

Conference

SHARED RESPONSIBILITY

– how to increase visibility and effectiveness of the EU CSR framework

The Polish Baltic Frédéric Chopin Philharmonic

5 / 9 / 2011

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ESTABLISHING CSR MONITORING SYSTEM

Project: Enhancing Transparency and Credibility of CSR Practices Through Establishment of CSR Performance Assessment and Monitoring System in New EU Member States



Project objective	To enable measuring and monitoring CSR performance and the level of excellence achieved in CSR practices at macro and micro levels in project countries.
Duration	December 2009 - December 2010
Project countries	Bulgaria, Hungary, Lithuania, Poland and Slovak Republic.
Donors	European Commission, Government of Poland, United Nations Development Programme
Budget	204 150 EURO

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KEY PRINCIPLES OF MEASUREMENT SYSTEM



- KEEP IT MANAGEABLE
- KEEP IT OBJECTIVE AND TRANSPARENT
- ANCHOR IT IN EXISTING SYSTEMS

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2 COMPONENTS OF CSR MEASUREMENT SYSTEM



- Country-level CSR Monitoring System
- Company-level CSR Self-Assessment Tool

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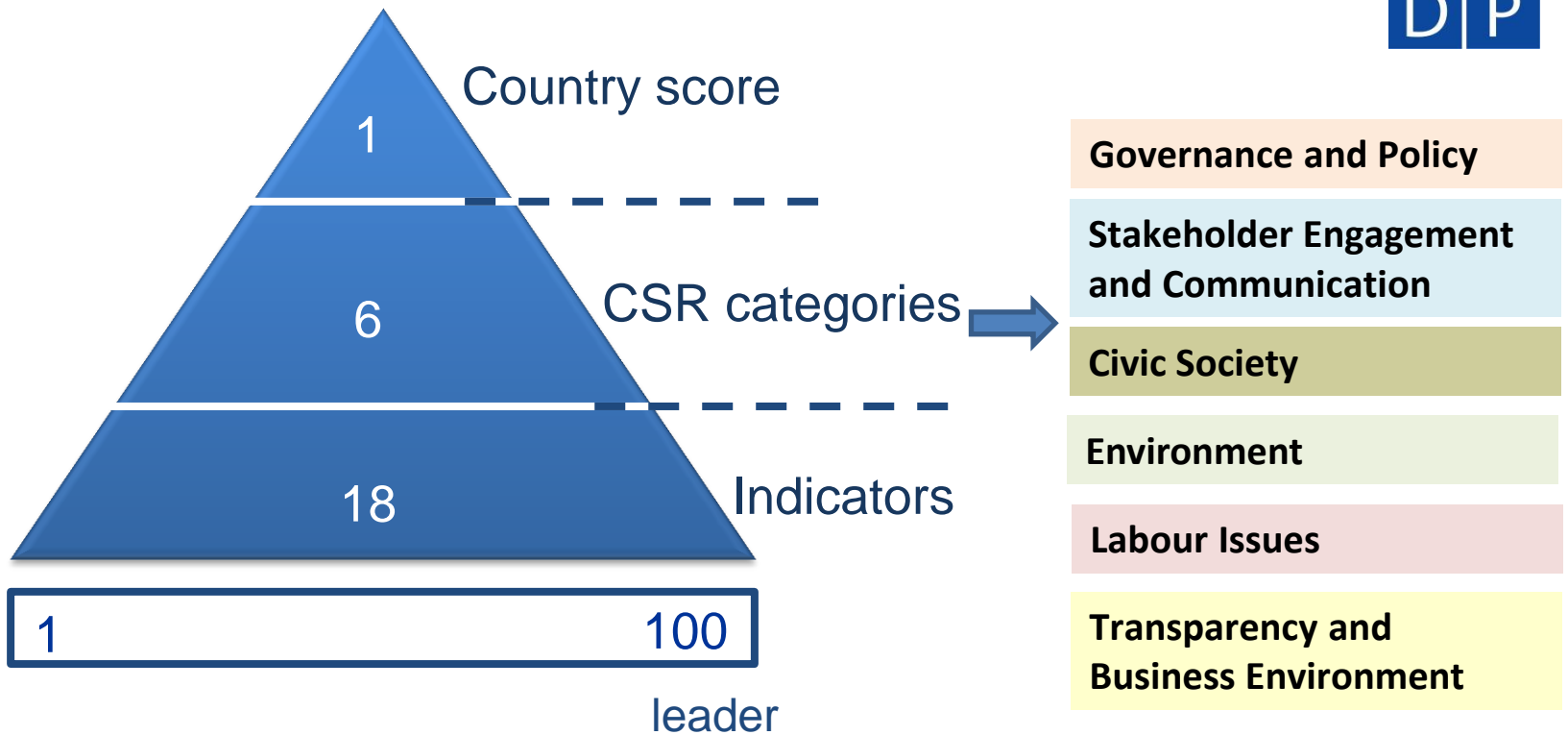
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1st COMPONENT: COUNTRY-LEVEL CSR MONITORING SYSTEM



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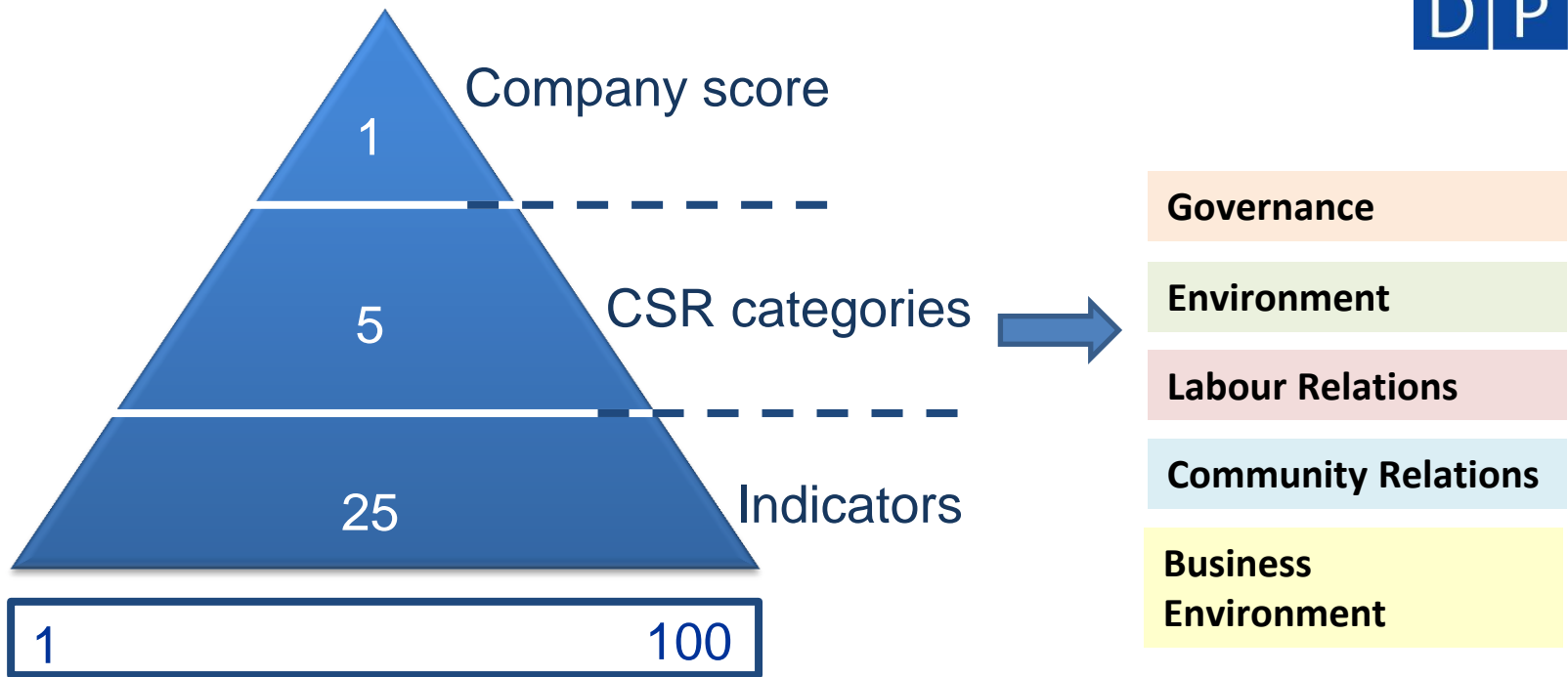
Governance and policy	1 Existence of a published sustainable development (SD) or CSR national strategy
	2 Existence of a named government department or other government body leading on CSR issues.
	3 Existence of specific legislation to promote the wide adoption of good CSR practices
	4 Percentage of green procurement as part of total public sector procurement
Stakeholder engagement and communication	5 Percentage of active National Global Compact and other CSR networks members
	6 Percentage of business associations having implemented sectoral CSR-related activities and/or tools
	7 Percentage of local companies that do regular structured CSR/SD reporting (Top 100 by turnover)
Civic Society	8 Percentage of higher education institutions offering specific programs and/or courses in CSR/ sustainable development and/or ethics
	9 Number of mentions of CSR concept in public media / year
Environment	10 Percentage of listed companies using environmental management systems
	11 GHG emissions and renewable energy use
	12 Total environmental protection expenditure
Labour issues	13 Percentage of listed companies using labour management systems
	14 Percentage of employees covered by collective bargaining agreements in top 100 companies by number of employees
	15 Gender equality in business and government
	16 Fatal accidents/ 100,000 workers
Transparency and the business environment	17 Level of corruption (as indicated by Transparency International)
	18 Existence of SRI activity

MINISTRY
ECONOMYRESPONSIBLE
BUSINESS
FORUM

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2nd COMPONENT: COMPANY-LEVEL CSR MONITORING SYSTEM



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Governance

1. Does the company identify its main economic, social and environmental impacts?
2. Does the company have a CSR strategy that defines its commitments to CSR?
3. Does the company have designated senior personnel with clear responsibility for CSR?
4. Does the company link corporate responsibility issues to people's performance reviews/appraisals across the company?
5. Does the company define key CSR priorities and communicate them throughout the organisation?

SUBTOTAL**Environment**

6. Does the company have action plans and programmes to lower its environmental impacts?
7. Does the company maintain a monitoring system, measuring the main environmental impacts, especially resource usage and carbon emissions?
8. Does the company have a training programme in place to help employees implement its environmental policy and action plan?
9. Can the company show a quantifiable reduction in carbon emissions from the previous years?
10. Does the company have a recycling programme?

SUBTOTAL**Labour Relations**

11. Does the company have an action plan regarding labour/human resources and evaluate it on a regular basis?
12. Do the employees have official representation in the company?
13. Does the company have processes to prevent recurring problems regarding health and safety issues?
15. Does the company have an effective grievance procedure?
14. Does the company have plans in place to mitigate the adverse impacts of job reductions?
15. Does the company have an effective grievance procedure?

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Community Relations

16. Does the company have a community engagement action plan?
17. Does the company engage in regular dialogue with its stakeholders?
18. Does the company actively participate in CSR associations and forums and/or engage with any local NGOs?
19. Does the company offer volunteering time, invest in or support any local community initiatives?
20. Does the company offer apprenticeship schemes to facilitate skills development within the local community?

SUBTOTAL**Business Environment**

21. Does the company assess significant suppliers and contractors on:
 - human rights
 - health and safety
 - anti-corruption
 - environmental practices?
22. Does the company engage in green procurement practices?
23. Does the company have rules and procedures to analyse and counter bribery and corruption practices?
24. Does the company have a policy and procedure for making its lobbying efforts transparent?
25. Does the company train its staff on ethical supply chain measures and anti-bribery and anti-corruption measures?

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