in Table H in the appendix. In a few cases, we have added or modified indicators to account for emerging expectations (e.g. on AI) or to clarify existing ones. In order to be responsive to the changing context, the Integrated Transition Assessment Methodology is also simpler and more compact than our previous methodologies. While the number of indicators used to assess a company depended on which benchmark(s) applied, previously our methodologies comprised 544 unique elements (or sub-indicators), compared with a total of 100 indicators in the Integrated Transition Assessment.

The substance of the climate dimension (ACT Core) remains unchanged, although the methodology has been thoroughly revised and updated, particularly to clarify what is expected of financial institutions. Most of the core social indicators of our Social Benchmark covering

human rights and decent work are also in the Integrated Transition Assessment. Although our Corporate Human Rights Benchmark, covering 100 companies, will be discontinued as a standalone benchmark, many of its indicators are retained in this methodology and will cover all 2,000 companies across many more sectors. Key elements of our previous Nature Benchmark, Gender Benchmark and Just Transition Assessment are also preserved in the Integrated Transition Assessment and will apply to all 2,000 companies.

Much of the methodology from our previous sectoral benchmarks (Food and Agriculture, Digital Inclusion, Finance System and Urban) has been retained. Companies in these sectors will still be assessed, but the focus will be on their core climate, nature and social expectations. As explained above, industry-specific criteria will be used to assess companies in these sectors where appropriate. For example, food and agriculture companies will have to meet heightened criteria to account for their significant impacts on suppliers and communities upstream in their value chains. Similarly, digital technology companies will have higher levels of scrutiny with regard to AI safeguarding compared to companies in many other sectors. However, because the Integrated Transition Assessment focuses on the common expectations of all companies, industry-specific expectations such as food safety and animal welfare (part of the Food and Agriculture Benchmark) or housing affordability (part of the Urban Benchmark) have been removed.

How the methodology will evolve over time

Our methodology aims to reflect the most up-to-date expectations of companies based on the current scientific evidence and considering the needs and perspectives of different stakeholders. When science and society change, then expectations and therefore our methodologies need to evolve too. Like all our previous benchmarks, the Integrated Transition Assessment Methodology will be reviewed periodically to make sure that it remains current and accurate. We expect to conduct the first revision in 2028, after the methodology has been applied to assess all 2,000 companies.

The revision process will look at each of our indicators and assessment criteria and make necessary modifications, including the adjustment, removal or addition of indicators. This review will consider changes to standards, reporting frameworks or disclosure requirements, including as a result of regulation, changes to or refinement of the scientific consensus on a particular issue, emergence of new, transformational topics or shifts in societal expectations, such as those derived from changing social norms.

In evolving the Integrated Transition Assessment Methodology, we must balance the need to remain current with the need to stay consistent. Continuity in our methodology is a very important consideration, as it gives our users a stable reference point and allows them to track changes over time. This enables stakeholders to use our evidence for decision-making and action to hold companies to account. As a principle, our revisions involve as minimal changes as are needed to keep the methodology up to date.

Overview of the indicators

In this section we present an overview of the 100 indicators in the Integrated Transition Assessment, outlining their relevance and our approach to assessing them. Further details on every indicator are presented in the Indicator definitions and assessment criteria section below. Every indicator mentioned in this overview is linked to its detailed description.

All indicators of our methodology are assigned to either the climate, nature or social dimension, and within those to the planning, implementation or performance measurement areas. Each indicator therefore occupies a unique quadrant within the 3x3 matrix of this framework, as shown in Table 1.

Within each of the climate, nature and social dimensions, groups of related indicators speak to common themes that span the planning, implementation and performance measurement areas. For example, several social indicators address human rights, from planning (e.g. human rights commitments and risks assessments) to implementation (e.g. prevention, mitigation or remediation efforts) to performance (grievance and remediation data). The overview below presents indicators within each dimension using these thematic groupings. Indicators that speak to the same topic are presented together to more easily trace how they are covered across the measurement areas.

Table 1. Overview of Indicators

		Planning	Implementation	Performance
Climate	Targets	• GHG emissions target disclosure • Direct near-term targets are aligned with 1.5°C • Direct long-term targets are aligned with 1.5°C • Value chain near-term targets are aligned with 1.5°C • Value chain long-term targets are aligned with 1.5°C	• GHG emissions reporting	
	Climate Transition Plan (CTP)	• Core elements of climate transition plan • Climate transition plan coverage • Periodical review of climate transition plan • Identification of decarbonisation levers/actions • Near and long-term levers/actions • GHG emissions savings associated with levers/actions • Future risks of decarbonisation levers/actions • Supply chain transition requirements • Planning of investments to deploy decarbonisation levers/actions	• Engagement with upstream value chain • Quantification of upstream engagement • Engagement with downstream value chain • Quantification of downstream engagement • Investing in the low-carbon transition • Business models are adjusted to low carbon economy	• Trajectory is 1.5°C consistent
	Governance	• Accountability for climate transition • Board-level expertise on climate • Responsible for climate transition plan implementation • Remuneration link to climate performance	• Lobbying aligned with climate policies • Policy on trade association engagement	
Nature	Nature impacts and dependencies	• Assess nature impact drivers • Assess impact on ecosystems and biodiversity • Assess dependence on ecosystem services • Target for impacts on ecosystems and biodiversity • Targets for nature impact drivers • Assess ecologically sensitive locations	• Report on nature impact drivers • Mitigate impact on ecosystems/biodiversity	• Progress on reducing nature impact drivers • Progress on impacts on ecosystems and biodiversity
	Nature risks and opportunities	• Assess nature opportunities • Assess nature risks	• Adaptation and resilience to nature-related risks • Report on circularity efforts	
	Nature transition planning	• Nature transition plan	• Financial resources for Nature transition plans • Collaborate on Nature transition plans	
	Governance	• Assess material impacts on nature • Accountability for nature performance • Board-level expertise on nature • Responsible for nature issues • Remuneration for nature performance		
Social	Human rights	• Commitment to respect human rights • Assess human rights risks and impacts • Human rights salient risks • Heightened human rights due diligence • Assess human rights and environmental impacts • Commitment to remedy	• Act on human rights risks and impacts • Track effectiveness of response to human rights risks and impacts • Act on human rights and environmental risks and impacts • Stakeholder engagement on people-related risks and impacts assessments • Stakeholder engagement on people-related risks and impacts actions • Stakeholder engagement on business decisions and strategy • Grievance mechanisms for workers • Grievance mechanisms external individuals and communities • Remedy for adverse impacts	• Grievance and remediation data
	Decent work	• Commitment to respect the human rights of workers • Target for paying a living wage	• Living wage benchmark in own operations • Living wage support in the value chain • Health and safety support in own operations • Health and safety support in the value chain • Violence and harassment prevention in own operations • Violence and harassment prevention in the value chain • Social dialogue mechanism • Collective bargaining support in own operations • Collective bargaining support in the value chain	• Collective bargaining coverage • Health and safety data • Living wage coverage • Gender pay gap
	Responsible AI	• Assess workforce-related AI impacts • Target for workforce-related AI impacts • AI principles and governance structures • Assess AI risks and impacts on people	• Data privacy and responsible AI data use • AI risk mitigation and safeguards • Workforce programmes to address AI impacts	
	Just transition	• Assess climate transition impacts on people • Target for climate transition impacts on people	• Measures to address climate transition impacts on jobs and livelihoods	• Involuntary turnover rate • Job creation and workforce redeployment data
	Governance	• Accountability for social performance • Board-level expertise on people-related impacts • Responsible for social issues • Remuneration for social performance • Assess material impacts on people • Gender-balanced leadership at the highest governance body • Gender-balanced leadership among senior executives		

Climate

Climate is assessed using the ACT Core Methodology. For this overview, we have grouped the indicators into three themes: emissions reductions targets, climate transition planning and governance, which is detailed in a separate section below.

1. Emissions reductions targets

Companies play a critical role in addressing the climate crisis by reducing the greenhouse gas emissions of their own operations, their supply chain partners and, in the case of financial institutions, of their clients. Reporting greenhouse gas emissions and setting reduction targets are the fundamental first step for companies to have a credible corporate road map aligned with global climate goals. Reporting across relevant scopes (1, 2 and 3) helps show where emissions arise in the company's operations and value chain and goes beyond just meeting regulatory compliance, signalling transparency, improving financial stability and encouraging innovation. The intended reductions can then be made tangible and measurable through a clear baseline.

We assess both the quality of a company's emissions disclosure and the ambition and current alignment of its targets. We first consider whether the company reports relevant scope 1, 2 and 3 emissions and sets time-bound reduction targets across the relevant scopes. We then examine whether a company's targets are consistent with a 1.5°C pathway. This covers whether the company's direct near-term and long-term emissions targets are currently aligned with the 1.5°C ambition. We also assess whether the value chain near-term and long-term emissions targets are aligned with a 1.5°C ambition.

Our methodology accounts for differences in the company's activities and emissions profiles. Disclosure of operational emissions (scopes 1 and 2) is a minimum requirement across all industries. For energy-intensive sectors such as information and communication technology (ICT), location-based scope 2 disclosure is required; for other industries, either location-based or market-based scope 2 disclosure is acceptable. For scope 3, the assessment identifies the relevant categories for each WBA industry, based on those that contribute most to the sector's overall emissions footprint, drawing on sources such as CDP. For financial institutions, the assessment focuses on financed emissions (scope 3, category 15), including the emissions scopes of investees or issuers covered by the portfolio and the relevant financial activities. It also assesses financed-emissions reduction targets, including the financial activities and sectors they cover.

2. Climate transition plan

A climate transition plan shows how a company intends to move from its current business and emissions towards a lower carbon future. It is a road map that connects targets to actions, timelines and investment decisions, and can show how the company plans to address emissions across its operations and value chain. A climate transition plan is also increasingly required by investors and other stakeholders to understand if and how a company's stated ambition is followed through with concrete actions and resources.

WBA assesses whether a company's transition planning is credible, detailed and connected to implementation. Our methodology explicitly considers the 'planning' aspects of the transition

plan, such as whether the company discloses the core elements of a plan, covers its most material emissions and reviews the plan periodically. We assess whether the plan identifies sector-specific decarbonisation levers and actions for the near and long term. Levers and actions are industry-specific and include changes to energy sources (for example towards electrification), materials and operations. We evaluate whether the company estimates the expected emissions savings from these levers and actions, whether these account for future risks and externalities, and whether the company discloses planned investments to deploy them. We also check whether the company sets transition requirements within the most relevant side of its value chain.

Moving towards implementation, we check whether a company engages with its upstream and downstream value chain to reduce greenhouse gas emissions, and whether it quantifies the proportion of scope 3 emissions covered by this engagement strategy upstream and downstream its value chain. Crucially, our methodology assesses whether the company is following plans with investments in a low-carbon transition and actively adjusting its business model to align with a low-carbon economy, for example by phasing out fossil fuels.

Finally, we assess actual performance by assessing whether the company's greenhouse gas emissions (or invested emissions, in the case of financial institutions) are aligned with a 1.5°C trajectory.

As with target-setting, the assessment of transition plans has industry-specific requirements. We identified the decarbonisation levers most relevant to different industries, drawing on established sectoral literature and focusing on actions such as technological shifts, efficiency improvements and product replacement to address the most material emissions. Companies can also demonstrate satisfactory evidence through other levers, provided there is a clear link to their most material emissions scopes and categories.

Nature

For this overview, we group nature indicators into five groups. The first three – nature impact and dependencies, nature risks and opportunities, and nature transition planning – provide the core assessment for this dimension. A fourth theme, presented here but closely linked with climate, is adaptation and resilience. Governance indicators, which are assessed similarly across climate and social, are presented at the end of this section.

1. Nature impacts and dependencies

Companies both impact and depend on nature, making understanding these relationships a crucial first step towards addressing nature loss and building long-term resilience. Transparently assessing and disclosing impacts helps companies understand how their activities contribute to biodiversity loss, ecosystem degradation and the depletion of natural resources, and where action is needed to prevent and reduce harm. At the same time, companies rely on ecosystem services (such as fresh water, soil fertility, pollination and climate regulation) to sustain their operations and supply chains. Identifying these nature-related impacts and dependencies helps companies to understand where they need to prevent and reduce harm, manage nature-related risks and opportunities, and inform more sustainable business decisions.

WBA looks for evidence that companies understand how their activities and value chains affect nature, as well as how their operations depend on ecosystems and the services they provide. Our

approach draws on established guidance and frameworks, including the Taskforce on Nature-related Financial Disclosures (TNFD), the Nature Positive Initiative (NPI), the Science-Based Targets Network (SBTN), GRI 3 and the European Sustainability Reporting Standards (ESRS) 1, which offer comprehensive guidelines to help companies report and mitigate their environmental footprints. We consider disclosure an important foundation for action, while recognising that identifying impacts and dependencies must ultimately inform decisions to prevent and reduce negative impacts and address nature-related risks.

Under planning indicators, we look at whether the company assesses its nature impact drivers and impacts on ecosystems and biodiversity, and whether it has targets to reduce impact drivers and impacts on ecosystems and biodiversity. We also check if the company assesses its dependence on ecosystem services and assesses where it interacts with ecologically sensitive locations. Moving to implementation, we examine whether the company reports on its most material nature impact drivers (for example land use change/deforestation, water consumption, or air pollution) and mitigates its impact on ecosystems and biodiversity. To assess performance, indicators look at whether the company reports progress on its impacts on ecosystems and biodiversity and progress on reducing nature impact drivers.

All companies must assess their impacts on nature and biodiversity as well as their dependence on ecosystem services, so the "assessment" indicators apply equally with industry-agnostic criteria. The actual impact drivers that we expect companies to set targets for, report on, and demonstrate progress towards, vary by industry (for example, for some industries water pollution will be material, and for others it may include land use change/deforestation). The number and type of impact drivers companies in different industries must address is based on the thresholds and minimum requirements set out in Table A in the appendix. Separate requirements also apply to financial institutions for these indicators.

2. Nature risks and opportunities

Nature loss creates risks for businesses through the degradation of ecosystems and the decline of the services they provide, whereas the transition to a nature-positive economy can create opportunities for innovation, resilience and more sustainable business models. Companies need to understand how nature-related risks and opportunities arise across their operations and value chains, including where their activities interact with ecologically sensitive locations. Assessing these relationships helps companies quantify their exposure to nature loss, inform strategic and investment decisions, and identify opportunities to reduce environmental harm and contribute to nature-positive outcomes.

WBA assesses whether companies identify and assess their nature-related risks and opportunities, including their relationship with ecologically sensitive locations. We look for evidence that companies understand where nature loss could affect their business and where their activities may interact with sensitive ecosystems. We also assess whether companies take action to capture opportunities to improve resource efficiency and reduce pressure on nature, including through circular solutions. Our approach draws on established guidance and frameworks, including the TNFD and WBCSD's Global Circularity Protocol for Businesses.

Under planning, we look at whether the company assesses its nature-related opportunities and nature-related risks. Under implementation, indicators look at whether the company implements

adaptation measures to ensure long-term ecosystem resilience and reports on its circular performance, value creation and impacts.

Companies in all sectors are expected to identify nature risks and opportunities, so the criteria for assessing most of these indicators will be industry-agnostic. The exception is the indicator 'Assess ecologically sensitive locations'. If a company operates in a sector with significant nature-related impacts in the value chain, it must identify ecologically sensitive locations both in its direct operations and the products and services in its value chain with the most significant nature impacts, including specific geographic information. Applicable industries are found in Table B in the appendix. Separate requirements apply to companies that are not in a sector with significant nature-related impacts in the value chain and to financial institutions.

3. Nature transition plan

Corporate transition planning translates sustainability commitments into changes in business strategy, operations, investment and governance. Building on progress in climate transition planning under the Paris Agreement, nature transition plans are increasingly important to help companies respond to the Global Biodiversity Framework's goal of halting and reversing biodiversity loss by 2030. By setting out a nature transition plan, companies can manage trade-offs, identify synergies and support a nature-positive economy.

We look for evidence that companies have a nature transition plan, supported by appropriate governance, resources and stakeholder engagement. Together, these show the extent to which companies establish a clear direction for their nature transition and demonstrate how it will be delivered. All companies are expected to disclose a nature transition plan, irrespective of their sector. Our approach draws on emerging guidance on nature transition planning, including the TNFD, ESRS 2, GRI 101, ACT Core and the Nature Action 100 Company Benchmark, and considers how companies integrate nature into wider business strategy.

First, under planning, we look at whether a company has a nature transition plan that is aligned with, or demonstrably supports, the objectives of a recognised international biodiversity or nature framework such as the Global Biodiversity Framework. Under implementation, two indicators look at whether the company discloses allocating financial resources to support the delivery of this nature transition plan and collaborates with external actors towards the nature transition.

4. Adaptation and resilience

Climate change and biodiversity loss are already disrupting ecosystems, economies and communities, and their physical impacts are expected to intensify. Companies need to understand and prepare for hazards, such as extreme heat, flooding, drought and storms, to strengthen the resilience of their operations, workforces and value chains. Corporate adaptation and resilience planning helps companies anticipate and manage these impacts, protect people and assets, and support the continuity of business activities in a changing environment.

Nature underpins the long-term resilience and adaptation of societies, and companies, to climate change. In this assessment we look for evidence that companies are taking action to support ecosystem resilience (e.g. adopting regenerative agricultural practices or restoring watersheds) as well as social resilience (e.g. through measures to adapt to heat stress for workers).

Under planning, we look at whether the company applies environmental dimensions in its processes to identify and assess human rights risks and impacts (also mentioned under the human rights). Under implementation, indicators look at whether the company implements adaptation measures that respond to a nature-related risk it has identified, to ensure long-term ecosystem resilience. We also assess whether the company prevents and mitigates actual and potential negative human rights impacts resulting from environmental harms (also mentioned under human rights), whether it supports worker health and safety in its own operations and its value chain, including from heat stress (also mentioned under decent work), and whether it addresses the socio-economic impacts on people from physical climate risks (also mentioned under just transition). To assess performance, we look at whether the company discloses quantitative information on health and safety for its workforce (also mentioned under decent work).

Social

The social dimension has the largest number of indicators in this methodology, reflecting the breadth of critical social issues covered by our assessment. For this overview, we group the social indicators into six broad themes. The first five – human rights, decent work, responsible AI, just transition and gender – are presented below. Governance, which is assessed similarly across climate and nature, is presented in a standalone section below.

1. Human rights

Businesses should respect human rights for ethical, legal, commercial and societal reasons, and the four reinforce one another. Companies shape the lives of workers, communities and people throughout their supply chains. The United Nations Guiding Principles on Business and Human Rights (UNGPs) holds that companies bear a responsibility to respect human rights regardless of what governments do, which means avoiding harm and addressing it when it occurs. That responsibility is increasingly enforced by law: due diligence rules such as Germany's Supply Chain Act, France's duty of vigilance and EU requirements, together with litigation and import bans on goods tied to forced labour, make weak practice a compliance risk rather than merely a reputational one. The commercial case follows naturally, since failures lead to accidents, strikes, community opposition, supply disruption, lost customers and talent, and investor pressure. Conversely, companies that identify risks early, engage stakeholders and operate working grievance mechanisms tend to catch problems before they escalate. Finally, business is woven into how people earn a living and stay safe, so respecting rights like safe working conditions and freedom from forced labour underpins a company's license to operate and the public trust on which markets depend.

WBA uses the UNGPs as the authoritative standard on business and human rights and a framework to set company expectations. Our assessment follows the logic of human rights due diligence: a company should plan, act and then show results.

Our assessment begins by asking whether the company has made a public commitment to respect human rights and to remedy adverse impacts on individuals, workers and communities that the company has caused or contributed to. Together these show whether the company accepts responsibility both for preventing harm and for putting it right. We then move from commitment to process. A company is expected to describe how it identifies and assesses its

human rights risks and impacts, and to disclose what it considers its salient human rights issues. Two additional indicators test whether human rights due diligence is heightened when new circumstances require it and whether the company links environmental harm to its effects on people.

Most of our indicators focus on the implementation of a company's human rights commitments and policies, focusing on stakeholder engagement, acting on salient risks, tracking effectiveness, and grievance and remedy.

- Stakeholder engagement: we assess if the company involves stakeholders in both the identification of human rights risks and impacts and in decisions about the actions taken in response. We also assess whether companies involve key stakeholders in their business strategy, which is especially important for companies in sectors where the free, prior and informed consent of Indigenous Peoples is required.
- Acting on salient risks: we examine how the company prevents, mitigates or remediates its salient human rights issues and whether it prevents and mitigates negative human rights impacts resulting from environmental harms.
- Tracking effectiveness: we assess how the company tracks or monitors the actions taken in response to human rights issues and evaluates whether the actions have been effective.
- Grievance and remedy: a company should have mechanisms for raising concerns without fear of reprisals. We assess whether this mechanism is accessible to all workers, as well as to all external individuals and communities who may be adversely impacted by the company. For adverse human rights impacts which it has caused or contributed, we check if the company describes how it provided or enabled a timely remedy for victims.

Moving onto performance, we expect companies to demonstrate whether their human rights due diligence process is working by publishing grievance data and grievances resolved through remediation.

All companies are expected to conduct human rights due diligence, so these indicators are assessed irrespective of sector. However, the impacts on people and the types of stakeholders affected vary greatly by industry, value chain segment and jurisdiction of operation. Companies with significant impacts in their value chain (see Table C1 in the appendix) must meet more stringent conditions. The stakeholders that companies are expected to involve are similarly dependent on the industry and its most material impacts (Table C3). Financial institutions also have to meet different conditions considering impacts through their financial activities.

2. Decent work

Decent work means safe, secure and healthy employment with fair, equal pay, a meaningful voice in decision-making, the removal of barriers to equal treatment, not just discrimination itself, and the freedom to pursue valued opportunities. The International Labour Organization's (ILO) Decent Work Agenda describes it as the aspirations of people in their working lives: productive work with a fair income, workplace security and family social protection, prospects for personal development and social integration, freedom to voice concerns and organise, and equal opportunity and treatment for all women and men.

Even though governments and workers' organisations share responsibility, companies are the main place where decent work is either delivered or denied, so companies' role is central. WBA expects companies to provide decent work in their own operations and to promote decent work in their value chains. The structure of WBA's assessment and indicators on decent work follows a simple string of questions: has the company committed to decent work, is it acting on that commitment, and can it show results? The assessment framework does not treat decent work as a single policy statement. It looks for a chain of evidence that runs from stated intent, through concrete action, to measurable outcomes.

We first consider whether the company has set a direction and accepted responsibility for decent working conditions in its own operations as well as among its business relationships. We examine whether the company has a commitment to respect the human rights of workers and sets a target to pay workers a living wage, i.e. one that covers workers' basic needs beyond the minimum wage.

We then look at the processes, activities and disclosures that show commitments are being put into practice. The indicators cover:

- Living wage: assessing if the company uses a recognised living wage benchmark to determine a living wage in its operations and whether it promotes the payment of a living wage in its value chain.
- Health and safety: assessing activities carried out to support health and safety in the workplace and concrete actions to improve health and safety in the value chain.
- Violence and harassment: assessing whether the company takes actions to prevent violence and harassment in its own workplace and in its value chain. Decent working conditions cannot be ensured unless abuse is actively prevented. In supply chains, abuse is often hidden, underreported and most likely to affect vulnerable groups such as women and migrant workers.
- Social dialogue: assessing whether the company discloses mechanisms for dialogue with workers or their representatives, and whether it supports freedom of association and collective bargaining for workers in its own operation and in its value chain.

Finally, we move from process and effort to assessing outcomes. These indicators ask companies to disclose quantitative data on their gender pay gap, living wage coverage, health and safety data, collective bargaining coverage, and data on grievances and remediation.

Decent jobs indicators are assessed for all companies, but some indicators are assessed using more stringent criteria for companies with high impact in their supply chain (see Table C2 in the appendix and sectoral differences section above). Financial institutions also have to meet different conditions to promote decent work through their financial activities.

3. Responsible AI

AI is reshaping economies, workplaces and societies, creating opportunities for innovation and productivity while introducing significant risks to human rights, privacy, equality and livelihoods. As AI becomes increasingly embedded in products, services and business operations, companies

have a responsibility to ensure that its development and deployment are safe, transparent, accountable and inclusive.

Recognising the transformational potential of this technology, WBA is for the first time assessing all 2,000 companies, irrespective of sector, on their responsible deployment of AI. Our AI indicators are grouped under the social dimension, because we consider them a part of a company's responsibilities towards people. WBA's approach is informed by internationally recognised frameworks, including the UNGPs, the OECD Guidelines for Multinational Enterprises and AI Principles, UNESCO's Recommendation on the Ethics of AI, relevant ILO standards and the EU's AI Act.

We have four AI-specific indicators in this methodology. Under planning, we assess whether companies have established responsible AI principles and governance structures, and whether they conduct an assessment of the risks and potential impacts of AI covering different use cases and lifecycle stages, as well as which impacts and affected groups were considered. Under implementation, we look at the safeguards and measures to mitigate risks associated with AI, as well as the measures the company is taking to ensure data privacy and responsible use of data in AI systems. We recognise that companies' exposure to AI-related risks and their responsibilities vary according to the nature of their business, the intensity of their AI use and the potential consequences for people. The assessment therefore establishes baseline requirements for most companies, while applying greater expectations to high-impact sectors (defined in Table F in the appendix) including digital technology companies.

We also look at AI as part of a broader digital transition occurring in parallel with decarbonisation (see the Just transition section below). We will assess if companies are evaluating the impacts of AI on their workforce, whether they have a target to manage these employment-related risks and impacts, and if they are implementing specific programmes to address AI-related employment impacts. Performance on this issue is assessed by looking at company disclosure of data related to job creation or workforce redeployment.

Finally, we examine whether AI and the digital transformation are taken into account as part of the governance indicators, including board accountability, board-level expertise, teams responsible and executive remuneration. A fuller overview of governance indicators is presented in the Governance section below.

4. Just transition

A low-carbon transition, and more recently AI, imply not just a profound reorganisation of a company's business model but also of its people. A just transition is one in which workers, value-chain actors and communities are prepared to face potential downsides and are given new opportunities to thrive. The Paris Agreement recognises the need for a just transition of the workforce, the ILO's 2015 Guidelines set out how to achieve it, and the United Nations Framework Convention on Climate Change now has a dedicated work programme on it. Companies that have set commitments to transition to a low-carbon and resilient future must also act to prepare and support the people affected.

WBA has assessed just transition since 2021, embedding social considerations in how companies plan and deliver their climate transition. Our new methodology makes this expectation more concrete by looking for a traceable linkage between the transition action, the resulting impacts on jobs and livelihoods, and the company's response. Companies retain flexibility in how they respond, but the evidence must show that their social action addresses impacts on affected stakeholder groups from the climate transition, rather than sitting alongside it.

The core just transition indicators follow a planning-to-implementation sequence. They assess whether companies identify the impacts of their climate transition on jobs and livelihoods, set targets to address them and implement appropriate measures in response. A second group of indicators is not explicitly transition-specific but shows whether workers have collective leverage and are able to obtain better job outcomes. These indicators (also mentioned in the decent work section above) include examining whether the company demonstrates that it has an adequate mechanism for social dialogue, shows how much of its workforce is covered by collective bargaining, discloses data on involuntary turnover, and reports data on job creation and workforce redeployment.

We also examine whether just transition is taken into account as part of the governance indicators, including board accountability, board-level expertise, teams responsible and executive remuneration. A fuller overview of governance indicators is presented in the Governance section below.

We apply stronger scrutiny where transition exposure is clearest. High-emitting sectors (defined in Table G in the appendix) must show a substantive shift away from emissions-intensive activities and connect their social response to the decarbonisation actions driving that shift. High-adaptation-risk sectors (defined in Table G in the appendix) must address the effects of climate risks and adaptation actions on people and livelihoods. For other sectors, just transition still applies, but companies have flexibility to focus on the issues and responses most relevant to their context. Stakeholder and value-chain coverage is defined by the social impacts arising from each company's climate transition actions and the people affected, rather than by a predefined stakeholder list.

5. Gender

Gender equality is fundamental to human rights, resilient supply chains and an inclusive corporate transition. Across global value chains – particularly in female-intensive sectors like apparel and agriculture – women often face systemic vulnerabilities, safety risks and unequal pay, while remaining underrepresented in leadership. Corporate transition plans that overlook gender risk deepening existing inequalities. For companies, embedding a gender lens in their systems and governance is not an optional add-on; it is fundamental to preventing harm, strengthening business resilience and turning sustainability promises into real progress.

Grounded in international standards such as the UNGPs and relevant ILO conventions, our assessment focuses on how companies put gender equality into practice across their operations and supply chains.

Our methodology builds on our previous Gender Benchmark, embedding gender as a cross-cutting lens in the social dimension. We cover gender explicitly under the governance theme by assessing gender-balance in the highest governance body and in executive leadership. Gender is also woven into the scoring of several other indicators covering due diligence and workplace safeguards, where we examine concrete actions to protect women and vulnerable workers. This includes taking clear steps to prevent violence and harassment in the workplace and within the value chain, addressing gender-specific health and safety risks in own operations and in the value chain, and assessing human rights impacts across value chains with meaningful stakeholder input. We ask companies to demonstrate results through clear metrics, specifically by disaggregating data by women and men and disclosing their gender pay gap across all direct operations.

Governance

Targets and transition plans are only effective if company leaders take responsibility for putting them into practice. This means understanding the issues, being able to challenge decisions and being held accountable for progress. Governance is also where decisions on climate, nature and social issues come together, and those decisions are often connected. For example, efforts to cut emissions can affect jobs and livelihoods, while land used for renewable energy can put pressure on ecosystems and local communities. Boards need to weigh these impacts against each other when setting priorities and making decisions.

Investors and regulators also look at how boards oversee sustainability, whether they have the right expertise, whether executive pay reflects sustainability performance and whether leadership is balanced between women and men. These expectations are set out in the ISSB standards, the European Sustainability Reporting Standards and the ICGN Global Governance Principles. The UNGPs expect a company's commitment to respect human rights to be approved at the most senior level. A company's approach to public policy matters too, since lobbying against climate policies can undermine the progress the company is trying to make through its own targets.

We assess governance by looking for evidence that companies have structures in place to develop credible plans and put their strategies into practice. Governance is a cross-cutting topic, and we use similar indicators to assess governance across climate, nature and social topics. If a board oversees climate performance but has no oversight of nature or social issues, it will not be able to steer the company on issues of strategic importance and major sources of risk. Furthermore, because of the interdependence of climate, nature and social risks and impacts, governance is central to assessing if companies are transitioning in an integrated way (see Overall scoring section below). For this reason, under the social dimension we examine whether the company's governance considers the potential impacts of the decarbonisation and digital transitions on people.

The following indicators articulate the same governance requirements for climate, nature and social issues:

- accountability by the highest governance body on climate, nature and social issues
- disclosure of the functions, teams or committees responsible for the implementation regarding climate, nature and social issues
- board-level expertise on climate, nature and social issues, and

- linking of executive remuneration to climate, nature and social performance.

In addition, for climate, we assess company lobbying and engagement with industry associations. For nature and social, we look at whether the company assesses material impacts on nature and people in its operations and value chain. For financial institutions, these two indicators assess material impacts on nature and people associated with the institutions' financial activities. And for social, we examine gender balance in the company's board and senior executive team.

All companies are expected to disclose their governance foundations, so these indicators will be assessed using industry-agnostic criteria.

Company scores

The indicators of the Integrated Transition Assessment are brought together to produce a) an overall company score, b) separate climate, nature and social company scores, and c) an integration checklist.

Overall score

The overall score determines a company's position in the ranking. It is a numerical score based on all the met and partially met indicators across climate, nature and social.

Climate, nature and social scores

Alongside the overall score, WBA will publish a score for each of the climate, nature and social dimensions, so that each can be understood on its own terms. This makes the results useful to a broad range of stakeholders, from those interested in a company's transition as a whole to those focused on a specific dimension. Each dimension is assessed in two ways: a quantitative score and a qualitative grade. The score is based on the indicators a company meets: each met indicator is worth 1 point, each partially met indicator a fraction of a point, and each unmet indicator 0 points. The grade describes how far a company has progressed in its transition, based on a combination of criteria. WBA will release a separate proposal for grading.

Integration checklist

The Integrated Transition Assessment provides a six-point integration checklist to show if companies are transitioning in an integrated way – in other words, going beyond addressing climate, nature and social dimensions as parallel but separate issues. The six points of the integration checklist consists of 15 indicators that cut across dimensions and provide a sense of how companies are considering these issues in a joined-up way. The 15 indicators are assessed separately within this methodology, and each point in the checklist evaluates whether two or more are met simultaneously, as shown in the table below.

Integration check	Indicators that must be met for the check
☑ **Joint transition planning**	• The company discloses core indicators required in a climate transition plan (climate) **AND** • The company discloses a nature transition plan (nature)
☑ **Integrated risks and impacts assessment**	• The company assesses its material impacts on nature (nature) **AND** • The company identifies its material sustainability impacts related to people across its operations and value chain (social)
☑ **Integrated board-level accountability**	• The company assigns accountability for its climate transition performance to the highest governance body (climate) **AND** • The company assigns accountability for its nature-related performance to the highest governance body (nature) **AND**

	• The company assigns accountability for its social-related performance to the highest governance body (social)
☑ **Integrated sustainability remuneration**	• The company links transition performance criteria to senior executives' remuneration (climate) **AND** • The company links executive remuneration to its nature-related targets (nature) **AND** • The company links remuneration to its people-related targets (social)
☑ **Integrated board-level expertise**	• The company's supervisory board includes experts in climate change and the low-carbon transition (climate) **AND** • The company's highest governance body has expertise with respect to its impacts on nature (nature) **AND** • The company's highest governance body has expertise with respect to its impacts on people (social)
☑ **Integrated climate and digital transitions**	• The company discloses actual or potential impacts related to the jobs and livelihoods of affected stakeholder groups linked to the climate transition **AND** • The company identifies and assesses actual or potential effects of its adoption or use of AI on jobs, tasks and skills in its own workforce.

How companies are assessed

We have a rigorous method for selecting the 2,000 companies that we assess, based on a set of keystone criteria which include the company's scale and industry relevance, its influence over transition pathways, its system connectivity, market and policy influence, and its global footprint. WBA assesses all companies that meet the keystone criteria, ensuring an independent and comparable picture of corporate sustainability performance. This means we do not allow companies to opt in or out of the assessment.

WBA's assessments are based exclusively on the public disclosure of companies. We use AI-assisted technology to identify and extract the relevant disclosure applicable to each of our indicators. Our research team verifies and judges whether the disclosure fulfils the necessary criteria to meet each indicator.

We make every effort to ensure that our assessment is factually correct and based on the company's most recent disclosure. We therefore follow the following process to ensure that companies are well-informed about our assessment process and have the opportunity to provide timely feedback.

Company engagement process

1. **Methodology socialised with companies:** alongside accompanying guidance and FAQs.
2. **Companies in scope of assessment confirmed:** published on WBA website.
3. **Companies notified:** WBA reaches out to companies by email to establish alignment and set expectations. During this initial engagement, WBA shares relevant guidance (including detailed scoring guidelines and opportunities to engage through company webinars and events), the research scope, anticipated timelines and the key points of engagement throughout the research process. This approach ensures transparency from the outset and provides clarity on how and when interactions will take place.
4. **WBA collects data and drafts company assessment:** the Integrated Transition Assessment uses the latest publicly available information that has been published by the company. This includes annual reports, sustainability reports, company web pages, company policies and other relevant documents. Publicly available external data sources (e.g. CDP and Science Based Targets initiative) may also be considered. The extraction of the relevant evidence from disclosure documents will be done using AI-enabled tools, verified by our research team.
5. **Company review and feedback period:** after each company is assessed, WBA shares a draft assessment with the company to provide an opportunity for feedback. Companies will be sent reminders to encourage them to review the assessment and provide any additional publicly available information they wish to share.
6. **Finalisation of assessments and scorecards**: WBA finalises company assessments and scorecards by incorporating feedback received during the review process. This step

ensures that the final outputs accurately reflect company practices and publicly available information, while remaining consistent with WBA's research methodology and standards.

7. **Results launched and socialised:** WBA launches the results publicly. Companies may contact WBA for further clarity or interpretation of the results. Ongoing engagement continues through peer learning sessions, events and other activities designed to encourage dialogue, shared learning and continuous improvement.

High-level timeline



Company contacts

While we do our best to ensure we have the right company contacts before assessments begin, we encourage you to contact us to confirm we have the correct details. Company engagement helps us identify all relevant publicly available information, which can affect your final score.

For any questions on the company engagement process, please refer to our company FAQ or contact us.

Indicator definitions and assessment criteria

Below is a list of the 100 indicators of the Integrated Transition Assessment, organised by dimension (climate, nature and social) and within dimension by measurement area (planning, implementation and performance). For each indicator we show the full name and definition. For nature and social indicators we show the assessment criteria, i.e. what a company needs to do to meet each indicator. Where applicable, industry-specific assessment criteria are shown. Note: full details on the assessment criteria for the climate indicators can be found in the ACT Core Methodology.

CLIMATE – PLANNING

The company sets targets to reduce its GHG emissions

This indicator assesses the extent to which the company sets time-bound GHG reduction targets in alignment with best science-based practices.

The company's near-term direct emissions target is currently aligned with the 1.5°C ambition

For Real Economy and Climate Solutions companies, this indicator evaluates whether the company's near-tern scope 1 and 2 target is currently aligned with the 1.5°C ambition, considering the company's historical progress in reducing its GHG emissions.

For Financial Institution**,** this indicator evaluates the company reports quantified progress against all its applicable financed-emissions targets during the reporting year

The company's long-term direct emissions target is currently aligned with the 1.5°C ambition

For Real Economy and Climate Solutions companies, this indicator evaluates whether the company's long-term scope 1 and 2 target is currently aligned with the 1.5°C ambition, considering the company's historical progress in reducing its GHG emissions.

For Financial Institutions, this indicator evaluates whether the FI reports progress against its financing targets and is on track to achieve, or has achieved, its targets within the relevant timeframe.

The company's near-term value chain emissions target is currently aligned with the 1.5°C ambition

For Real Economy and Climate Solutions companies, this indicator evaluates whether the company's near-term scope 3 target is currently aligned with the 1.5°C ambition, considering the company's historical progress in reducing its GHG emissions.

For Financial institutions, this indicator evaluates whether financing targets ae adjusted in response to progress and results

The company's long-term value chain target is currently aligned with the 1.5°C ambition

For Real Economy and Climate Solutions companies, this indicator evaluates whether the company's long-term scope 3 target is currently aligned with the 1.5°C ambition, considering the company's historical progress in reducing its GHG emissions.

For Financial institutions, this indicator evaluates whether the impacts and outcomes associated with its financing targets are reported and tracked.

The company discloses core indicators required in a transition plan

This indicator assesses the extent to which the company is active in the five fundamentals of transition planning.

The plan covers the company's most material emissions/activities

This indicator assesses whether the company's transition planning accounts for the most material emissions of a company / most material activities for a financial institution.

The company periodically reviews its transition plan

This indicator assesses whether the company periodically reviews its transition plan, strategic ambition, or disclosure of targets and metrics to monitor progress.

The company identifies key sector-specific decarbonisation levers/actions in its transition planning

This indicator assesses the extent to which the decarbonisation levers/actions being considered or planned by the company are relevant to its specific sector.

The company's decarbonisation levers/actions are considered for the near and long term

This indicator evaluates whether the company is considering key decarbonisation levers/actions for both the near and long term.

The company estimates GHG emissions savings associated with its decarbonisation levers/actions

This indicator evaluates whether the company discloses quantitative estimates of GHG emissions reductions associated with the key decarbonisation levers/actions identified.

The company's decarbonisation levers/actions account for future risks and uncertainties

This indicator evaluates the extent to which there is transparency in the assessment of the company's actions against externalities, material impact risk drivers and the assumptions used.

The company discloses planned investments to deploy its decarbonisation levers/actions

This indicator evaluates whether the company discloses the required investments to finance the adequate deployment of the key decarbonisation levers/actions identified.

The company establishes transition requirements within the most relevant side of its value chain

This indicator evaluates whether the company demonstrates evidence of setting GHG-related requirements or targets within its value chain.

The company assigns responsibility for its transition performance to the highest governance body

This indicator evaluates whether the company assigns responsibility for its transition planning/climate-change oversight to the highest governance body.

The company has functions/teams or committees responsible for the implementation of its transition plans

This indicator evaluates whether the company has functions, teams, or committees responsible for implementing its sustainability plans, strategies, or activities.

The company's supervisory board includes experts in climate change and the low-carbon transition

This indicator evaluates if the company has adequate climate change and low-carbon transition planning expertise represented at the highest governance body.

The company links transition performance criteria to senior executives' remuneration

This indicator evaluates if the company links senior remuneration to climate mitigation metrics and key performance indicators.

CLIMATE – IMPLEMENTATION

The company reports on its GHG emissions

This indicator evaluates the extent to which the company discloses GHG emissions across relevant scopes, emissions categories and activities, considering the sectoral context in which the company operates and its activity profile.

The company is engaging with its upstream value chain

This indicator evaluates the extent to which the company is implementing actions to directly influence suppliers, investors, and savers to reduce its upstream* GHG emissions.

*It is acknowledged that the term '*upstream*' is less relevant for financial institutions, the concept has been adapted to the reality of this sector, maintaining a consistent methodological structure. This indicator evaluates specific actions for both real economy and financial economy companies.

The company is quantifying its upstream engagement

This indicator evaluates the extent to which the company's engagement strategy covers a substantial proportion of scope 3 emissions related to its suppliers/investors.

The company is engaging with its downstream value chain

This indicator evaluates the extent to which the company discloses the concrete actions it is implementing to influence its clients/investees to reduce its downstream* GHG emissions.
*It is acknowledged that the term '*downstream*' is less relevant for financial institutions, the concept has been adapted to the reality of this sector, maintaining a consistent methodological structure. This indicator evaluates specific actions for both real economy and financial economy companies.

The company is quantifying its downstream engagement

This indicator evaluates the extent to which the company's engagement strategy covers a substantial proportion of scope 3 emissions related to its clients/portfolio.

The company's direct lobbying is aligned with climate policies

This indicator evaluates whether the company refrains from direct lobbying that undermines global climate transition efforts.

The company details its policy governing trade association engagement

This indicator evaluates whether the trade associations of which the company is a member maintain a climate-positive stance overall.

The company is investing in low-carbon transition

This indicator evaluates the extent to which company is deploying low-carbon investments in relevant technologies/financing transition companies and low-carbon solutions.

The company is actively adjusting its business models to align with a low-carbon economy

This indicator evaluates the extent to which the company is actively adapting its business model to align with the needs of the low-carbon transition.

CLIMATE – PERFORMANCE

The company's current trajectory is 1.5°C consistent

This indicator evaluates whether the company's current trajectory is compatible with the 1.5°C ambition. Note that given the varying nature of a company's activities, compatibility is not always linked to GHG emissions.

NATURE – PLANNING

Nature transition plan

The company discloses a nature transition plan aligned with the Global Biodiversity Framework or nature-positive principles.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company discloses a transition plan focused on or explicitly integrating nature.
2. The plan is aligned with, or demonstrably supports, the objectives of a recognised international biodiversity or nature framework.
3. The plan addresses at least four of the following five components: foundations, implementation strategy, engagement strategy, metrics and targets, and governance.
4. The plan covers the company's own operations and its value chain. Narrower scopes may be accepted if the company can clearly justify its prioritisation process.

Financial Institutions must fulfil the following:

1. The financial institution discloses a transition plan focused on or explicitly integrating nature.
2. The plan is aligned with, or demonstrably supports, the objectives of a recognised international biodiversity or nature framework.
3. The plan addresses at least four of the following five components: foundations, implementation strategy, engagement strategy, metrics and targets, and governance.
4. The plan covers the financial institution's relevant financial activities. Any scope is accepted, as long as the financial institution can clearly justified its prioritisation process.

Assess nature impact drivers

The company assesses its impact drivers related to changes in the state of nature.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company conducts an assessment to identify its most material impact drivers affecting the state of nature and discloses a list of the drivers that have been identified.
2. The company discloses the methodologies, tools or frameworks used in the assessment.
3. The company incorporates geographical considerations into the assessment, evaluating its impact drivers in a location-specific way.
4. The assessment covers the company's own operations and its value chain. Narrower scopes may be accepted if the company can clearly justify its prioritisation process.

Financial Institutions must fulfil the following:

1. The financial institution conducts an assessment of the impact drivers associated with its financial activities, and it discloses at least one material impact driver affecting the state of nature that has been identified.
2. The financial institution explains the assessment method used and how it was applied to its financial activities.
3. The financial institution explains how the economic sectors or activities assessed are linked to the identified impact drivers.
4. The financial institution incorporates geographical considerations into the assessment, evaluating the identified impact drivers in a location-specific way.
5. The assessment covers the financial institution's relevant financial activities. Any scope is accepted, as long as the financial institution explains the assessment scope and provides a clear justification for its prioritisation process.

Assess impact on ecosystems and biodiversity

The company assesses its impact on ecosystems and biodiversity.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company measures change over time on at least one state-of-nature indicator at locations with material impacts across its own operations or value chain: ecosystem condition, ecosystem extent, species extinction risk or species populations. Measurement of a single project, or location is accepted.
2. The company discloses the methodology, tool or framework used for the assessment.

Financial Institutions must fulfil the following:

1. The financial institution measures change over time on at least one state-of-nature indicator associated with its financial activities: ecosystem condition, ecosystem extent, species extinction risk or species populations.
2. The financial institution explains how the results were obtained, including the method and data used and the relevant limitations.
3. The financial institution explains the scope of the assessment and how the assessed financial activities were selected. The assessment covers the financial institution's relevant financial activities. Any scope is accepted, as long as the financial institution can clearly justify its prioritisation process.

Assess nature opportunities

The company assesses its nature-related opportunities.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company identifies at least one nature-related opportunity across its own operations or value chain.
2. The company quantifies the anticipated value to the business of at least one identified opportunity.
3. The company discloses the methodology, tool or framework used for the assessment.

Financial Institutions must fulfil the following:

1. The financial institution identifies at least one nature-related opportunity associated with its relevant financial activities, beyond its own operations and operational procurement.
2. The financial institution quantifies the anticipated value to the business of at least one identified opportunity.
3. The financial institution discloses the methodology, tool or framework used for the assessment.

Assess nature risks

The company assesses its nature-related risks.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company identifies at least one nature-related risk and quantifies its anticipated impact on the business.
2. The company incorporates geographical considerations into the assessment, evaluating risk in a location-specific way.
3. The company discloses the methodology, tool or framework used for the assessment.
4. The assessment covers the company's own operations and its value chain. Narrower scopes may be accepted if the company can clearly justify its prioritisation process.

Financial Institutions must fulfil the following:

1. The financial institution identifies at least one nature-related risk associated with its financial activities and quantifies its anticipated impact on the business. Alternatively, it discloses the value or proportion of its financial assets or liabilities, including assets under management where relevant, that are vulnerable to that risk, and explains how it assessed this vulnerability, taking into account the likelihood of the risk arising and its capacity to mitigate the financial effects.
2. The financial institution incorporates geographical considerations into the assessment, evaluating risk in a location-specific way.
3. The financial institution discloses the methodology, tool or framework used for the assessment.
4. The assessment covers the financial institution's relevant financial activities. Any scope is accepted, as long as the financial institution can clearly justify its prioritisation process.

Target for impacts on ecosystems and biodiversity

The company sets a target to halt and reverse the loss of ecosystems and biodiversity.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company sets a measurable and time-bound target to halt and reverse biodiversity loss, for at least one state-of-nature indicator: ecosystem condition, ecosystem extent, species extinction risk, or species populations. Where the relevant impacts occur in its upstream value chain, the company may alternatively disclose a company-level commitment or policy to halt and reverse biodiversity loss and set a target to increase the proportion of compliant suppliers or explicitly require its relevant suppliers to set their own measurable and time-bound targets.
2. The company discloses the methodology or rationale underpinning the target.
3. The target covers the part of the company's own operations or value chain where the relevant impacts occur. A target covering a single project, site or prioritised location is accepted.

Financial Institutions must fulfil the following:

1. The financial institution sets a measurable and time-bound target to halt and reverse biodiversity loss associated with its relevant financial activities, for at least one state-of-nature indicator: ecosystem condition, ecosystem extent, species extinction risk or species populations. A financial target linked to a defined ecological objective, with its eligibility criteria explained, is accepted; OR
   The financial institution discloses a commitment to halt and reverse biodiversity loss and sets a target to increase the proportion of compliant financial counterparties or of specified financial activities or counterparties that have measurable and time-bound targets to halt and reverse biodiversity loss, or requires its relevant financial counterparties to set their own measurable and time-bound targets.
2. The financial institution discloses the methodology or rationale underpinning the target.
3. The target covers the financial institution's relevant financial activities associated with the relevant impacts. A target covering a single project, site or prioritised location is accepted.

Target for nature impact drivers

The company sets targets to reduce its impact drivers related to changes in the state of nature.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company sets measurable and time-bound targets to reduce its impact drivers. Where an impact driver occurs in its upstream value chain, the company may alternatively disclose a company-level commitment or policy to reduce that impact driver and set a target to increase the proportion of compliant suppliers, or require its relevant suppliers to set their own measurable and time-bound targets on that impact driver.
2. The targets meet the minimum requirements set for each driver and cover the part of the company's own operations or value chain where each impact driver occurs. Narrower scopes may be accepted if the company can provide a clear justification for its prioritisation process.
3. The number of impact drivers on which the company sets such targets meets the threshold set for the company's industry (see Table A in the appendix).

Financial Institutions must fulfil the following:

1. The financial institution sets a measurable and time-bound target to reduce at least one priority impact driver associated with its relevant financial activities; OR
   The financial institution discloses a commitment to reduce an impact driver and sets a target to increase the proportion of compliant financial counterparties, or of specified financial activities or counterparties covered by defined commitments or targets to reduce an impact driver, or it requires its relevant financial counterparties to set their own target to reduce an impact driver.
2. The target meets the minimum requirements set for that impact driver. A portfolio, financing, client coverage or compliance target on land, freshwater or ocean use change covers 100% of the relevant scope.
3. The target covers the financial institution's relevant financial activities associated with material impact drivers. Any scope is accepted, as long as the financial institution can clearly justify its prioritisation of the selected impact driver and financial scope.

Nature-related impact drivers considered under this indicator include: land-use change, freshwater-use change, ocean-use change, water use, water pollution, air pollution, soil pollution, resource use, waste, disturbances, and invasive species. While GHG emissions are also considered a nature-related impact driver, disclosures on GHG emissions, associated targets and progress are assessed under the climate dimension.

Assess ecologically sensitive locations

The company identifies its interface with ecologically sensitive locations.

If the Real Economy company is not in an industry with significant nature-related impacts in the value chain (see Table B in the appendix), it must fulfil one of the following:

1. The company discloses the locations of the assets or activities in its direct operations that are in or near ecologically sensitive locations.
2. If the company states that none of its direct operations are in or near ecologically sensitive locations, it describes the tools or methodologies used to reach that conclusion and identifies the products and services in its value chain with the most significant impacts on nature, with specific geographic information on where they are located.

If the Real Economy company is in an industry with significant nature-related impacts in the value chain (see Table B in the appendix), it must fulfil the following:

1. The company discloses the locations of the assets or activities in its direct operations that are in or near ecologically sensitive locations, or states that none of its direct operations is in or near such locations and describes the tools or methodologies used to reach that conclusion.
2. The company identifies the products and services in its value chain with the most significant impacts on nature and provides specific geographic information to determine where they are located.

Financial Institutions must fulfil the following:

1. The financial institution discloses the assets or activities associated with its financial activities that are in or near ecologically sensitive locations, based on the results of a location-based screening or assessment. If the financial institution states that none of its assets or activities associated with its financial activities are in or near ecologically sensitive locations, then it describes the tools or methodologies used to reach that conclusion.
2. The financial institution identifies the scope of the financial activities assessed. Prioritised parts of its financial activities are accepted, as long as the financial institution explains the basis for its prioritisation, such as sectors, geographies or portfolios with potentially significant nature-related impacts or dependencies.

Assess dependence on ecosystem services

The company assesses its dependence on ecosystem services.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company conducts a dependency assessment and discloses the types of ecosystem services it depends on, such as provisioning services, regulation and maintenance services, or cultural services.
2. The company quantifies its dependence on ecosystem services, for example by volume, area or economic value.

Financial Institutions must fulfil the following:

1. The financial institution conducts a dependency assessment of its financial activities and discloses the types of ecosystem services they depend on, such as provisioning services, regulation and maintenance services, or cultural services. It states which part of its business the findings relate to, such as a portfolio, a sector within it, or a specific company or project.
2. The financial institution quantifies at least one identified dependence on ecosystem services, or reports the amount or share of its financial activities linked to that dependence, and explains what the figure covers and how it was estimated.

Board-level expertise on nature

The company's highest governance body has expertise with respect to its impacts on nature.

To meet this indicator, all companies must fulfil the following:

1. The company discloses that at least one member of its highest governance body has specific expertise, experience, qualifications or knowledge in biodiversity or another nature-related topic.

Responsible for nature issues

The company discloses the functions, teams or committees that are responsible for implementation regarding nature issues.

To meet this indicator, all companies must fulfil the following:

1. The company discloses the functions, teams or committees that are responsible for implementation on a nature-related topic.

Accountability for nature performance

The company assigns oversight and/or decision-making responsibility for its nature-related performance to the highest governance body.

To meet this indicator, all companies must fulfil the following:

1. The company discloses that at least one member of the highest governance body, or a dedicated committee at the highest governance body level, is explicitly tasked with oversight and/or decision-making responsibility of its nature-related performance.

Remuneration for nature performance

The company links executive remuneration to its nature-related targets.

To meet this indicator, all companies must fulfil the following:

1. The company discloses at least one measurable and time-bound target linked to executive remuneration that relates to a specific nature-related topic.

Assess material impacts on nature

The company identifies its material sustainability impacts related to nature across its own operations and value chain.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company discloses the criteria, sources or evidence it uses to assess the materiality of its impacts on nature.
2. The company discloses at least one specific nature-related material impact identified through its materiality assessment.
3. The company discloses the value chain segment to which each of its identified material impacts on nature is concentrated or linked.

Financial Institutions must fulfil the following:

1. The financial institution discloses the criteria, sources or evidence it uses to assess the materiality of impacts on nature associated with its financial products, services or relationships.
2. The financial institution discloses at least one specific material impact on nature associated with its financial products, services or relationships, identified through its materiality assessment.

NATURE – IMPLEMENTATION

Report on nature impact drivers

The company reports on its impact drivers related to changes in the state of nature.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company reports quantitative metrics on its impact drivers. Data for a single reporting period is accepted.
2. The metrics reported for each impact driver meet the minimum reporting requirements set for that driver and cover the part of the company's operations or value chain where each impact driver occurs. Narrower scopes may be accepted if the company can provide a clear justification for its prioritisation process.
3. The number of impact drivers reported in this way meets the threshold set for the company's industry (see Table A in the appendix).

Financial Institutions must fulfil the following:

1. The financial institution reports observed or estimated quantitative metrics on at least one priority impact driver associated with its financial activities. For land, freshwater or ocean use change, the financial institution can report the number or proportion of its counterparties, or the amount or proportion of its relevant portfolio or financing, that are assessed as complying with deforestation- and conversion-free or no-conversion requirements; OR
   The financial institution reports the amount or share of its financial activities in sectors, activities or areas prioritised for their negative impacts on nature, and identifies the impacts or impact drivers behind that prioritisation.
2. The reporting covers the priority sectors, activities or areas relevant to the reported impact driver or exposure within at least one of the financial institution's main financial activities, beyond its own operations and operational procurement.
3. The financial institution explains the scope, methodology and data sources for the reported metrics or exposure, including why the selected scope is a priority for nature.

Nature-related impact drivers considered under this indicator include: land-use change, freshwater-use change, ocean-use change, water use, water pollution, air pollution, soil pollution, resource use, waste, disturbances, and invasive species. While GHG emissions are also considered a nature-related impact driver, disclosures on GHG emissions, associated targets, and progress are assessed under the climate dimension.

Mitigate impact on ecosystems and biodiversity

The company applies the mitigation frameworks to manage its impacts on ecosystems and biodiversity.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company applies at least one of the following steps of the mitigation hierarchy to manage its impacts on ecosystems and biodiversity: avoid, reduce or minimise, restore and regenerate, or transform.
2. The company quantifies the outcomes, effectiveness, or results of its mitigation measures.

Financial Institutions must fulfil the following:

1. The financial institution takes or supports, through its financial products, services or capital, at least one type of action described in SBTN's AR3T framework to address adverse impacts on ecosystems or biodiversity. The action aims to avoid or reduce pressures on nature, restore or regenerate affected ecosystems, or transform systems that drive nature loss.
2. The financial institution discloses a quantified result for ecosystems or biodiversity linked to at least one of those actions.

Collaborate on nature transition plans

The company engages with other actors to work towards the nature transition.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company discloses a collaboration with external actors explicitly focused on a shared nature-related objective, such as biodiversity conservation, habitat restoration, preventing deforestation or ecosystem conversion, sustainable freshwater use, or reducing pollution affecting ecosystems. This may include regenerative, restorative or transformational landscape engagement targets.
2. The company describes at least one specific activity already undertaken or currently being implemented, or an output already delivered through the identified collaboration.

Financial Institutions must fulfil the following:

1. The financial institution engages with clients, investees or other counterparties on nature-related issues, either directly or through collaborative initiatives or partnerships, and identifies the counterparties or sectors targeted.
2. The engagement pursues an explicit nature-related objective associated with its financial activities.
3. The financial institution describes at least one specific engagement activity already undertaken or currently being implemented, or an output already delivered through a collaboration, and demonstrates its own role in it.

Financial resources for nature transition plans

The company allocates resources to implement its nature transition plan.

To meet this indicator, all companies must fulfil the following:

1. The company discloses the amount it plans to allocate to implement its nature transition plan.
2. The company discloses the amount it has already allocated to implement its nature transition plan, including the current year.

Adaptation and ecosystem resilience to nature-related risks

The company implements adaptation measures to ensure long-term ecosystem resilience.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company discloses at least one adaptation measure that responds to a nature-related risk it has identified.
2. The measure strengthens ecosystem resilience.
3. The company shows that the measure is being implemented through at least one of the following: a specific project or site where the measure is applied, resources or capital allocated to the measure, or outcomes the measure has achieved.

Financial Institutions must fulfil the following:

1. The financial institution discloses at least one adaptation measure that responds to a nature-related risk associated with its financial activities, which it implements itself or supports through a financial relationship with a client, investee or other counterparty.
2. The measure strengthens ecosystem resilience.
3. The financial institution shows that the measure is being implemented through at least one of the following: a specific project or site where the measure is applied, resources or capital allocated to the measure, or outcomes the measure has achieved.
4. Where the financial institution supports the measure through a financial relationship, it describes what it has already done through that relationship and how it supports the measure.

Report on circularity efforts

The company reports on its circular performance, value creation and impacts.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company reports at least one quantitative metric that is relevant to its circularity approach. Metrics related to economic, GHG, nature or social impacts are accepted only where they are explicitly linked to a circularity strategy, product, service, activity or business model.
2. The company states the scale and scope that the metrics cover. Any scale and scope are accepted, as long as the metrics are associated with material impacts across the company's own operations or value chain.

Financial Institutions must fulfil the following:

1. The financial institution reports at least one quantitative metric assessing circularity in activities linked to its financial products, services or capital. Metrics assessing economic, GHG, nature or social impacts qualify only where they are explicitly linked to a circularity strategy, product, service, activity or business model; OR
   The financial institution reports findings from an applied qualitative assessment of circularity relating to its financial products, services or capital, showing how the assessed activities meet or fall short of specified circularity criteria.
2. The financial institution identifies the activities assessed and explains the basis for the metric or findings. One or more activities linked to its financial products, services or capital are accepted.

NATURE – PERFORMANCE

Progress on impacts on ecosystems and biodiversity

The company reports progress on halting and reversing the loss of ecosystems and biodiversity.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company reports at least one quantitative state-of-nature metric that shows an improvement in the state of ecosystems or biodiversity, either as progress against a defined target or with respect to the previous reporting period. Data for two reporting periods are accepted.
2. The company states the scope that the reported progress covers. Any scope is accepted, from a single project, site or prioritised location to the company's own operations or value chain.

Financial Institutions must fulfil the following:

1. The financial institution reports at least one quantitative state-of-nature metric associated with its relevant financial activities that shows an improvement in the state of ecosystems or biodiversity, either as progress against a defined target or with respect to the previous reporting period. Data for two reporting periods are accepted; OR
   The financial institution reports quantitative progress towards a measurable and time-bound financial target supporting ecosystem or biodiversity protection, restoration or regeneration. It explains the ecological objective and eligibility criteria of the target, compares current and earlier values against the target and baseline, and explains the calculation basis.
2. The financial institution states the scope that the reported progress covers within its relevant financial activities.

Progress on reducing nature impact drivers

The company reports progress on reducing its impact drivers related to changes in the state of nature.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company demonstrates quantitative progress on reducing its impact drivers, either against a defined target or as an improvement over at least two years. Data for at least three reporting periods is required.
2. The progress reported for each impact driver meets the minimum requirements set for that driver and covers the part of the company's own operations or value chain where each impact driver occurs. Narrower scopes may be accepted if the company can provide a clear justification for its prioritisation process.
3. The number of impact drivers on which the company demonstrates such progress meets the threshold set for the company's industry (see Table A in the appendix).

Financial Institutions must fulfil the following:

1. The financial institution demonstrates quantitative progress in reducing at least one priority impact driver associated with its financial activities over at least two years. Data for at least three reporting periods is required; OR
   The financial institution demonstrates quantitative progress in implementing specific measures to reduce or prevent that impact driver in the activities it finances, invests in or insures; OR
   The financial institution demonstrates quantitative progress against a measurable and time-bound target to reduce that impact driver or to increase the proportion of its financial counterparties that comply with requirements to reduce or prevent it.
   For land, freshwater or ocean use change, the financial institution demonstrates quantitative progress in increasing the proportion of its relevant portfolio, financing or clients that are assessed as complying with deforestation and conversion-free or no-conversion requirements.
2. The financial institution explains the calculation or assessment basis for the reported progress, using comparable values and stating relevant exclusions.
3. The progress reported covers the relevant priority sectors or areas within at least one of the financial institution's main financial activities, and the financial institution justifies the scope selected.

Nature-related impact drivers considered under this indicator include: land-use change, freshwater-use change, ocean-use change, water use, water pollution, air pollution, soil pollution, resource use, waste, disturbances, and invasive species. While GHG emissions are also considered a nature-related impact driver, disclosures on GHG emissions, associated targets, and progress are assessed under the Climate dimension.

SOCIAL – PLANNING

Commitment to respect human rights

The company has a publicly available policy statement committing it to respect human rights.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company's publicly available policy commits to respect all internationally recognised human rights, either through a general commitment or by reference to a recognised instrument such as the UN Guiding Principles on Business and Human Rights or the OECD Guidelines for Multinational Enterprises.
2. The commitment states that the company itself will respect human rights, rather than it supports, promotes or is guided by them.
3. The commitment covers all the company's activities.

Financial Institutions must fulfil the following:

1. The financial institution's publicly available policy commits to respect all internationally recognised human rights, either through a general commitment or by reference to a recognised instrument such as the UN Guiding Principles on Business and Human Rights or the OECD Guidelines for Multinational Enterprises.
2. The commitment states that the financial institution itself will respect human rights, rather than it supports, promotes or is guided by them.
3. The commitment covers the financial institution's own operations and all financial activities it undertakes.

Commitment to respect the human rights of workers

The company has a publicly available policy statement committing it to respect the human rights that the ILO has declared to be fundamental rights at work.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company has a publicly available policy statement committing it to respect the human rights that the ILO has declared to be fundamental rights at work: freedom of association and collective bargaining, the elimination of forced labour, the abolition of child labour, non-discrimination in employment and occupation, and a safe and healthy working environment.
2. The commitment covers all the company's activities and applies regardless of local law, or the company states that it seeks alternative means where local law restricts a right.
3. The company also requires or expects its business relationships to commit to respecting all the ILO fundamental rights at work.

Financial Institutions must fulfil the following:

1. The financial institution has a publicly available policy statement committing it to respect the ILO fundamental rights at work: ILO has declared to be fundamental rights at work: freedom of association and collective bargaining, the elimination of forced labour, the abolition of child labour, non-discrimination in employment and occupation, and a safe and healthy working environment.
2. The commitment covers its operations and business relationships, including all financial activities it undertakes, and applies regardless of local law, or the financial institution states that it seeks alternative means where local law restricts a right.
3. The financial institution requires or expects its business relationships, including relevant financial counterparties such as clients and investees, to commit to respecting all the ILO fundamental rights at work.

Commitment to remedy

The company has a publicly available policy statement committing it to remedy the adverse impacts on individuals, workers and communities where it identifies that it has caused or contributed to adverse impacts.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company's publicly available policy commits it to providing for or cooperating in remediation for adverse human rights impacts it has caused or contributed to, rather than only promoting or supporting access to remedy.
2. The company requires or expects its business relationships to commit to providing for or cooperating in remediation for adverse human rights impacts they have caused or contributed to.

Financial Institutions must fulfil the following:

1. The financial institution's publicly available policy commits it to providing for or cooperating in remediation for adverse human rights impacts it has caused or contributed to through its operations and financial activities.
2. The financial institution requires or expects its business relationships, including relevant financial counterparties such as clients and investees, to commit to providing for or cooperating in remediation for adverse human rights impacts they have caused or contributed to.

Board-level expertise on people-related impacts

The company's highest governance body has expertise with respect to its impacts on people.

To meet this indicator, all companies must fulfil the following:

1. One or more members of the company's highest governance body have specific expertise, experience, qualifications or knowledge in a specific social topic, such as human rights or the people-related impacts of the climate transition or the digital transition.

Responsible for social issues

The company discloses the functions, teams or committees that are responsible for implementation regarding social issues.

To meet this indicator, all companies must fulfil the following:

1. The company discloses functions, teams or committees that are responsible for implementation in a specific social topic, such as human rights or the people-related impacts of the climate transition or the digital transition.

Accountability for social performance

The company assigns oversight and/or decision-making responsibility for its social-related performance to the highest governance body.

To meet this indicator, all companies must fulfil the following:

1. The company discloses that one or more members of the highest governance body, or a dedicated committee at the highest governance body level, are explicitly tasked with oversight and/or decision-making responsibility of a specific social topic, such as human rights or the people-related impacts of the climate transition or the digital transition.

Remuneration for social performance

The company links remuneration to its people-related targets.

To meet this indicator, all companies must fulfil the following:

1. The company discloses at least one measurable and time-bound target linked to executive remuneration that relates to a specific social topic, such as human rights or the people-related impacts of the climate transition or the digital transition.

Gender-balanced leadership at the highest governance body

The company maintains a gender balance (between 40-60%) at the highest governance body.

To meet this indicator, all companies must fulfil the following:

1. Women make up between 40% and 60% (inclusive) of the members of the company's highest governance body.

Gender-balanced leadership among senior executives

The company maintains a gender balance (between 40-60%) at the senior executive level.

To meet this indicator, all companies must fulfil the following:

1. Women make up between 40% and 60% (inclusive) of the company's senior executive management.

Assess material impacts on people

The company identifies its material sustainability impacts related to people across its operations and value chain.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company discloses the criteria, sources or evidence it uses to assess the materiality of its impacts on people.
2. The company discloses at least one specific material impact on people identified through its materiality assessment.
3. The company discloses the value chain segment where each of its identified material impacts on people is concentrated or linked.

Financial Institutions must fulfil the following:

1. The financial institution discloses the criteria, sources or evidence it uses to assess the materiality of impacts on people associated with its financial products, services or relationships.
2. The financial institution discloses at least one specific material impact on people associated with its financial products, services or relationships, identified through its materiality assessment.

Assess human rights risks and impacts

The company describes the process(es) it has in place to identify and assess its human rights risks and impacts.

If the Real Economy company is not in a high-impact industry (see Table C1 in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses how it assesses its actual and potential impacts on people, for example through a human rights impact assessment, not only risks to the business or pass/fail compliance checks.
2. The assessment considers a relevant range of human rights issues and is not limited to a single issue or subject area, such as modern slavery.
3. The company conducts its human rights risk identification and assessment process on a recurring basis.
4. The process covers at least one of the following: own operations, upstream supply chain, downstream products and services, affected communities, or end-users and consumers.
5. The company uses the severity of harm to people as a criterion to determine which human rights risks and impacts are most significant.

If the Real Economy company is in a high-impact industry (see Table C1 in the appendix), the company must fulfil the following:

1. The company discloses how it assesses its actual and potential impacts on people, for example through a human rights impact assessment, not only risks to the business or pass/fail compliance checks.
2. The assessment considers a relevant range of human rights issues and is not limited to a single issue, such as modern slavery.
3. The company conducts its human rights risk identification and assessment process on a recurring basis and discloses how often it does so.
4. The process covers all the value chain segments and affected groups where its industry has significant adverse impacts on people (see Table C3 in the appendix).
5. The company uses the severity of harm to people, described through its scale, scope and irremediability, and the likelihood of the impact occurring as criteria to determine which human rights risks and impacts are most significant.
6. The company discloses the type of information it uses to identify and assess risks and impacts.

Financial Institutions must fulfil the following:

1. The financial institution discloses how it assesses actual and potential impacts on people linked to its financial activities beyond initial risk screening, for example through a portfolio human-rights assessment or a client, transaction, asset or portfolio assessment.
2. The assessment considers a relevant range of internationally recognised human rights, as shown through its disclosed scope, criteria or methodology.
3. The financial institution conducts the assessment on a recurring basis, or applies it systematically at relevant financial decisions or defined reassessment triggers.

4. The assessment covers at least the financial activities where the most severe actual or potential impacts on people arise.
5. The financial institution uses the severity of harm to people, described through its scale, scope and irremediability, and the likelihood of potential impacts occurring as criteria to prioritise its human rights risks and impacts.
6. The financial institution discloses the type of information it uses to identify and assess risks and impacts linked to its financial activities.

Salient human rights risks

The company publicly discloses the results of its human rights risks and impact assessments, separately or aggregated across its operations and locations.

If the Real Economy company is not in a high-impact industry (see Table C1 in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses at least one specific salient human rights issue as a result of its human rights risk and impact assessment, at least in aggregated form. The issue can concern its own workforce, value chain workers, affected communities, or consumers and end-users.

If the Real Economy company is in a high-impact industry (see Table C1 in the appendix), the company must fulfil the following:

1. The company discloses at least one specific salient human rights issue as a result of its human rights risk and impact assessment for at least one stakeholder group that its industry's impacts most affect (see Table C3 in the appendix).

Financial Institutions must fulfil the following:

1. The financial institution discloses at least one specific human rights issue linked to its financial activities, identified through its human rights risk and impact assessment or explicitly identified as salient, at least in aggregated or anonymised form. The issue concerns value chain workers, communities, or consumers and end-users affected by its financial activities.

Heightened human rights due diligence

The company describes how its risk and impact identification process(es) are triggered by new country operations, new business relationships, new human rights challenges or conflict affecting particular locations.

If the Real Economy company is not in an industry that is exposed to conflict-affected and high-risk areas (see Table D in the appendix), it must fulfil the following:

1. The company names at least one situation that triggers a new or updated human rights risk assessment and describes the process it carries out when such a situation arises; OR

   The company identifies actual or potential exposure of its operations or business relationships to conflict-affected or high-risk areas and describes how it assesses conflict-related and security-related risks and the associated human rights harms in those areas; OR

   The company discloses a supported screening result showing that its operations and business relationships have no exposure to conflict-affected or high-risk areas.

If the Real Economy company is in an industry that is exposed to conflict-affected and high-risk areas (see Table D in the appendix), the company must fulfil the following:

1. The company identifies actual or credible potential exposure of its operations or business relationships to conflict-affected or high-risk areas and describes a specific assessment process covering that exposure; OR

   The company discloses a supported screening result showing that it has no conflict-affected and high-risk area exposure, names at least one situation that triggers a new or updated human rights risk assessment and describes the human rights assessment process that follows.

Financial Institutions must fulfil the following:

1. The financial institution names at least one situation linked to its financial activities that triggers a new or updated human rights risk assessment, such as entering a new financing market or establishing a new lending, investment or insurance relationship, and describes the assessment it carries out when such a situation arises; OR

   The financial institution identifies actual or credible potential exposure to conflict-affected or high-risk areas through its clients, investees, financed projects or insured activities and describes how it assesses the conflict-related and security-related risks to people connected with that exposure.

Assess human rights and environmental impacts

The company applies environmental dimensions in its processes to identify and assess human rights risks and impacts.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company discloses at least one environmental harm with which it is involved across the value chain that it has identified or assessed.
2. The company's assessment connects the environmental harm to actual or potential impacts on people, either by naming at least one affected rightsholder group or through a general reference to affected people.

Financial Institutions must fulfil the following:

1. The financial institution discloses at least one environmental harm that it has identified or assessed within a human rights impact assessment or integrated environmental and social impact assessment of its financial activities.
2. The assessment connects the environmental harm to actual or potential impacts on people's rights associated with its financial activities.

Target for paying a living wage

The company discloses a time-bound target for paying workers a living wage.

If the Real Economy company is not in a high-impact industry (see Table C2 in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses a measurable and time-bound target for paying a living wage to all employees in its own operations, or states that it already pays all employees a living wage.

If the Real Economy company is in a high-impact industry (see Table C2 in the appendix), the company must fulfil the following:

1. The company discloses a measurable and time-bound target for paying a living wage to all employees in its own operations, or discloses evidence that it already pays all employees a living wage.
2. The company commits to support the payment of a living wage in its supply chain.

Financial Institutions must fulfil the following:

1. The financial institution discloses a measurable and time-bound target for paying a living wage to all employees in its own operations, or states that it already pays all employees a living wage.
2. The financial institution commits to support the payment of a living wage through its financial activities.

AI principles and governance structures

The company establishes principles, governance and accountability mechanisms for the responsible development, deployment and use of AI.

If the company is not in a high-impact industry (see Table F in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses responsible AI principles, an AI policy, a responsible AI framework, a responsible AI strategy or an equivalent commitment.
2. The company identifies the governance structure, committee, function, team, role or accountable person responsible for AI governance or responsible AI implementation.

If the company is in a high-impact industry (see Table F in the appendix), the company must fulfil the following:

1. The company discloses responsible AI principles, an AI policy, a responsible AI framework, a responsible AI strategy or an equivalent commitment.
2. The company identifies the governance structure, committee, function, team, role or accountable person responsible for AI governance or responsible AI implementation.
3. The company's senior management or board oversees responsible AI implementation or material AI risks.
4. The company's AI governance applies to its relevant AI activities, such as internally developed AI, procured or third-party AI, or AI embedded in products or services.

Assess AI risks and impacts on people

The company has processes to identify and assess risks and potential impacts arising from the development, deployment or use of AI.

If the company is not in a high-impact industry (see Table F in the appendix), to meet this indicator, it must fulfil the following:

1. The company describes a defined process for identifying and assessing AI-related risks and impacts.
2. The company discloses the following on the scope of the assessment: the AI systems or use cases covered; the impacts considered.

If the company is in a high-impact industry (see Table F in the appendix), the company must fulfil the following:

1. The company describes a defined process for identifying and assessing AI-related risks and impacts.
2. The company discloses all of the following regarding the scope of the assessment: the AI systems or use cases covered; the lifecycle stage(s) at which assessment or reassessment occurs; the impacts considered; and the affected groups considered.

Assess workforce-related AI impacts

The company identifies and assesses actual or potential effects of its adoption or use of AI on jobs, tasks and skills in its own workforce.

To meet this indicator, all companies must fulfil the following:

1. The company identifies at least one specific AI-related employment impact on its own workforce, such as job loss or redundancy risk, continuing jobs with changed tasks or skills needs, or new jobs or roles created or expected.
2. The company discloses the approach it used to assess AI-related employment impact.

Target for workforce-related AI impacts

The company discloses a target for managing identified AI-related employment impacts on its own workforce.

To meet this indicator, all companies must fulfil the following:

1. The company discloses a time-bound and measurable target in response to an identified AI-related employment impact on its own workforce.

Assess climate transition impacts on people

The company discloses actual or potential impacts related to the jobs and livelihoods of affected stakeholder groups linked to the climate transition and the approach used to identify or assess those impacts.

If the Real Economy company is not in a just transition adaptation or mitigation-priority industry (see Table G in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses an actual or potential impact on the jobs and livelihoods of affected stakeholder groups linked to either climate mitigation or climate adaptation and resilience.
2. The company identifies the impact area, such as job security, income or local economic development. It also identifies the stakeholder group affected by the impact.
3. The company discloses the approach used to identify or assess the impact.

If the Real Economy company is in a just transition adaptation-priority industry (see Table G in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses an actual or potential impact on the jobs and livelihoods of affected stakeholder groups arising from a relevant physical climate risk or from measures taken to adapt to that risk or strengthen resilience.
2. The company identifies the impact area, such as job security, income or local economic development. It also identifies the stakeholder group affected by the impact.
3. The company discloses the approach used to identify or assess the impact.

If the Real Economy company is in a just transition mitigation-priority industry (see Table G in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses an actual or potential impact on the jobs and livelihoods of affected stakeholder groups linked to climate mitigation.
2. The company identifies the impact area, such as job security, income or local economic development. It also identifies the stakeholder group affected by the impact.
3. The company discloses the approach used to identify or assess the impact.
4. The company demonstrates a substantive commitment to shift from carbon-intensive activities, products or production methods towards low-carbon alternatives, identifies the relevant low-carbon transition action or decarbonisation lever, and shows how the impact on people results, or could result, from implementing that action or lever.

Financial Institutions must fulfil the following:

1. The financial institution discloses an actual or potential impact on the jobs and livelihoods of affected stakeholder groups linked to climate mitigation or to climate adaptation and resilience. The impact must arise in connection with the institution's financial activities, whether through its products and services or through its business relationships.
2. The financial institution identifies the impact area, such as job security, income or local economic development. It also identifies the stakeholder group affected by the socio-economic impact.

3. The financial institution discloses the approach used to identify or assess the socio-economic impact.

Target for climate transition impacts on people

The company discloses targets addressing impacts on people's jobs and livelihoods of affected stakeholder groups linked to the climate transition.

If the Real Economy company is not in a just transition adaptation or mitigation-priority industry (see Table G in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses a measurable and time-bound target to address the impacts on jobs and livelihoods of affected stakeholder groups related to either climate adaptation and resilience or climate mitigation.
2. The company identifies the stakeholder group covered by the target.

If the Real Economy company is in a just transition adaptation-priority industry (see Table G in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses a measurable and time-bound target to address the impacts on the jobs and livelihoods of affected stakeholder groups arising from a relevant physical climate risk or from measures taken to adapt to that risk or strengthen resilience.
2. The company identifies the stakeholder group covered by the target.

If the Real Economy company is in a just transition mitigation-priority industry (see Table G in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses a measurable and time-bound target to address the impacts of climate mitigation on jobs and livelihoods of affected stakeholder groups.
2. The company identifies the stakeholder group covered by the target.
3. The company demonstrates a substantive commitment to shift from carbon-intensive activities, products or production methods towards low-carbon alternatives, identifies the relevant low-carbon transition action or decarbonisation lever, and shows how the target addresses the resulting effects of implementing that action or lever.

Financial Institutions must fulfil the following:

1. The financial institution discloses a measurable and time-bound target that applies to its financial products, services or capital, and explains the issue it addresses that is linked to climate adaptation and resilience or to climate mitigation.
2. The financial institution identifies the stakeholder group covered by the target.

SOCIAL – IMPLEMENTATION

Act on human rights risk and impacts

The company describes the process(es) it has in place to prevent, mitigate or remediate its salient human rights issues.

If the Real Economy company is not in a high-impact industry (see Table C1 in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses how it prevents or mitigates its human rights risks in practice, for example through audits and corrective actions, controls in its own operations, products or services, or support and capacity building.
2. The company's actions are connected to its salient human rights risks, referred to individually or collectively.
3. The company gives a recent example of a specific action it has taken to prevent or mitigate a salient human rights impact, in its own operations, upstream value chain, affected communities, or downstream products and services.

If the Real Economy company is in a high-impact industry (see Table C1 in the appendix), the company must fulfil the following:

1. The company discloses the measures it has in place to prevent or mitigate its human rights risks that go beyond setting requirements and checking compliance via audits and corrective actions, namely establishing controls in its own operations, products or services, or support and capacity building.
2. The company's actions are connected to its salient human rights risks, referred to individually or collectively.
3. The company gives a recent example of a specific action it has taken to prevent or mitigate a salient human rights impact in the parts of the business and affected groups its industry's impacts most affect (see Table C3 in the appendix).

Financial Institutions must fulfil the following:

1. The financial institution discloses the processes it uses to prevent, mitigate or remediate human rights risks and impacts through its financial activities.
2. The financial institution's processes are connected to its salient human rights risks linked to its financial activities, referred to individually or collectively.
3. The financial institution discloses evidence of measures it has implemented through its financial activities to address its salient human rights risks or impacts.

Track effectiveness of response to human rights risks and impacts

The company describes the process(es) it has in place to track or monitor the actions taken in response to human rights issues and for evaluating whether the actions have been effective.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company discloses what information it uses to track the actions it takes on human rights issues, beyond a statement that it monitors its actions.
2. The company discloses the method it uses to judge whether those actions are effective, beyond a commitment to review their effectiveness.

Financial Institutions must fulfil the following:

1. The financial institution discloses what information it uses to track its responses to human rights risks linked to its financial activities, beyond a statement that it monitors them.
2. The financial institution discloses the method it uses to judge whether those responses are effective, beyond a commitment to review their effectiveness.

Act on human rights and environmental risks and impacts

The company prevents and mitigates actual and potential negative human rights impacts resulting from environmental harms.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company describes a specific action taken or to be taken in the last three years to avoid, reduce, restore, substitute or remedy an environmental harm that affects people.
2. The company's action responds to an environmental harm affecting people, naming at least one affected rightsholder group or through a general reference to affected people.

Financial Institutions must fulfil the following:

1. The financial institution describes at least one specific action undertaken or ongoing during the past three years to prevent or address adverse human rights impacts arising from environmental harms associated with its financial activities.
2. The disclosure explains the environmental harm, its actual or potential effects on people, and the financial institution’s role in the action.

Stakeholder engagement on people-related risks and impacts assessments

The company describes how it involves stakeholders in its material topics and/or human rights risks and impact identification and assessment process(es).

If the Real Economy company is not in a high-impact industry (see Table C1 in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses that it engages with stakeholders as part of an ongoing approach to identify and assess material topics or human rights risks and impacts.
2. The company identifies the stakeholder groups it consulted, including at least one category of potentially affected stakeholders in any segment of its value chain.
3. The company provides evidence that stakeholder input was integrated into the findings of its people-related risk and impact identification and assessment process.

If the Real Economy company is in a high-impact industry (see Table C1 in the appendix), the company must fulfil the following:

1. The company discloses that it engages with stakeholders as part of an ongoing approach to identify and assess material topics or human rights risks and impacts.
2. The company identifies the stakeholder groups it consulted, including at least one category of potentially affected stakeholders in the value chain segment(s) prioritised for its industry (see Table C3 in the appendix).
3. The company provides evidence that stakeholder input was integrated into the findings of its risk and impact identification and assessment process.

Financial Institutions must fulfil the following:

1. The financial institution discloses that it engages with stakeholders as part of an ongoing approach to identifying and assessing impacts on people associated with its financial products, services and business relationships.
2. The financial institution identifies the stakeholder groups it consulted, directly or through their legitimate representatives or credible proxies, including at least one group affected or potentially affected by its financial activities.
3. The financial institution provides evidence that stakeholder input was integrated into the findings of its assessment of impacts linked to financial activities.

Stakeholder engagement on people-related risks and impacts actions

The company describes how it involves affected stakeholders in decisions about the actions to take in response to its material topics or salient human rights issues.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company discloses that it engages with stakeholders on an ongoing basis to inform decisions about actions to prevent, mitigate or remediate its material impacts or salient human rights risks and impacts.

2. The company discloses at least one example specifying the affected or potentially affected stakeholders engaged and how their input informed the decisions about the actions to take in response to its material impacts or salient human rights issues, explaining whether and how that input influenced the mitigation measures, remediation actions or resource allocation.

Financial Institutions must fulfil the following:

1. The financial institution describes how it engages with stakeholders as part of an ongoing approach to deciding actions to prevent, mitigate or remediate material social impacts or salient human rights issues linked to its financial products, services and business relationships.
2. The financial institution discloses at least one example specifying the affected or potentially affected stakeholders engaged and how their input informed a response that it decided on, required or supported through its financial activities, and explains its role in that response.

Stakeholder engagement on business decisions and strategy

The company describes how it involves stakeholders, particularly Indigenous Peoples and local communities, to inform decisions about its business strategy.

If the Real Economy company is not in an industry where Indigenous Peoples' collective rights and potentially affected local communities' tenure, participation and other rights relating to land and natural resources is a priority topic (see Table E in the appendix), to meet this indicator, it must fulfil the following:

1. The company provides at least one specific example showing that affected or potentially affected stakeholders influenced or participated in a decision concerning its business strategy, business model or a significant project or activity.

If the Real Economy company is in an industry where Indigenous Peoples' collective rights and potentially affected local communities' tenure, participation and other rights relating to land and natural resources is a priority topic (see Table E in the appendix), or provides evidence under this route while operating in another industry, it must fulfil the following:

1. The company provides at least one specific example demonstrating either free, prior and informed consent (FPIC) from Indigenous Peoples in its own activities, in connection with a significant project or activity in its supply chain or its response to consent withheld, contested or unresolved agreements in relation to its business strategy, business model or a significant project. In all cases, the company must demonstrate how it respected the outcome of the consent process and how this affected the relevant project or business decision. If no land transactions, activities and business relationships (including operations and supply chains) affecting Indigenous Peoples or local communities occurred in the past three years, the company describes how it identifies and negotiates with legitimate tenure rightsholders, or how it responds to consent withheld, contested or unresolved.

Financial Institutions must fulfil the following:

1. The financial institution provides at least one specific example showing that affected or potentially affected stakeholders influenced or participated in a significant decision or activity linked to its financial products, services or activities, or showing how it acted to respect the free, prior and informed consent (FPIC) of Indigenous Peoples in a financing, investment or insurance relationship.

Grievance mechanism for workers

The company indicates that it has one or more mechanism(s), or participates in a third-party or shared mechanism, accessible to all workers to raise complaints or concerns related to the company without fear of reprisals.

To meet this indicator, all companies must fulfil the following:

1. The company discloses a formal grievance mechanism that is accessible to all workers in its own operations, including employees and non-employee workers, The grievance mechanism is available to workers for all human rights complaints. for all human rights complaints. The mechanism allows workers to report both anonymously and non-anonymously, and it is available in all languages relevant to the jurisdictions where the company operates.
2. The company discloses a non-retaliation principle to protect workers who report concerns from retaliation, reprisal, intimidation, dismissal or similar adverse treatment.

Grievance mechanism for external individuals and communities

The company indicates that it has one or more mechanism(s), or participates in a shared mechanism, accessible to all external individuals and communities who may be adversely impacted by the company, or those acting on their behalf, to raise complaints or concerns without fear of reprisals.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company discloses a formal grievance mechanism that is accessible to all external stakeholders for all human rights complaints. The mechanism allows external stakeholders to report both anonymously and non-anonymously, and it is available in all languages relevant to the jurisdictions where the company operates directly.
2. The company discloses a non-retaliation principle to protect external stakeholders who report concerns from retaliation, reprisal, intimidation, dismissal or similar adverse treatment.

Financial Institutions must fulfil the following:

1. The financial institution discloses a formal grievance mechanism that is accessible to external stakeholders, including people affected through its financial activities and business relationships, or their representatives. The mechanism is available to external stakeholders for all human rights complaints, including concerns associated with its financial activities. It allows external stakeholders to report both anonymously and non-anonymously.
2. The financial institution explains how the external stakeholders covered by the mechanism, including those outside the locations where it operates directly, can submit complaints in languages accessible to them.
3. The financial institution discloses a non-retaliation principle to protect external stakeholders who report concerns from retaliation, reprisal, intimidation or similar adverse treatment.

Health and safety support in own operations

The company describes concrete, resourced support it provides to its own workforce to improve health and safety performance.

To meet this indicator, all companies must fulfil the following:

1. The company takes at least one concrete, resourced action to improve the health and safety of its own workforce, such as a mental health or psychosocial service it runs or pays for, consulting workers on health and safety, running an occupational safety programme, providing access to health services, or heat and climate adaptation measures.

Health and safety support in the value chain

The company describes concrete actions it takes to improve the health and safety of workers in its business relationships.

If the Real Economy company is not in a high-impact industry (see Table C2 in the appendix), to meet this indicator, it must fulfil the following:

1. The company provides health and safety training or capacity building to its suppliers through a specific session or programme, including on heat or other climate-related risks.

If the Real Economy company is in a high-impact industry (see Table C2 in the appendix), the company must fulfil the following:

1. The company takes at least one concrete, resourced action to support its suppliers in improving workers' health and safety, such as offering workers' access to health services or heat and climate adaptation measures for workers.

Financial Institutions must fulfil the following:

1. The financial institution describes at least one concrete action it has taken through its financial relationships to prevent occupational health and safety risks or improve workers' health and safety.

Remedy for adverse impacts

For adverse human rights impacts which it has caused or to which it has contributed, the company describes the approach it took to provide or enable a timely remedy for victims.

To meet this indicator, Real Economy companies must fulfil the following:

1. The company describes the remedy it provided or enabled for an adverse human rights impact that it caused or contributed to, either through an actual case or through a sufficiently detailed description of how it would determine, provide, implement and monitor remedy.
2. The company's approach to remedy includes at least one of the following safeguards: assessment of the appropriateness and proportionality to the harm; substantive support provided to affected people during or after remediation; remedy provided within clear timeframes; monitoring the implementation of the agreed remedy; or regular review of the remediation process with the participation of affected people, their legitimate representatives and/or relevant independent experts.
3. The company's remedy approach applies to at least one stakeholder group beyond its own workforce, namely value chain workers, affected communities, or end users and consumers.

Financial Institutions must fulfil the following:

1. The financial institution describes its role in providing, cooperating in or enabling remedy for an adverse human rights impact associated with its financial activities, either through an actual case or through an established, sufficiently detailed procedure.
2. The financial institution explains how it assesses whether the remedy is appropriate and proportionate to the harm and to the needs and perspectives of affected people.
3. For the same remedy approach or case, the financial institution explains how it follows up on or verifies the implementation of the agreed remedy, directly or through another party.

Violence and harassment prevention in own operations

The company takes actions to help prevent violence and harassment in the workplace.

To meet this indicator, all companies must fulfil the following:

1. The company takes at least one proactive, risk-based action to prevent violence and harassment in its own workplace, such as exploring its workplace culture to understand and address underlying social norms, monitoring or assessing risk situations, or putting in place safety measures, for example, access to safe transport.

Violence and harassment prevention in the value chain

The company describes concrete action it takes to prevent violence and harassment against workers in its business relationships.

If the Real Economy company is not in a high-impact industry (see Table C2 in the appendix), to meet this indicator, it must fulfil the following:

1. The company provides training or capacity building on preventing violence and harassment to its business relationships, through a specific session or programme.

If the Real Economy company is in a high-impact industry (see Table C2 in the appendix), the company must fulfil the following:

1. The company provides at least one resourced type of support to its suppliers to prevent violence and harassment, such as working with local organisations to prevent or detect cases.

Financial Institutions must fulfil the following:

1. The financial institution describes at least one concrete action it has taken or is implementing through its financial relationships to prevent violence and harassment affecting workers of its clients, investees, or financed or insured activities.

Living wage benchmark in own operations

The company uses a recognised living wage benchmark and describes how the living wage is determined in its own operations.

To meet this indicator, all companies must fulfil the following:

1. The company uses a recognised living wage benchmark to determine a living wage in its own operations and describes how the living wage is determined.

Living wage payment in the value chain

The company discloses evidence to promote the payment of a living wage in its value chain.

If the Real Economy company is not in a high-impact industry (see Table C2 in the appendix), to meet this indicator, it must fulfil the following:

1. The company's supplier code of conduct includes living wage provisions, beyond minimum wage only.

If the Real Economy company is in a high-impact industry (see Table C2 in the appendix), the company must fulfil the following:

1. The company's supplier code of conduct includes living wage provisions, beyond minimum wage only.
2. The company takes at least one concrete action to promote the payment of a living wage in its supply chain, such as participating in industry-specific living wage initiatives or adapting its purchasing practices to enable the payment of a living wage.

Financial Institutions must fulfil the following:

1. The financial institution discloses at least one action it has already taken to promote the payment of living wages through its lending, investment or other financial relationships.

Social dialogue mechanism

The company discloses structured social dialogue for its own workforce with workers' organisations or recognised worker representatives.

To meet this indicator, all companies must fulfil at least one of the following:

1. The company discloses a structured and regular social dialogue process that involves at least one employer-side actor, for example company or employer representatives or an employers' organisation, and at least one worker-side actor, for example trade unions or workers' organisations or recognised worker representatives; OR

   The company discloses a formal agreement or negotiated arrangement with workers' organisations or recognised worker representatives, such as a collective bargaining agreement or a global framework agreement.

Collective bargaining support in own operations

The company discloses active measures to support freedom of association and collective bargaining for its own workforce.

To meet this indicator, all companies must fulfil the following:

1. The company implements at least one direct measure supporting freedom of association or collective bargaining for its own workforce to protect workers from intimidation, harassment or retaliation, such as access to representatives or authorized decisionmakers.

Collective bargaining support in the value chain

The company implements safeguards or active measures to support freedom of association and collective bargaining for workers in its value chain.

If the Real Economy company is not in a high-impact industry (see Table C2 in the appendix), to meet this indicator, it must fulfil the following:

1. The company's supplier code of conduct includes concrete safeguards for freedom of association and collective bargaining that prohibit conduct such as anti-union retaliation, discrimination, intimidation, dismissal or employer interference.

If the Real Economy company is in a high-impact industry (see Table C2 in the appendix), to meet this indicator, it must fulfil the following:

1. The company's supplier code of conduct includes concrete safeguards for freedom of association and collective bargaining that prohibit conduct such as anti-union retaliation, discrimination, intimidation, dismissal or employer interference.
2. The company discloses at least one active freedom of association or collective bargaining support measure for supply chain workers, such as capacity building for worker representatives or supporting access to authorized decisions makers.

Financial Institutions must fulfil the following:

1. The financial institution describes at least one measure it has implemented through its financial activities to verify respect for, protect or enable workers' freedom of association or collective bargaining.

AI risk mitigation and safeguards

The company has measures to prevent, mitigate, monitor and respond to risks and impacts arising from the development, deployment or use of AI.

If the company is not in a high-impact industry (see Table F in the appendix), to meet this indicator, it must fulfil the following:

1. The company provides evidence on its measures to prevent, reduce or respond to AI-related risks or harms, such as testing and technical safeguards, design, deployment or use controls, or corrective, remedial or incident-response measures.
2. The company provides evidence on its operational mechanisms for controlling or monitoring AI systems during or after deployment, such as human intervention, review or override, or ongoing or post-deployment monitoring of AI performance and risks.

If the company is in a high-impact industry (see Table F in the appendix), the company must fulfil the following:

1. The company describes the measures it takes to prevent, reduce or respond to AI-related risks or harms: testing and technical safeguards; design, deployment or use controls; or corrective, remedial or incident-response measures.
2. The company describes ongoing or post-deployment monitoring of AI performance and risks.
3. If the company's AI systems materially affect people, the company also provides evidence that affected people are informed about relevant AI use and can challenge outcomes, seek human review or raise concerns. Affected people could include customers, workers or others whose rights, opportunities, or decisions affecting them may be impacted by AI, with or without direct AI interaction.

Data privacy and responsible AI data use

The company has measures in place to protect personal data and user rights and ensure the responsible use of data in AI systems.

If the company is not in a high-impact industry (see Table F in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses the categories of personal data it collects and the purposes for which the data is collected or used.
2. The company discloses whether it shares personal data, the recipients or categories of recipients, and the purposes for which personal data is shared.
3. The company discloses the rights individuals have over their personal data and how they can exercise those rights, such as access, correction, deletion or withdrawal of consent.
4. The company's privacy disclosure covers both its customers or users and its own workforce.

If the company is in a high-impact industry (see Table F in the appendix), the company must fulfil the following:

1. The company discloses the categories of personal data it collects and the purposes for which the data is collected or used.
2. The company discloses whether it shares personal data, the recipients or categories of recipients, and the purposes for which personal data is shared.
3. The company discloses the rights individuals have over their personal data and how they can exercise those rights, such as access, correction, deletion or withdrawal of consent.
4. The company's privacy disclosure covers both its customers or users and its own workforce.
5. The company discloses measures to protect personal or sensitive data used in the development, training, deployment or operation of AI systems.
6. The company discloses at least one of the following: measures on how data used in AI are sourced, obtained, documented or traced; or measures to ensure that data used in AI are accurate, representative or appropriate for their intended use.

Workforce programmes to address AI impacts

The company has implemented one or more programmes to address AI-related employment impacts on its own workforce.

To meet this indicator, all companies must fulfil the following:

1. The company has implemented at least one programme to address AI-related employment impacts on its own workforce, such as training or upskilling for continuing jobs.

Measures to address climate transition impacts on people

The company discloses activities to address the impacts on people's jobs and livelihoods of affected stakeholder groups linked to the climate transition.

If the Real Economy company is not in a just transition adaptation or mitigation-priority industry (see Table G in the appendix), to meet this indicator, it must fulfil the following:

1. The company takes measures to address the impacts on affected stakeholder group's jobs and livelihoods linked to either climate mitigation or climate adaptation and resilience.
2. The company identifies the type of measure implemented, such as redeployment support, skills development, social-protection support, support for local economic diversification, or remedy. It also identifies the stakeholder group covered by the measure.

If the Real Economy company is in a just transition adaptation-priority industry (see Table G in the appendix), to meet this indicator, it must fulfil the following:

1. The company takes measures to address the impacts on affected stakeholder group's jobs and livelihoods arising from a relevant physical climate risk or from efforts taken to adapt to that risk or strengthen resilience.
2. The company identifies the type of measure implemented, such as redeployment support, skills development, social-protection support, support for local economic diversification, or remedy. It also identifies the affected stakeholder group covered.

If the Real Economy company is in a just transition mitigation-priority industry (see Table G in the appendix), to meet this indicator, it must fulfil the following:

1. The company takes measures to address the impacts on affected stakeholder group's jobs and livelihoods linked to climate mitigation.
2. The company identifies the type of measure implemented, such as redeployment support, skills development, social-protection support, support for local economic diversification, or remedy. It also identifies the affected stakeholder group covered.
3. The company demonstrates a substantive commitment to shift from carbon-intensive activities, products or production methods towards low-carbon alternatives. It identifies the relevant low-carbon transition action or decarbonisation lever and shows how the measure addresses the impacts on people's jobs and livelihoods from implementing that action or lever.

Financial Institutions must fulfil the following:

1. The financial institution takes measures to address the impacts on affected stakeholder group's jobs and livelihoods linked to climate mitigation or climate adaptation and resilience through its financial products, services or capital.
2. The financial institution identifies the type of measure implemented, such as financing, investment or underwriting, stewardship or client and investee engagement, or support provided through its counterparties. It also identifies the affected stakeholder group covered.

SOCIAL – PERFORMANCE

Gender pay gap

The company discloses the ratio of the basic salary and remuneration of women to men in its total direct operations workforce.

To meet this indicator, all companies must fulfil the following:

1. The company discloses an unadjusted gender pay gap figure for its total direct operations, as either a percentage pay gap or as a women-to-men remuneration ratio.
2. The company disaggregates its gender pay gap by employee category and by location of operation.

Living wage coverage

The company publicly discloses quantitative living wage coverage data.

If the Real Economy company is not in a high-impact industry (see Table C2 in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses the proportion of all employees in its own operations that are paid at or above a living wage.

If the Real Economy company is in a high-impact industry (see Table C2 in the appendix), the company must fulfil the following:

1. The company discloses the proportion of all employees in its own operations that are paid at or above a living wage.
2. The company discloses the proportion of supply chain workers paid at or above a living wage, specifying the scope of supply chain coverage.

Financial Institutions must fulfil the following:

1. The financial institution discloses the proportion of all employees in its own operations that are paid at or above a living wage.
2. The financial institution discloses the proportion of workers associated with its financial activities that are paid at or above a living wage. This may include data from clients, investees or project mechanisms whose living wage data it monitors.

Health and safety data

The company discloses quantitative health and safety information regarding work-related fatalities and injuries.

If the Real Economy company is not in a high-impact industry (see Table C2 in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses quantitative health and safety data for its own workforce, covering work-related fatalities and injuries.

If the Real Economy company is in a high-impact industry (see Table C2 in the appendix), the company must fulfil the following:

1. The company discloses quantitative health and safety data for its own workforce, covering work-related fatalities and injuries.
2. The company discloses quantitative health and safety data for its supply chain workers, including the types of incidents that resulted in injuries, ill-health and/or fatalities, and specifies which part of the supply chain is covered.

Financial Institutions must fulfil the following:

1. The financial institution discloses quantitative health and safety data for its own workforce, covering work-related fatalities and injuries.
2. The financial institution discloses quantitative health and safety data for workers associated with its financial activities. This may include data from clients, investees or project mechanisms whose health and safety data it monitors.

Collective bargaining coverage

The company discloses the percentage of workers covered by collective bargaining agreements.

If the Real Economy company is not in a high-impact industry (see Table C2 in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses the percentage of its total employees covered by collective bargaining agreements.

If the Real Economy company is in a high-impact industry (see Table C2 in the appendix), the company must fulfil the following:

1. The company discloses the percentage of its total employees covered by collective bargaining agreements.
2. The company discloses the percentage of supply chain workers covered by collective bargaining agreements, specifying which part of the supply chain is covered.

Financial Institutions must fulfil the following:

1. The financial institution discloses the percentage of its total employees covered by collective bargaining agreements.
2. The financial institution discloses the percentage of workers associated with its financial activities that are covered by collective bargaining agreements. This may include data from clients, investees or project mechanisms whose collective bargaining data it monitors.

Grievance and remediation data

The company discloses the number of grievances received and resolved through remediation.

To meet this indicator, Real Economy companies must fulfil the following:

If the Real Economy company is not in a high-impact industry (see Table C2 in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses the number of grievances received within the reporting period.
2. The company disaggregates its grievance data by at least one relevant category, such as the type of issue, submission channel or gender.
3. The company discloses the number or percentage of grievances resolved through remediation, including through apologies, restitution, rehabilitation, compensation, appropriate sanctions or measures to prevent further harm.

If the Real Economy company is in a high-impact industry (see Table C2 in the appendix), to meet this indicator, it must fulfil the following:

1. The company discloses the number of grievances received within the reporting period.
2. The company disaggregates its grievance data by at least one relevant category, such as the type of issue, submission channel or gender.
3. The company discloses supplier grievance data, specifying which part of the supply chain is covered.
4. The company discloses the number or percentage of grievances resolved through remediation, including through apologies, restitution, rehabilitation, compensation, appropriate sanctions or measures to prevent further harm.

Financial Institutions must fulfil the following:

1. The financial institution discloses the number of human rights grievances associated with its financial activities. This may include data from mechanisms it operates or participates in, or from client, investee or project mechanisms whose grievance data it monitors.
2. The financial institution disaggregates its grievance data by at least one relevant category, such as the type of issue, submission channel or gender.
3. The financial institution discloses the number or percentage of grievances associated with its financial activities resolved through remediation, where the remedy was provided by the financial institution or by another responsible party, such as a client or investee.

Involuntary turnover rate

The company discloses annual involuntary turnover data for its employees.

To meet this indicator, all companies must fulfil the following:

1. The company discloses the annual total number of employees whose employment was involuntarily terminated during the reporting year.
2. The company discloses the annual involuntary employee turnover rate for its total employees and disaggregates it by gender or employee type.

Job creation and workforce redeployment data

The company reports quantitative outcomes from either its job creation or redeployment activities within its own workforce.

To meet this indicator, all companies must fulfil the following:

1. The company reports the number of jobs created within the reporting year; OR

   The company reports the number of its employees who were redeployed or moved into new roles within the reporting year.

APPENDIX

Table A. Impact drivers and thresholds by industry

Applicable indicators:

- Target for nature impact drivers
- Report on nature impact drivers
- Progress on reducing nature impact drivers

Impact drivers**	Threshold to meet the indicator	Industries
Broad	3 impact drivers	Agriculture and Primary Production Electric Utilities* Fishing & Aquaculture Metals & Mining* Oil & Gas*
Moderate	2 impact drivers	Air Transport Apparel & Footwear Building Materials Chemicals Construction & Engineering Consumer Durables Energy Equipment Food and Beverage Forestry Gas Utilities Hardware Products & Systems Maritime Transport and Ports* Metal Products* Paper & Forest Products* Personal & Household Products Plastic & Rubber Products* Real Estate Transport Equipment* Waste Management Water & Sewerage

Impact drivers**	Threshold to meet the indicator	Industries
Narrow	1 impact driver	Automotive Digital Payment Services Digital Platforms & Services Glass Products Hotels & Resorts Industrial Equipment Land Transport Logistics & Delivery Pharmaceuticals & Biotechnology Restaurants Retail Telecommunications Wholesale

*Some sub-industries in this industry are subject to a lower threshold.

** The Impact drivers column reflects the number of nature-related impact drivers assessed as having high or very high materiality at an own operations level, based on the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) knowledge base. ENCORE provides assessments of economic activities' potential pressures on nature and is referenced in the TNFD LEAP approach guidance to support the assessment of nature-related impacts.

Table B. Industries with significant nature-related impacts in the value chain

Applicable indicator: Assess ecologically sensitive locations

Industries	
Apparel & Footwear	Industrial Equipment
Automotive	Metal Products
Building Materials	Paper & Forest Products
Chemicals	Personal & Household Products
Construction & Engineering	Plastic & Rubber Products
Consumer Durables	Real Estate
Energy Equipment	Retail
Food and Beverage	Transport Equipment
Hardware Products & Systems	Wholesale

Table C1. High-impact industries and value chain segments for human rights risk identification, assessment and action

Appliable indicators:

- Assess human rights risks and impacts
- Salient human rights risks
- Stakeholder engagement on people-related risks and impacts assessments
- Act on human rights risk and impacts

Industries	Upstream	Own operations	Downstream	Affected communities
Agriculture & Primary Production	✓	✓	✓	✓
Apparel & Footwear	✓	✓		
Automotive	✓	✓	✓	
Building Materials	✓	✓		
Chemicals	✓	✓	✓	
Construction & Engineering		✓		✓
Consumer Durables		✓		
Digital Platforms & Services	✓	✓	✓	
Energy Equipment	✓	✓		
Fishing & Aquaculture	✓	✓		
Food & Beverage	✓	✓	✓	
Forestry		✓		
Glass Products	✓	✓		
Hardware Products & Systems	✓	✓		
Hotels & Resorts	✓	✓		
Industrial Equipment	✓	✓		
Metal Products	✓	✓		
Metals & Mining	✓	✓	✓	✓
Oil & Gas	✓	✓	✓	✓
Paper & Forest Products	✓	✓		
Personal & Household Products	✓	✓	✓	

Industries	Upstream	Own operations	Downstream	Affected communities
Pharmaceuticals & Biotechnology		✓		
Plastic & Rubber Products	✓	✓		
Restaurants		✓		
Retail	✓		✓	
Transport Equipment	✓	✓		
Waste Management		✓		
Water & Sewerage		✓		
Wholesale	✓		✓	

Table C2. High-impact industries in the upstream value chain

Applicable indicators:

- Target for paying a living wage
- Living wage payment in the value chain
- Living wage coverage
- Health and safety support in the value chain
- Health and safety data
- Collective bargaining support in the value chain
- Collective bargaining coverage
- Violence and harassment prevention in the value chain
- Grievance and remediation data

Industries	
Agriculture & Primary Production	Hotels and Resorts
Apparel & Footwear	Industrial Equipment
Automotive	Metal Products
Building Materials	Metals & Mining
Chemicals	Oil & Gas
Digital Platforms & Services	Paper & Forest Products
Energy Equipment	Personal & Household Products
Fishing & Aquaculture	Plastic & Rubber Products
Food & Beverage	Retail
Glass Products	Transport Equipment
Hardware Products & Systems	Wholesale

Table C3. Stakeholders to consider in high-impact industries

Applicable indicators:

- Assess human rights risks and impacts
- Salient human rights risks
- Stakeholder engagement on people-related risks and impacts assessments
- Act on human rights risk and impacts

Industries	Stakeholders to consider (by value chain segment)
Agriculture and Primary Production	**Upstream and/or own operations:** Seasonal and day workers; Communities in rangeland and conservation areas; Farmers and small-scale producers; Farmer cooperatives; Nomadic communities; Pastoralists, forest users, and other land and natural-resource rights-holders; Adolescents and youth workers **Upstream, own operations and downstream:** Migrant workers; Women workers; Indigenous Peoples; Media active on land and resource rights
Apparel & Footwear	**Upstream:** Herders; Farmers and small-scale producers; Cooperatives from suppliers **Upstream and/or own operations:** Migrant workers; Women workers; Indigenous Peoples; People living near facilities; Individuals whose personal data is processed; Traditional Owners and Landowning Communities; Adolescents and youth workers
Automotive	**Downstream:** Drivers, bystanders and other affected road users **Upstream, own operations and downstream:** Migrant workers; People living near facilities; Indigenous Peoples; Seasonal and day workers; Adolescents and youth workers
Chemicals	**Own operations and downstream:** People living near facilities; Indigenous Peoples; Communities in landscape, river basins or seascape; Communities in rangeland and conservation areas; Pastoralists, forest users, and other land and natural-resource rights-holders; People exposed to chemical products
Construction & Engineering	**Own operations:** Migrant workers; People living near facilities; Displaced communities; Communities in landscape, river basins or seascape; Indigenous Peoples; Traditional Owners and Landowning Communities

Industries	Stakeholders to consider (by value chain segment)
Consumer Durables	**Own operations:** Women workers; Indigenous Peoples; Migrant workers; People living near facilities
Digital Platforms & Services	**Upstream and/or own operations:** Content creators and content moderators; People living near facilities **Downstream:** Victims of hate speech **Upstream, own operations and downstream:** Migrant workers; Individuals whose personal data is processed; Indigenous Peoples; Communities in landscape, river basins or seascape; Self-employed gig workers **Upstream and/or downstream:** Smaller businesses affected by platform dominance
Fishing & Aquaculture	**Upstream and/or own operations:** Migrant workers; Women workers; Communities in rangeland and conservation areas; Indigenous Peoples; Fisher cooperatives; Fishers and small-scale producers; Nomadic communities; Fishing communities and communities dependent on fish for nutrition; Adolescents and youth workers; Traditional Owners and Landowning Communities; Displaced communities; Vessel crews and vessel workers; Seasonal and day workers
Food and Beverage	**Upstream, own operations and downstream:** Migrant workers; Women workers; Indigenous Peoples **Upstream:** Communities in rangeland and conservation areas; Farmers and small-scale producers; Farmer cooperatives; Fishers and small-scale producers; Nomadic communities
Forestry	**Own operations:** Migrant workers; Women workers; Communities in rangeland and conservation areas; Farmers and small-scale producers; Indigenous Peoples; Farmer cooperatives; Farmers, growers, fishers and primary producers; Nomadic communities; Pastoralists, forest users, and other land and natural-resource rights-holders
Hardware Products & Systems	**Upstream and/or own operations:** Migrant workers; Individuals whose personal data is processed; Indigenous Peoples; Communities in landscape, river basins or seascape; People living near facilities; Seasonal and day workers; Adolescents and youth workers
Hotels & Resorts	**Own operations:** Housekeeping, maintenance and security workers;

Industries	Stakeholders to consider (by value chain segment)
	Upstream and/or own operations: Migrant workers; Seasonal and day workers; Adolescents and youth workers; Human-trafficking victims; Displaced communities; Indigenous Peoples; Women workers
Metals & Mining	**Upstream and/or own operations:** Artisanal and small-scale miners and their communities; Adolescents and youth workers; Displaced communities; Seasonal and day workers **Upstream, own operations and downstream:** People living near facilities; Indigenous Peoples; Traditional Owners and Landowning Communities; Communities in landscape, river basins or seascape; Migrant workers
Oil & Gas	**Downstream:** Low-income groups affected by energy affordability **Upstream, own operations and downstream:** People living near facilities; Indigenous Peoples; Traditional Owners and Landowning Communities; Displaced communities; Communities in landscape, river basins or seascape; Migrant workers; Individuals whose personal data is processed
Personal & Household Products	**Upstream, own operations and downstream:** Indigenous Peoples; Pastoralists, forest users, and other land and natural-resource rights-holders; People living near facilities; People exposed to chemical products; Women workers **Upstream:** Farmers and small-scale producers
Pharmaceuticals & Biotechnology	**Own operations:** Clinical trial participants; Patients; Indigenous Peoples; People living near facilities; Pastoralists, forest users, and other land and natural-resource rights-holders
Plastic & Rubber Products	**Own operations**: Migrant workers; Indigenous Peoples; People living near facilities; People exposed to chemical products; Communities in landscape, river basins or seascape
Restaurants	**Own operations:** Migrant workers; Seasonal and day workers; Adolescents and youth workers; Women workers
Retail	**Upstream:** Farmers and small-scale producers; Fishers and small-scale producers

Industries	Stakeholders to consider (by value chain segment)
	Upstream and/or downstream: Migrant workers; Women workers; Individuals whose personal data is processed; Indigenous Peoples; Traditional Owners and Landowning Communities
Transport Equipment	**Own operations:** Indigenous Peoples; People living near facilities; Pastoralists, forest users, and other land and natural-resource rights-holders
Waste Management	**Own operations:** Informal waste pickers, collectors, and recyclers; People living near facilities
Water & Sewerage	**Own operations:** People living near facilities; Communities in landscape, river basins or seascape; Low-income groups affected by service affordability
Wholesale	**Upstream and/or downstream:** Migrant workers; Women workers; Individuals whose personal data is processed; Indigenous Peoples; People living near facilities **Upstream:** Farmers and small-scale producers

The following stakeholders apply to all industries listed above: Employees and non-employee workers; Temporary, agency, contract and informal workers; Trade unions and other worker representatives; Workers in the value chain; Local communities; Customers and consumers; Human rights defenders and community leaders; Civil society organisations and NGOs; Human rights and academic experts; Groups at heightened risk (children, women, persons with disabilities, older persons, migrants, refugees, ethnic or racial minorities, LGBTQ+ persons); People and groups expressing opposition to company activities; Legitimate representatives of affected rightsholders.

Table D. Industries with specific requirements for heightened human rights due diligence given their increased exposure to conflict-affected and high-risk areas

Applicable indicator: Heightened human rights due diligence

Industries
Automotive
Hardware Products & Systems
Metals & Mining
Oil & Gas

Table E. Industries where Indigenous Peoples' collective rights and local communities' land and resource rights is a priority topic

Applicable indicator: Stakeholder engagement on business decisions and strategy

Industries	
Agriculture and Primary Production	Hardware Products & Systems
Air Transport	Industrial Equipment
Apparel & Footwear	Land Transport
Automotive	Maritime Transport and Ports
Building Materials	Metal Products
Chemicals	Metals & Mining
Construction & Engineering	Oil & Gas
Consumer Durables	Paper & Forest Products
Electric Utilities	Personal & Household Products
Energy Equipment	Plastic & Rubber Products
Fishing & Aquaculture	Real Estate
Food and Beverage	Retail
Forestry	Transport Equipment
Gas Utilities	Wholesale

Table F. High AI impact industries based on consequential use or materiality to products, services or core operations

Applicable indicators:

- AI principles and governance
- Assess AI risks and impacts on people
- AI risk mitigation and safeguards
- Data privacy and responsible AI data use

Industries	
Banks	Hardware Products & Systems
Digital Payment Services	Insurance
Digital Platforms & Services	Telecommunications

Table G. Designated high-emitting and high-adaptation-risk industries

Applicable indicators:

- Assess climate transition impacts on people
- Target for climate transition impacts on people
- Activities to address climate transition impacts on people

Designated high-emitting industries	Designated high-adaptation-risk industries
Automotive	Agriculture and Primary Production
Building Materials	Fishing & Aquaculture
Chemicals	Food and Beverage
Electric Utilities	Forestry
Gas Utilities	Water & Sewerage
Metals & Mining	
Oil & Gas	

Table H. Mapping of Integrated Transition Assessment Methodology indicators against previous WBA benchmark methodologies

Indicators	Comparability	Previous WBA Benchmarks
Accountability for nature performance	Partially comparable	Nature Benchmark A.03.A
Accountability for social performance	Partially comparable	Nature Benchmark A.03.A
Act on human rights and environmental risks and impacts	Fully comparable	Nature Benchmark C.01.C
Act on human rights risks and impacts	Partially comparable	Corporate Human Rights Benchmark D.03.A, D.03.B, D.03.C; Financial System Benchmark E.05.E
Adaptation and resilience to nature-related risks	Partially comparable	Nature Benchmark B.02.D
AI principles and governance structures	Partially comparable	Digital Inclusion Benchmark D.02.A, D.02.B, D02.E
AI risk mitigation and safeguards	New	
Assess AI risks and impacts on people	New	
Assess climate transition impacts on people	Fully comparable	Just Transition 03.D
Assess dependence on ecosystem services	Partially comparable	Nature Benchmark B.02.A
Assess ecologically sensitive locations	Fully comparable	Nature Benchmark B.01.A
Assess human rights and environmental impacts	Fully comparable	Nature Benchmark C.01.B
Assess human rights risks and impacts	Partially comparable	Corporate Human Rights Benchmark D.01.A, D.01.B, D.02.A, D02.B; Financial System Benchmark E.03.C, E.04.C, E.04.E

Assess impacts on ecosystems and biodiversity	Fully comparable	Nature Benchmark B.01.C
Assess material impacts on nature	Partially comparable	Nature Benchmark A.01.A, A.01.B
Assess material impacts on people	Partially comparable	Nature Benchmark A.01.A, A.01.B
Assess nature impact drivers	Partially comparable	Nature Benchmark B.01.B: Financial System Benchmark B.04.A, B04.B
Assess nature opportunities	Fully comparable	Nature Benchmark B.02.B
Assess nature risks	Fully comparable	Nature Benchmark B.02.C
Assess workforce-related AI impacts	Partially comparable	Digital Inclusion Benchmark B.03.A
Board-level expertise on nature	Partially comparable	Nature Benchmark A.03.D
Board-level expertise on people	Partially comparable	Nature Benchmark A.03.D
Collective bargaining coverage	Partially comparable	Social Benchmark B.12.A
Commitment to respect human rights	Fully comparable	Corporate Human Rights Benchmark A.01.A
Commitment to respect the human rights of workers	Fully comparable	Corporate Human Rights Benchmark A.02.A, A.02.B
Commitment to remedy	Fully comparable	Corporate Human Rights Benchmark A.08.A, D.01.B
Collaborate on nature transition plans	Partially comparable	Nature Benchmark B.05.D
Collective bargaining support in own operations	New	
Collective bargaining support in value chain	Partially comparable	Social Benchmark B.12.B

Data privacy and responsible AI data use	Partially comparable	Social Benchmark C.15.B
Gender-balanced leadership at the highest governance body	Fully comparable	Gender Benchmark B.01.A
Gender-balanced leadership among senior executives	Fully comparable	Gender Benchmark B.01.B
Gender pay gap	Fully comparable	Gender Benchmark C.01.A
Grievance and remediation data	Partially comparable	Gender Benchmark A.05.C
Grievance mechanism external	Fully comparable	Corporate Human Rights Benchmark E.02.A
Grievance mechanism internal	Fully comparable	Corporate Human Rights Benchmark E.01.A
Health and safety support in own operations	Partially comparable	Corporate Human Rights Benchmark D.01.A
Health and safety support in value chain	Partially comparable	Corporate Human Rights Benchmark F.10.C, F.10.D; Gender Benchmark D.01.A, D.03.A, D.03.B, D.03.C
Health and safety data	Fully comparable	Social Benchmark B.09.B, B.09.D
Heightened human rights due diligence	Partially comparable	Corporate Human Rights Benchmark D.01.D
Human rights salient risks	Partially comparable	Corporate Human Rights Benchmark D.02.C
Involuntary turnover data	Partially comparable	Just Transition A.03.E
Job creation and workforce redeployment data	New	
Living wage support in the value chain	Partially comparable	Social Benchmark B.10.D
Living wage coverage	Partially comparable	Social Benchmark B.10.B

Living wage benchmark in own operations	Partially comparable	Social Benchmark B.10.A
Measures to address climate transition impacts on jobs and livelihoods	New	
Mitigate impact on ecosystems/biodiversity	Partially comparable	Nature Benchmark B.04.D
Nature transition plan	Partially comparable	Nature Benchmark B.05.A
Progress on impacts on ecosystems and biodiversity	Fully comparable	Nature Benchmark B.04.C
Progress on reducing nature impact drivers	Partially comparable	Nature Benchmark B.03.C, B.07.C, B.08.C, B.09.C, B.10.C, B.11.C, B.12.C; Food and Agriculture Benchmark B.04.D, B07.C
Remedy for adverse impacts	Partially comparable	Corporate Human Rights Benchmark E.07.A; Gender Benchmark E02.A, E.02.B
Remuneration for social performance	Partially comparable	Nature Benchmark A.03.C
Renumeration for nature performance	Partially comparable	Nature Benchmark A.03.C
Report on circularity efforts	Partially comparable	Nature Benchmark B.10.A, B.11.A
Report on nature impact drivers	Partially comparable	Nature Benchmark B.03.A, B.07.A, B.08.A, B.09.A, B10.A, B.11.A, B.12.A, B12.D; Food and Agriculture Benchmark B.04.A, B04.B
Resources for nature transition plan	Partially comparable	Nature Benchmark A.02.D
Responsible for nature issues	Partially comparable	Nature Benchmark A.03.B
Responsible for social issues	Partially comparable	Nature Benchmark A.03.B

Social dialogue mechanism	Partially comparable	Just Transition A.01.A, A.01.B, A.01.C, A.01.D
Stakeholder engagement on business decisions and strategy	Partially comparable	Nature Benchmark C.02.C, C.02.D
Stakeholder engagement on people-related risks and impacts actions	Partially comparable	Corporate Human Rights Benchmark D.03.D; Nature Benchmark C.03.C
Stakeholder engagement on people-related risks and impacts assessments	Partially comparable	Corporate Human Rights Benchmark D.01.C, D.02.D; Nature Benchmark A.01.C
Target for climate transition impacts on people	Partially Comparable	Just Transition A.02.B, A.02.C, A.02.D
Target for impacts on ecosystems and biodiversity	Fully comparable	Nature Benchmark B.04.B
Target for paying a living wage	Partially comparable	Social Benchmark B.10.C; Financial System Benchmark D.05.C
Targets for nature impact drivers	Partially comparable	Nature Benchmark B.03.B, B.07.B, B.08.B, B.09.B, B.10.B, B.11.B, B12.B
Target for workforce-related AI impacts	Partially comparable	Digital Benchmark B.02.C
Track effectiveness of response to human rights risks and impacts	Fully comparable	Corporate Human Rights Benchmark D.04.A
Violence and harassment prevention in own operations	Partially comparable	Gender Benchmark E.01.B, E.01.C
Violence and harassment prevention in value chain	Partially comparable	Gender Benchmark E.03.D
Workforce programmes to address AI impacts	Partially comparable	Digital inclusion Benchmark B.03.B, B.02.D

Note: Many indicators are included in more than one WBA benchmark methodology. The indicators for the climate dimension remain the same as in the previous version of the ACT Core Methodology.

Table I. Mapping of indicators against external standards

Indicator name	External standards and references	Additional references for Financial Institutions
Climate: Planning		
GHG emissions target disclosure	Science Based Targets Initiative (SBTi) Greenhouse Gas Protocol Accelerating Climate Transition (ACT) initiative High-Level Expert Group on the Net-Zero Emissions Commitments of Non-State Entities (HLEG), recommendations 2 and 4 Transition Plan Taskforce (TPT) & Glasgow Financial Alliance for Net Zero (GFANZ) Disclosure framework (2023) no. 1.1 and 4.3 European Sustainability Reporting Standards (ESRS) disclosure requirements E1-4: AR 24, 34 (d) International Financial Reporting Standards (IFRS) Climate-related disclosures S2.33(d), S2.36(a)–(c))	
Direct near-term targets aligned with 1.5°C	SBTi ATPCOL (2024). GHG targets assessment criteria 4,10 CDP HLEG recommendations 2 and 4 TPT & GFANZ Disclosure framework (2023) no. 4.3 ESRS disclosure requirements E1-4: AR 26, 34 (e), 16 (a) IFRS Climate-related disclosures S2.33(h), S2.36(d), IFRS S2. 14(a)(iv)	
Direct long-term targets aligned with 1.5°C	SBTi ATPCOL (2024). GHG targets assessment criteria 4,10 CDP HLEG recommendations 2 and 4 TPT & GFANZ Disclosure framework (2023) no. 4.3 ESRS disclosure requirements E1-4: AR 26, 34 (e), 16 (a) IFRS Climate-related disclosures S2.33(h), S2.36(d), IFRS S2. 14(a)(iv)	
Value chain near-term targets aligned with 1.5°C	SBTi ATPCOL (2024). GHG targets assessment criteria 4,10 CDP HLEG recommendations 2 and 4 TPT & GFANZ Disclosure framework (2023) no. 4.3	

Indicator name	External standards and references	Additional references for Financial Institutions
	ESRS disclosure requirements E1-4: AR 26, 34 (e), 16 (a) IFRS Climate-related disclosures S2.33(h), S2.36(d), IFRS S2. 14(a)(iv)	
Value chain long-term targets aligned with 1.5°C	SBTi ATPCOL (2024). GHG targets assessment criteria 4,10 CDP HLEG recommendations 2 and 4 TPT & GFANZ Disclosure framework (2023) no. 4.3 ESRS disclosure requirements E1-4: AR 26, 34 (e), 16 (a) IFRS Climate-related disclosures S2.33(h), S2.36(d), IFRS S2. 14(a)(iv)	
Core elements of a climate transition plan	ACT initiative Assessing Transition Plans Collective (ATPCOL) European Financial Reporting Advisory Group (EFRAG) IFRS (E2) Task Force on Climate-related Financial Disclosures (TCFD)	
Climate transition plan coverage	ACT Initiative	
Periodical review of climate transition plan	ACT Initiative EFRAG IFRS CDP	
Identification of decarbonisation levers/actions	ACT Initiative European Commission Taxonomy for sustainable activities HLEG recommendation 4 TPT & GFANZ Disclosure framework (2023) no. 2.1 and 2.2 ESRS disclosure requirements E1-4: 34 (f), 14-16, AR 30 & 30 (a)	
Near- and long-term levers/actions	ACT Initiative HLEG recommendation 4 TPT & GFANZ Disclosure framework (2023) no. 2.1 and 2.2 ESRS disclosure requirements E1-4, 30 & 31	
GHG emissions savings associated with levers/actions	ACT Initiative ATPCOL (2024) Decarbonisation levers assessment criteria 3	

Indicator name	External standards and references	Additional references for Financial Institutions
	TPT & GFANZ Disclosure framework (2023) no. 2.1 and 2.2 ESRS disclosure requirements E1-4: 34 (f), AR 30	
Future risks of decarbonisation levers/actions	ACT Initiative TPT & GFANZ Disclosure framework (2023) no. 1.3) ESRS disclosure requirement E1-4: AR 25(a)	
Planned investments to deploy levers/actions	ACI Initiative ATPCOL (2024) Financial allocation assessment criteria 1 CDP HLEG recommendation 4 TPT & GFANZ Disclosure framework (2023) no. 2.1 and 2.4 ESRS Disclosure requirements E1-1 16 (b) + (c) + (f), ESRS E1-3 29 (c), ESRS E1-3 AR 20-22)	
Supply chain transition requirements	SBTi ACT Initiative	
Accountability for climate transition	ACT Initiative ATPCOL (2024) Governance assessment criteria 1	
Board-level expertise on climate	ACT Initiative CDP ATPCOL (2024) Governance assessment criteria 4 TPT & GFANZ Disclosure framework (2023) no 5.3 and 5.5 ESRS Disclosure requirement GOV-1 19-20+23	
Responsible for climate transition plan	ACT Initiative CDP (1.2) ESRS Disclosure requirements E1 GOV-1 IFRS Climate-related disclosures S1.27(b)	
Remuneration link to climate performance	ACT Initiative ATPCOL (2024). Governance assessment criteria 5 CDP (4.5) TPT & GFANZ Disclosure framework (2023) no 5.4 ESRS Disclosure requirements E1 GOV-3 13 IFRS Climate-related disclosures S2.29(g)	
Climate: Implementation		
GHG emissions reporting	ACT Initiative CDP HLEG recommendation 8 TPT & GFANZ Disclosure framework (2023) no 1.1 ESRS Disclosure requirements E1-6: AR 39 (a) IFRS Climate-related disclosures S2.29(g)	

Indicator name	External standards and references	Additional references for Financial Institutions
Engagement with upstream value chain	ACT Initiative CDP ATPCOL (2024) Supplier engagement assessment criteria 2 HLEG recommendation 4 TPT & GFANZ Disclosure framework (2023) no 3.1	
Quantification of upstream engagement	ACT Initiative CDP ATPCOL (2024) Supplier engagement assessment criteria 1) HLEG recommendation 4 TPT & GFANZ Disclosure framework (2023) no 3.1 ESRS Disclosure requirements E1-2: 25 and AR 17	
Engagement with downstream value chain	ACT Initiative CDP ATPCOL (2024) Supplier engagement assessment criteria 1) HLEG recommendation 4 TPT & GFANZ Disclosure framework (2023) no 3.1	
Quantification of downstream engagement	ACT Initiative CDP ATPCOL (2024) Supplier engagement assessment criteria 1) HLEG recommendation 4 TPT & GFANZ Disclosure framework (2023) no 3.1 ESRS Disclosure requirements E1-2: 25 and AR 17	
Investing in the low-carbon transition	ACT Initiative ATPCOL (2024) Financial allocation assessment criteria 2,4 and 5 CDP TPT & GFANZ Disclosure framework (2023) no 2.1, 2.2 and 2.4 ESRS Disclosure requirements E1-1 16 (b) + (c), E1-3 29 (c), E1-3 AR 20-22	
Business models are adjusted to low carbon economy	ACT Initiative CDP ATPCOL (2024) Revenue/production assessment criteria 1, 2 and 3 TPT & GFANZ Disclosure framework (2023) no 2.4 EU Taxonomy for sustainable activities ESRS 2 Disclosure requirements SBM-1 40 (d) i, E1-1: 16 (e) and AR 4	

Indicator name	External standards and references	Additional references for Financial Institutions
Lobbying aligned with climate policies	ACT Initiative CDP	
Policy on trade association engagement	ACT Initiative CDP ATPCOL (2024) Peer engagement assessment criteria 1 and 2) HLEG recommendations 4 and 6 TPT & GFANZ Disclosure framework (2023) no 3.2 and 3.3 ESRS Disclosure requirements G1-5 29 (c), G1 AR 14	
Climate: Performance		
Trajectory is 1.5°C consistent	ACT Initiative	
Nature: Planning		
Nature transition plan	Taskforce on Nature-related Financial Disclosures (TNFD), Guidance on Nature in Transition Plans (2025) European Sustainability Reporting Standards (ESRS) E4 Biodiversity and Ecosystems (2026) Transition Plan Taskforce (TPT) Disclosure Framework (2023) Assessing low-Carbon Transition (ACT) Core Methodology (2025)	
Assess impact drivers	TNFD Recommendations (2026) TNFD Locate, Evaluate, Assess and Prepare (LEAP) approach (2026)	TNFD, Additional Guidance for Financial Institutions (2024)
Assess impact on ecosystems and biodiversity	TNFD LEAP (2026) Nature Positive Initiative, State of Nature Indicators and Metrics (2026) TNFD, Global Reporting Initiative (GRI) and Science Based Targets Network (SBTN), Discussion Paper on State of Nature Measurement (2026) GRI 101: Biodiversity (2024) ESRS E4 Biodiversity and Ecosystems (2026)	TNFD, Additional Guidance for Financial Institutions (2024) Partnership for Biodiversity Accounting Financials (PBAF), Biodiversity Footprinting Standard: Financed Impact (2024) UN Environment Programme

Indicator name	External standards and references	Additional references for Financial Institutions
		Finance Initiative (UNEP FI), Rooted in Risk (2025) Glasgow Financial Alliance for Net Zero (GFANZ), Nature in Net-zero Transition Plans (2024)
Assess nature opportunities	TNFD LEAP (2026) TNFD Recommendations (2026)	
Assess nature risks	TNFD LEAP (2026) TNFD Recommendations (2026)	
Target for impacts on ecosystems and biodiversity	Nature Positive Initiative, State of Nature Indicators and Metrics (2026) TNFD, GRI and SBTN, Discussion Paper on State of Nature Measurement (2026) GRI 101: Biodiversity (2024)	
Targets for nature impact drivers	SBTN, Science Based Targets for Land, Version 0.3 (2023) SBTN technical guidance (2024) Nature Action 100 (NA100) Company Benchmark Indicators (2024) CDP, Water Security Questionnaire (2023) Ceres Valuing Water Finance Initiative (VWFI), Corporate Expectations for Valuing Water (2022) TNFD sector guidance (2024)	
Assess ecologically sensitive locations	Business for Nature, Assess, Commit, Transform and Disclose (ACT-D) High-Level Business Actions on Nature B Lab, B Corp Standards (2025) GRI 101: Biodiversity (2024) Nature Action 100 (NA100) Company Benchmark Indicators (2024) Programme for the Endorsement of Forest Certification (PEFC) ST 1003 (2024) TNFD LEAP (2026) TNFD Recommendations (2026) ESRS E4 Biodiversity and Ecosystems (2023)	TNFD, Additional Guidance for Financial Institutions (2024)
Assess dependence on ecosystem services	SBTN, Science-based Targets for Nature: Initial Guidance for Business (2020) Natural Capital Coalition, Natural Capital Protocol (2016)	

Indicator name	External standards and references	Additional references for Financial Institutions
	Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) Multidisciplinary Expert Panel, Information Note on Applying Nature's Contributions to People GRI 101: Biodiversity (2024) TNFD LEAP (2026)	
Board-level expertise on nature	GRI 2: General Disclosures (2021) NA100 Company Benchmark Indicators (2024) TNFD Recommendations (2026) ESRS 2 General Disclosures (2023) ACT Core Methodology (2025) International Financial Reporting Standards (IFRS) S1 General Requirements (2023)	
Responsible for nature issues	ACT Core Methodology (2025) GRI 2: General Disclosures (2021) TNFD Recommendations (2026) ESRS 2 General Disclosures (2023) International Corporate Governance Network (ICGN), Global Governance Principles (2021) IFRS S1 General Requirements (2023)	
Accountability for nature performance	IFRS S1 General Requirements (2023) ACT Core Methodology (2025) GRI 2: General Disclosures (2021) TNFD Recommendations (2026) ESRS 2 General Disclosures (2023)	
Remuneration for nature performance	ACT Core Methodology (2025) GRI 2: General Disclosures (2021) IFRS S1 General Requirements (2023)	
Assess material impacts on nature	GRI 3: Material Topics (2021) ESRS 1 General Requirements (2023) GRI 11: Oil and Gas Sector (2021) GRI 12: Coal Sector (2022) GRI 13: Agriculture, Aquaculture and Fishing Sectors (2022) GRI 14: Mining Sector (2024) GRI Sector Standard Project for Textiles and Apparel, Exposure Draft (2025) Business for Nature, Sector Actions for Nature (2023)	TNFD, Additional Guidance for Financial Institutions (2024)
Nature: Implementation		
Adaptation and ecosystem resilience to	TNFD Recommendations (2026) TNFD LEAP (2026)	

Indicator name	External standards and references	Additional references for Financial Institutions
nature-related risks	Convention on Biological Diversity (CBD), Voluntary Guidelines on Ecosystem-based Approaches to Climate Change Adaptation and Disaster Risk Reduction (2019) CBD, Expanded Supplement to the Voluntary Guidelines on Ecosystem-based Approaches (2025) European Commission, EU Framework for Climate Resilience (2026) ESRS E1 Climate Change (2026)	
Report on nature impact drivers	Business for Nature, ACT-D High-Level Business Actions on Nature GRI 101: Biodiversity (2024) NA100 Company Benchmark Indicators (2024) TNFD Recommendations (2026) TNFD LEAP (2026) ESRS E4 Biodiversity and Ecosystems (2023) TNFD sector guidance (2024)	
Collaborate on nature transition plans	TNFD, Guidance on Nature in Transition Plans (2025) GRI 101: Biodiversity (2024) SBTN, Technical Guidance: Step 3 — Measure, Set & Disclose: Land, Version 1.0 — Landscape Engagement target (2024).	
Financial resources for nature transition plans	ESRS 2 General Disclosures (2023) NA100 Company Benchmark Indicators (2024) TNFD LEAP (2026)	
Mitigate impact on ecosystems and biodiversity	SBTN, Science-based Targets for Nature: Initial Guidance for Business (2020) International Union for Conservation of Nature (IUCN), Ecosystems in the Mitigation Hierarchy (2025) GRI 101: Biodiversity (2024) TNFD LEAP (2026)	
Report on circularity efforts	World Business Council for Sustainable Development (WBCSD) and One Planet Network, Global Circularity Protocol for Business (2025) ESRS E5 Resource Use and Circular Economy (2026) GRI 301: Materials (2016) GRI 306: Waste (2020)	
Nature: Performance		
Progress on impacts on ecosystems and biodiversity	SBTN, Science-based Targets for Nature: Initial Guidance for Business (2020) Natural Capital Coalition, Natural Capital Protocol (2016)	

Indicator name	External standards and references	Additional references for Financial Institutions
	Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) Multidisciplinary Expert Panel, Information Note on Applying Nature's Contributions to People GRI 101: Biodiversity (2024) TNFD LEAP (2026)	
Progress on reducing nature impact drivers	TNFD Recommendations (2026) Ceres VWFI, Corporate Expectations for Valuing Water (2022) TNFD sector guidance (2024)	
Social: Planning		
Commitment to respect human rights	UN Guiding Principles on Business and Human Rights (UNGPs) (2011) GRI 2: General Disclosures (2021) ESRS 2 General Disclosures (2026) Shift, Human Rights Reporting (2017)	Organisation for Economic Co-operation and Development (OECD), Responsible Business Conduct (RBC) for Institutional Investors (2017) OECD, Responsible Corporate Lending and Securities Underwriting (2019) UNEP FI Principles for Sustainable Insurance (PSI) (2012) International Finance Corporation (IFC), Policy on Environmental and Social Sustainability (2012)
Commitment to respect the human rights of workers	International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work (1998, amended 2022) ILO Convention No. 87 (1948) ILO Convention No. 98 (1949) ILO Convention No. 138 (1973)	OECD Guidelines for Multinational Enterprises (MNE Guidelines) (2023)

Indicator name	External standards and references	Additional references for Financial Institutions
	GRI 2: General Disclosures (2021) ESRS 2 General Disclosures (2026) ESRS S1 Own Workforce (2026) ESRS S2 Workers in the Value Chain (2026) UNGPs (2011)	OECD, RBC for Institutional Investors (2017)
Commitment to remedy	UNGPs (2011) ESRS S1 Own Workforce (2026) ESRS S2 Workers in the Value Chain (2026) ESRS S3 Affected Communities (2026) ESRS S4 Consumers and End-users (2026) GRI 2: General Disclosures (2021)	OECD, Responsible Corporate Lending and Securities Underwriting (2019) OECD, RBC for Institutional Investors (2017) UNEP FI, Human Rights Toolkit (2025)
Board-level expertise on people-related impacts	ESRS 2 General Disclosures (2023) GRI 2: General Disclosures (2021) ACT Core Methodology (2025) IFRS S1 General Requirements (2023)	
Responsible for social issues	ACT Core Methodology (2025) UN Guiding Principles Reporting Framework (UNGPRF) (2015) ICGN, Global Governance Principles (2021) GRI 2: General Disclosures (2021) IFRS S1 General Requirements (2023) ESRS 2 General Disclosures (2023)	UNEP FI, Guidance on Effective Governance (2024)
Accountability for social performance	GRI 2: General Disclosures (2021) ESRS 2 General Disclosures (2023) IFRS S1 General Requirements (2023) ACT Core Methodology (2025) UNGPRF (2015) UN Development Programme (UNDP) Gender Equality Seal for Private Enterprises	
Remuneration for social performance	IFRS S1 General Requirements (2023) ACT Core Methodology (2025)	UNEP FI, Guidance on Effective Governance (2024)
Gender-balanced leadership at the highest governance body	UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1979) GRI 405: Diversity and Equal Opportunity (2016) Women's Empowerment Principles (WEPs) (2010)	

Indicator name	External standards and references	Additional references for Financial Institutions
Gender-balanced leadership among senior executives	CEDAW (1979) GRI 405: Diversity and Equal Opportunity (2016) WEPs (2010)	
Assess material impacts on people	GRI 3: Material Topics (2021) ESRS 1 General Requirements (2023) GRI 11: Oil and Gas Sector (2021) GRI 12: Coal Sector (2022) GRI 13: Agriculture, Aquaculture and Fishing Sectors (2022) GRI 14: Mining Sector (2024) GRI Sector Standard Project for Textiles and Apparel, Exposure Draft (2025) UNEP FI, Sector Impact Matrix (2026)	
Assess human rights risks and impacts	UNGPs (2011) UNGPRF (2015) GRI 3: Material Topics (2021) GRI 414: Supplier Social Assessment (2016) ESRS 1 General Requirements (2026) ESRS 2 General Disclosures (2026) OECD Due Diligence Guidance for RBC (2018) Sustainability Accounting Standards Board (SASB) Metals & Mining Standard (2023) SASB Oil & Gas Exploration & Production Standard (2023)	OECD, RBC for Institutional Investors (2017) UNEP FI, Human Rights Toolkit (2025) Chief Risk Officers Forum (CRO Forum), Human Rights and Corporate Insurance (2014)
Salient human rights risks	IFRS S1 General Requirements (2023) SASB Apparel, Accessories & Footwear Standard (2023) UNGPs (2011) UNGPRF (2015) Office of the UN High Commissioner for Human Rights (OHCHR), The Corporate Responsibility to Respect Human Rights: An Interpretive Guide (2012) GRI 414: Supplier Social Assessment (2016) GRI 3: Material Topics (2021) ESRS 2 General Disclosures (2026) ESRS S1 Own Workforce (2023) ESRS S2 Workers in the Value Chain (2023) ESRS S3 Affected Communities (2023) ESRS S4 Consumers and End-users (2023)	OECD, RBC for Institutional Investors (2017) OECD, Responsible Corporate Lending and Securities Underwriting (2019) CRO Forum, Human Rights and Corporate Insurance (2014) UNEP FI, Human Rights Toolkit (2025)
Heightened human rights due diligence	UNGPs (2011) ESRS 2 General Disclosures (2026)	OECD, Responsible Corporate Lending and Securities

Indicator name	External standards and references	Additional references for Financial Institutions
	Corporate Sustainability Due Diligence Directive (CSDDD) (2024, amended 2026) GRI 3: Material Topics (2021) GRI 11: Oil and Gas Sector (2021) GRI 14: Mining Sector (2024) SASB Metals & Mining Standard (2023) SASB Oil & Gas Exploration & Production Standard (2023) OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (2016) UNDP and UN Working Group on Business and Human Rights (UN Working Group), Heightened Human Rights Due Diligence for Business in Conflict-Affected Contexts (2022) UN Working Group, A/75/212 (2020) EU Conflict Minerals Regulation (2017)	Underwriting (2019) OECD, RBC for Institutional Investors (2017) UNEP FI, Human Rights Toolkit (2025) Responsible Investment Association Australasia (RIAA), Investor Toolkit on Human Rights and Armed Conflict (2023) CRO Forum, Human Rights and Corporate Insurance (2014)
Assess human rights and environmental impacts	UNDP Practical Tool for Business on Human Rights Due Diligence and the Environment (HRDD+E) (2024) GRI 3: Material Topics (2021) GRI 303: Water and Effluents (2018) GRI 413: Local Communities (2016) GRI 101: Biodiversity (2024) ESRS 2 General Disclosures (2026) ESRS E4 Biodiversity and Ecosystems (2026) ESRS S3 Affected Communities (2026)	OECD, RBC Due Diligence for Project and Asset Finance Transactions (2022) TNFD, Additional Guidance for Financial Institutions (2024)
Target for paying a living wage	ESRS S1 Own Workforce (2026) IDH, the Sustainable Trade Initiative, Roadmap on Living Wages (2021) ILO, Living Wage Definition (2024) UN Global Compact, Forward Faster, Living Wage target (2023)	
Assess climate transition impacts on people	GRI 102: Climate Change (2025) International Organization for Standardization (ISO)/Draft International Standard (DIS) 14060 (2026) ESRS 2 General Disclosures (2026) ESRS S1 Own Workforce (2026) ESRS S2 Workers in the Value Chain (2026) ESRS S3 Affected Communities (2026)	Institutional Investors Group on Climate Change (IIGCC), Net Zero Investment Framework (NZIF) 2.0 (2024)

Indicator name	External standards and references	Additional references for Financial Institutions
	SASB Electric Utilities & Power Generators Standard, proposed amendments (2026)	UNEP FI and ILO, Just Transition Finance (2023)
Target for climate transition impacts on people	ESRS 2 General Disclosures (2026) ESRS S1 Own Workforce (2026) ESRS S2 Workers in the Value Chain (2026) ESRS S3 Affected Communities (2026) ESRS S4 Consumers and End-users (2026) GRI 102: Climate Change (2025) ISO/DIS 14060 (2026)	UNEP FI and ILO, Just Transition Finance (2023) Grantham Research Institute on Climate Change and the Environment, London School of Economics and Political Science (LSE Grantham Research Institute), Making Transition Plans Just (2022)
Assess workforce-related AI impacts	ACT Core Methodology (2025) ILO, Just Transition Guidelines (2015) OECD MNE Guidelines (2023) International Sustainability Standards Board (ISSB), Proposed Amendments to the Industry-based Guidance on Implementing IFRS S2 (2026)	
Target for workforce-related AI impacts	ESRS 2 General Disclosures (2026) ESRS S1 Own Workforce (2026) ESRS S2 Workers in the Value Chain (2026) ESRS S3 Affected Communities (2026) ESRS S4 Consumers and End-users (2026) OECD Due Diligence Guidance for Responsible Artificial Intelligence (AI) (2026)	OECD MNE Guidelines (2023)
Responsible AI principles and governance structures	OECD AI Principles (2019, amended 2024) UN Educational, Scientific and Cultural Organization (UNESCO), Recommendation on the Ethics of AI (2021) ISO/International Electrotechnical Commission (IEC) 42001 (2023) National Institute of Standards and Technology (NIST) AI Risk Management Framework (AI RMF) (2023)	
Assess AI risks and impacts on people	NIST AI RMF (2023) ISO/IEC 42001 (2023) EU AI Act (2024) General Data Protection Regulation (GDPR) (2016)	

Indicator name	External standards and references	Additional references for Financial Institutions
Social: Implementation		
Act on human rights risk and impacts	GRI 3: Material Topics (2021) GRI 2: General Disclosures (2021) ESRS 2 General Disclosures (2026) ESRS S1 Own Workforce (2026) ESRS S2 Workers in the Value Chain (2026) ESRS S3 Affected Communities (2026) ESRS S4 Consumers and End-users (2026) UNGPs (2011)	UNGPRF (2015) OECD, RBC for Institutional Investors (2017) OECD, RBC Due Diligence for Project and Asset Finance Transactions (2022) UNEP FI, Human Rights Toolkit (2025) UNEP FI PSI, ESG Guide for Non-life Insurance (2020) OECD MNE Guidelines (2023) OECD Due Diligence Guidance for RBC (2018) UNEP FI and ILO, Banking for Decent Work (2025)
Track effectiveness of response to human rights risks and impacts	ESRS 2 General Disclosures (2026) ESRS S1 Own Workforce (2026) ESRS S2 Workers in the Value Chain (2026) ESRS S3 Affected Communities (2026) ESRS S4 Consumers and End-users (2026) UNGPs (2011) UNGPRF (2015) GRI 3: Material Topics (2021) OHCHR, The Corporate Responsibility to Respect Human Rights: An Interpretive Guide (2012) OECD Due Diligence Guidance for RBC (2018) CSDDD (2024)	OECD, RBC for Institutional Investors (2017) UNEP FI, Human Rights Toolkit (2025) CRO Forum, Human Rights and Corporate Insurance (2014)
Act on human rights and environmental risks and impacts	ESRS 2 General Disclosures (2026) ESRS E1 Climate Change (2026) ESRS E2 Pollution (2026) ESRS E3 Water and Marine Resources (2026) ESRS E4 Biodiversity and Ecosystems (2026) ESRS E5 Resource Use and Circular Economy (2026)	OECD, RBC Due Diligence for Project and Asset Finance Transactions (2022)

Indicator name	External standards and references	Additional references for Financial Institutions
	ESRS S3 Affected Communities (2026) OECD MNE Guidelines (2023) UNDP HRDD+E (2024) UNGPs (2011)	OECD, RBC for Institutional Investors (2017) OECD, Responsible Corporate Lending and Securities Underwriting (2019) UNEP FI PSI, ESG Guide for Non-life Insurance (2020)
Stakeholder engagement on people-related risks and impacts assessments	ESRS S3 Affected Communities (2023) UNGPs (2011) UNGPRF (2015) ESRS 2 General Disclosures (2023) GRI 3: Material Topics (2021) AccountAbility, AA1000 Stakeholder Engagement Standard (2015)	UNEP FI, Human Rights Toolkit (2025) OECD, RBC for Institutional Investors (2017)
Stakeholder engagement on people-related risks and impacts actions	ESRS S3 Affected Communities (2023) UNGPs (2011) UNGPRF (2015) GRI 3: Material Topics (2021) AccountAbility, AA1000 Stakeholder Engagement Standard (2015)	OECD, RBC Due Diligence for Project and Asset Finance Transactions (2022) OECD, RBC for Institutional Investors (2017) UNEP FI, Human Rights Toolkit (2025)
Stakeholder engagement on business decisions and strategy	ESRS 2 General Disclosures (2023) ESRS S2 Workers in the Value Chain (2023) ESRS S3 Affected Communities (2023) UN Declaration on the Rights of Indigenous Peoples (UNDRIP) (2007) GRI 2: General Disclosures (2021) f, Guidance on Engagement with Indigenous Peoples, Local Communities and Affected Stakeholders (2023) AccountAbility, AA1000 Stakeholder Engagement Standard (2015) IFC, Performance Standard 7 (2012)	GRI Sector Standards Project for Financial Services, Exposure Drafts (2025) UNEP FI PSI, ESG Guide for Non-life Insurance (2020) TNFD, Additional Guidance for Financial Institutions (2024)
Grievance mechanism for workers	UNGPs (2011) UNGPRF (2015) GRI 2: General Disclosures (2021)	

Indicator name	External standards and references	Additional references for Financial Institutions
	OHCHR Accountability and Remedy Project (ARP) III (2020) CSDDD (2024)	
Grievance mechanism for external individuals and communities	UNGPs (2011) UNGPRF (2015) GRI 2: General Disclosures (2021) OHCHR ARP III (2020) CSDDD (2024)	OECD, Responsible Corporate Lending and Securities Underwriting (2019) OECD, RBC Due Diligence for Project and Asset Finance Transactions (2022) OECD, RBC for Institutional Investors (2017) UNEP FI, Human Rights Toolkit (2025) CRO Forum, Human Rights and Corporate Insurance (2014)
Health and safety support in own operations	ILO Convention No. 155 (1981) ILO Declaration on Fundamental Principles and Rights at Work (1998, amended 2022) ISO 45001 (2018) Shift, Strengthening the S in ESG, Deep Dive 01: Occupational Health and Safety Indicators (2025)	
Health and safety support in the value chain	ILO Convention No. 155 (1981) ILO Declaration on Fundamental Principles and Rights at Work (1998, amended 2022) ISO 45001 (2018) Shift, Strengthening the S in ESG, Deep Dive 01: Occupational Health and Safety Indicators (2025)	GRI 403: Occupational Health and Safety (2018) OECD, RBC for Institutional Investors (2017) OECD, Responsible Corporate Lending and Securities Underwriting (2019) OECD, RBC Due Diligence for Project and Asset

Indicator name	External standards and references	Additional references for Financial Institutions
		Finance Transactions (2022) UNEP FI PSI, ESG Guide for Non-life Insurance (2020)
Remedy for adverse impact	UNGPs (2011) UNGPRF (2015) GRI 2: General Disclosures (2021) GRI 3: Material Topics (2021) OHCHR ARP III (2020)	OECD Due Diligence Guidance for RBC (2018) OECD, RBC for Institutional Investors (2017) OECD, Responsible Corporate Lending and Securities Underwriting (2019) OECD, RBC Due Diligence for Project and Asset Finance Transactions (2022) UNEP FI, Human Rights Toolkit (2025)
Violence and harassment prevention in own operations	ILO Convention No. 190 (2019) ILO Recommendation No. 206 (2019)	
Violence and harassment prevention in the value chain	ILO Convention No. 190 (2019) ILO Recommendation No. 206 (2019)	IFC, European Bank for Reconstruction and Development (EBRD) and CDC Group, Addressing Gender-Based Violence and Harassment (2020) EBRD, Sexual Exploitation, Abuse and Harassment:

Indicator name	External standards and references	Additional references for Financial Institutions
		Briefing Note for Financial Institutions (2025)
Living wage benchmark in own operations	International Covenant on Economic, Social and Cultural Rights (ICESCR) (1966) Danish Institute for Human Rights (DIHR), Human Rights Indicators for Business (2019) Ethical Trading Initiative (ETI) Base Code (2016) Social Accountability International (SAI), SA8000 Standard (2014) Global Living Wage Coalition (GLWC)	
Living wage support in the value chain	ICESCR (1966) DIHR, Human Rights Indicators for Business (2019) ETI Base Code (2016) Fair Wear Foundation (FWF), Code of Labour Practices (2016) SAI, SA8000 Standard (2014) GLWC UN Global Compact, Forward Faster, Living Wage target (2023)	Platform Living Wage Financials (PLWF), Garment and Footwear Assessment Methodology (2024) UNEP FI and ILO, Banking for Decent Work (2025) ShareAction and Living Wage Foundation, Investing in the Living Wage (2020) GLWC, Anker Methodology (2017) University of Cambridge Institute for Sustainability Leadership (CISL), Business Fights Poverty and Shift, The Case for Living Wages (2022)
Social dialogue mechanism	ESRS S1 Own Workforce (2023) ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) (2022)	

Indicator name	External standards and references	Additional references for Financial Institutions
Collective bargaining support in own operations	ILO Convention No. 87 (1948) ILO Convention No. 98 (1949) GRI 407: Freedom of Association and Collective Bargaining (2016) SAI, SA8000 Standard (2014)	
Collective bargaining support in the value chain	ILO Convention No. 87 (1948) ILO Convention No. 98 (1949) GRI 407: Freedom of Association and Collective Bargaining (2016) SAI, SA8000 Standard (2014)	UNEP FI and ILO, Banking for Decent Work (2025) OECD, RBC for Institutional Investors (2017) OECD, Responsible Corporate Lending and Securities Underwriting (2019) OECD, RBC Due Diligence for Project and Asset Finance Transactions (2022) UNEP FI PSI, ESG Guide for Non-life Insurance (2020)
Measures to address climate transition impacts on people	GRI 102: Climate Change (2025) ESRS S1 Own Workforce (2023) ESRS S2 Workers in the Value Chain (2023) ESRS S3 Affected Communities (2023) ESRS S4 Consumers and End-users (2023) ISO/DIS 14060 (2026)	UNEP FI and ILO, Just Transition Finance (2023) LSE Grantham Research Institute, Making Transition Plans Just (2022)
Workforce programmes to address AI impacts	OECD Due Diligence Guidance for Responsible AI (2026) ESRS S1 Own Workforce (2026) ESRS S2 Workers in the Value Chain (2026) ESRS S3 Affected Communities (2026) ESRS S4 Consumers and End-users (2026)	
AI risk mitigation and safeguards	NIST AI RMF (2023) ISO/IEC 42001 (2023) OECD AI Principles (2019, amended 2024) UNESCO, Recommendation on the Ethics of AI (2021) EU AI Act (2024)	

Indicator name	External standards and references	Additional references for Financial Institutions
	UNGPs (2011)	
Data privacy and responsible AI data use	OECD Privacy Guidelines (2013) NIST Privacy Framework (2020) ISO/IEC 27701 (2025) OECD AI Principles (2019, amended 2024) NIST AI RMF (2023) ISO/IEC 42001 (2023)	
Social: Performance		
Gender pay gap	GRI 405: Diversity and Equal Opportunity (2016) ESRS S1 Own Workforce (2023) ILO Convention No. 100 (1951)	
Living wage coverage	ESRS S1 Own Workforce (2026) ICESCR (1966) DIHR, Human Rights Indicators for Business (2019) ETI Base Code (2016) SAI, SA8000 Standard (2014) GLWC	
Grievance and remediation data	WEPs Gender Gap Analysis Tool (GAT) (2017) GRI 406: Non-discrimination (2016) GRI 2: General Disclosures (2021) UN Working Group, Gender Dimensions of the Guiding Principles, A/HRC/41/43 (2019) UNGPRF (2015) OHCHR ARP III (2020)	UNEP FI, Human Rights Toolkit (2025) OECD, RBC Due Diligence for Project and Asset Finance Transactions (2022)
Health and safety data	GRI 403: Occupational Health and Safety (2018) ISO 45001 (2018) ISO 45004 (2024) Shift, Strengthening the S in ESG, Deep Dive 01: Occupational Health and Safety Indicators (2025)	
Collective bargaining coverage	GRI 2: General Disclosures (2021) ESRS S1 Own Workforce (2023)	
Involuntary turnover data	GRI 102: Climate Change (2025) ISSB, Proposed Amendments to the Industry-based Guidance on Implementing IFRS S2 (2026)	
Job creation and workforce redeployment data	GRI 102: Climate Change (2025) ILO, Just Transition Guidelines (2015)	

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