

Platform Living Wage Financials



7 October 2020

PLWF: 15 members with 2.6 trillion EUR assets under management



a.s.r.
de nederlandse
vermogens
beheerders

Kempen

actiam

ROBECO
The Investment Engineers



AEGON

achmea 
Achmea Investment Management

Amundi
ASSET MANAGEMENT

ING 

MN

Triodos 
Investment
Management

BMO  Global Asset Management

asn  bank

PLWF's mission and key activities

- Focus on the right to a living wage for workers in global supply chains
- Engagement with investee companies (calls, meetings, letters)
- Annual assessments with UNGP-aligned method
- Sector-wide engagement (public statements, letters)
- Regular connection to and support of the Friends of the Platform
- Sharing insights with external asset managers and ESG data providers
- More information: www.livingwage.nl



Meaningful engagement

- **'Divestment'** can be a tool to set a floor (tobacco, weapons)
- **'Engagement'** can be more reactive/ad-hoc
- **'Meaningful engagement'** is:
 - Setting a clear target
 - Teaming up longer-term
 - Educating yourself
 - Analyse & monitor progress annually
 - Publicly communicate about (lack of) progress

Goal: Contribute to generating change



The 2020 Food, Agri and Retail Assessment Outcomes

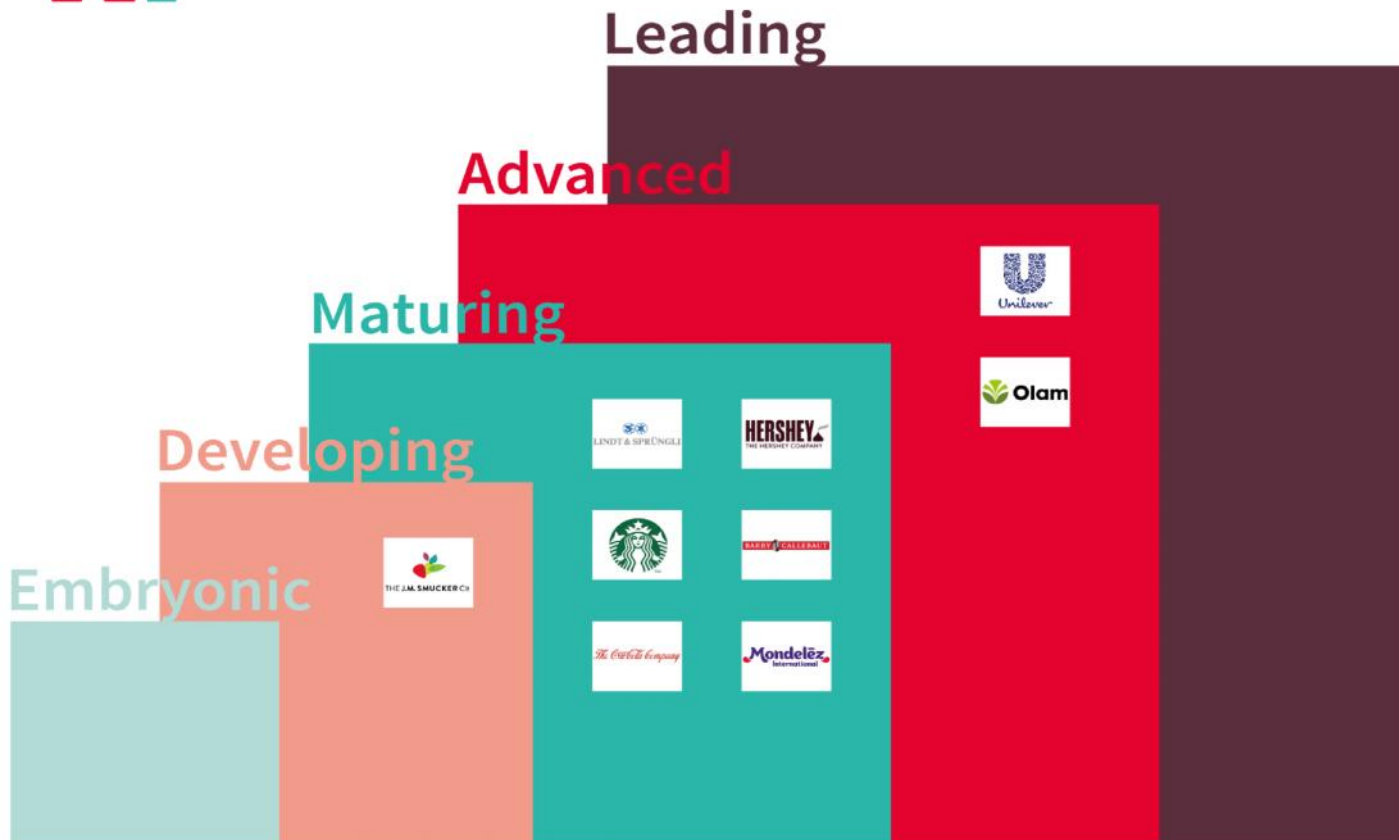
Assessment methodology

- Separate methodologies for each sector: Agro&Food, Garment and Retail
- Based on the UN Guiding Principles.
- Cover different aspects, such as:
 - Corporate policies and KPIs on living wage and income
 - Risk mapping and data gathering on living wage/income
 - Implementation, including procurement practices.
 - Grievance mechanisms
- Main goal of the assessment is to pinpoint engagement on most relevant topics and to measure progress.
- More information: www.livingwage.nl



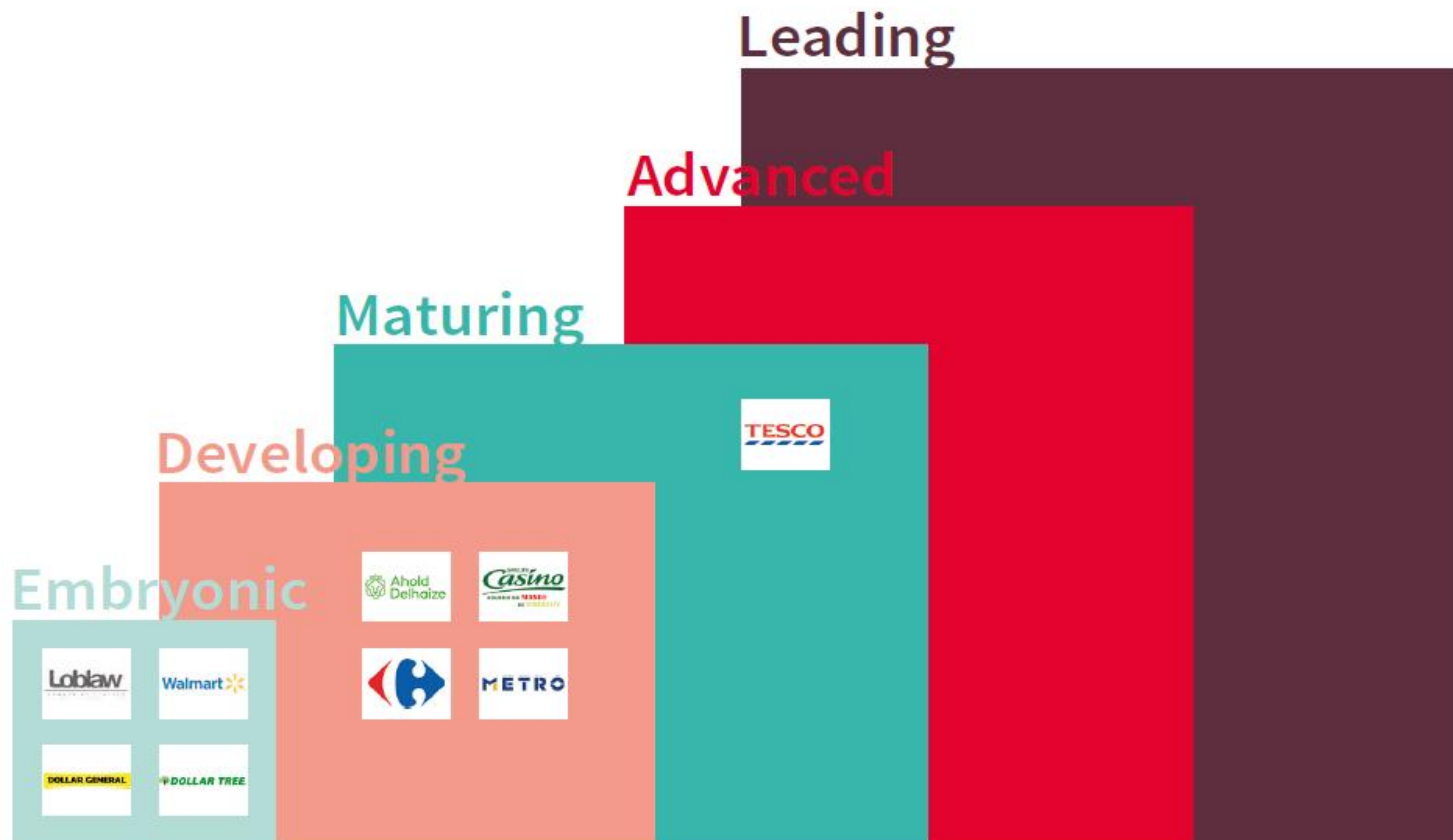


ASSESSMENT RESULTS 2020 FOOD & AGRI





ASSESSMENT RESULTS 2020 RETAIL



Key findings

- Few companies have made a policy commitment to address living wages and living income;
- Companies' stakeholder engagement rarely addresses living wages within their supply chains;
- Most companies are yet to have a clear understanding of the living conditions of workers and farmers in their most vulnerable supply chains, despite increased supply chain transparency;
- Procurement practices ask for further alignment to enable the payment of living wages in sourcing countries;
- Scaling-up initiatives to support workers' livelihoods remains challenging;
- It often remains unclear if companies provide remediation of wage issues to all workers, including in their supply chains;
- Covid-19 has had a surprising, positive side effect for many retail workers across the globe.

Outlook for 2021

Engagement

- Addressing living wage in relevant policies;
- Mapping supply chains to identify risks regarding living wage;
- Initiating and scaling up projects to address living wage in supply chains;
- Encouraging more disclosure on wage levels;
- Informing and involving customers.

PLWF

- Adding new sectors, companies and supply chains: Sugar could be a logical next step;
- Addressing Annual Shareholder Meetings;
- Continue the assessments to map any progress.