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**HR’s ESG Value Statement**

**Introduction**

[Provide context for your organization’s ESG commitment and highlight the broader impact on employees, stakeholders, and communities. This should guide HR’s commitment.]

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| ***Example*** |
| At [organization name], we recognize that our people fuel our success, and their empowerment drives our purpose. Aligning with environmental, social, and governance (ESG) principles is not just a strategy—it’s a commitment to creating a workplace built on trust, equity, and responsibility. By embedding ESG into everything we do, we aim to strengthen our culture, foster long-term resilience, and contribute positively to the communities we serve. |

**Why HR is committed to ESG**

[Explain the purpose of your HR team's ESG commitment. Focus on the impact and benefits for employees, the organization, and society.]

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| ***Example*** |
| Our HR function is deeply committed to fostering sustainable, ethical, and human-centered workforce practices. We believe that prioritizing social responsibility and ethical decision-making not only enhances employee satisfaction but also shapes a resilient, fair, and inclusive workplace. By focusing on creating a thriving organizational environment, we play a key role in driving long-term positive impacts for our employees, stakeholders, and the wider community. |

**HR’s focus priorities**

[Outline the specific areas of focus that the HR function prioritizes in its ESG efforts. Be clear about the practices, processes, and initiatives that HR undertakes.]

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| ***Example*** |
| We achieve our ESG goals through these HR practices:* Talent management: hiring, developing, and retaining talent in a way that supports long-term career opportunities while meeting business goals
* Diversity, equity, and inclusion (DE&I) initiatives: building a workforce that reflects diverse perspectives, promotes equity, and ensures that all voices are heard
* Employee wellbeing: investing in physical, emotional, and financial health through wellness programs, mental health resources, and support systems
* Ethical governance: adhering to strict codes of conduct and transparent policies that align with legal and social accountability standards
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**How HR will achieve this**

[Detail the strategies, tools, and outcomes of these efforts with a focus on measurable and actionable results.]

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| ***Example*** |
| We bring our ESG principles to life through targeted strategies including:* Stakeholder engagement: collaborating with employees and leadership to ensure ESG goals align with organizational and societal values
* Data-driven decisions: leveraging people analytics to track progress on diversity metrics, employee engagement, and retention rates
* Risk mitigation: proactively addressing potential ESG-related risks, such as ethical compliance lapses or workplace inequities, through training and accountability programs
* Long-term value creation: implementing programs that not only create immediate impact, such as leadership development, but also prepare us for a sustainable future, like transitioning to green office practices
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**Closing statement**

[Reaffirm your HR department's dedication to ESG values in a concise and motivating way.]

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| ***Example*** |
| Our HR team is dedicated to building sustainable, inclusive, and ethical practices into the core of our organization. Together, we aim to create a workplace where everyone can succeed while making a positive impact on society, the environment, and our company’s future. |

**ESG value statement tracking**

[List which documents or policies the ESG statement has been included in to track and maintain when revisions are made.]

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| ***Document*** | ***Last update*** |
| [Careers website] | [12-02-2025] |
| [ESG company booklet] | [12-10-2024] |
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