

Understanding the S in ESG

How employers are saving the world

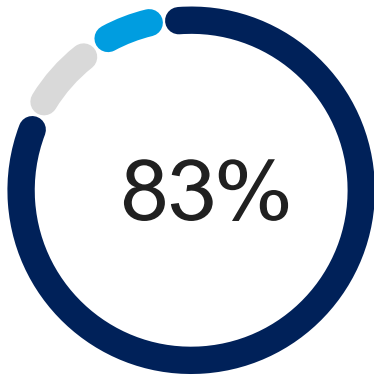
David Wreford

Partner, Mercer

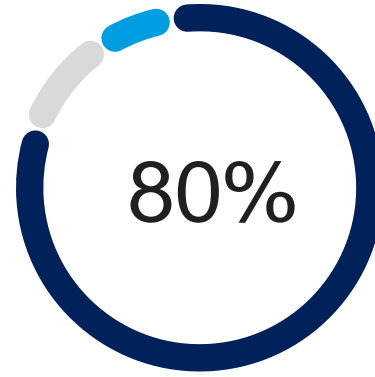
Drivers of change

86% of employers say that employees are influencing their ESG policies*

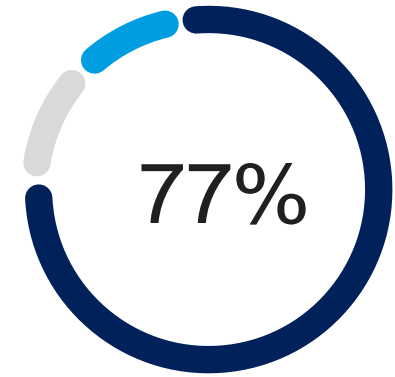
ESG is a priority for a significant majority of the participants. ESG is normally aligned to the purpose of the organisation. Most organisations are vocal about the activities they undertake.



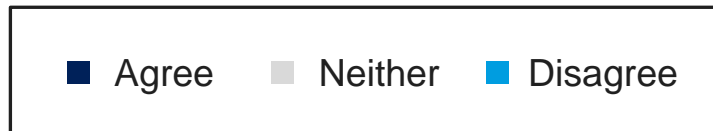
ESG is a top priority



Our ESG goals are connected to our purpose



ESG activities are communicated externally



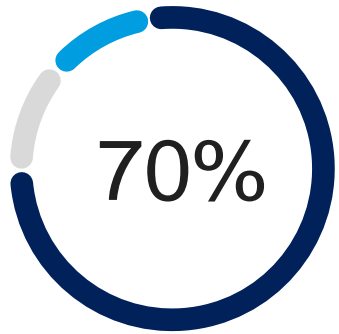
* And:

- 93% say customers
- 77% say shareholders
- 64% say regulation

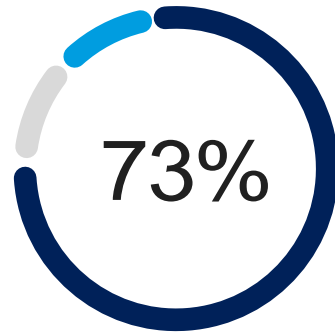
ESG themes

2022 HR in ESG Survey

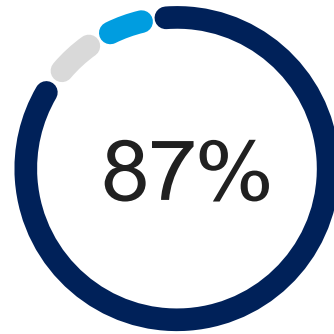
UK Organisations may take a programmatic view (as opposed to a holistic one) on ESG programmes. Whilst an internal focus is dominant, organisations will also consider employment standards in their supply chain.



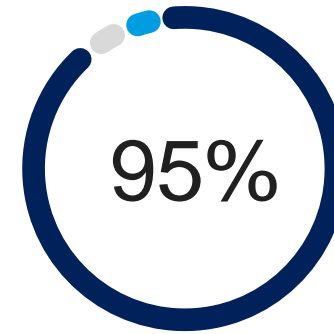
ESG is core to our HR strategy



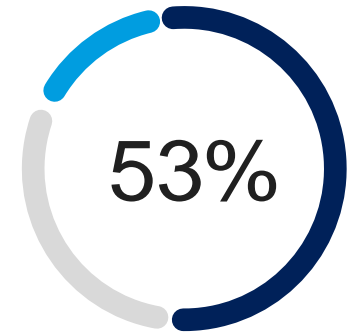
ESG is core to our EVP



DE&I is core to sustainability



Paying a living wage

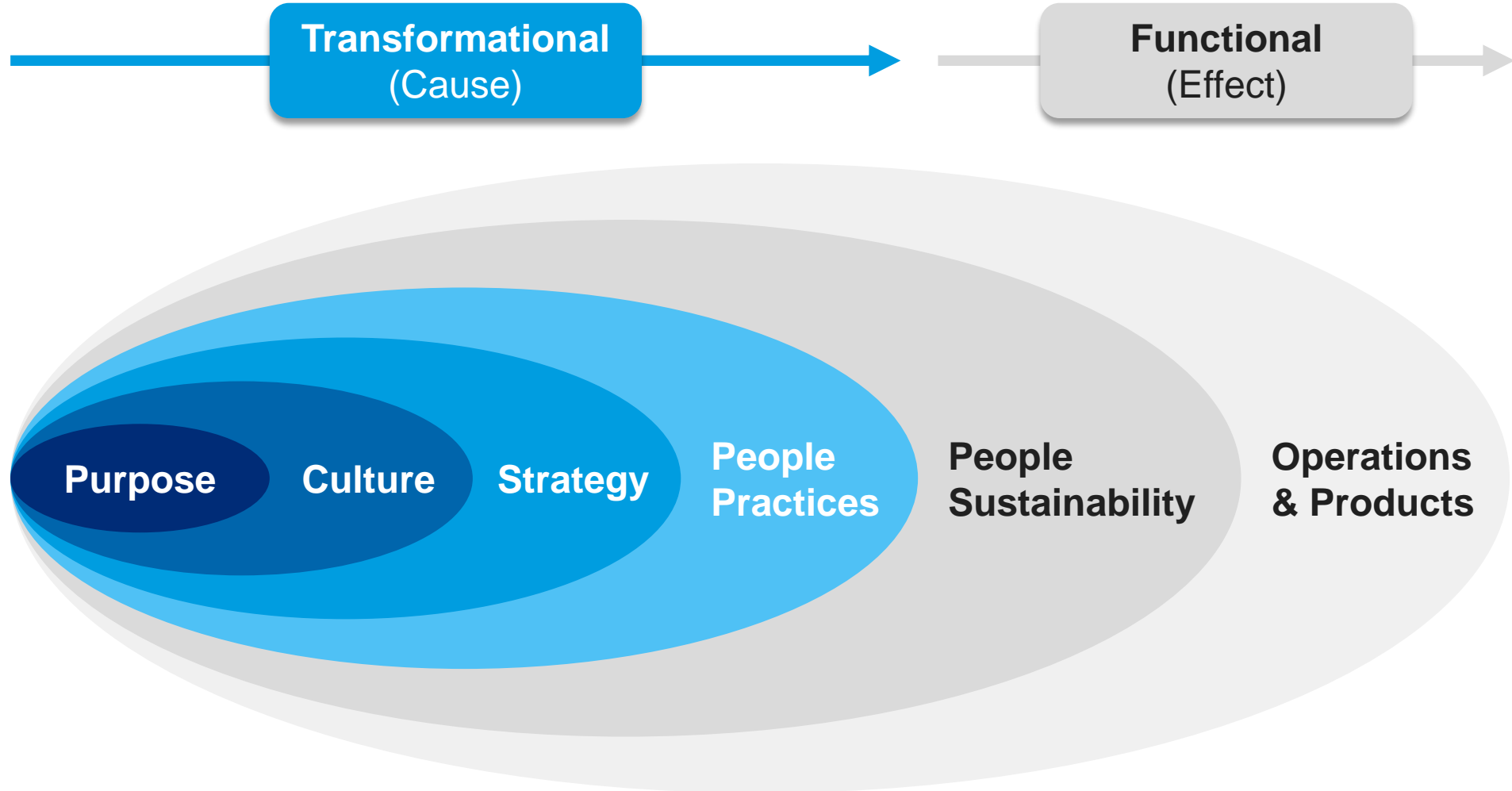


Supply chain employment standards



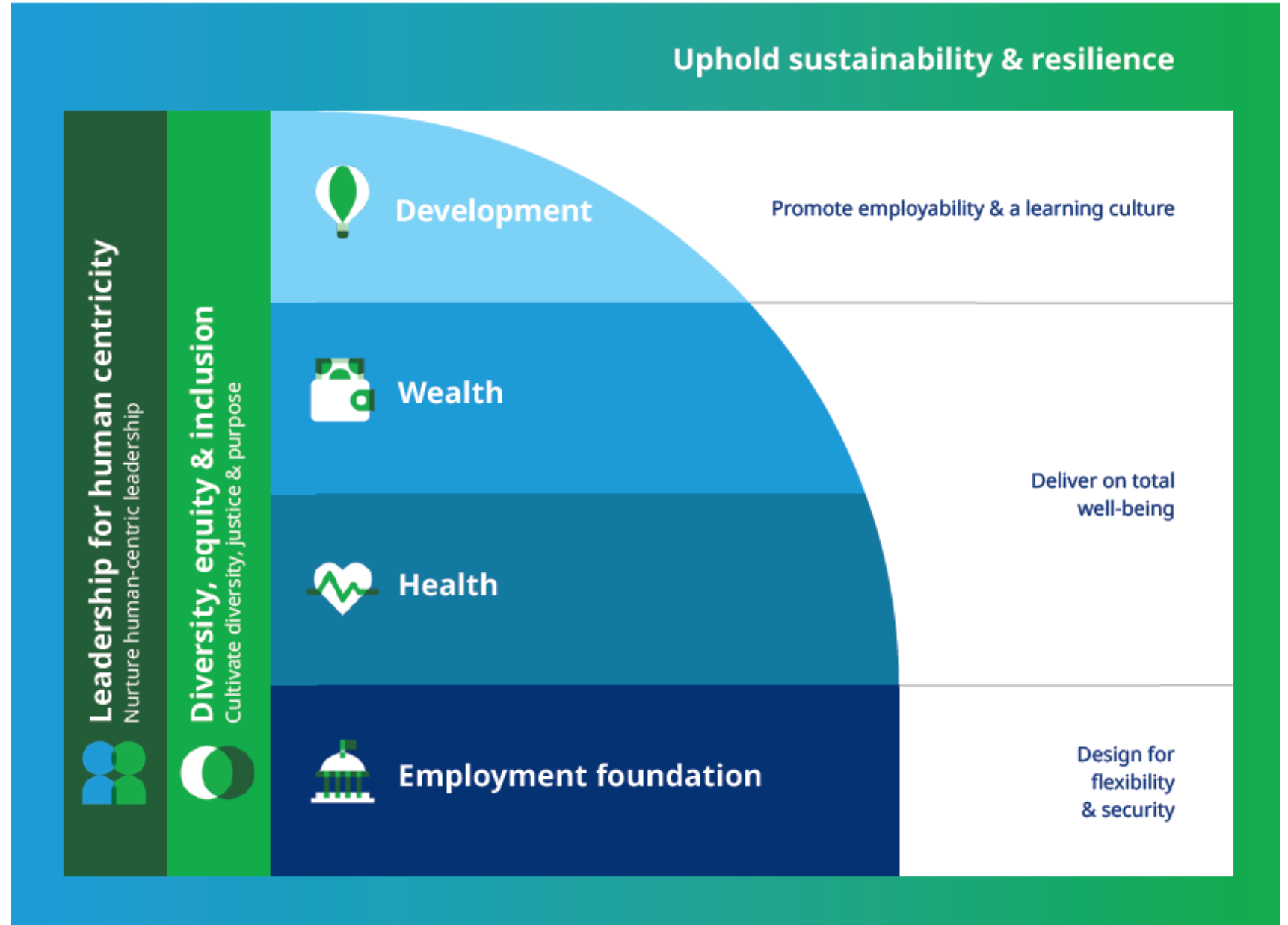
Transformational

HR is transforming the organisation around a stronger sustainability purpose



Purposeful

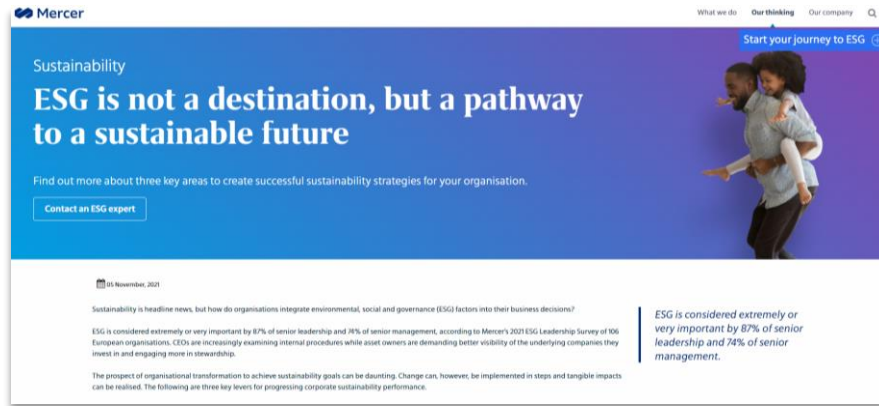
Sustainable organisations identify their employees as a key stakeholder group



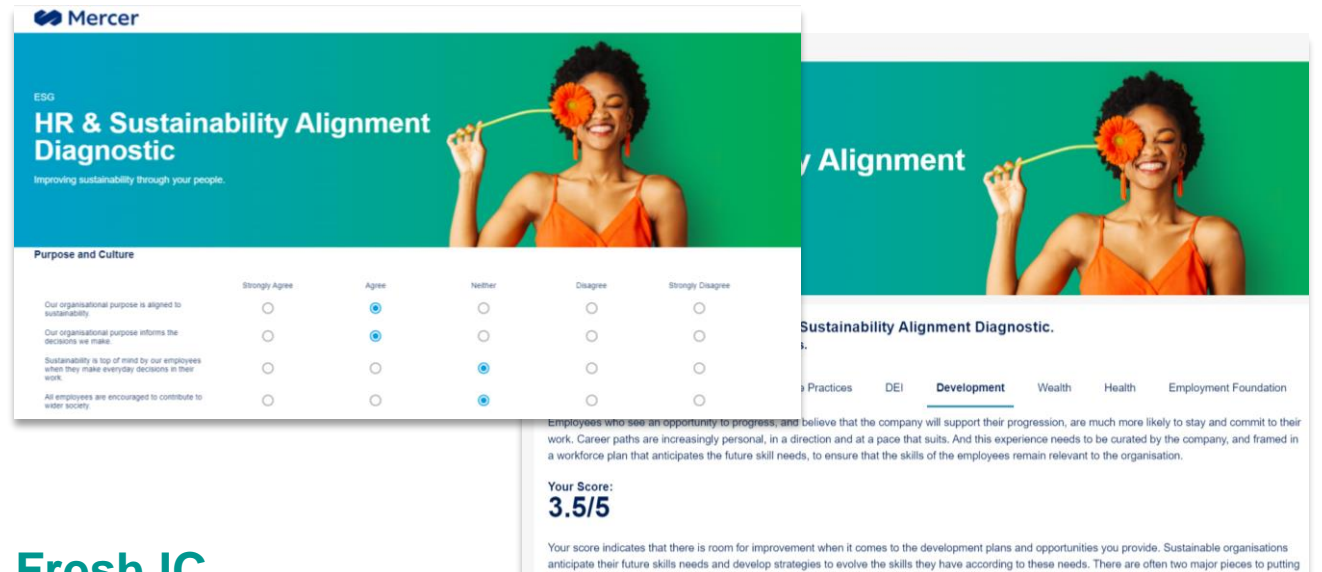
More here

<https://www.uk.mercer.com/our-thinking/key-areas-to-create-successful-esg-strategies.html>

ESG landing page



New self-diagnostic and personalized report



Supporting video



Fresh IC



[Organising...](#)



[...at the core](#)





Marsh McLennan