



Small Mighty CSR

Social sustainability and your business

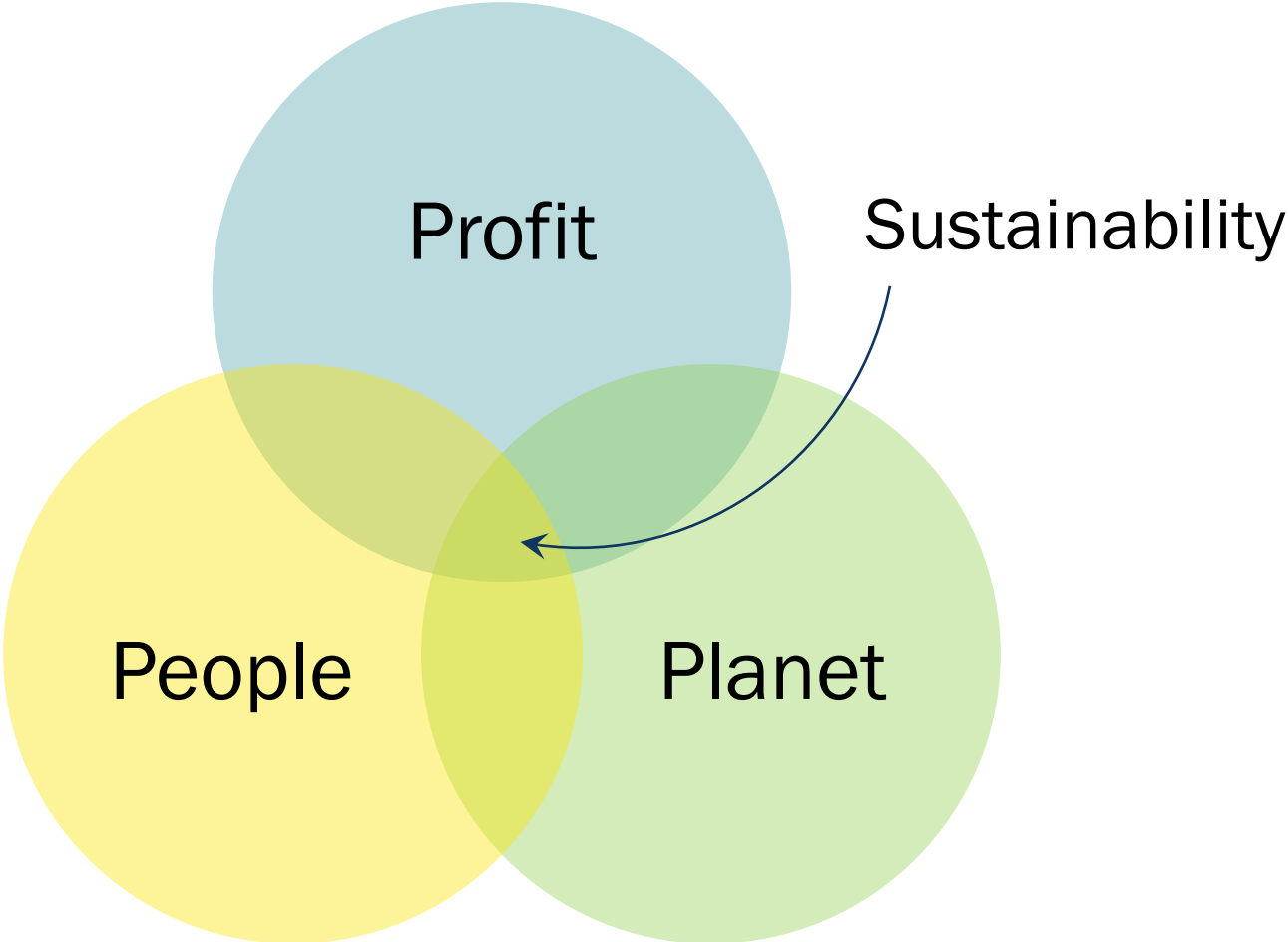
City of Port Phillip

Sustainable Business Network presentation

31 March 2021



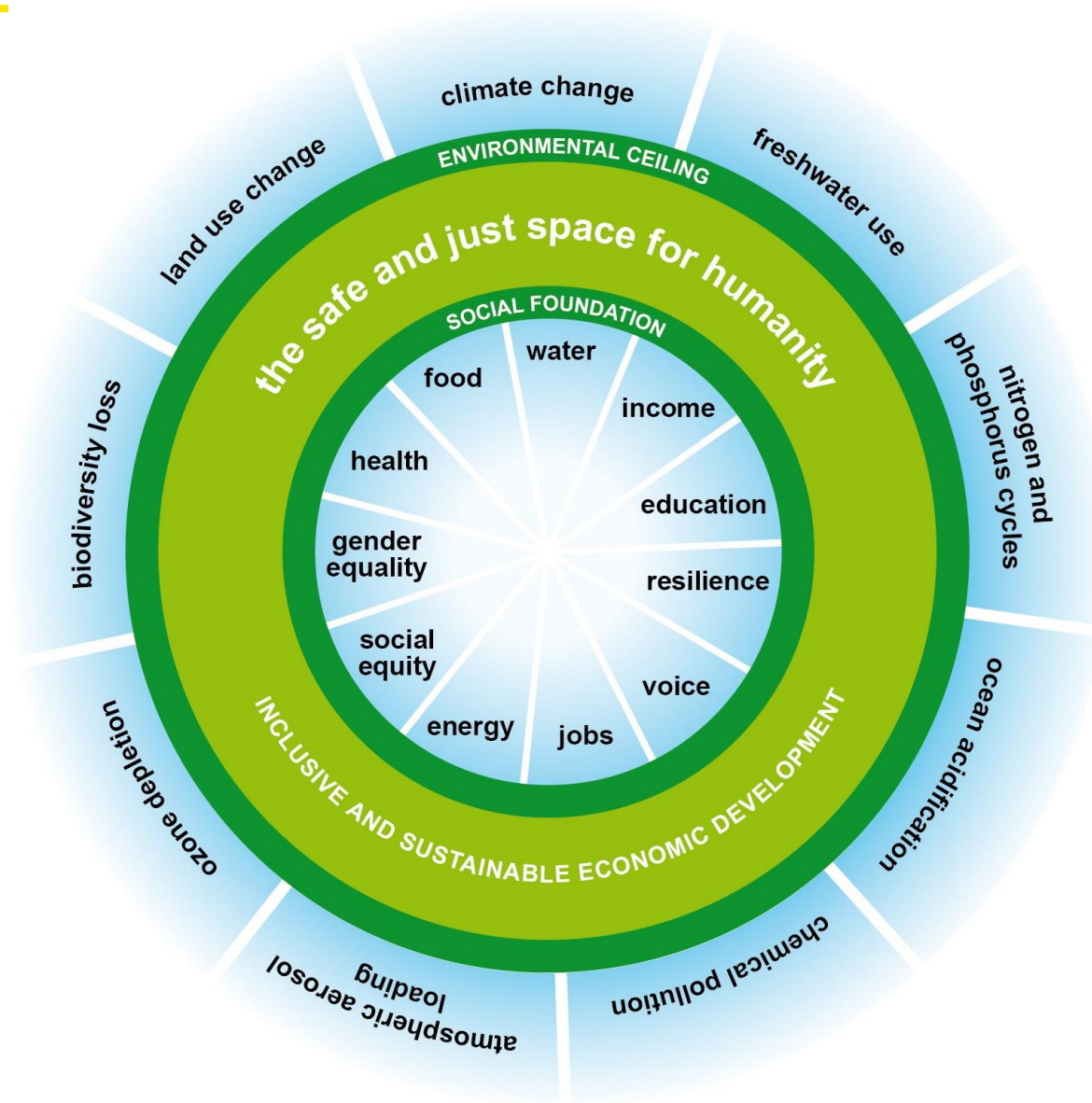
The triple bottom line



Sustainable development goals



Doughnut economics



How does this translate to your business?

Do more good

Employee wellness & benefits,
Work-life balance,
Diversity & inclusion,
Training & employment

Workforce

Fairtrade, UTZ certified products,
Social enterprises & B Corps,
Local purchasing

Purchasing

Volunteering, pro bono & mentoring,
Philanthropy & partnerships,
Community engagement

Community

Do less harm

Workplace health & safety,
Bullying & harassment,
Fair remuneration and hours

Modern slavery and labour exploitation in the supply chain

Impacts to amenity, health, safety, employment, local economy, access to resources

Examples



Worker benefits, work-life balance and volunteering.



Employment for people coming out of the justice system, helping them back into the workforce.



Fairtrade certified products across apparel, footwear and accessories.



All profits go to charities that support safe water, hygiene and sanitation programs, and food security programs.

Meeting the requirements of corporate clients

Workplace Health & Safety

Equal Employment Opportunity (EEO) & Anti-Discrimination

Human Rights & Labour Practices

Community Involvement

Environment

Anti-Bribery & Corruption

Supply Chain Management

Health & Safety Policy, management system (e.g. AS/NZS 4801, ISO 45001), training, initiatives and performance e.g. LTIFR
Employee wellbeing programs and benefits

Anti-discrimination policies and training
Diversity programs

Meeting the requirements of corporate clients

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Community Involvement

Environment

Anti-Bribery & Corruption

Supply Chain Management

Fair remuneration (in comparison to minimum wage and living wage),

Working hours (ensuring overtime is voluntary and compensated),

Freedom to bargain collectively (e.g. join a union),

Regular employment (versus use of casual and temporary staff),

Freedom from bullying and harassment (reporting and response to incidents),

Prevention of forced labour and underage or child labour,

Grievance mechanism

Meeting the requirements of corporate clients

Workplace Health & Safety

Equal Employment Opportunity (EEO) & Anti-Discrimination

Human Rights & Labour Practices

Community Involvement

Environment

Anti-Bribery & Corruption

Supply Chain Management

Consultation with community and prevention of negative impacts

Positive contributions (charitable donations, volunteering, purchasing from social enterprises and training and employment of disadvantaged people)

Supplier selection (ensuring suppliers meet social and ethical criteria)

Certifications and standards met by products

Social enterprises and supplier diversity

Small Mighty CSR can help

Free tools! At www.smallmightycsr.com



CSR Self-Diagnostic



Reach out with any questions to sara@smallmightycsr.com