



SHIBOLET ESG CONSULTING FIRM

**כלי ניהול ESG (אחריות תאגידית) כמרכיבים משלימים
לקידום השוויון בשוק התעסוקה**

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מנהל שבלת ESG

כנס הצגת ממצאי דו"ח מדד הגיוון | 21 בדצמבר 2021

UNIVERSAL
DECLARATION
OF
HUMAN RIGHTS



Article 23

1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
2. Everyone, without any discrimination, has the right to equal pay for equal work.
3. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS & HUMAN RIGHTS

Principles 11.

Business enterprises should respect human rights. This means that they should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved.

Principles 13.

The responsibility to respect human rights requires that business enterprises:

- (a) Avoid causing or contributing to adverse human rights impacts through their own activities and address such impacts when they occur;
- (b) Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.



Human Capital-Related Topics

The Human Capital sustainability dimension of SASB Standards addresses issues that affect a company's workforce, which is often a key resource for creating long-term enterprise value. The Human Capital sustainability dimension encompasses management of:

- (1) employee health and safety,
- (2) (2) employee engagement, diversity, and inclusion, and
- (3) (3) labor practices. Each of these areas may affect productivity and the ability to retain and attract talent.

SASB disclosure topics associated with Employee Engagement, Diversity & Inclusion address a company's ability to ensure its culture, hiring, and promotion practices embrace the building of a diverse and inclusive workforce. This includes the issue of discriminatory practices.

- Percentage of gender and racial/ethnic group representation for management, technical staff, and all other employees
- Voluntary and involuntary turnover rate for all employees
- Percentage of employees that are foreign nationals
- Total amount of monetary losses as a result of legal proceedings associated with employment discrimination



On August 6, 2021 the Securities and Exchange Commission (SEC) approved Nasdaq listing rules implementing new board diversity disclosure requirements that will apply to most Nasdaq-listed companies (Nasdaq Board Diversity Rules).

The Nasdaq Board Diversity Rules will generally require Nasdaq-listed companies to:

- have, or publicly disclose why they do not have, at least two diverse directors (including at least one self-identified female director and at least one director who self-identifies as an “underrepresented minority” or LGBTQ+, each as defined below); and
- publicly disclose board diversity statistics using a standardized format on an annual basis.



GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

This Standard includes disclosures on the management approach and topic-specific disclosures. These are set out in the Standard as follows:

- Management approach disclosures (this section references **GRI 103**)
- Disclosure **405-1** Diversity of governance bodies and employees
- Disclosure **405-2** Ratio of basic salary and remuneration of women to men



Disclosure
405-1

Reporting requirements

The reporting organization shall report the following information:

- a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:
 - i. Gender;
 - ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
 - iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).
- b. Percentage of employees per employee category in each of the following diversity categories:
 - i. Gender;
 - ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
 - iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

Reporting requirements

Disclosure
405-2

The reporting organization shall report the following information:

- a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.
- b. The definition used for 'significant locations of operation'.



הפורום הישראלי לגיוון בתעסוקה
المنتدى الاسرائيلي للتنوع في سوق العمل
THE ISRAELI FORUM FOR EMPLOYMENT DIVERSITY

אות הגיוון בעסקים ע"ש דב לאוטמן 2021

42. אנא פרטו את אחוזי העובדים הכללי בחברה על פי קבוצות גיל: (שאלת מידע)

קבוצת גיל	אחוז עובדים מכלל החברה	אחוז עובדים גברים	אחוז עובדים נשים
עד 29			
30-34			
35-44			
45-54			
55-66			
67-74			
75+			
סה"כ			

45. האם קיימות תכניות ו/או נהלים פנימיים לשימור, קידום ופיתוח נשים, אשר מטרתם היא הגברת אחוז

הנשים המועסקות בדרגי הניהול הבכירים בחברה? (סימון כן - חצי נקודה)

☐ לא

☐ כן. אנא פרטו:

שם תכנית	עיקרי תכנית	מספר עובדות אשר השתתפו בתכנית בשנה החולפת	יעדים/תוצאות

46. האם נבדקו הבדלים ברמות התגמול בין גברים ונשים ברמות ההנהלה והעובדים (הכוונה לפערים בין גברים

לנשים באותו דרג, היקף משרה וכו')?

☐ לא

☐ כן

43. מהו אחוז הנשים המועסקות בחברה מבין 10% העליונים של המועסקים בעלי השכר הגבוה ביותר בחברה?

(נקודה אחת) %

44. האם נקבע יעד לאחוז הנשים בדרגי ניהול בכירים? (חצי נקודה)

☐ לא

☐ כן. %

אנא פרטו כיצד נקבע היעד:



THANK YOU!

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