

1 NO  
POVERTY



Provide sustainable  
jobs and promote  
equality for  
an inclusive  
economic growth





## PEOPLE

### Employees

- Create wage policies that ensure that no one earns below the poverty line (\$ 1.90 / day).
- Provide safe and friendly working conditions for women and equal pay for work of equal value.\*
- Provide and monitor safe and decent working conditions among employees
- Create employment opportunities for disadvantaged groups

### Community

- Integrate community in the value chain – recruit, train and employ community members.
- Pay fair prices to all suppliers, particularly micro, small and medium enterprises (hereafter: MSMEs) and smallholders, for their products and services.\*
- Create Services that are affordable for vulnerable groups



## PROFIT

- Develop and enforce Anti-Slavery Policy

\*GRI UNGC Business Reporting on SDGs  
Analysis of Goals and Targets, Targets 1.2; 1.5

2 ZERO HUNGER



Achieve food  
security and  
improved nutrition  
and promote  
sustainable  
agriculture





## PEOPLE

### Employees

- Support small-scale farming by sourcing from local producers. “Farm-to-office” snacks and food.

### Community

- Provide sufficient information about products, including nutrition information for customers.\*
- Avoid the purchase of food ingredients that contribute to deforestation or involves modern slavery.
- Encourage employees and guests to adopt healthy lifestyles.



## PROFIT

- Have zero food-waste policy.



## PLANET

- Create transparency in the supply chain.
- Work to reduce food waste and food loss (e.g. composting).

*\*GRI UNGC Business Reporting on SDGs  
Analysis of Goals and Targets, Target 2.2: 2.1*

**3** GOOD HEALTH  
AND WELL-BEING



Ensure healthy lives  
and promote the  
well-being for all  
at all ages is essential  
to sustainable  
development





## PEOPLE

### Employees

- Prioritise health related investments in business operations.
- Offer flexible working hours/conditions.
- Offer employee health benefits.
- Create practices to encourage healthy habits.
- Empower your collaborators in emotional intelligence techniques to create a psychologically healthy environment.
- Support access to free mental health care
- Establish employee well-being programs encouraging healthy habits

### Community

- Partner with organisations to collaborate on wellness projects that improve the health of local communities and vulnerable groups



## PROFIT

- Monitor and audit the health related risks of products and services

4 QUALITY  
EDUCATION



Promote  
lifelong learning  
opportunities  
for all





## PEOPLE

### Employees

- Create and offer to your employees and family members study incentive programs.
- Provide employees with continuous opportunities to improve their (job) skills for their current and future employment.
- Support access to childcare for employees with children by providing on-site daycare.\*
- Provide educational and internship opportunities to young adults.\*
- Provide non-discriminative and open access to employees to training, internship programs and further education.\*

*\*GRI UNGC Business Reporting on SDGs  
Analysis of Goals and Targets, Target 4.2; 4.3; 4.5*



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For:





5 GENDER  
EQUALITY



Achieve gender  
equality and  
empower all  
women and girls





## PEOPLE

### Employees

- Redesign your selection process to ensure equality.
- Create policies to ensure equal pay.
- Create development programs to empower more women to occupy leadership positions.
- Support access to child and dependent care by providing services, resources, and information to both women and men.\*
- Establish a zero-tolerance policy towards all forms of violence at work, including verbal/ and/ or physical abuse.\*
- Provide employee training to help them understand and identify signs of human trafficking

### Community

- Actively empower women and girls through community investment such as female leadership programs.\*
- Partner with agencies that provide services to victims of human trafficking

*\*GRI UNGC Business Reporting on SDGs  
Analysis of Goals and Targets, Target 5.1*



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For: 

**6** CLEAN WATER  
AND SANITATION



Ensure sustainable  
water management





## PEOPLE

### Community

- Let the guests know about water conservation efforts and the impact of excessive water use.
- Provide safe drinking water and wastewater treatment services in water-scarce regions



## PLANET

- Prioritize water efficiency by installing best-practice technologies for water conservation: re-use non drinkable water, collect rainwater, use innovative technologies for sanitation.
- Educate employees about the importance of water efficiency.
- Prohibit the use of chemicals and materials that can be particularly detrimental to water quality if improperly disposed.
- Understand the company's water footprint across its value chain, and the impacts of use/misuse of water, particularly in water-stressed areas.\*
- Improve water performance and promoting reuse of fresh water in the supply chain.\*

\*GRI UNGC Business Reporting on SDGs  
Analysis of Goals and Targets, Target 6.4



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7 AFFORDABLE AND  
CLEAN ENERGY



Use clean  
and sustainable  
energy sources





## PLANET

- Use alternative energy sources.
- Adopt technologies for automatic switch-off of lights, LED.
- Favor natural light.
- Change utility supplier, do research for companies that have renewable source in their energy mix.



## PROFIT

- Set targets to increase own share of renewable energy consumption and, if applicable, production throughout operations.\*
- Reduce energy consumption in own operations, including through using heating and cooling technology, efficient lighting, efficient electrical appliances and fuel-efficient vehicles. Choose or build energy-efficient buildings and obtain a sustainability certification for buildings.\*

\*GRI UNGC Business Reporting on SDGs  
Analysis of Goals and Targets, Target 7.2; 7.3

**8** DECENT WORK AND  
ECONOMIC GROWTH



Promote inclusive  
and sustainable  
economic growth,  
full and productive  
employment and  
decent work for all





## PEOPLE

### Employees

- Create policy against unfair hiring process.
- Hire low income workers

### Community

- Offer apprenticeship opportunities.
- Promote entrepreneurial culture and mentor /support young entrepreneurs.
- Create jobs in the supply chain, especially for marginalized/underrepresented groups.
- Build capacity among suppliers to pay a living wage.



## PLANET

- Implement circular business models.



## PROFIT

- Increase economic productivity through co-developing technology with start-ups and invest in innovation and technology which responds to local needs.\*
- Set re-investment rates with job creation incentives instead of dividend pay-out.
- Eradicate forced labour, modern slavery, child labour and human trafficking with adequate policies and systems in place.

*\*GRI UNGC Business Reporting on SDGs  
Analysis of Goals and Targets, Target 8.2*



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# Foster innovation in your organisation





## PLANET

- Innovate and/or invest in energy efficiency in buildings, road safety equipment, autonomous vehicles, smart metering, water and sanitation infrastructure, timber buildings and additive manufacturing, GHG reduction, and SMART solutions including smart grid, smart metering, and smart cities.\*

- Upgrade and retrofit existing infrastructure.



## PROFIT

- Establish standards and promote regulation that ensures company projects and initiatives are sustainably managed.

- Promote innovation by creating culture and opportunities for employees to come up with sustainable solutions.

*\*GRI UNGC Business Reporting on SDGs  
Analysis of Goals and Targets, Target 9.4*

10 REDUCED  
INEQUALITIES



Promote  
diversity and  
inclusion  
throughout own  
operations





## PEOPLE

### Employees

- Develop living wage policy.
- Promote equal remuneration for men and women workers for work of equal value.
- Embed policies which promote diversity and inclusion throughout own operations, and encouraging suppliers and other business partners to do the same.\*
- Make wages, roles and responsibilities disclosed.

### Community

- Engage low-income populations into your value chain.\*
- Partner with civil society networks to provide education and entrepreneurial skills training.
- Add services that cater the need of disadvantaged and marginalised populations.

\*GRI UNGC Business Reporting on SDGs  
Analysis of Goals and Targets, Target 10.2: 10.3



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**11** SUSTAINABLE CITIES  
AND COMMUNITIES



**Make sure  
your activities  
contribute to a more  
sustainable city**





## PLANET

- Invest in infrastructure and support services as well as mitigate significant environmental impact of transporting materials and products.\*
- Invest in car sharing, road safety equipment, autonomous vehicles, and shared infrastructure for business and grid interconnections, which can be built into the supply chain as well.
- Encourage the use of public transportation (subsidise the use of shared bike solutions).



## PEOPLE

### Community

- Invest in infrastructure and support services as well as mitigate significant environmental impact of transporting materials and products.\*

*\*GRI UNGC Business Reporting on SDGs  
Analysis of Goals and Targets, Target 11.2; 11.4*

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



Reduce resource  
use, degradation  
and pollution  
along the whole  
value chain





## PLANET

- Integrate waste management policies in business development, production and operations.\*
- Establish sustainable production and consumption programs.\*
- Develop circular models for products (i.e. closing loops and using renewable energy).\*
- Substitute virgin raw materials in products with post-consumer materials through recycling and upcycling.\*



## PROFIT

- Incorporate sustainable development into business vision, policies and strategies and develop sustainability targets and indicators across products and services.
- Adopt a circular business model.

\*GRI UNGC Business Reporting on SDGs  
Analysis of Goals and Targets, Target 12.3



**13** CLIMATE  
ACTION



**Track and reduce  
your green house  
gas emissions**





## PROFIT

- Set science-based GHG reduction targets in line with the goals of the Paris Agreement.\*



## PLANET

- Disclose GHG emission data.\*\*
- Understand climate risk and build resilience into the company's assets and supply chain.\*\*
- Expand sustainable forest management through responsible sourcing practices and product substitution.\*\*
- Set net zero targets



## PEOPLE

- Raise awareness and promote climate conscious behavior among guests, employees and suppliers

\*GRI UNGC Business Reporting on SDGs

Analysis of Goals and Targets, Target 13.1

\*\*<https://www.business.com/articles/un-sustainable-development-goals-for-small-business/>

14 LIFE  
BELOW WATER



Prevent waste  
mismanagement  
or littering that  
could pollute  
the marine  
environment





## PLANET

- Track the life cycle of products and materials to understand how they are disposed and which products could likely find their way into marine environments.\*
- Record and disclose information on the chemical and material usage within products, packaging, and processing systems to facilitate closing the loop.\*
- Educate employees on waste management and effects of marine pollution.
- Reduce plastic packaging and prevent waste and microplastics (through laundry) entering the oceans



## PEOPLE

### Community

- Protect livelihoods of coastal communities
- Support marine conservation projects
- Avoid contribution to overfishing and source marine products from small local fisheries

\*<https://www.business.com/articles/un-sustainable-development-goals-for-small-business/>

15 LIFE  
ON LAND



Sustainably manage  
forests, combat  
desertification, halt  
and reverse land  
degradation, halt  
biodiversity loss





## PLANET

- Measure, manage, and mitigate impacts on ecosystems and natural resources.\*
- Reduce the use of plastic in your own products or in the ones your company consumes.
- Commit to and implement responsible sourcing practices beyond compliance – applying environmental and social safeguards – for all raw materials and commodities.\*
- Protect soil from degradation, limiting erosion and avoiding deforestation and soil compaction.\*\*



## PROFIT

- Finance ecosystem conservation, restoration and development efforts

\*<https://www.business.com/articles/un-sustainable-development-goals-for-small-business/>  
\*\*GRI UNGC Business Reporting on SDGs Analysis of Goals and Targets, Target 15.3

**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



Make sure you  
protect human  
rights along your  
value chain





## PEOPLE

### Community

- Engage with stakeholders including (potentially) affected workers and communities.\*
- Create an incentive for bringing people together across national and cultural lines, create relationships based on a shared sense of identity and purpose.\*



## PROFIT

- Comply with laws and seek to meet international standards; require and support business partners to do the same.
- Commit to the elimination and abolition of child labor. Enforce anti-child labor policies, including in supplier codes of conduct and in procurement criteria.
- Establish ethics and anti-bribery policy

\*GRI UNGC Business Reporting on SDGs  
Analysis of Goals and Targets, Target 16.1



**17** PARTNERSHIPS  
FOR THE GOALS



**Promote the SDG's  
in your community**





- Partake in SDG-related partnerships, like the SDG reporting initiative and locally based sustainability initiatives.\*
- Make sustainability part of the company's vision, communicate it to stakeholders and build partnerships for a shared goal.\*
- Work with the public sector to provide financial resources for sustainable development.\*
- Participate in joint development programs implemented by national governments or international organizations.\*

*\*<https://www.business.com/articles/un-sustainable-development-goals-for-small-business/>*



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