

[HR Working Group] From CSR to ESG – the important role of the HR function in the ongoing transformation.

Date:

June 27th

From 6:30pm to 8:00pm

Language:

English

Introduction

Corporate Social Responsibility (CSR) - if defined as responsibility to stakeholders beyond legal and compliance such as following applicable law related to pollution – has largely been a “moral” issue. Owners and managers have meant it “right” to show additional responsibility through donations, volunteer programs etc., with the additional positive effects on marketing and employee satisfaction.

With reporting on environmental, social and governance (ESG) issues becoming a regulatory demand directly for companies, as well as indirectly as banks and investment companies will require ESG information for their partners, this is changing. **Managing ESG reporting will become similar to financial reporting** (has to follow defined standards, be audited, annual etc.), and improvement projects on issues such as carbon emissions will also to a much larger extent be mandatory for companies.

The EU is taking the lead in implementing new regulations. Corporate Sustainability Reporting Directive (**CSRD**) **will come into effect in 2025 (reporting on 2024 numbers) for more than 50 000 European companies**. The draft for how this reporting should be done, the European Sustainability Reporting Standards (ESRS) are being finalized in 2023. Since **supply chain partners of the affected companies, irrespective of domicile, are in the scope of the reporting**, the actual number of companies which have to adapt is much higher.

For China, ESG reporting guidelines are being developed, and it is expected that listed Chinese companies also will have to report by 2025. The development of Chinese standards is taking place in close collaboration with EU partners, and it is expected that it will be largely aligned, but with some important differences.

Since ESG is a relatively “new” field, there are few in the global talent pool with extensive experience from the area. Organizations will have to gather deep understanding of how ESG affects them to understand which profiles are best suitable to lead and execute their ESG work. For the actual implementation and reporting of ESG issues to become fruitful, it is also highly relative to lift the general understanding of the issue of sustainability in the extended origination.

Agenda

- Regulatory developments relevant for French companies in China and Chinese supply chain partners
- The competency needs derived from the regulatory developments.
- An inspirational case from a company on HR and ESG
- What are the first steps which should be taken to start the transformation?

Speakers



Heidi Berg

Norwegian, has worked with ESG and sustainability for 13 years and is GRI Certified Sustainability Professional. She recently joined DI Asia Base as Director for ESG and sustainability, and also works as an independent consultant and trainer for ESG. This includes services like facilitating Celemi Sustainability training sessions.

**Daria Gong**

Experiencing the different responsibilities in Arkema – a French company in specialty materials since Jan. 2005, Daria Gong, currently heads Corporate Communications and Marketing in Arkema Greater China. Before Arkema, she had worked in Shanghai Metals and Minerals Import and Export Corporation as Sales Manager for 7 years. She accumulated solid experience through cross-border functions in corporate communication, brand and marketing communication, digital for business. She holds Master Degree of Administration of Enterprise from IAE University of Nantes, France. She is trilingual in French – English – Chinese.

Coordinators

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