

DRUŠTVENI KRITERIJI

ESG &

INKLUZIVNO VODSTVO

Diana Kobas Dešković
Spona Code



IZAZOVI GLOBALNE ODRŽIVOSTI



TRI STUPA ODRŽIVOSTI

DRUŠTVENO-OKOLIŠNI

Životni standard
Obrazovanje
Zajednica
Jednake prilike

OKOLIŠ

Korištenje prirodnih resursa
Upravljanje okolišem
Sprječavanje onečišćenja (zrak, voda,
zemljište, otpad)

OKOLIŠNO-EKONOMSKI

Energetska učinkovitost
Subvencije/poticaji za
korištenje prirodnih resursa

DRUŠTVO

Životni standard
Obrazovanje
Zajednica
Pravičnost
Smanjenje
nejednakosti

EKONOMIJA

Dobit
Smanjenje troškova
Ekonomski rast
Istraživanje i razvoj

EKONOMSKO-DRUŠTVENI

Poslovna etika | Poštena trgovina | Prava radnika

**'THE MOST COMPELLING DESCRIPTION YET OF THE NEW
WORLD AND WHAT IT MEANS' WILL HUTTON**



THE SILENT TAKEOVER

**GLOBAL CAPITALISM AND
THE DEATH OF DEMOCRACY**

NOREENA HERTZ

PROBLEMI

A surreal landscape with white, blocky structures and a person standing on a reflective surface. The scene is set against a bright, cloudy sky. The word "PROBLEMI" is written in large, bold, blue capital letters across the center of the image. The background features a series of white, rectangular blocks of varying heights and widths, some of which are stacked or connected, creating a complex, maze-like structure. A person is standing on a reflective surface in the center, and their reflection is visible below them. The overall atmosphere is one of a dreamlike or abstract environment.

45%

**Zaposlenih majki
nema ravnotežu
privatnog i poslovnog
života**



**ŽENE U EU
U PROSJEKU IMAJU**

13%

**NIŽU
PLAĆU**

U USPOREDBI S MUŠKARCIMA

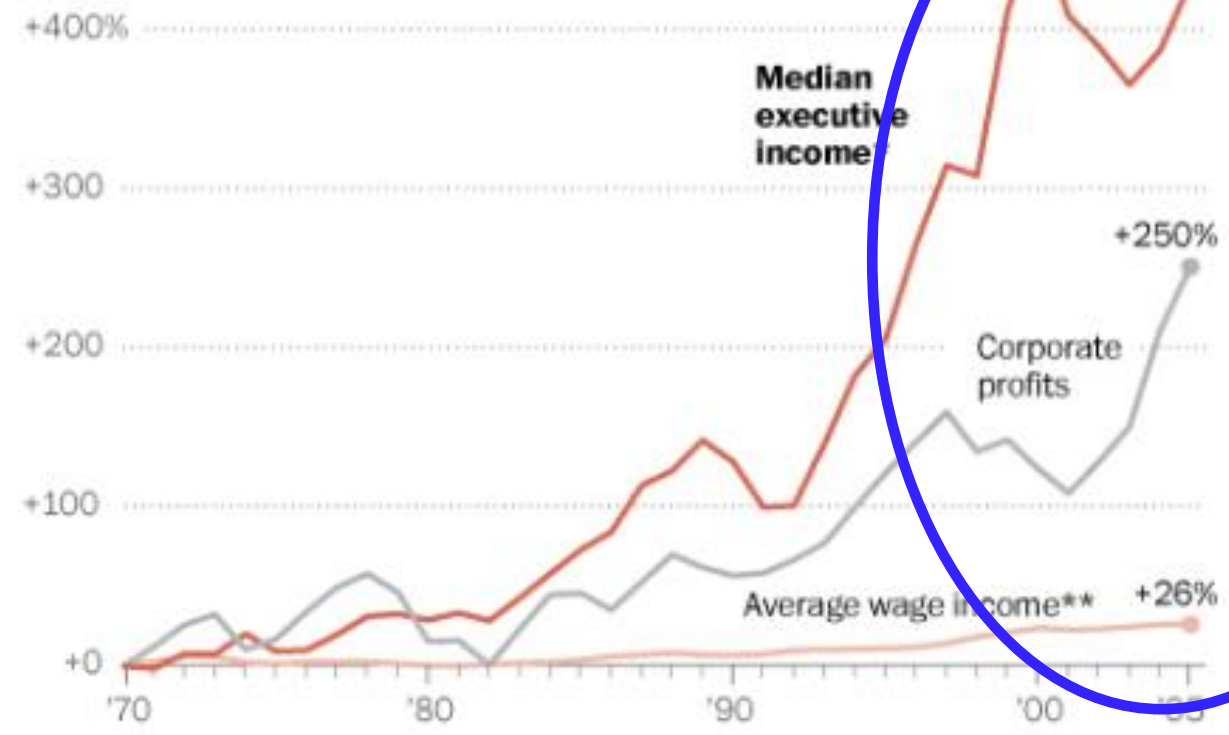


Neujednačena kompenzacija

Rising executive pay

Executive pay began to grow around the same time as income equality in the U.S. and has **increased about fourfold** since 1970, while average wages for all workers have remained relatively flat. Defenders of executive pay levels say the higher salaries are justified as the size and profits of companies grow.

TOTAL CHANGE SINCE 1970



*Based on the salary, bonuses and stock options of the three highest-paid officers in the largest 50 firms. ** Calculated from Bureau of Economic Analysis data. NOTE: All figures have been adjusted for inflation.

SOURCES: The World Top Incomes Database and reports by Jon Bakija, Williams College; Adam Cole, U.S. Department of Treasury; Bradley T. Heim, Indiana University; Carola Frydman, MIT Sloan School of Management and NBER; Raven E. Molloy, Federal Reserve Board of Governors; Thomas Piketty, Ehess, Paris; Emmanuel Saez, UC Berkeley and NBER. GRAPHIC: Alicia Parlapiano - The Washington Post. Published June 18, 2011.

**ŽENE
OSTVARUJU
SAMO**

10%

NABAVE VELIKIH SUSTAVA

A što je s drugim, neprivilegiranim skupinama?

**“Three letters
that won’t save
the planet.”**



Izvor: Economist, 23.7.2022.



ESG

G

SVRHA

VRIJEDNOSTI

STANDARDI
PONAŠANJA



Korporativna
kultura

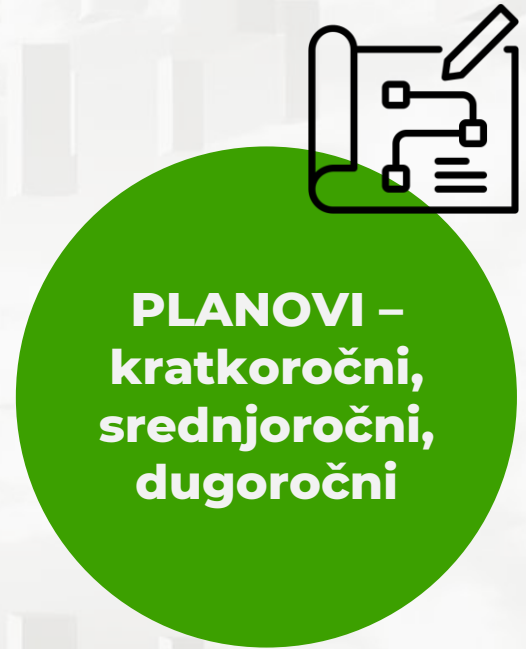
NOVČANI
TIJEK

BILANCA

DOBIT

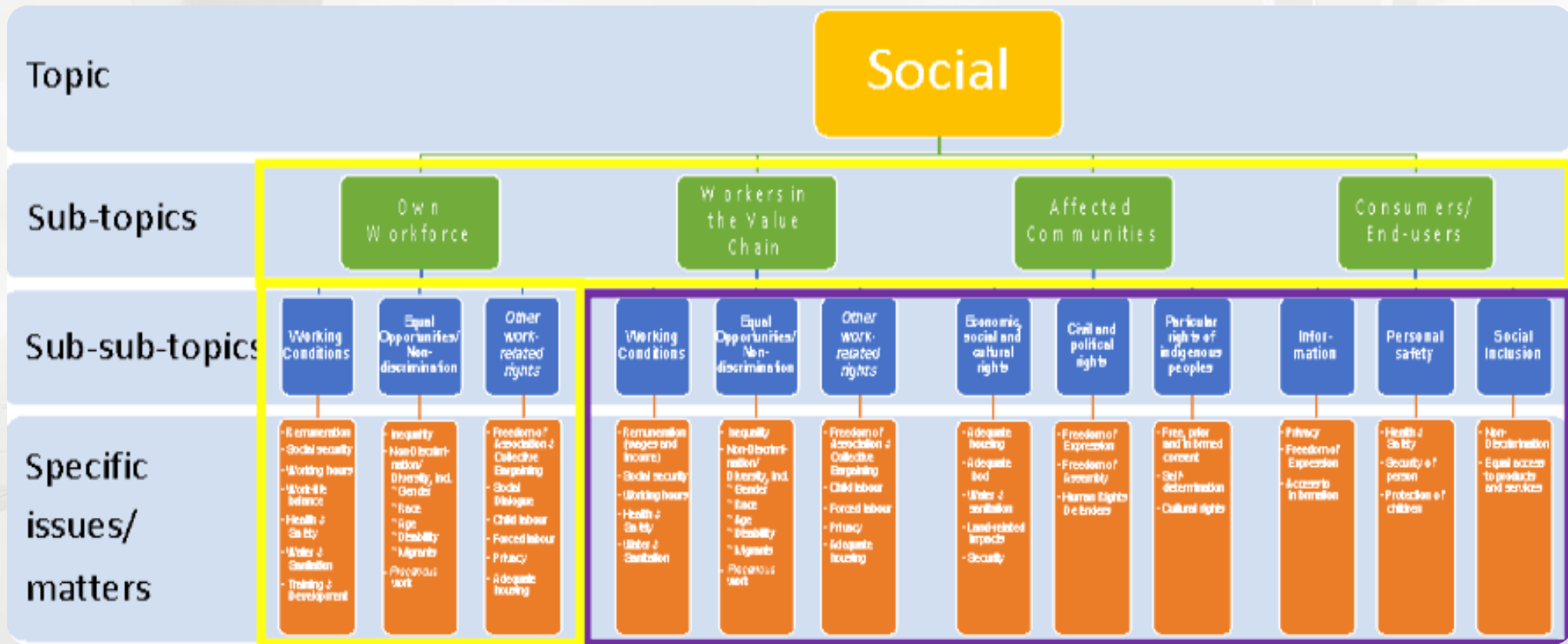


ESRS – cilj su usporedive, relevantne i sažete informacije o održivosti



**Praćenje indikatora i donošenje informiranih odluka
=
uspješnije, produktivnije i održivije poslovanje**

S 4 GLAVNA STUPA DRUŠTVENIH STANDARDA



S 4 GLAVNA STUPA DRUŠTVENIH STANDARDA

za čije ostvarenje je potrebno odgovorno, **inkluzivno vodstvo**



S

Društveni standardi = pravično uključenje/fair play
Vlastita radna snaga = human capital

Utjecaj, rizici i upravljanje

Politike

Procesi uključanja zaposlenih i predstavnika radnika

Procesi i kanali otvaranje komunikacije za prigovore radnika

.....

Mjere i ciljevi

Karakteristike zaposlenih i privremenih radnika

Kolektivno pregovaranje

Indikatori raznolikosti

Osobe s invaliditetom

Trening i vještine

Zdravlje i sigurnost

Ravnoteža privatnog i poslovnog

Kompenzacija – adekvatne plaće i pay gap

Može se postići uz mobilizaciju cijele organizacije

Inkluzivno vodstvo

Tko je odgovoran za ESG?

Upravljačka struktura

Povrat ulaganja u ESG se osigurava integriranjem ESG metrike u procjenu radnog učinka operativne razine menadžmenta, ne samo na executive razini.



Za pomake i ostvarenje ciljeva potrebni su vizionari koji vode na **inkluzivan način**

Osjećaj za fair play

Otvoreni

Ponizni

Uvažavaju različita mišljenja

Prilagodljivi

Hrabri

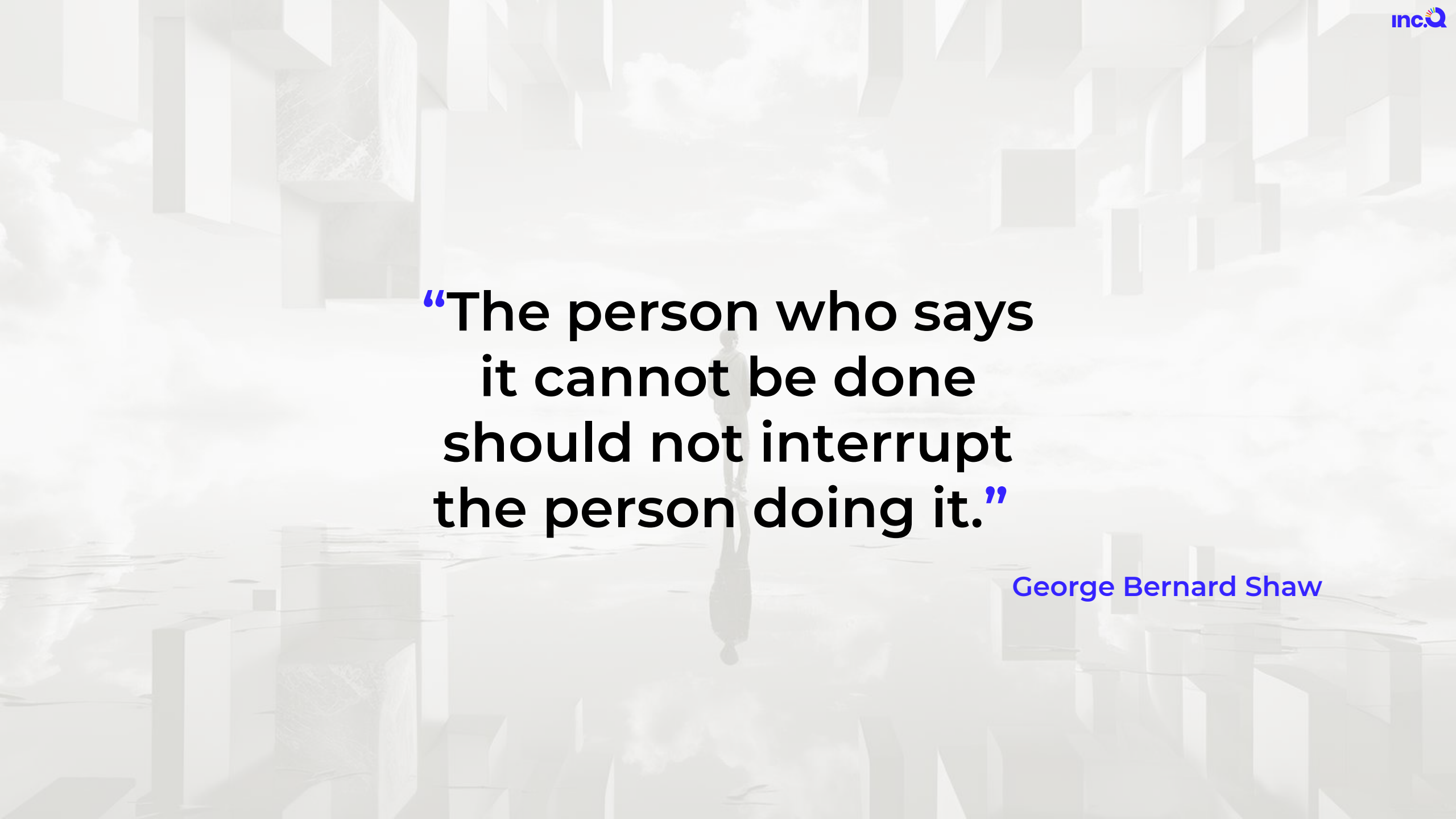
Razumijevanje
drugačijih stajališta

Stvaraju sigurna
okruženja

Učinkovito nošenje
s promjenama

Timski igrači

**INKLUZIVNI
LIDERI**

A person is standing on a highly reflective surface, possibly water or a polished floor, which mirrors their silhouette. The background is a complex, 3D architectural structure composed of various rectangular blocks and platforms, creating a sense of depth and perspective. The overall scene is brightly lit, with a soft, hazy atmosphere. The quote is centered over this scene.

**“The person who says
it cannot be done
should not interrupt
the person doing it.”**

George Bernard Shaw

PROGRAM ZA RAZVOJ INKLUZIVNIH LIDERA



Program

&

Knjiga



Diana Kobas Dešković
CEO

diana.deskovic@spona.hr

LinkedIn @diannadescovich
@company/inc.Q
@company/mamforce

FIND US ONLINE:



info@mamforce.hr
www.mamforce.com
www.mamforce.hr