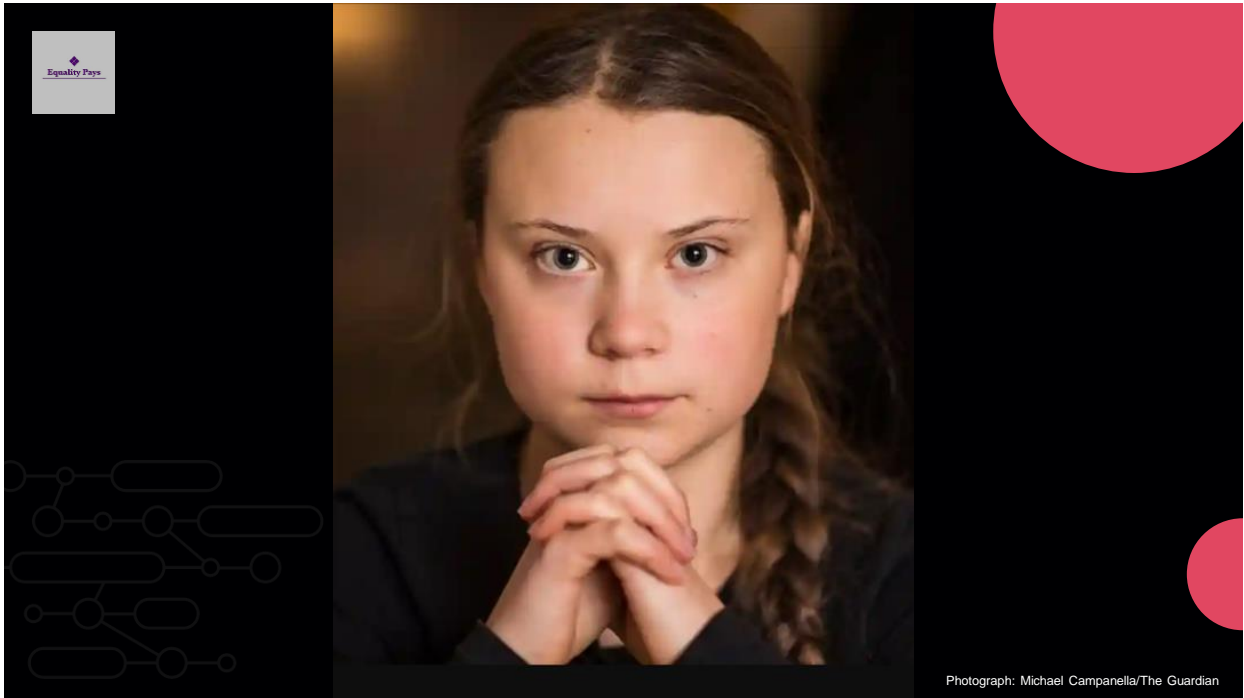




1



2



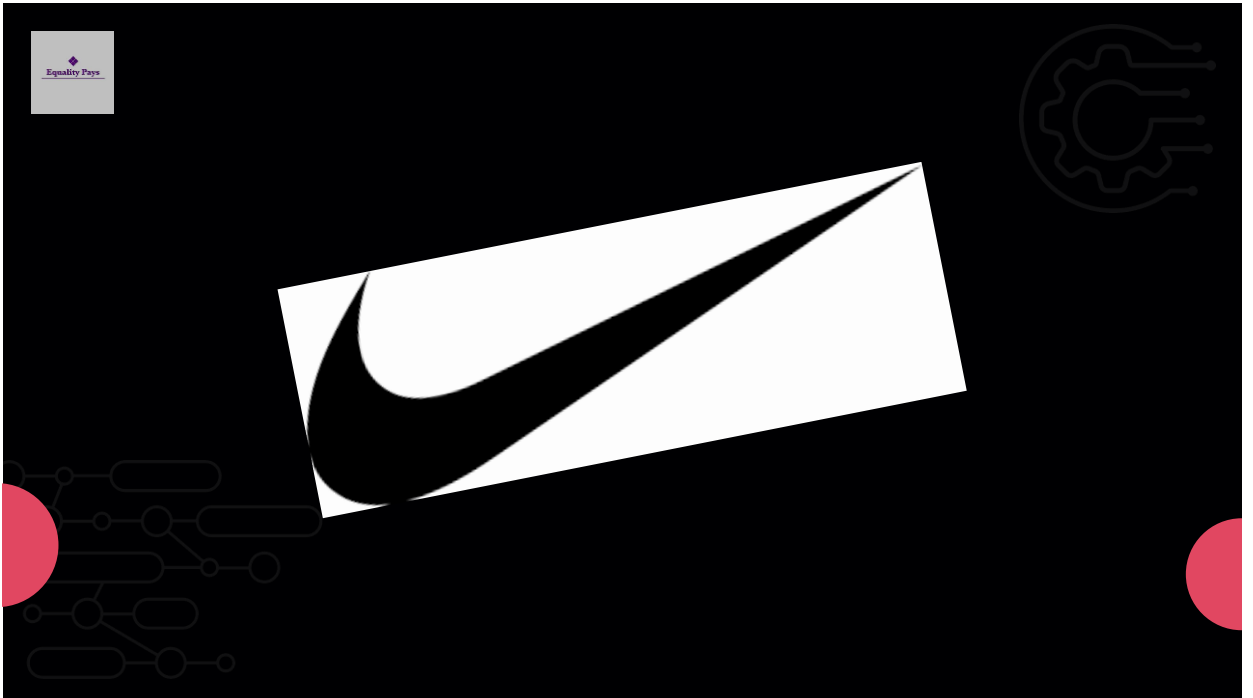
3



4



5



6



● EVOLUTION OF THE 'S' IN ESG



MICHAEL ZAGARIS/GETTY IMAGES



PATRICK SMITH/GETTY IMAGES

7



- 15 YEARS' PAY GAPS EXPERIENCE
- INTERNATIONAL SPEAKER
- HUMAN RIGHTS MASTERS
- MUM OF TWO

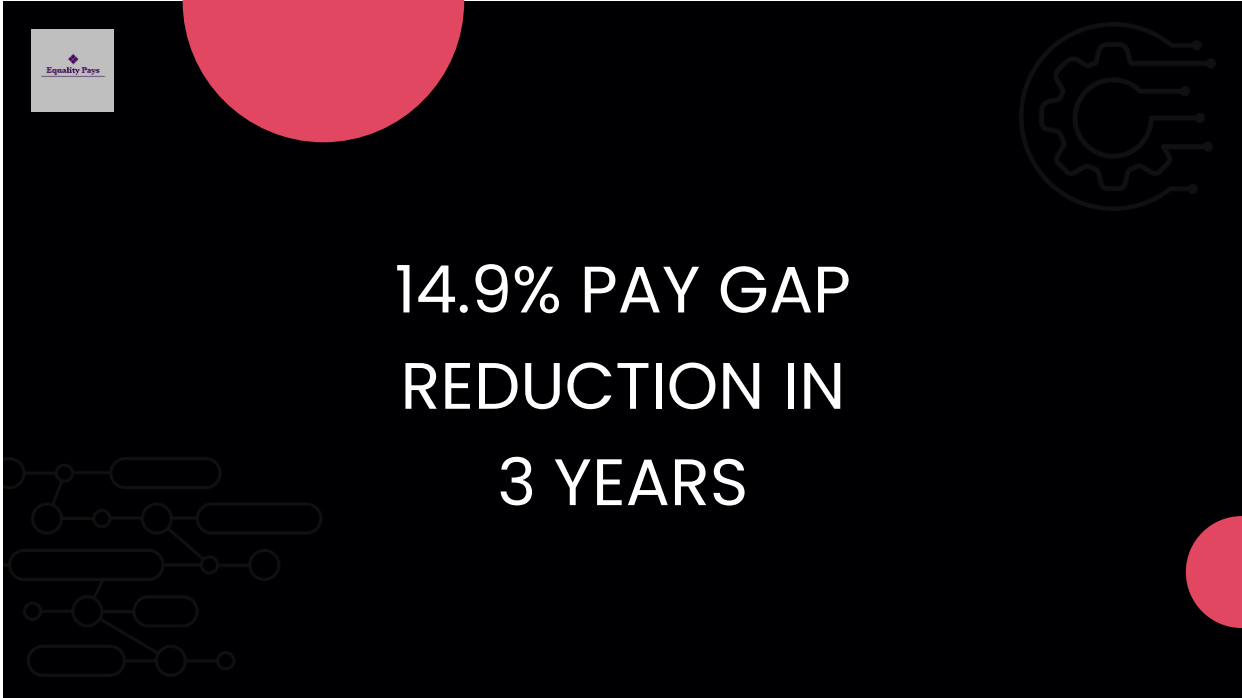
8



Can ESG really be ESG if it doesn't address issues relating to your employee, labour relations policies and workplace culture?



Comic by KC Green

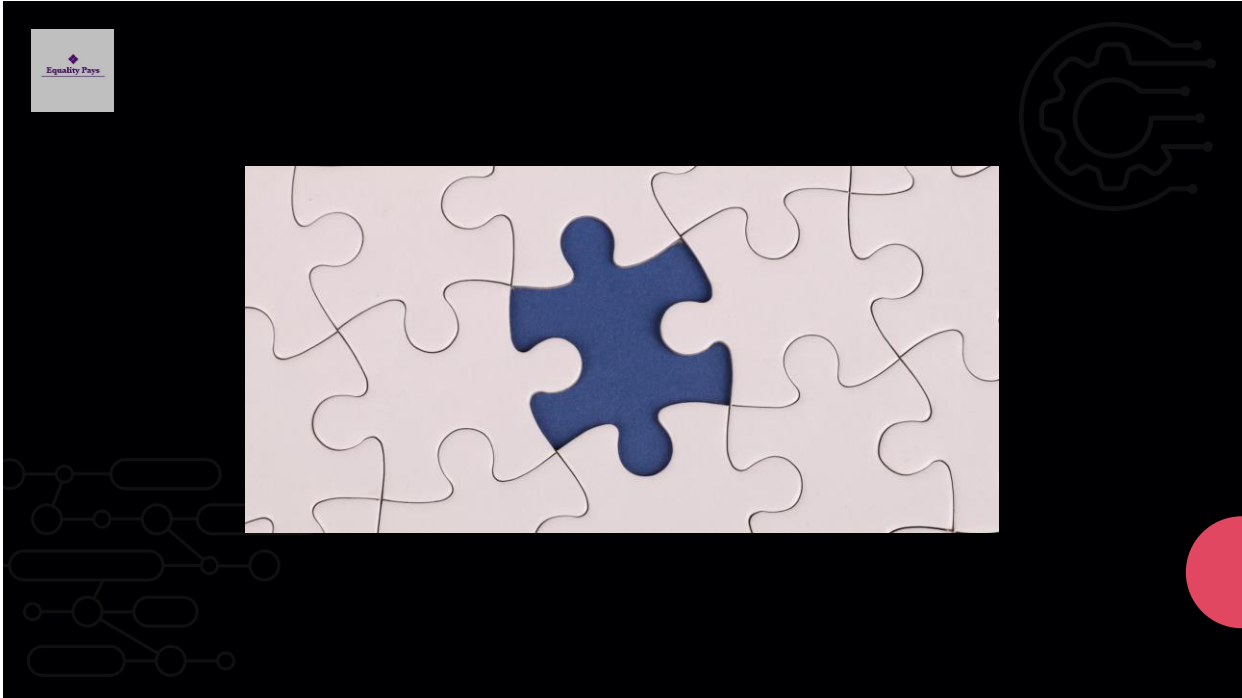


Equality Pays

14.9% PAY GAP REDUCTION IN 3 YEARS

This slide features a black background with a large red semi-circle at the top and a smaller red semi-circle at the bottom right. In the top left corner, there is a small white box containing the 'Equality Pays' logo. The central text is in large, white, sans-serif font. On the left side, there is a faint, light-colored graphic of interconnected nodes and lines. On the right side, there is a faint, light-colored graphic of a gear with circuit-like lines extending from it.

11



Equality Pays

This slide features a black background with a large red semi-circle at the bottom right. In the top left corner, there is a small white box containing the 'Equality Pays' logo. The central focus is a large, light-colored rectangular area containing a single, solid blue puzzle piece. On the left side, there is a faint, light-colored graphic of interconnected nodes and lines. On the right side, there is a faint, light-colored graphic of a gear with circuit-like lines extending from it.

12



13



14



WHY IS PAY EQUITY A HOT TOPIC NOW?

15






16



Investors are increasingly interested in purpose as well as profit.

17



G.A.P.S.
Grassroots.
Action.
Parallel.
Scrutinize.






18



19








20



Think holistically.
Who cares?
Why do they care?
Why do you care?
Why should you
care?

21



Beware the trap
of 'pay equity
washing'

22



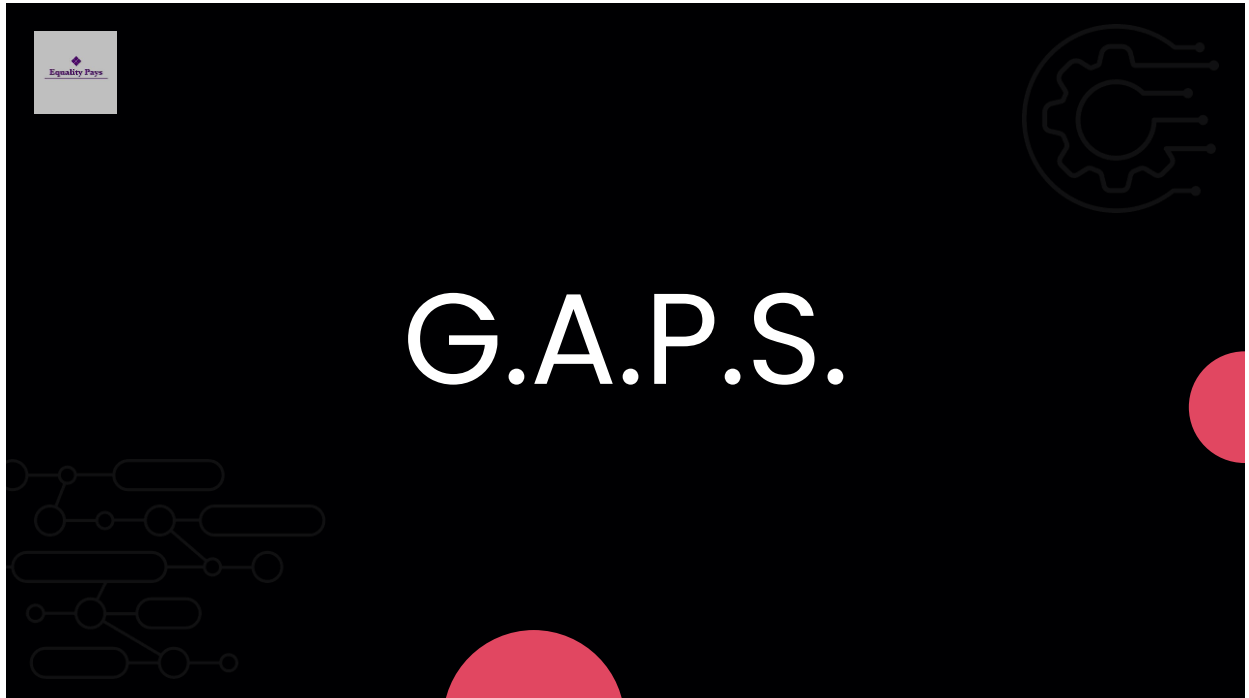
The judgement is worth it



Big Issue - March 2022



Search out and connect YOUR own dots in your pay gap ESG story



25

Blue Flores • Following ✓ Following ...

Digital Nomad | Culture Queen | Change Agent for Cust...
1mo • Edited •

By 2030, Gen Z will make up 30% of the workforce.

Here are 10 things your Gen Z colleagues want you to know.

1. We don't live to work.
Our world revolves around our passions, hobbies, and life outside of work. If you ask us what our "dream job" is, you will find that our dreams don't involve working ourselves to the bone for a company.
2. Respect our work boundaries.
Morning walks, lunch breaks, PTO, weekends, and evenings - this is our time. We aren't solving world hunger at our companies. We will step away from our desks for the time we need, and we ask that you respect that.
3. Corporate jargon is silly.
Low-hanging fruit. Per my last. Give you back time. This language is a sign of insecurity and it alienates employees. Sometimes this language is used to give passive aggressive statements hidden under the false notion that the statement is professional. Stop saying these phrases - you sound silly.
4. We know when we are being taken advantage of.
Yes, we are young. No, we are not dumb. It's known that companies take advantage of less-experienced, ambitious workers. They overwork them and make false promises. We don't want pizza parties, gift cards, or jeopardy. We want growth and promotion.

26



There is no 'one way'
to address pay equity
and pay gaps

27



ESG is about the non-
financial metrics that
can become
financially important

28



THANK YOU

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