

MOVING FORWARD FASTER FOR 2030


UN GLOBAL COMPACT
FORWARD
FASTER



HALFWAY TO 2030, THE WORLD IS NOT ON TRACK TO ACHIEVE THE SDGS

ONLY **15%**
OF THE SDGS
ARE ON TRACK
TO BE DELIVERED
BY 2030.

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WE HAVE STALLED OR **GONE INTO REVERSE** ON MORE THAN 30% OF THE SDGS.

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NOW MORE THAN EVER COMPANIES ARE TALKING ABOUT SUSTAINABILITY

96%

business leaders believe that the private sector plays a crucial role in achieving the SDGs

79%

have identified a business case for at least one SDG

78%

have changed a product or service to align to SDGs

United Nations Global Compact



BUT BUSINESS ACTION IS NOT ALIGNED WITH THE AMBITION OF THE 2030 AGENDA

48%

business leaders believe the private sector is doing enough

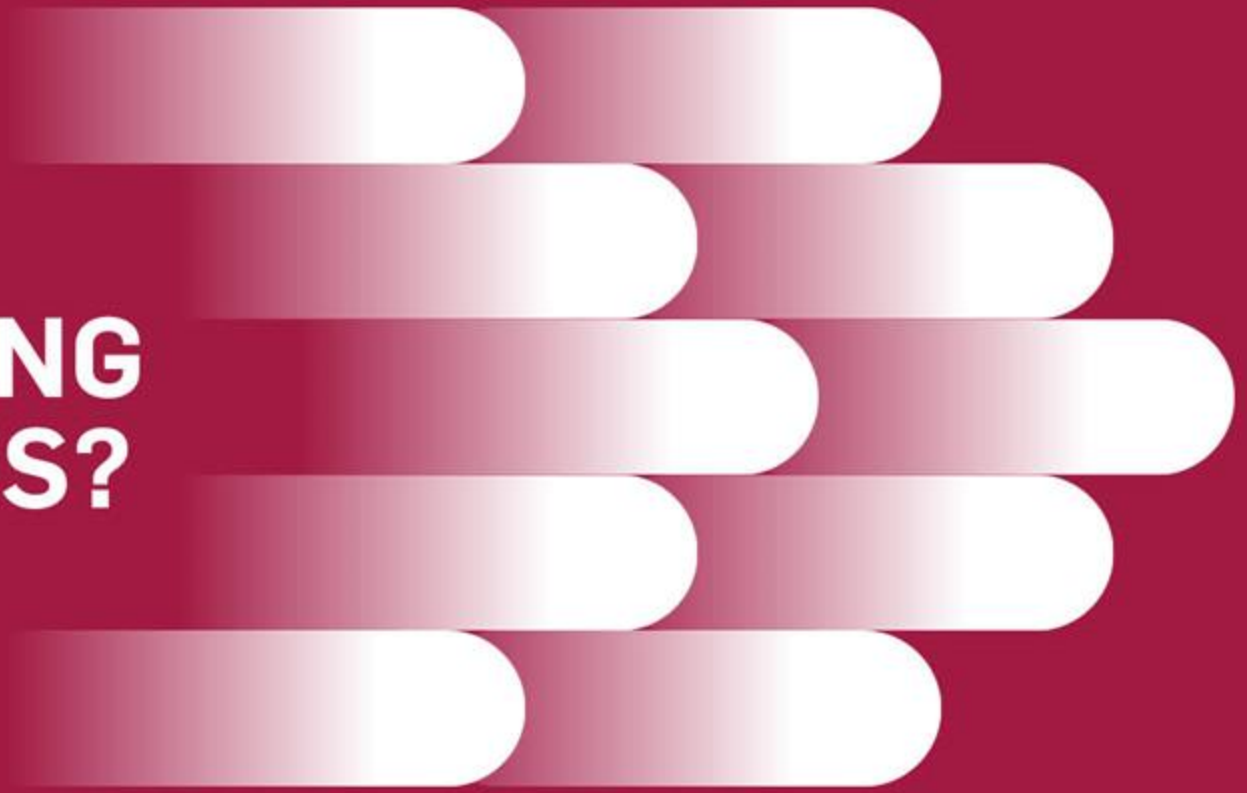
91%

made a public commitment to at least 1 SDG

39%

setting ambitious targets aligned with societal needs

DELIVERING SPEECHES?



OR TAKING ACTION?

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A GLOBAL PLATFORM FOR AMBITIOUS, CREDIBLE CORPORATE ACTION

ACTION

Commit and take action on ambitious, SDG-aligned targets

Tracked to 2030

ADVOCACY

Engage in responsible policy advocacy to create SDG-aligned enabling environment

- Gender Equality
- Climate Action
- Living Wage
- Water Resilience
- Finance & Investment

5 AREAS OF ACTION











	Target 1	Target 2
Gender Equality	Equal representation, participation and leadership across all levels of management by 2030.	Equal pay for work of equal value by 2030.
Climate Action	Set corporate science-based net-zero emissions reductions targets in line with a 1.5°C pathway, with the goal of halving global emissions by 2030 and reaching net-zero by 2050 at the latest.	Contribute to a just transition by taking concrete actions that address social impacts of climate change mitigation and adaptation measures in partnership with actors such as workers, unions, communities and suppliers.
Living Wage	100 per cent of employees across the organization earn a living wage by 2030.	Establish a joint action plan(s) with contractors, supply chain partners and other key stakeholders to work towards achieving living wages and/or living incomes with measurable and time-bound milestones.
Water Resilience	Build water resilience across global operations and supply chains and join hands to achieve collective positive water impact in at least 100 vulnerable prioritized water basins by 2030.	N/A
Finance & Investment	Align corporate investment – to the fullest extent possible – with SDG policies and strategies, and set targets, track and report on the amount and proportion of such SDG investments..	Establish a corporate financing strategy that is linked to SDG investments and performance, and report on the amount and proportion of such SDG finance.



WHEN WOMEN ARE EMPOWERED AND INCLUDED, ECONOMIES GROW, COMMUNITIES THRIVE AND BUSINESSES FLOURISH

BENEFITS OF TARGETS FOR GENDER EQUALITY



By taking action on gender equality, you can improve performance and gain an important advantage:

- When women serve as leaders and employees of companies, businesses benefit, and performance improves
- When boardrooms are gender balanced, enterprises are 20 per cent more likely to have improved business outcomes
- Gender equality in the workplace can help unlock more than $12 trillion in new market value linked to the SDGs
- On average across countries, long-run GDP per capita would be almost 20 per cent higher if gender employment gaps were closed

GENDER EQUALITY

TARGET 1

Equal representation, participation and leadership across all levels of management by 2030.

TARGET 2

Equal Pay for work of Equal Value by 2030.

FORWARD FASTER

THE TARGET

EQUAL REPRESENTATION, PARTICIPATION AND LEADERSHIP ACROSS ALL LEVELS OF MANAGEMENT BY 2030

DEFINITION OF KEY TERMS AND ELEMENTS OF THE TARGET

ALL LEVELS OF MANAGEMENT

From top to middle management to the Board of Directors. The classification and the definition of the occupations are in line with the International Standard Classification of Occupations (ISCO 08) developed by the International Labour Organization. Full definitions are available here.



GENDER EQUALITY TARGET 1:

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE EQUAL REPRESENTATION, PARTICIPATION AND LEADERSHIP

- UNDERSTAND AND ASSESS
- TACKLE THE TALENT MANAGEMENT CYCLE
- ADDRESS ADDITIONAL BARRIERS
- DETERMINE MILESTONES & MONITOR PROGRESS

GENDER EQUALITY TARGET 1

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE YOUR TARGET

UNDERSTAND AND ASSESS

- Undertake an assessment to understand priority areas for improvement
- Develop an organization-wide gender equality strategy linked to the broader business strategy
- Undertake regular unconscious bias training to be aware of blind spots
- Establish a committee to track progress on the gender equality strategy and targets
- Establish a working group to ensure a 'reality check' on whether efforts translate to behaviour change within company

TACKLE THE TALENT MANAGEMENT CYCLE

- Establish a non-discrimination policy that addresses gender diversity in recruitment
- Take proactive steps to recruit women in traditionally underrepresented roles
- Ensure gender-balanced interview panels and interview shortlist and use gender-neutral language and visuals in job descriptions
- Offer leadership coaching, mentoring programmes and access to professional networks for women
- Put measures in place to ensure professional development opportunities are scheduled at times that accommodate the needs of all

ADDRESS ADDITIONAL BARRIERS

- Offer flexible working arrangements, leave and re-entry opportunities. Make sure to track in sex- disaggregated data of who is using these benefits
- Support access to child and dependent care and establish breastfeeding facilities in the workplace
- Establish internal policies, training and procedures preventing all forms of violence and sexual harassment at work
- Take into account that some groups tend to face additional barriers based on their backgrounds, race, age, sexual orientation, indigenous or disability status

DETERMINE MILESTONES AND MONITOR PROGRESS

- Consider internal (disaggregated hiring/retention/promotion rates, existing policies and practices) and external (diversity of the market, community or industry) factors when setting targets for gender balance force composition, graduation rates in the region or industry and changing demographics over time
- Break down steps for 2030 goals into annual targets and making them coincide with other milestones in the business cycle
- Establish time-bound and measurable goals to build a pipeline of qualified women for management level positions with sub-targets

For a more comprehensive list of, please refer to the Action Guide here.

GENDER EQUALITY TARGET 1:

REPORTING

The Forward Faster initiative aims to increase accountability and transparency by calling for companies to publicly declare their commitments and highlight the actions they will undertake to meet the targets. Companies committing to the target will report annually to the UN Global Compact by responding to the following questions:

COMMUNICATION ON PROGRESS (COP) REQUIRED QUESTION:

G11. Percentage of individuals disaggregated by sex within the company's board/highest governance body by: (male/female)

COMMITMENT SPECIFIC QUESTIONS

1. What were the average gender ratios of your employees during the reporting period across different levels?

	Gender Ratio		
	Male %	Female %	Other %
Total			
Top Management			
Middle Management			
Professionals			

2. In the reporting period, what was the average gender ratio of new employee hires and employee turnover, employees who were promoted and employees who took parental leave?

	Gender Ratio		
	Male %	Female %	Other %
Total			
Top Management			
Middle Management			
Professionals			

GENDER EQUALITY TARGET 1:

REPORTING

The Forward Faster initiative aims to increase accountability and transparency by calling for companies to publicly declare their commitments and highlight the actions they will undertake to meet the targets. Companies committing to the target will report annually to the UN Global Compact by responding to the following questions:

COMMITMENT SPECIFIC QUESTIONS

3. In the reporting period, what was the total number of work-related incidents of discrimination on the grounds of gender? Possibility to disclose the status of incidents and/or complaints and corrective actions taken.

4. Do you have an organization-wide gender equality strategy that identifies specific priority areas where further improvement can be made?

5. What type of action has the company taken in the reporting period with the aim of advancing equal representation, participation and leadership? (select all that apply):

a) Review the requirements for board membership, and other governance bodies and committees, to remove any discrimination or bias against women.
b) Pay equal remuneration, including benefits and bonuses, for work of equal value and ensure at a minimum a living wage for all women and men employees.
c) Implement gender-sensitive recruitment and retention practices and proactively recruit and appoint women to managerial and executive positions and to the corporate board of directors.
d) Offer flexible working arrangements, family-supportive practices, leave and re-entry opportunities to positions of equal pay and status.
e) Support access to child and dependent care through services, resources and information.
f) Establish internal policies, trainings and procedures preventing all forms of violence and sexual harassment at work.
g) Invest in professional development opportunities, networking and mentoring and programmes that open avenues for women's advancement at all levels and across all business areas.
h) Conduct unconscious bias training and awareness raising on the corporate gender equality policies and action plan.
i) Collect, analyze and use gender statistics and sex-disaggregated data and benchmarks to measure and report results at all levels.
j) The company has not taken any actions in the reporting period with the aim of advancing equal representation, participation and leadership.

FORWARD FASTER

THE TARGET

EQUAL PAY FOR WORK OF EQUAL VALUE BY 2030

DEFINITION OF KEY TERMS AND ELEMENTS OF THE TARGET

EQUAL REMUNERATION FOR WORK OF EQUAL VALUE

The ILO defines equal remuneration for work of equal value as "remuneration for work which is of equal value, whether performed by a man or a woman, shall be paid without discrimination on the grounds of sex". The concept of equal value refers to work that requires comparable skills, effort and responsibility and is performed under similar working conditions.

REMUNERATION

Remuneration refers to the ordinary, basic or minimum wage or salary and any additional earnings
payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising from the worker's employment.

GENDER PAY RATIO

For each job level or category, companies are to calculate the ratio of gross hourly earnings paid to female and male employees and report the average ratio of earnings across job categories as a percentage. For example, if, on average, women earn one per cent less across job categories than men, the answer would be 99 per cent.

$$\frac{\text{(Average gross hourly earnings of male employees – average gross hourly earnings of female employees)}}{\text{Average gross hourly earnings of male employees}} = 100\%$$



GENDER EQUALITY TARGET 2:

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE EQUAL PAY FOR WORK OF EQUAL VALUE

UNDERSTAND AND ASSESS

IDENTIFY PAY GAPS

CLOSE PAY GAPS

ADDRESS ADDITIONAL BARRIERS

GENDER EQUALITY TARGET 2

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE YOUR TARGET

UNDERSTAND AND ASSESS

- Understand the 'what' and 'why' before getting to the 'how': Familiarize with the key concepts of **EQUAL PAY FOR WORK OF EQUAL VALUE**
- Develop a stand-alone policy that addresses equal pay for work of equal value

IDENTIFY PAY GAPS

- Conduct a gender-neutral job evaluation that captures the skill, effort, responsibility and working conditions of the work. The job evaluation consists of several steps:
    1. Select which jobs to compare: Drawing up a list of the jobs in the enterprise and determining whether these jobs are male- or
    2. Select a gender-neutral job evaluation method to assess the characteristics of the jobs within an enterprise in order to establish their relative value.
    3. Collect information on the task and responsibilities of each job based on the factors selected, for example through an employee questionnaire
    4. Determine the value of jobs: Construct a weighting grid, including determining each responsibilities relative importance and assigning a numerical value

CLOSE PAY GAPS

- After the job evaluation: Estimate wage gaps for jobs of equal value
- Assess other financial benefits including insurance benefits, bonuses and retirement contributions
- Put procedures in place to remediate pay inequalities (including working with unions or staff representatives)
- Undertake an objective gender pay gap audit or evaluation by internal or external parties at least every five years
- Establish a pay committee to oversee these processes, including worker representatives from different hierarchical levels and 50 per cent female presence

ADDRESS ADDITIONAL BARRIERS

- Tackle gender bias across the talent management cycle, including ensuring gender-balanced interview panels and using gender-neutral language and visuals in job descriptions (For more information please see action companies can take on Gender Equality Target 1)
- Publish pay gap metrics in your annual report
- Publish salary ranges in external job postings
- Drive calls for strong legislation on wage transparency along with workers associations and government agencies

For a more comprehensive list of, please refer to the Action Guide here.

GENDER EQUALITY TARGET 2:

REPORTING

The Forward Faster initiative aims to increase accountability and transparency by calling for companies to publicly declare their commitments and highlight the actions they will undertake to meet the targets. Companies committing to the target will report annually to the UN Global Compact by responding to the following questions:

COMMUNICATION ON PROGRESS (COP) REQUIRED QUESTION:

L8. What was the average gender ratio of the basic salary and remuneration (comparing jobs of equal value) during the reporting period?

COMMITMENT SPECIFIC QUESTIONS

1. What type of action has your company taken with the aim of achieving equal pay for work of equal value? (select all that apply)

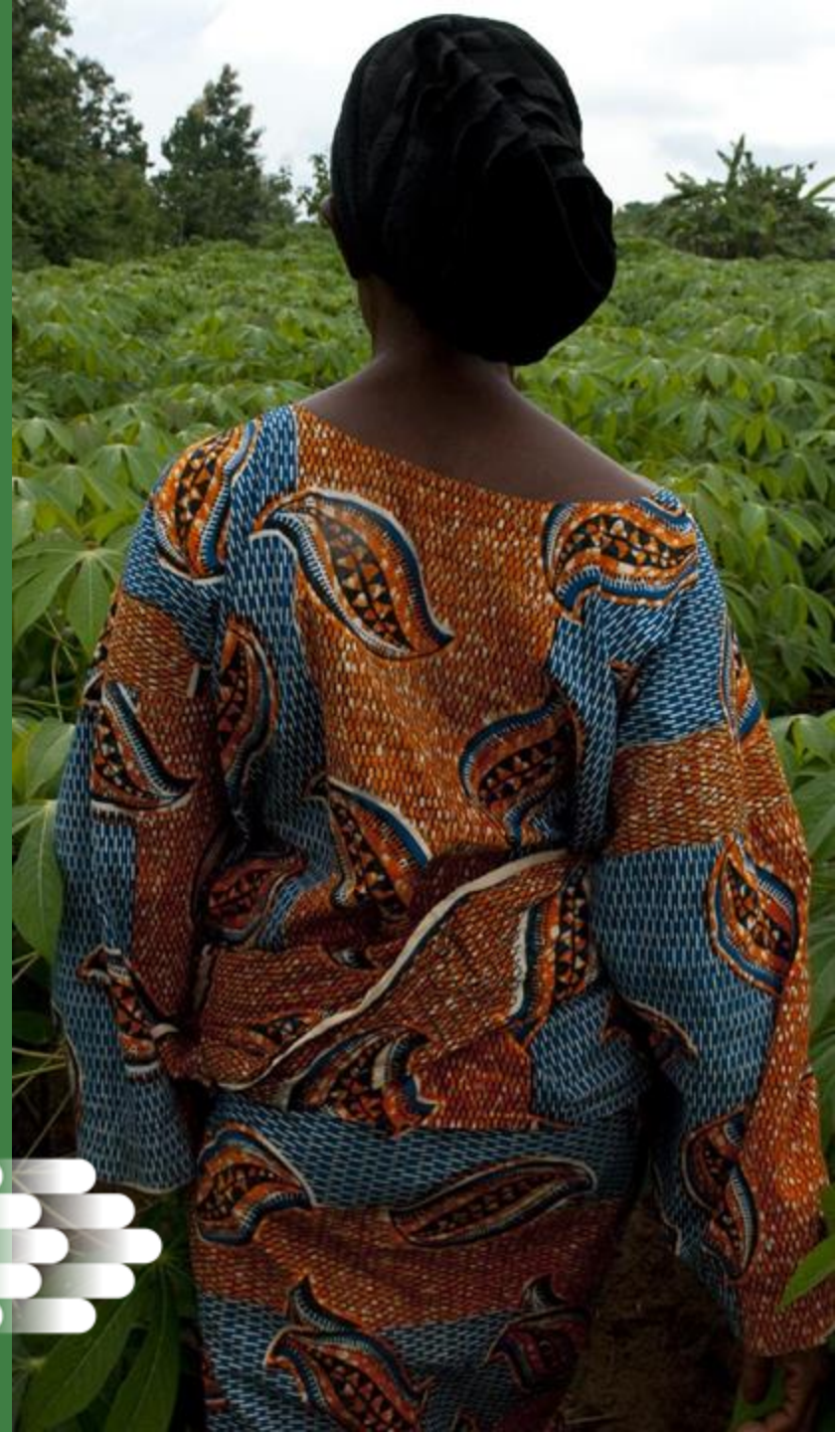
   a) Established a policy or a commitment embedded in a broader corporate policy that addresses equal pay for work of equal value, aligned with national regulatory requirements and/or the ILO Convention 100 on Equal Remuneration, 1951
   b) Established a pay committee that includes significant employee presence. This committee received training and acquired comprehensive knowledge of the jobs across the business. The committee reviews promotional and recruitment decisions, addresses employee concerns and complaints alongside developing in-house expertise in areas of equality and job evaluation.
   c) Established gender-neutral job evaluation to help set up a fair pay structure, including identifying jobs where men and women are doing work of equal value and comparing their remuneration.
   d) Estimated wage gaps for jobs of equal value and making pay adjustments where needed.
   e) Undertook an objective gender pay gap audit or evaluation by internal or external parties in the past five years to ensure jobs of equal value are remunerated equally.
   f) Having put procedures in place to remediate pay inequalities (including working with unions or staff representatives).
   g) Publicly disclosed to company stakeholders the overall ratio and ratio by employee level of basic salary and remuneration by gender.
   h) The company has not taken any action to guarantee equal pay for work of equal value during the reporting period.

2. Please specify the gender-neutral job evaluation methodology that you have used to measure remuneration, including salary or ordinary wage and other basic fees and benefits, directly or indirectly paid, in money or in kind.



TAKING CLIMATE ACTION WILL HELP FUTURE-PROOF YOUR BUSINESS

BENEFITS OF TARGETS FOR CLIMATE ACTION



How will taking ambitious action in this area benefit your company?

- Improve efficiency and cut operating costs by reducing energy usage and emissions
- Strengthen your reputation with customers, suppliers, investors and regulators whilst reducing your exposure to climate risks
- Stay one step ahead of policy changes and climate regulations
- Ensure you leave no one behind in the transition to an environmentally sustainable economy

CLIMATE ACTION*

TARGET 1

Set corporate science-based net-zero emissions reductions targets in line with a 1.5°C pathway, with the goal of halving global emissions by 2030 and reaching net-zero by 2050 at the latest.

TARGET 2

Contribute to a just transition by taking concrete actions that address social impacts of climate change mitigation and adaptation measures in partnership with actors such as workers, unions, communities and suppliers.

*For both Climate Action targets, the Forward Faster initiative is unable to accept commitments from fossil fuel companies.
For Climate Action Target 1, the Forward Faster initiative will accept both net-zero commitments and validated science-based net-zero targets as long as the commitments/validations have been officially processed by the Science Based Targets initiative (SBTi).

FORWARD FASTER

THE TARGET

SET CORPORATE SCIENCE-BASED NET-ZERO EMISSIONS REDUCTIONS TARGETS IN LINE WITH A 1.5°C PATHWAY, WITH THE GOAL OF HALVING GLOBAL EMISSIONS BY 2030 AND REACHING NET-ZERO BY 2050 AT THE LATEST

DEFINITION OF KEY TERMS AND ELEMENTS OF THE TARGET

SCIENCE-BASED NET ZERO EMISSION REDUCTION TARGET

To keep a 1.5°C future within reach, companies must publicly set targets that are verifiable, up to date with the latest climate science and being reported on and monitored transparently. For this reason, all corporate net-zero commitments and targets under this call to action must be submitted and validated through the Science Based Targets initiative (SBTi).

The SBTi's Net-Zero Standard defines corporate net-zero as:

- All targets must cover scopes 1, 2 and 3 emissions and reduce emissions to zero or to a residual level that is consistent with reaching net-zero emissions at the global or sector level in eligible 1.5°C-aligned pathways.
- Permanently neutralize any residual emissions at the net-zero target year and any greenhouse gas (GHG) emissions released into the atmosphere thereafter. Voluntary carbon credits cannot be counted towards reaching abatement targets.

The SBTi Standard requires companies to prioritize rapid, deep emissions reductions through near-term targets and to set long-term targets for net-zero by no later than 2050.

Companies are asked to carefully consider for their target setting all of the Un-Backed 1.5C-Aligned Net Zero Credibility Criteria created by the UN Secretary-General's former High Level Expert Group On Net-Zero Emissions Commitments Of Non-State Entities.



CLIMATE ACTION TARGET 1:

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE NET ZERO

UNDERSTAND AND ASSESS

DETERMINE MILESTONES & MONITOR PROGRESS

ENGAGE PARTNERS AND STAKEHOLDERS

CLIMATE ACTION TARGET 1

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE YOUR TARGET

UNDERSTAND AND ASSESS

- Review existing Sector-Specific Guidance And Projects to gather information that is best tailored to your organization and industry.
- Perform a complete greenhouse gas emissions (GHG) inventory/screening, which includes company-wide scope 1 and 2 emissions and gross scope 3 emissions for all emissions sources, following the minimum boundary for each scope 3 category set out in **the GHG** Protocol's Scope 3 Standard.

DETERMINE MILESTONES AND MONITOR PROGRESS

- Utilize the SBTi's Resources and Tools To follow its **5-**Step Process to set your science-based target.
- Create a transition plan showing how you will successfully deliver on your commitments in an equitable and just way.

ADDRESS ADDITIONAL BARRIERS

- Engage with your networks and supply chains and encourage them to set net-zero targets as well, using the **SBTiS** Supplier Engagement Guidance.
- Align external policy and engagement efforts with corporate emission reduction goals and lobby for positive climate action.

For a more comprehensive list of, please refer to the Action Guide here.

CLIMATE ACTION TARGET 2:

REPORTING

The Forward Faster initiative aims to increase accountability and transparency by calling for companies to publicly declare their commitments and highlight the actions they will undertake to meet the targets. Companies committing to the target will report annually to the UN Global Compact by responding to the following questions:

COMMUNICATION ON PROGRESS (COP) REQUIRED

E4.1. For each environmental topic for which the company sets time bound goals/targets, what kind of targets has the company set?

In addition, SBTi commitments and validations are **TRACKED AND PUBLISHED ON THE SBTI WEBSITE**. The SBTi is currently developing advanced work on Measurement, Reporting and Verification (MRV) under a **NEW PROGRESS FRAMEWORK.**

EXAMPLES OF COMPANY KPIS AND INTERIM TARGETS

In line with the SBTi's Net-Zero Standard, companies must set near-term interim science-based targets. Once companies reach their near-term target date, they must calculate new near-term targets to serve as milestones until they achieve their long-term net-zero target. The short- and long-term net-zero science-based targets need to be complemented by a transition plan, showing immediate emissions reductions and capital expenditures aligned with these targets and their net-zero pathway.

FORWARD FASTER

THE TARGET

CONTRIBUTE TO A JUST TRANSITION BY TAKING CONCRETE ACTIONS THAT ADDRESS SOCIAL IMPACTS OF CLIMATE CHANGE MITIGATION AND ADAPTATION MEASURES IN PARTNERSHIP WITH ACTORS SUCH AS WORKERS, UNIONS, COMMUNITIES AND SUPPLIERS.

DEFINITION OF KEY TERMS AND ELEMENTS OF THE TARGET

JUST TRANSITION

According to the International Labour Organization (ILO), “a Just Transition means greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind." This depends on a fair process built on social dialogue, stakeholder engagement and a universal respect for fundamental labour rights and other human rights. Just transition is not an independent practice; it is a principles-based approach for climate change mitigation and adaptation activities, relevant for all countries at all levels of development and all sectors.

Companies are also asked to carefully consider all of the recommendations in the Un-Backed 1.5C-Aligned Net Zero Credibility Criteria (Report “Integrity Matters"), created by the UN Secretary-General's former HLEG as they relate to a just transition.



CLIMATE ACTION TARGET 2:

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE A JUST TRANSITION

UNDERSTAND AND ASSESS

ENGAGE PARTNERS AND STAKEHOLDERS

PLAN STRATEGICALLY

CLIMATE ACTION TARGET 1

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE YOUR TARGET

UNDERSTAND AND ASSESS

- Build understanding of just transition, map out key touch points and identify priorities in light of the company's impact and influence
- Respect rights at work, including the freedom of association and right to collective bargaining, the elimination of child labour, forced labour and workplace discrimination and the right to a healthy and safe workplace
- Promote gender equality and diversity, equity and inclusion (DEI) in the workforce
- Conduct human rights due diligence of third-party contractors aligned with the Guiding Principles On Business And Human Rights

ENGAGE PARTNERS AND STAKEHOLDERS

- Engage with worker organizations in social dialogue, especially in plans around restructuring, decarbonization strategies, expansion of green operations and other plans with large employment impact
- Mainstream robust stakeholder engagement with all affected groups in strategic planning, especially as the net-zero transition brings new markets, supply chains and stakeholders

STRATEGIC PLANNING

- Allocate resources to long-term strategic planning, acknowledging that the individual careers and communities operate on different timescales than companies
- Integrate human rights due diligence into strategic decision making
- Address gender inequities in the conception, design and implementation of climate solutions and leverage women as solution multipliers
- Integrate social dialogue and stakeholder engagement in strategic planning

For a more comprehensive list of actions, please refer to the Just Transition Business Brief here.

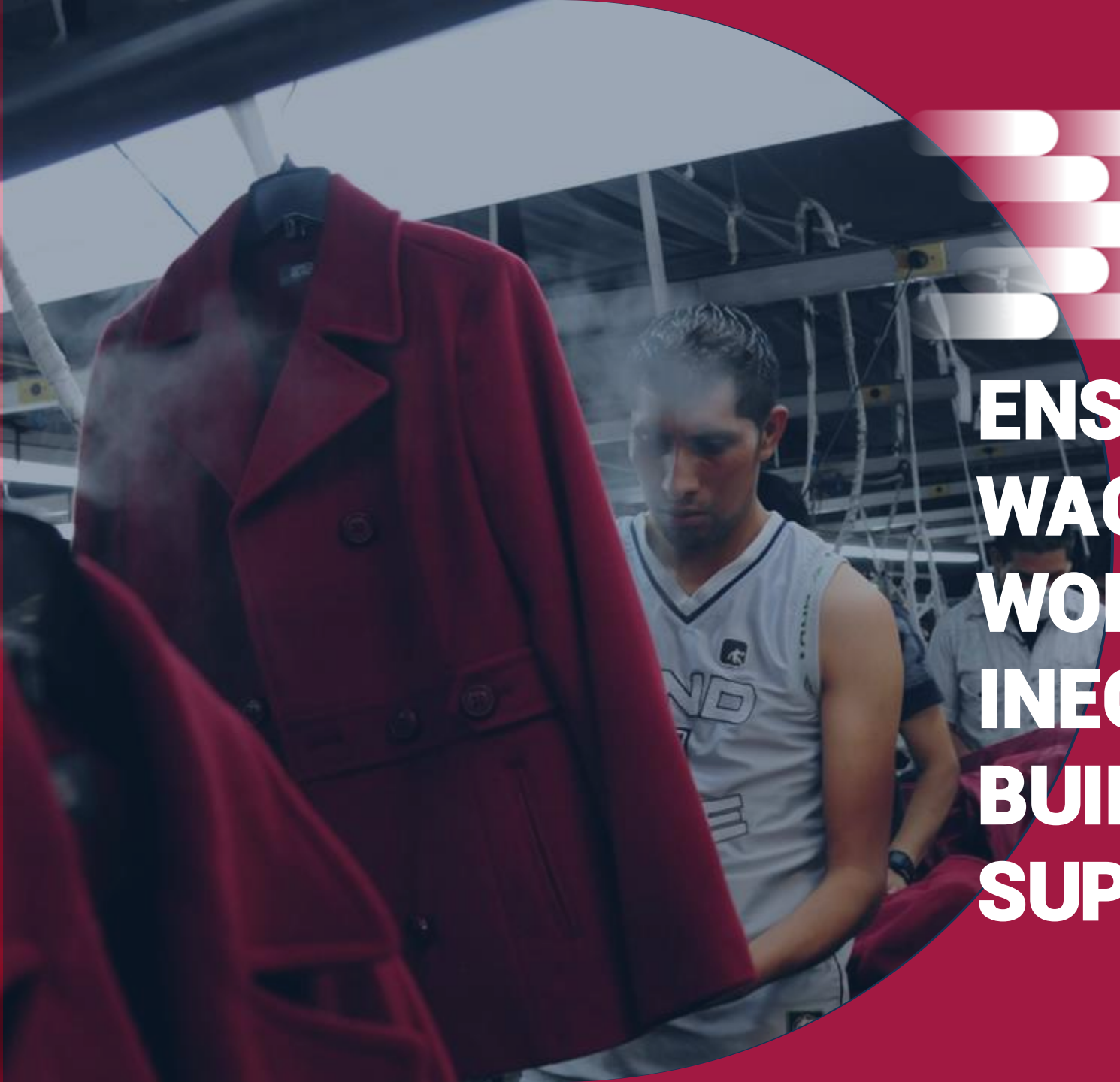
CLIMATE ACTION TARGET 2:

REPORTING

The Forward Faster initiative aims to increase accountability and transparency by calling for companies to publicly declare their commitments and highlight the actions they will undertake to meet the targets. Companies committing to the target will report annually to the UN Global Compact by responding to the following questions:

What type of action has the company taken in the reporting period with the aim of contributing to a just transition and addressing the social impacts of climate change mitigation and adaptation? (multiple answer options, open text field for additional information)

a) As part of the due diligence process, the company has considered relevant aspects related to a just transition [Yes/No] [please provide additional information]
b) In the course of the reporting period, the company has engaged with affected stakeholders or their legitimate representatives (e.g., workers, unions, communities and suppliers etc., including those stakeholders where the risk of adverse impacts may be particularly severe) to develop a just transition plan [Yes/No] [please provide additional information]
c) The company integrates the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and specifically the principle of free, prior and informed consent in its plans [Yes/No] [please provide additional information]
d) The company is investing in a just transition, including in skills and human resource development, mitigating employment impacts through worker retention, retraining, redeployment, creating additional economic opportunities and contributing to social protection [Yes/No] [please provide additional information]
e) The company has set targets and is tracking progress in relation to its just transition plan [Yes/No] [please provide additional information]



ENSURING A LIVING WAGE ACROSS YOUR WORKFORCE REDUCES INEQUALITIES AND BUILDS MORE RESILIENT SUPPLY CHAINS

BENEFITS OF TARGETS FOR LIVING WAGE



By paying and promoting living wages, you can improve productivity and gain important advantages:

- Reduce staff turnover and absenteeism, increase retention and motivation, attract new talent and increase staff productivity
- Improve supply chain relationships, performance, resilience and transparency
- Create a pathway to tackle poverty and reduce inequalities
- Demonstrate a commitment to respecting and promoting the human rights of workers

LIVING WAGE

TARGET 1

100 per cent of employees across the organization earn a living wage by 2030.

TARGET 2

Establish a joint action plan(s) with contractors, supply chain partners and other key stakeholders to work towards achieving living wages and/or living incomes with measurable and time-bound milestones.

FORWARD FASTER

THE TARGET

100 PER CENT OF EMPLOYEES ACROSS THE ORGANIZATION EARN A LIVING WAGE BY 2030.

DEFINITION OF KEY TERMS AND ELEMENTS OF THE TARGET

LIVING WAGE

Living wage is the wage level that is necessary to afford a decent standard of living for workers and their families, taking into account the country circumstances and calculated for the work performed during the normal hours of work. Living wages should be calculated in accordance with the ILO's principles of estimating the living wage. Living wages should be based on an identification and assessment of a basket of goods, using local prices of the costs of at least the following components: food, housing, health and education, and other necessary goods and services, in accordance with national circumstances.

REMUNERATION

Employees are workers employed directly in a company's own operations. These include permanent and temporary employees, full-time, part-time and non-guaranteed hourly employees.

LIVING WAGE ESTIMATES

Living wage estimates translate the living wage concept into a national monetary value. These estimates involve some important assumptions about the number of workers in the household and the number of wage earners. Living wage estimates can contribute to and inform an evidence-based social dialogue for wage setting. Several living wage estimate initiatives exist, using all their own methodologies and assumptions. They are published per region by various organizations using their own methodologies. For now, we recommend to use an IDH (The Sustainable Trade Initiative) Recognized Living Wage Estimate.



LIVING WAGE TARGET 1:

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE LIVING WAGE TARGETS

- UNDERSTAND AND ASSESS
- TACKLE WAGE SETTING AND WAGE PAYMENTS
- DETERMINE MILESTONES AND MONITOR PROGRESS
- ENGAGE PARTNERS AND STAKEHOLDERS

LIVING WAGE TARGET 1

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE YOUR TARGET

UNDERSTAND AND ASSESS

- Understand the concept of living wage and how it relates to legal or negotiated minimum wages
- Facilitate discussions with workers and their representatives if the legal minimum wage is inadequate to meet a living wage
- Be aware of credible living wage estimates developed by (local) workers organizations
- Identify gaps between current wages paid to direct employees and credible living wage estimates.
- Create a policy to pay living wages to all direct employees with top management buy-in

WAGE SETTING AND WAGE PAYMENT

- Monitor changes in national law (and collective bargaining agreements) to ensure wages are compliant with legal minimum wages (and collective bargaining agreements where applicable) on an ongoing basis
- Conduct wage setting and revision based on analysis of prevailing rates of pay in the industry and inform workers — and their representatives — about wage setting and revision
- Create formal procedures to determine pay scales and individual workers' pay
- Consult workers — and their representatives — and engage in a social dialogue process about basic wage levels, pay scales and revision of basic wages
- Establish a grievance mechanism for managing complaints related to unequal pay

DETERMINE MILESTONES AND MONITOR PROGRESS

- Have a process in place to regularly review wages to monitor and address any instances of payment of wages that are below living wage estimates and to ensure full and timely payment of wages
- Establish performance metrics linked to achieving the living wage commitment
- Organize awareness raising and training on living wage programmes for staff

ENGAGE PARTNERS AND STAKEHOLDERS

- Become involved in one or more partnerships — globally or in your home country — focused on achieving living wages for your direct workforce and/or workers engaged by third-party contractors and labour providers

For a more comprehensive list of actions, please refer to the Living Wage Analysis Tool here.

LIVING WAGE TARGET 1:

REPORTING

The Forward Faster initiative aims to increase accountability and transparency by calling for companies to publicly declare their commitments and highlight the actions they will undertake to meet the targets. Companies committing to the target will report annually to the UN Global Compact by responding to the following questions:

- What percentage of your employees is paid a living wage?
  - a. xx%
  - b. I am in the process of collecting that data
- For the employees below a living wage, what percentage of these employees are paid

90% to 99% of the Living Wage estimates for the countries/regions you operate in	
75% to 89% of the Living Wage estimates for the countries/regions you operate in	
50% to 74% of the Living Wage estimates for the countries/regions you operate in	
Less than 50% of the Living Wage estimates for the countries/regions you operate in	
Total	100%

- Please specify the methodology(ies) used to measure current wages and what living wage estimates you have used to compare them to. Have your living wage estimates been validated by official sources and/or been developed in the framework of social dialogue?
- Please describe the progress you have made in the last 12 months on this target.

FORWARD FASTER

THE TARGET

ESTABLISH A JOINT ACTION PLAN(S) WITH CONTRACTORS, SUPPLY CHAIN PARTNERS AND OTHER KEY STAKEHOLDERS TO WORK TOWARDS ACHIEVING LIVING WAGES AND/OR LIVING INCOMES WITH MEASURABLE AND TIME-BOUND MILESTONES.

DEFINITION OF KEY TERMS AND ELEMENTS OF THE TARGET

CONTRACTORS

Contractors include core and non-core contractors. Core contractors mean third parties such as employment agencies or labour providers that provide workers to a company (i.e., the workers are not direct employees of the user company) but where the work of these workers is controlled by the company and where the workers perform roles that are the same as or similar to those of employees or workers otherwise engaged in the company's core business — for example, working on production lines in a manufacturing company or providing care in a care facility. Non-core contractors are third-party contractors or service providers who provide services to a company. The workers are controlled by the non-core contractor and their workers perform services that are not core to the user company's business, for example providing cleaning, catering or security services for the user company.

SUPPLY CHAIN PARTNERS

Supply chain partners refer to third-party suppliers of goods and materials.

LIVING INCOME

The concept of living wage is applied in the context of hired workers (in factories, on farms, etc.), whereas living income is discussed in the context of any income earner, such as self-employed farmers. Living income is the net annual income required for a household in a particular place to afford a decent standard of living for all members of that household. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing and other essential needs including provisions for unexpected events.

KEY STAKEHOLDERS

Key stakeholders refer to national Governments, policymakers, business and employers organizations, trade unions, multi-stakeholder initiatives, etc. that are vital to wage setting and sustainable wage formation process.



LIVING WAGE TARGET 2:

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE LIVING WAGE TARGETS

- UNDERSTAND AND ASSESS
- ENGAGE CONTRACTORS AND SUPPLY CHAIN PARTNERS
- DETERMINE MILESTONES AND MONITOR PROGRESS
- ENGAGE PARTNERS AND STAKEHOLDERS

LIVING WAGE TARGET 2

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE YOUR TARGET

UNDERSTAND AND ASSESS

- Understand the concept of the living wage and how it relates to legal or negotiated minimum wages
- Be aware of credible living wage estimates developed by workers organizations
- Create a policy to ensure a living wage for workers employed or engaged by contractors and supply chain partners with top management buy-in
- Collect information about wages paid by contractors and supply chain partners
- Identify gaps between current wages paid to contractors and supply chain partners and credible living wage estimates, and the number of workers affected

ENGAGE CONTRACTORS AND SUPPLY CHAIN PARTNERS

- Conduct human rights due diligence of third-party contractors and supply chain partners to identify low pay suppliers
- Support worker representation throughout the supply chain by making freedom of association a critical component of contractual agreements with suppliers
- Require contractors and supply chain partners to provide data on wages, including data on the number of workers receiving wages below living wage estimates
- Analyze and adapt purchasing practices to enable contractors and supply chain partners to pay a living wage
- Support contractors and supply chain partners in developing effective wage management systems, which include wage transparency, skills-based wage systems, annual wage revisions and negotiations with workers representatives

DETERMINE MILESTONES AND MONITOR PROGRESS

- Map collective bargaining agreements applicable to wage setting for the target workforce
- Use credible living wage estimates to calculate the living wage gap and validate these estimates with social partners
- Include performance metrics linked to achieving living wage in your joint action plan

ENGAGE PARTNERS AND STAKEHOLDERS

- Become involved in one or more partnerships — globally or in your home country — focused on achieving living wages for all workers
- Engage and advocate with policymakers to promote incremental progression from minimum wages to living wages. As a first step support adequate legal minimum wages that consider both the needs of workers and their families and economic factors and which are revised regularly, have wide coverage and are enforced by law
- Advocate with policymakers to ensure a social protection floor for all and have economic and fiscal policies in place to support this

For a more comprehensive list of actions, please refer to the Living Wage Analysis Tool here.

LIVING WAGE TARGET 2:

REPORTING

The Forward Faster initiative aims to increase accountability and transparency by calling for companies to publicly declare their commitments and highlight the actions they will undertake to meet the targets. Companies committing to the target will report annually to the UN Global Compact by responding to the following questions:

- Do you have a joint action plan with contractors to work towards achieving living wages and/or living incomes with measurable and time-bound milestones? Yes/No
    a. If Yes: With what percentage of your contractors?
    b. If <100 per cent: How did you choose these contractors (for example high-risk location, product/sector, etc.)?

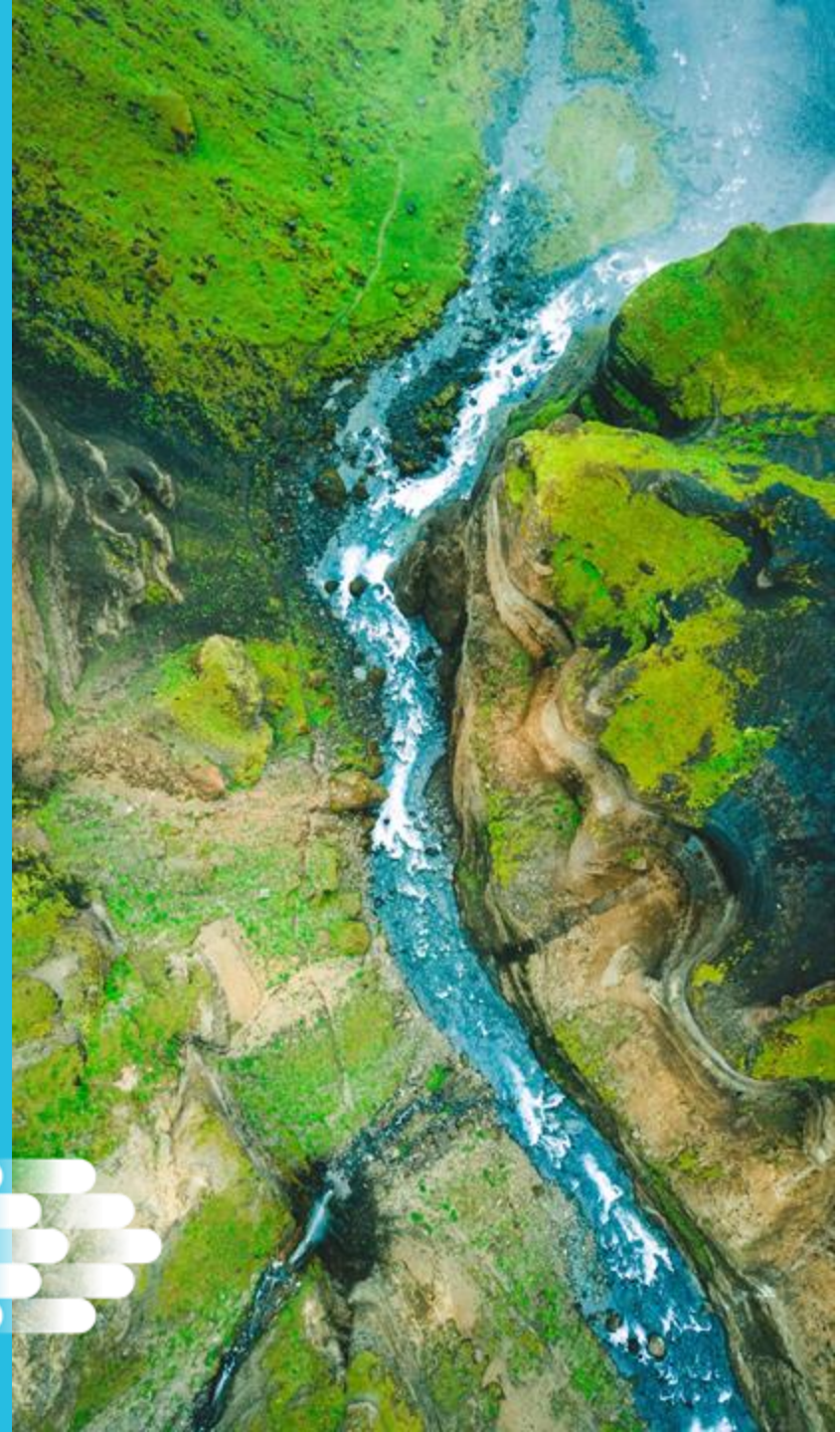
- Do you have a joint action plan with supply chain partners to work towards achieving living wages and/or living incomes with measurable and time-bound milestones? Yes/No
    a. If Yes: With what percentage of your supply chain partners?
    b. If <100 per cent: How did you choose these supply chain partners (for example first-tier suppliers, high-risk location, product/sector, etc.)?

- Please describe the measurable objectives and the progress you have made in the last 12 months on this target.



BUILDING WATER RESILIENCE AT YOUR ORGANIZATION CAN IMPROVE BUSINESS PERFORMANCE AND ACCELERATE GROWTH

BENEFITS OF TARGETS FOR WATER RESILIENCE



Taking ambitious action in this area will help you:

- Reduce potential business risks caused by water challenges (operational and supply chain)
- Enhance your reputation in the communities you operate and with your investors
- Profoundly impact our ability to fulfil the UN human right to water and sanitation (HRWS) and broader Sustainable Development Goals
- Support ecosystems that capture, filter and store water resources, while supporting biodiversity and helping to reduce the impacts of climate change

WATER RESILIENCE

TARGET 1

Build water resilience across global operations and supply chains and join hands to achieve collective positive water impact in at least 100 vulnerable prioritized water basins by 2030.

FORWARD FASTER

THE TARGET

BUILD WATER RESILIENCE ACROSS GLOBAL OPERATIONS AND SUPPLY CHAINS AND JOIN HANDS TO ACHIEVE COLLECTIVE POSITIVE WATER IMPACT IN AT LEAST 100 VULNERABLE PRIORITIZED WATER BASINS BY 2030

DEFINITION OF KEY TERMS AND ELEMENTS OF THE TARGET

To achieve collective positive water impact in 100 priority basins by 2030, companies must coordinate action, share learnings, and measure impact through a common, validated approach. For this reason, to commit to the Forward Faster Water Resilience Target, companies must become endorsers of the CEO Water Mandate.

100 BASINS

When developing the list of 100 basins, co-organizing corporate water stewardship initiatives looked to identify those basins with high risks across water quality, water quantity and water accessibility. Biodiversity importance and future climate risks in terms of drought and flood were also considered. Basins were further prioritized according to those with economic relevance, significant corporate presence and interest in collaboration as well as the presence of local partners to enact programs that address local water challenges and bring about positive change. The CEO Water Mandate's 100 priority basins are available via the WATER ACTION HUB.

POSITIVE WATER IMPACT

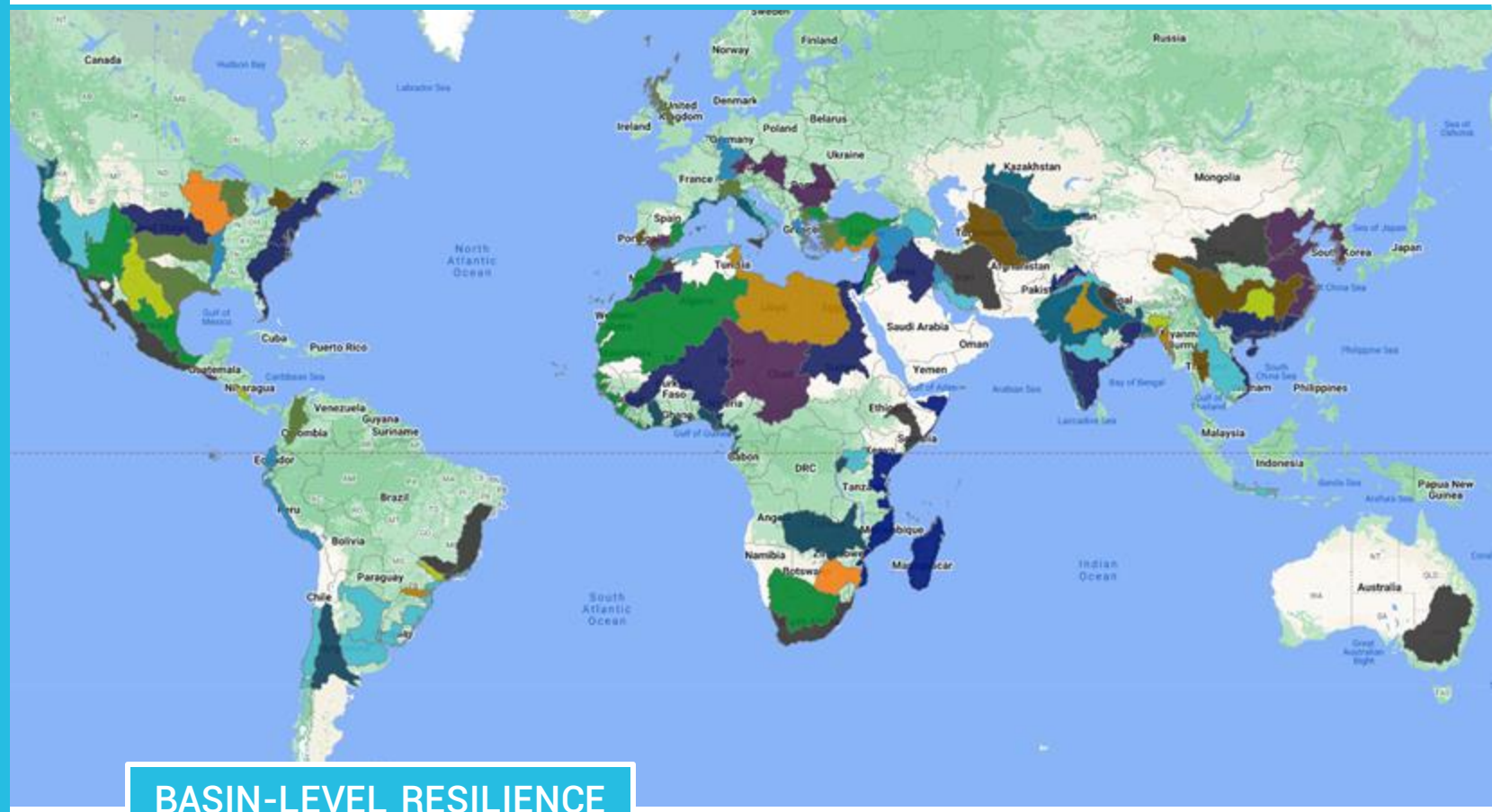
Focuses on ensuring that company actions contribute towards reducing water stress in its three dimensions: **water quantity, water quality and water accessibility.** It ensures the company's contributions exceed impacts on water stress in the same region.

FORWARD FASTER

LOCAL NETWORKS + COUNTRY MANAGERS OVERLAPPING WITH THE 100 PRIORITY BASINS:

Argentina, Australia, Austria, Bangladesh, Brazil, Bulgaria, Canada, Chile, China, Colombia, Costa Rica, Croatia, Democratic Republic of Congo, Ecuador, Egypt, El Salvador, France, Georgia, Germany, Ghana, Greece, Guatemala, India, Indonesia, Italy, Jordan, Kenya, Korea, Lebanon, Mexico, Morocco, Nepal, Netherlands, Nicaragua, Nigeria, North Macedonia, Pakistan, Paraguay, Peru, Poland, Portugal, Russia, Serbia, South Africa, Spain, Sudan, Switzerland and Liechtenstein, Tanzania, Thailand, Tunisia, Turkey, Ukraine, United Kingdom, United States of America, Vietnam

MAP OF THE 100 PRIORITY BASINS



BASIN-LEVEL RESILIENCE

A company's water risk is dependant upon the water stress of local systems. By setting a collective target for priority basins, we are directing companies to think more holistically and take action that will meaningfully benefit all stakeholders (including their business). Opportunity to recruit companies based on local interest.



WATER RESILIENCE TARGET 1:

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE WATER RESILIENCE TARGETS

IN DIRECT OPERATIONS

IN SUPPLY CHAINS

WORKING COLLABORATIVELY

WATER RESILIENCE ACTION TARGET 1

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE WATER RESILIENCE TARGETS

IN DIRECT OPERATIONS

- Implement water-related standards
- Integrate context and/or science into target-setting practices. Recognizing that guidance on science-based target setting for freshwater was released in early 2023, companies will need time to assess and implement updated water targets in line with best practices
- Implement best practices in water efficiency and wastewater management
- Implement proven innovative technologies for water reuse, recycling and circularity
- Ensure safe, resilient access to water, sanitation and hygiene (WASH) for employees
- Implement practices that optimize climate-energy-water co-benefits and ensure ecosystem protection

IN SUPPLY CHAINS

- Understand where the greatest water dependencies and impacts exist within supply chains and setting appropriate internal targets and plans to ensure long-term resilience
- Work with suppliers in water-stressed basins to improve water efficiency, wastewater management and the provision of safe resilient access to water, sanitation and hygiene in the workplace

WORKING COLLABORATIVELY

- Map the water basins where a company operates or has significant interest, and internally disclosing that information to the CEO Water Mandate Secretariat to help coordinate action
- Work with public sector actors, integrating best practices in data information and transparency to inform decision-making
- Engage with local communities — including frontline, indigenous and under-represented communities — to improve conditions by taking a human rights-based approach
- Identify and advancing new co-financing mechanisms with Governments and multilateral funding agencies to close the financing gap.
- Implement proven innovative technologies for water reuse, recycling and circularity
- Apply companies' unique expertise through supporting the curation and development of key technologies that can bring new tools and solutions to scale

For a more comprehensive list of, please refer to the Action Guide here.

WATER RESILIENCE TARGET 1:

REPORTING

The Forward Faster initiative aims to increase accountability and transparency by calling for companies to publicly declare their commitments and highlight the actions they will undertake to meet the targets. Companies committing to the target will report annually to the UN Global Compact by responding to the following questions:

1. Corporate Water Targets

Water Dimension	Does your Company have a Target? (Yes/No)	What is the Target – include achievement year (if applicable)	Target Applies to Direct Operations? (Yes/No)	Target Applies to Supply Chain? (Yes/No)	Target Applies to Communities (either where you operate or in a market)? (Yes/No)	Progress towards the target in this reporting year.
Water quantity						
Water Quality						
Water Accessibility (WASH)						

WATER RESILIENCE TARGET 1:

REPORTING

The Forward Faster initiative aims to increase accountability and transparency by calling for companies to publicly declare their commitments and highlight the actions they will undertake to meet the targets. Companies committing to the target will report annually to the UN Global Compact by responding to the following questions:

2. Please indicate all water-stressed basins where your company has direct operations (from list of CEO water Mandate 100 Priority Basins)

Basins	Basin 1	Basin 2	Basin 3	Basin 4	Basin 5	Basin 6
	Basin 7	Basin 8	Basin 9	Basin 10	Basin 11	Basin 12

3. Indicate your company's 10 highest priority water-stressed basins and the actions you are engaging in.

Basin	Currently Engaging? (Y/N)	Quality	Quantity	Accessibility (WASH)	Direct Ops	Communities	Is the Engagement a Collective Action? (Y/N)	Additional Information

4. Identify all other basins outside of the CEO Water Mandate 100 Priority Basins where your company is currently engaging or has plans to engage (from the list of WMO HydroSHED's Level IV basins.

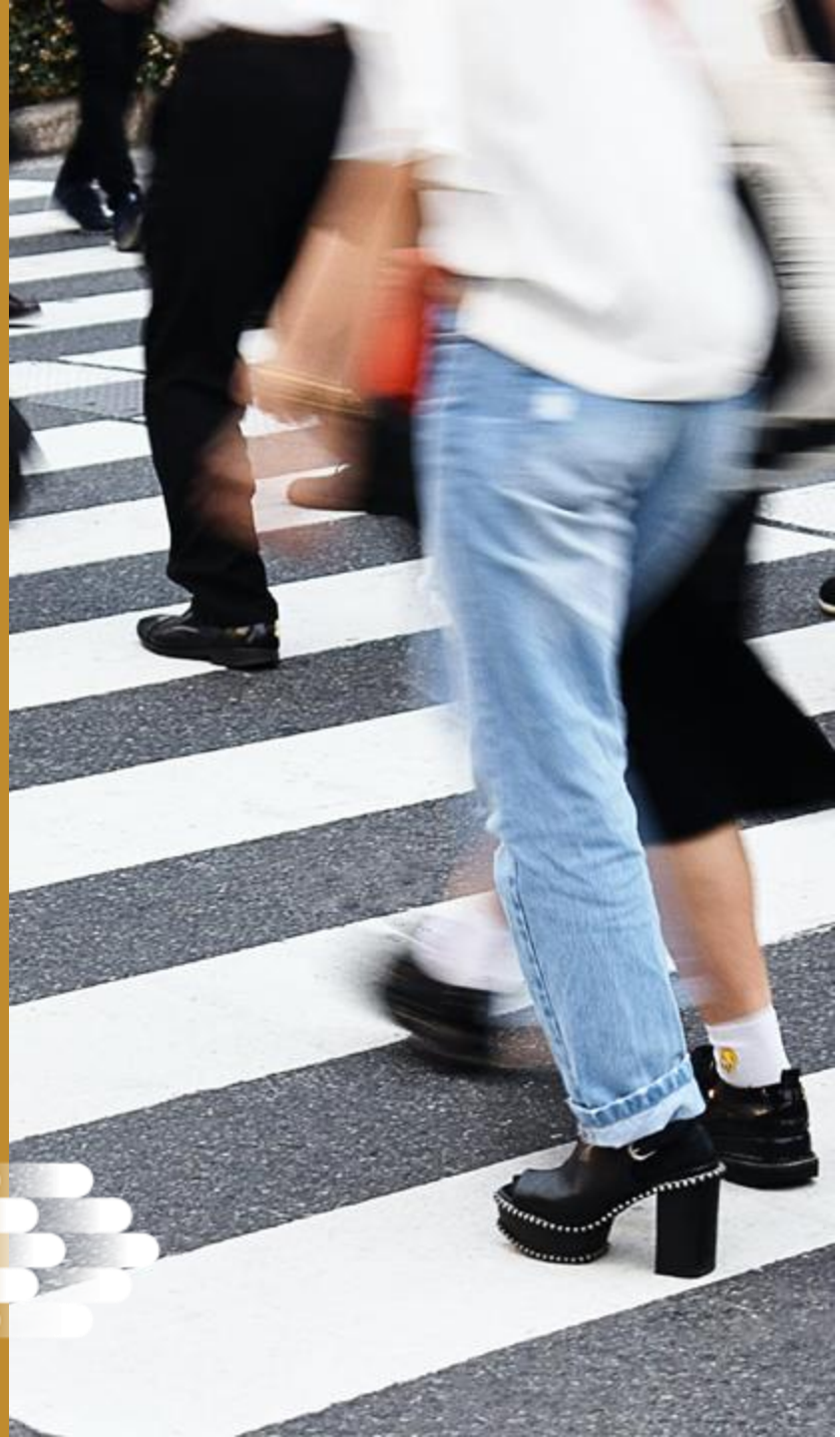
Basin	Engaging Actively	Planning to Engage

The primary focus of tracking the progress of the open call will be to track companies' targets and progress against those targets in relation to the three dimensions of water: water quantity, water quality and water accessibility. The questions are also designed to evaluate the current engagement and potential future engagement in water-stressed basins and beyond against the needs within each basin. In parallel, the CEO Water Mandate will develop digital monitoring systems.



ALIGNING FINANCIAL STRATEGIES WITH THE SDGs UNLOCKS NEW REVENUE POSSIBILITIES

BENEFITS OF TARGETS SDG FINANCE & INVESTMENT



By taking action in this area, you can increase performance and unlock new possibilities:

- Attract investors and open up new avenues for capital investment
- Protect long-term financial performance and avoid potential legal and reputational issues
- Identify and mitigate risks associated with environmental, social, and governance factors
- Attract top talent who prioritize purpose-driven work and seek employers committed to sustainability
- Expand into new markets and attract environmentally and socially conscious customers

SDG FINANCE AND INVESTMENT

TARGET 1

Align corporate investment – to the fullest extent possible – with SDG policies and strategies, and set targets, track and report on the amount and proportion of such SDG investments.

TARGET 2

Establish a corporate financing strategy that is linked to SDG investments and performance, and report on the amount and proportion of such SDG finance.

FORWARD FASTER

THE TARGET

ALIGN CORPORATE INVESTMENT — TO THE FULLEST EXTENT POSSIBLE — WITH SDG POLICIES AND STRATEGIES AND SET TARGETS, TRACK AND REPORT ON THE AMOUNT AND PROPORTION OF SDG-ALIGNED INVESTMENTS.

DEFINITION OF KEY TERMS AND ELEMENTS OF THE TARGET

The concepts of SDG-aligned investments and SDG-linked finance are defined in the CFO Principles for Integrated SDG Investments and Finance.

CORPORATE INVESTMENTS

Refer to long-term investment in the productive capacity of the company and typically include capital expenditure (capex), capitalized expenses (like Resource and Development), acquisition of assets or companies (Mergers and Acquisitions, and Foreign Direct Investment) and joint ventures, depending on the amount of control, the nature of the industry and their contribution to sustainability. They can also include operating expenditures (opex) that are not capitalized for accounting purposes but nonetheless contribute to long-term environmental and social benefits.

SDG-ALIGNED INVESTMENTS

Refer to internal resources, investments and funding needed to implement or enable the company's SDG impact thesis and integrated SDG strategy. SDG-aligned investments include investments that are directly aligned to an SDG strategy and materiality (direct alignment) and investments that are not directly aligned but where a potential negative impact on progress towards the SDGs has been mitigated (indirect alignment).

It is key for companies to be transparent on what they count as SDG-aligned investment and demonstrate the causal link between the investment and the strategy and its impact on performance on SDG targets.

SDG FINANCE AND INVESTMENTS
TARGET 1:

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE SDG INVESTMENT TARGETS

- UNDERSTAND AND ASSESS
- ALIGN FINANCE & INVESTMENT STRATEGIES WITH THE SDGs
- DETERMINE MILESTONES AND MONITOR PROGRESS
- BE TRANSPARENT

SDG FINANCE & INVESTMENT TARGET 1

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE YOUR TARGET

The CFOs of companies who have committed to the targets are encouraged to consider signing the CFO Principles on Integrated SDG Investments and Finance and to consider joining the Advanced Group of the CFO Coalition for the SDGs within a year of committing.

UNDERSTAND AND ASSESS

- Develop a specific and credible SDG impact thesis
- Identify the link between the SDGs and all areas of corporate investment
- Identify the link between areas of operations in need of capital/investment and the SDGs

SDG FINANCE & INVESTMENT

- Adopt SDG investment criteria into the investment decision-making process
- Issue a sustainability-linked or general-purpose financial instrument (bond, loan, credit facility, etc.)
- Issue use-of-proceeds financial instrument (bond, loan, credit facility, etc.)

BE TRANSPARENT

- Establish a system to ensure transparent and effective governance of SDG-aligned investments
- Establish and disclose an accounting definition of SDG-aligned investment for the company
- Disclose publicly the company's absolute and relative levels of SDG-aligned investments
- Develop a framework for investors that details how the company's corporate financing strategy is linked to SDG investments and performance

DETERMINE MILESTONES AND MONITOR PROGRESS

- Put in place a system to measure and track impact systematically
- Define and get third-party verification for ambitious and competitive targets

For a more comprehensive list of, please refer to the Action Guide here.

SDG FINANCE & INVESTMENT TARGET 1:

REPORTING

The Forward Faster initiative aims to increase accountability and transparency by calling for companies to publicly declare their commitments and highlight the actions they will undertake to meet the targets. Companies committing to the target will report annually to the UN Global Compact by responding to the following questions:

1. What is your strategy to link corporate finance to SDG investments and performance?
2. How much of your current corporate investment is aligned with the SDGs (as of the end of reporting year)? Please indicate the total amount in USD and per cent of total corporate investments
3. What is included in the definition of SDG-aligned investments?
4. Is this information independently verified? *This should be reported annually to track any revisions of the target that are only asked in the first year of reporting.

Participants are also encouraged to share their progress broadly, including through their own investor and sustainability communication platforms. Public reporting should include:

- Internal targets
- Interim targets
- Starting point and annual performance
- Revisions of internal targets over time

EXAMPLES OF COMPANY KPIS AND INTERIM TARGETS

Companies joining the Forward Faster initiative commit to global targets on aligning corporate investments and linking finance to the SDGs and to set targets for company-specific levels of alignment and linking, based on their specific industry sector, geographic location and operational circumstances.

SDG-ALIGNED INVESTMENTS

- Align 80 per cent of corporate investment with SDG policies and strategies by 2030.
- By 2027:
  - Interim target: Develop an accounting definition of SDG-linked investments by 2024.
  - Interim target: Align 40 per cent of corporate investment with SDG policies and strategies by 2027.

CONSIDERATIONS FOR INTERNAL TARGET SETTING

- Companies should set their 2030 target and set up intermediate milestones to ensure an upward trajectory and allow investors and stakeholders to monitor progress.
- Targets should be calibrated based on a benchmarking analysis of the relative percentage of SDG-aligned Investments in the company's industry.
- Targets set at less than 100 per cent should have an explanation describing the rationale behind the percentage and why this is considered the maximum that the company can achieve by 2030 at the time the target is set.

FORWARD FASTER

THE TARGET

ESTABLISH A CORPORATE FINANCING STRATEGY THAT IS LINKED TO SDG INVESTMENTS AND PERFORMANCE, AND REPORT ON THE AMOUNT AND PROPORTION OF SUCH SDG-LINKED FINANCE.

DEFINITION OF KEY TERMS AND ELEMENTS OF THE TARGET

The concepts of SDG-aligned investments and SDG-linked finance are defined in the CFO Principles for Integrated SDG Investments and Finance.

CORPORATE FINANCE STRATEGY

A corporate finance strategy is defined in the CFO Principles as a comprehensive approach to finance a company's contribution to the SDGs and as the process of linking the capital structure, as much as possible, to investment or performance on material SDGs..

SDG-LINKED FINANCE

SDG-linked finance refers mainly to debt products and other borrowed capital (bonds, loans and credit), whether privately placed or publicly traded, with short- and long-term maturities. It is an umbrella concept that includes both performance-based (SDG-linked) and investment-based (use-of-proceeds) products:

- Performance-based products include SDG- or sustainability-linked bonds, loans and credit facilities with interest rates tied to ambitious targets in key sustainability areas for the issuer. These products align companies' financial incentives with their sustainability goals.
- Investment-based products include use-of-proceeds debt, including green, social and sustainability bonds and loans, with funds allocated to specific projects deemed

SDG FINANCE AND INVESTMENTS
TARGET 2:

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE SDG FINANCE TARGETS

- UNDERSTAND AND ASSESS
- ALIGN FINANCE & INVESTMENT STRATEGIES WITH THE SDGs
- DETERMINE MILESTONES AND MONITOR PROGRESS
- BE TRANSPARENT

SDG FINANCE & INVESTMENT TARGET 2

ACTIONS TO HELP YOUR ORGANIZATION ACHIEVE YOUR TARGET

The CFOs of companies who have committed to the targets are encouraged to consider signing the CFO Principles on Integrated SDG Investments and Finance and to consider joining the Advanced Group of the CFO Coalition for the SDGs within a year of committing.

UNDERSTAND AND ASSESS

- Develop a specific and credible SDG impact thesis
- Identify the link between the SDGs and all areas of corporate investment
- Identify the link between areas of operations in need of capital/investment and the SDGs

SDG FINANCE & INVESTMENT

- Adopt SDG investment criteria into the investment decision-making process
- Issue a sustainability-linked or general-purpose financial instrument (bond, loan, credit facility, etc.)
- Issue use-of-proceeds financial instrument (bond, loan, credit facility, etc.)

TRANSPARENCY

- Establish a system to ensure transparent and effective governance of SDG-aligned investments
- Establish and disclose an accounting definition of SDG-aligned investment for the company
- Disclose publicly the company's absolute and relative levels of SDG-aligned investments
- Develop a framework for investors that details how the company's corporate financing strategy is linked to SDG investments and performance

DETERMINE MILESTONES AND MONITOR PROGRESS

- Put in place a system to measure and track impact systematically
- Define and get third-party verification for ambitious and competitive targets

For a more comprehensive list of, please refer to the Action Guide here.

SDG FINANCE & INVESTMENT TARGET 2:

REPORTING

The Forward Faster initiative aims to increase accountability and transparency by calling for companies to publicly declare their commitments and highlight the actions they will undertake to meet the targets. Companies committing to the target will report annually to the UN Global Compact by responding to the following questions:

Companies committing to the targets will report on their progress annually to the UN Global Compact by responding to the following questions:

1. What is your strategy to link corporate finance to SDG investments and performance?
2. How much SDG-linked finance was issued during the reporting period?
3. How much of the company's outstanding corporate finance is linked to SDG-aligned investments or SDG performance (as of end of reporting year)?
4. What is included in the definition of SDG-linked finance?

Participants are also encouraged to share their progress broadly, including through their own investor and sustainability communication platforms. Public reporting should include:

- Internal targets
- Interim targets
- Starting point and annual performance
- Revisions of internal targets over time

EXAMPLES OF COMPANY KPIS AND INTERIM TARGETS

Companies joining the Forward Faster initiative commit to global targets on aligning corporate investments and linking finance to the SDGs and to set targets for company-specific levels of alignment and linking, based on their specific industry sector, geographic location and operational circumstances.

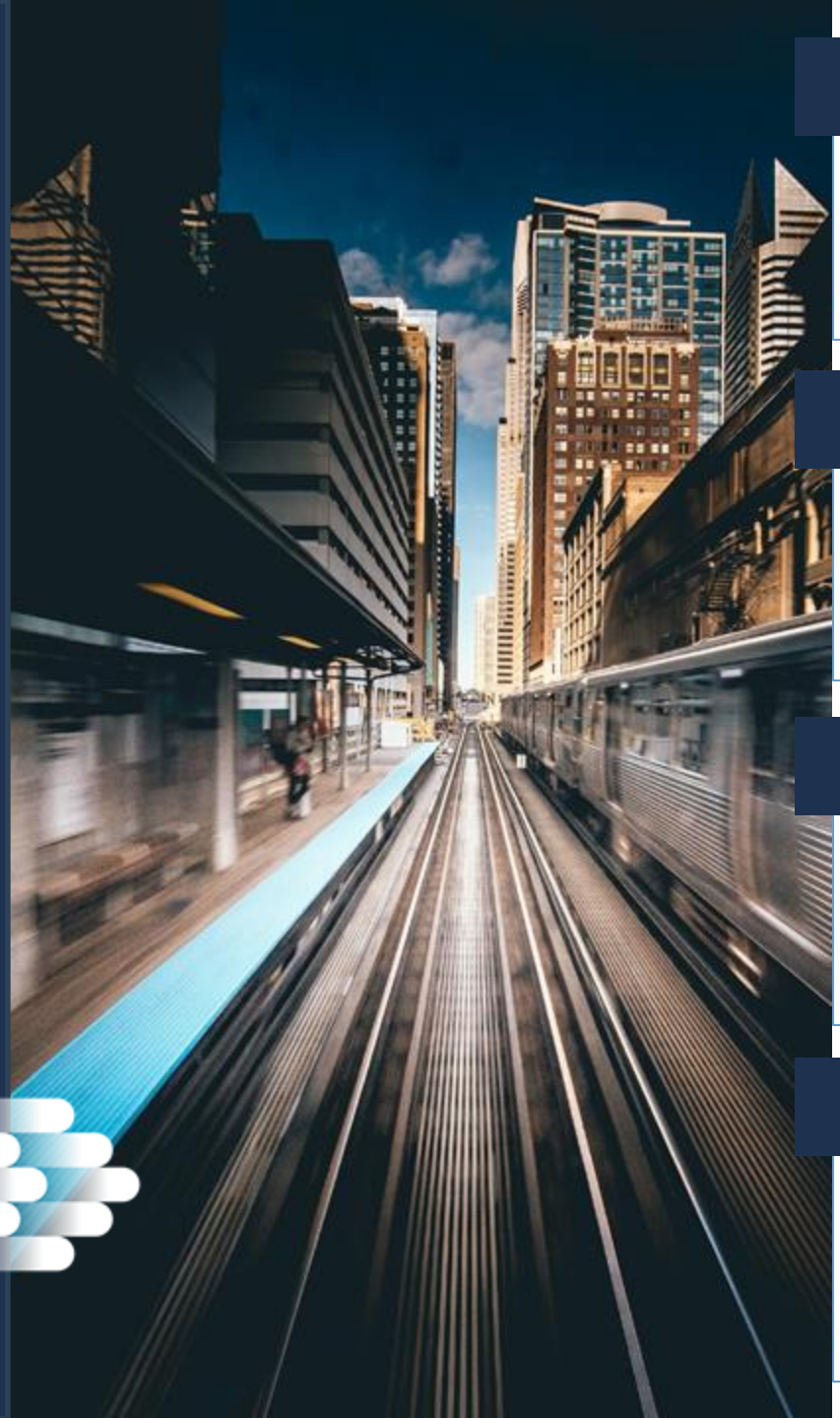
SDG-LINKED FINANCING

- Link 75 per cent of all long-term debt outstanding to SDG investments and performance by 2030.
- Interim target: Link 55 per cent of all long-term debt outstanding to SDG investments or performance by 2027.
- Interim target: Develop and publish a sustainable financing framework by 2024.
- Interim target: Issue a sustainability-linked financial product by 2025.

CONSIDERATIONS FOR INTERNAL TARGET SETTING

Companies are encouraged — but not required — to set targets on the percentage of SDG-linked finance. However, they are expected to publicly disclose the total and per cent of SDG-finance outstanding in their annual investors and stakeholder communications.

GAIN EXCLUSIVE ACCESS



RECOGNITION

Receive public recognition for demonstrating highest level ambition ensuring transparency and credibility in sustainability efforts while avoiding the pitfalls of greenwashing.

POLICY ADVOCACY

Gain access to closed-door policy dialogues and high-level convenings, influencing decision-making processes and shaping impactful policies.

THOUGHT LEADERSHIP

Showcase successes through case studies, speaking engagements, and featured impact stories, inspiring others with your sustainability leadership

GLOBAL FORUMS AND CONVENINGS

Secure access to global forums, enabling leadership representation, peer exchange and amplifying ambitious actions on a worldwide stage ensuring a genuine commitment to sustainability.

HOW TO JOIN

1. Go to the Forward Faster website

Forwardfaster.unglobalcompact.org



2. Log in to select targets

Move your company Forward Faster for 2030

Ready to take ambitious corporate action to achieve the Sustainable Development Goals?

These 5 areas of action have been selected because they cut across all 17 SDGs and are where the private sector can collectively make the biggest, fastest impact by 2030. Each area has specific target(s) to help you build a more resilient company.

Begin by selecting the targets that you would like to take action on:*

Living Wage

- [x] 100 per cent of employees across the organization earn a living wage by 2030.
- [x] Establish a joint action plan(s) with contractors, supply chain partners and other key stakeholders to work towards achieving living wages and/or living incomes with measurable and time-bound milestones.

FORWARD

THINKERS
DOERS
CHANGERS
LEADERS
WANTED

JOIN US IN MOVING FORWARD FASTER FOR 2030!

UN GLOBAL COMPACT

FORWARD FASTER