

Social

The “S” in ESG highlights how a business manages its relationships and promotes the well being of its employees. This pillar also applies to the relationships a business has with its supply chain and its local community. There are a range of social and ethical business practices that underpin this pillar including:

- Employee safety and well being
- Identifying and implementing diversity and inclusion practices
- Being involved and contributing to the local community
- Supporting and building employment opportunities for Indigenous communities
- Establishing and maintaining ethical supply chains
- Supporting and protecting human rights.

Why is it Important?

Evaluating the social and ethical performance of your business helps employees, investors, stakeholders, and the business itself, understand how it manages and addresses social issues. With ESG reporting becoming more commonplace, most tenders and quotes will require information relating to the social and ethical practices of a business. Understanding where your business sits in this regard is important, and being able to identify where effective changes could be made in the future is a great first step.

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How do I start?

Identify the social and ethical aspects of your business and strengthen practices that demonstrate your commitment to maintaining working relationships and environments that are safe, just and equitable. Common aspects to focus on include:

Employee Well-Being - Prioritise the health and safety of all employees in all aspects of the business.

Diversity and Inclusion - Maintain a workplace that values and protects the contributions of all employees.

Connect with the Local Community - Support and actively contribute to local organisations, events and programs.

Connect with the local Indigenous Community - Build relationships with the local Indigenous community and find ways to make contributions and develop employment and supplier opportunities.

Supply Chain Practices - Look for suppliers who use sustainable and ethical practices and encourage this across the entire supply chain.

Protect Human Rights - Promote and protect human rights across all aspects of the business, including the supply chain.



Want to know more?



To assess your level of understanding and capacity to implement these social practices, go to the online assessment tool and start your journey towards better ESG practices.

www.statedevelopment.qld.gov.au/esg-where-are-we



**Queensland
Government**