

50 ESGWORKCARDS

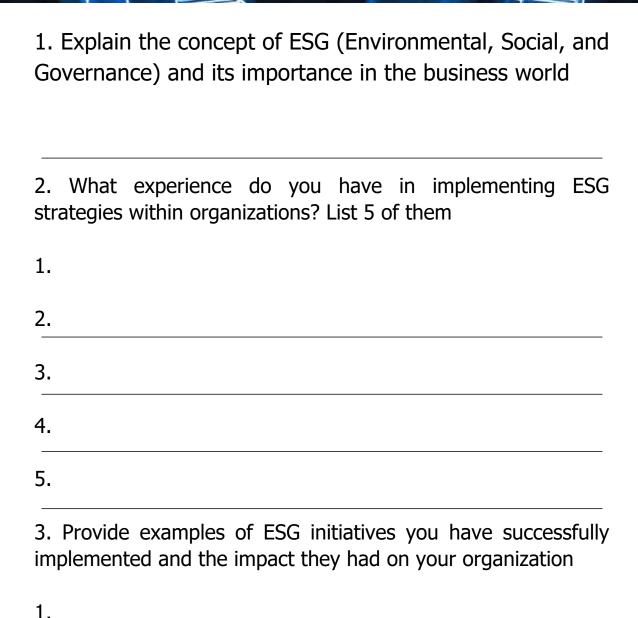
GREEN PATH TO ESG PROJEKT TARNÓW (Poland) & AUTPOST LIMITED (Ireland)













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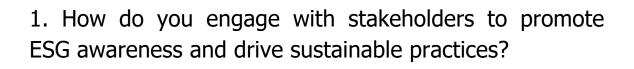
How do you stay updated on the latest ESG trends and regulations? ———————————————————————————————————
2. Describe your approach to assessing a company's ESG performance and identifying areas for improvement
3 How do you work with sustainability reporting frameworks such as GRI, SASB, or TCFD?
Please provide examples of your work











2. Share any challenges you have faced while implementing ESG programs and how you overcame them?

3. How do you measure the effectiveness of ESG initiatives and communicate the results to stakeholders?

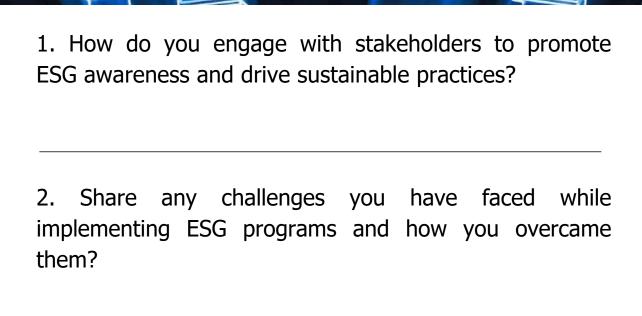
4. How would you use ESG ratings and rankings agencies such as MSCI, Sustainalytics, or Bloomberg ESG ratings in your role?











3. How do you measure the effectiveness of ESG initiatives and communicate the results to stakeholders?

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1. Can you provide examples of developing and implementing CSR prowithin an organization?	-
2. How have you integrated diverginciples into your previous Comprograms?	•
3. Share a specific project where collaborated with cross-functional tear diversity initiatives	,







1. What metrics or indicators do you use to measure the effectiveness and impact of CSR and diversity efforts?
2. How do you stay updated on industry best practices and emerging trends in CSR and diversity?
3. Describe a time when you faced resistance of challenges in implementing CSR or diversity initiatives and how you overcame them?





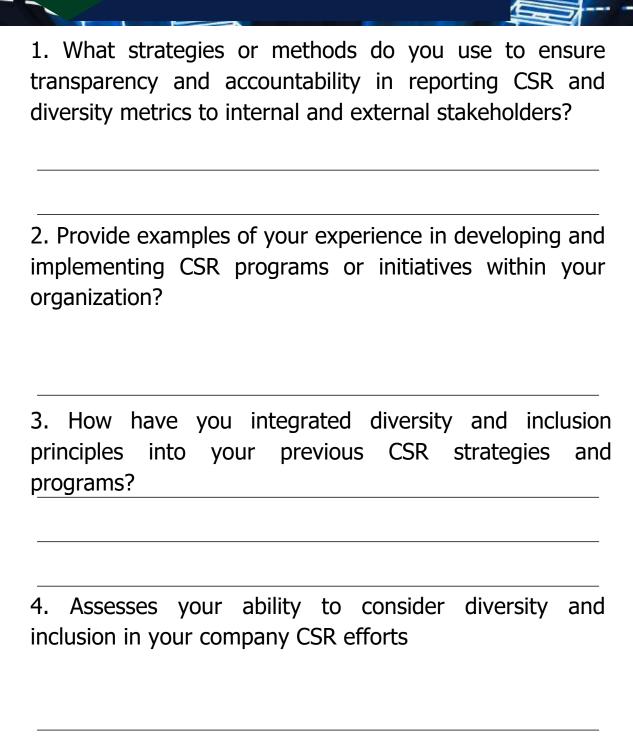


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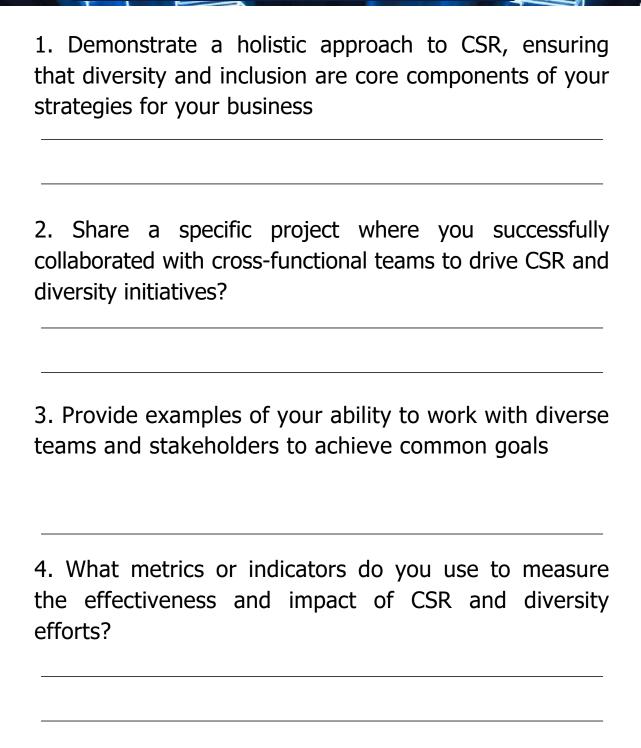


















1. How do you stay updated on industry best practice and emerging trends in CSR and diversity?
2. How do you proactively seek knowledge through
professional networks, conferences, industry publication or online resources?
3. Describe a time when you faced resistance of challenges in implementing CSR or diversity initiative and how you overcame them?







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1. What strategies or methods do you use to ensure transparency and accountability in reporting CSR and diversity metrics to internal and external stakeholders?
2. Explain your understanding of the Green Deal of the EU and its objectives?
3. What specific experience do you have in working with or implementing projects related to the Green Deal?







1. What strategies or methods do you use to ensure transparency and accountability in reporting CSR and diversity metrics to internal and external stakeholders?
2. Can you provide examples of how you have contributed to sustainability initiatives or environmenta projects in the past?
3. How familiar are you with the EU regulations and policies related to the Green Deal?





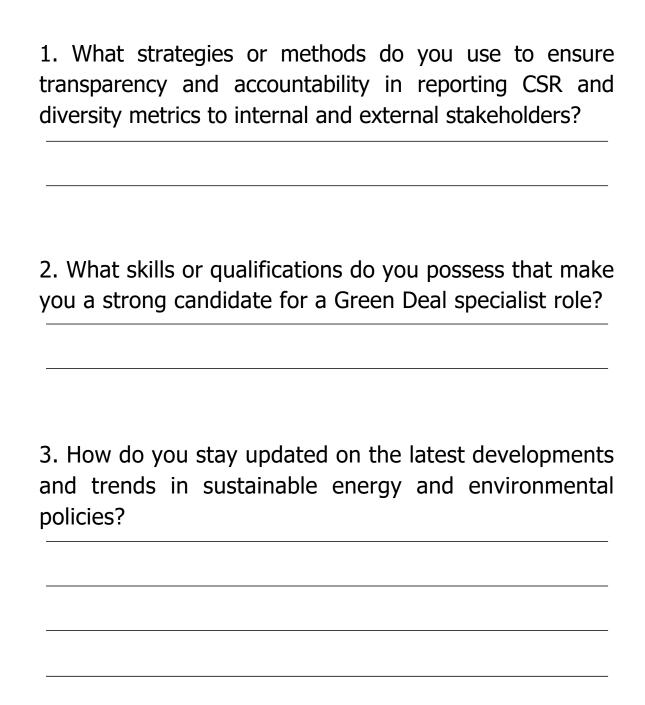


1. What strategies or methods do you use to ensur transparency and accountability in reporting CSR ar diversity metrics to internal and external stakeholders?	
2. Have you worked with any relevant stakeholder such as government agencies, NGOs, or industrassociations, in the context of the Green Deal? Pleasedescribe your experience	ry
3. Share any success stories or achievements related to sustainability or energy efficiency that you have been involved in.	
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1. What strategies or methods do you use to ensure transparency and accountability in reporting CSR adversity metrics to internal and external stakeholders?	and
2. Discuss any challenges you have faced implementing sustainable initiatives and how overcame them	in you
3. How do you prioritize and manage multiple proje or tasks related to the Green Deal?	 ects







1. What strategies or methods do you use to ensur transparency and accountability in reporting CSR and diversity metrics to internal and external stakeholders?
2. Are you familiar with the financial mechanisms and funding opportunities available for Green Deal projects? Please provide examples of how you have utilized such resources
3. How do you approach stakeholder engagement an communication in the context of sustainability projects?







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2. How do the organiza	•			lligned with
3. Have you initiatives candidates?	to attrac			•







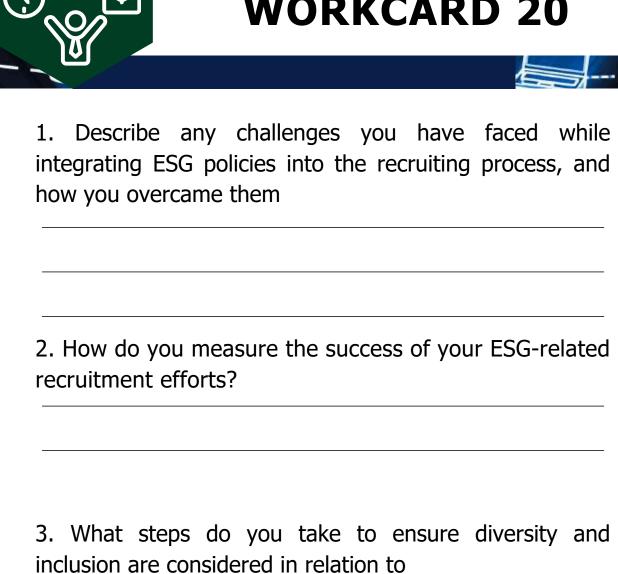


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1. Have you ever implemented any specific strategies or initiatives environmentally attract conscious to candidates? 2. Share an example of a situation where you had to evaluate a candidate's commitment to environmental sustainability during the recruitment process. 3. How do you stay updated on the latest trends and developments in ESG policies and practices?









Have you ever collaborated with other departm or stakeholders to develop and implement ESG-related recruitment strategies?	
2. Describe any challenges you have faced vintegrating ESG policies into the recruiting process, how you overcame them.	
3. How do you measure the success of your ESG-related recruitment efforts?	ated









1. What steps do you take to ensure diversity a inclusion are considered in relation to ESG policies duri the recruitment process?	
2. Provide an example of how you have successful communicated the organization's ESG policies and value to potential candidates	•
3. Share your experience and knowledge of Espolicies related to the social aspect	_ SG _









How do you assess and measure the social impact of a company's operations and policies?
2. Have you worked with any specific frameworks or guidelines for implementing social ESG policies?
3. Provide examples of social initiatives or programs that you have implemented in previous roles?









1. How do you ensure diversity, equity, and inclusion in the workplace when considering social ESG factors?
2. How do you stay updated on current trends and best practices in social ESG policies?
3. Describe a situation where you faced challenges in implementing social ESG policies and how you resolved them









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3. Describe a situation where you faced challenges in implementing social ESG policies and how you resolved them









1. How do you collaborate with different stakeholders, such as employees, communities, and NGOs, to address social ESG concerns?
2. Share any success stories or achievements related to improving the social aspect of ESG in your previous roles
3. How do you communicate and report on social ESG initiatives to internal and external stakeholders?







1. How do you identify and prioritize the social iss relevant to a company's ESG strategy?	ues —
2. Explain the importance of stakeholder engagem in developing and implementing social ESG policies.	ent
3. How do you ensure compliance with relevant la regulations, and industry standards when it comes social ESG?	•









1. Provide examples of how you have integrated seconsiderations into the recruitment and temporary management processes	
2. How do you assess and mitigate potential risks controversies related to the social aspect of ESG?	and
3. Describe your approach to measuring effectiveness and impact of social ESG initiatives.	the









1. How do you collaborate with other departments, such as HR and CSR, to align social ESG policies across the organization?
2. Share any experiences where you have successfully influenced senior leadership to prioritize social ESG initiatives
3. How do you address potential conflicts or tensions between social ESG goals and business objectives?









in	Provide insights into emerging trends or challenges the social aspect of ESG that recruiters should be vare of
	How does your business incorporate diversity, equity, and inclusion (DEI) into their social ESG strategies?
W	What are some best practices for promoting employee ell-being and work-life balance as part of a company's ocial ESG initiatives?
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1. How can your business support and empower marginalized communities through social ESG efforts?
2. What role does philanthropy play in your compassocial ESG strategy, and how can it be aligned with tocompany's core values and goals?
3. How does your business address and mitigate potent human rights violations within your supply chains as poof their social ESG policies?









1. Provide examples of how companies have successfully implemented sustainable and ethical sourcing practices as part of their social ESG strategies
2. How can your business foster a culture of inclusivity and belonging within the organization as part of their social ESG initiatives?
3. What are some innovative ways u your business is addressing social issues, such as poverty, education inequality, or climate change, through their ESG strategies?









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importance in an organization









1. How have you developed or implemented any governance policies related to ESG?
Provide examples?

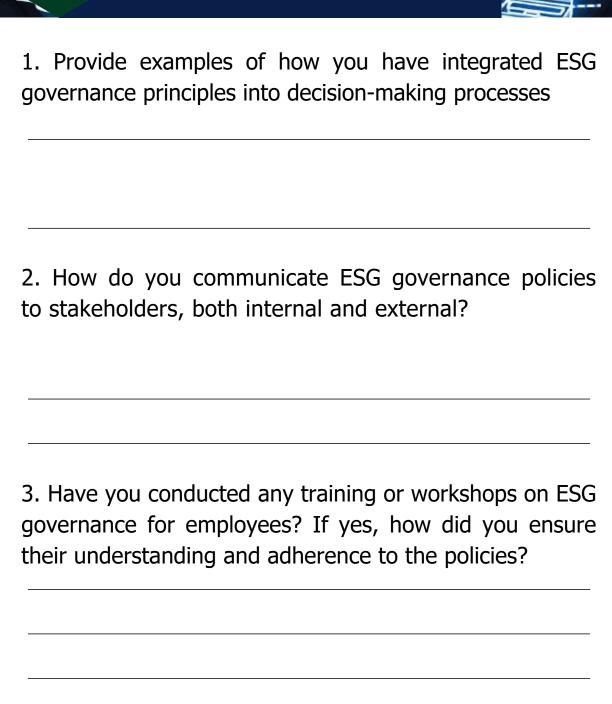
2. How do you ensure compliance with ESG governance policies within an organization?

3. What metrics or indicators do you consider when assessing the effectiveness of ESG governance policies?

















1. Share any experiences or challenges you have faced while implementing ESG governance policies and how you overcame them?
2. How do you stay updated on the latest trends and developments in ESG governance practices?
3. Provide any recommendations or improvements you would suggest for enhancing ESG governance within an organization







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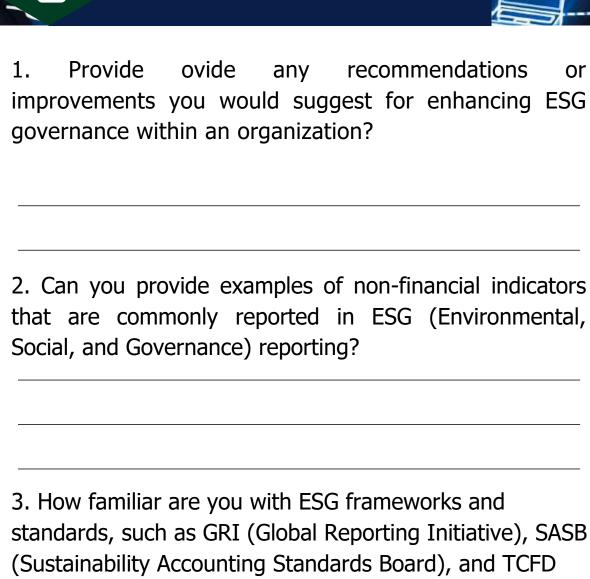


1. Have you conducted any training or workshops on ESG governance for employees? If yes, how did you ensure their understanding and adherence to the policies?
2. Share any experiences or challenges you have faced while implementing ESG governance policies and how you overcame them
3. How do you stay updated on the latest trends and developments in ESG governance practices?









(Task Force on Climate-related Financial Disclosures)?









1. Have you worked on developing or implementing ESG reporting strategies or initiatives in previous roles? Share your experience						
2 Explain the importance of ESG reporting for businesses and investors						
3. How do you stay updated on the latest trends and developments in ESG reporting?						









1. Provide an example of a challenging situation you faced while working on ESG reporting and how you resolved it.
2. Have you conducted materiality assessments to determine the most relevant ESG issues for a company?
3. How do you ensure data accuracy and reliability when collecting and analyzing ESG-related data?







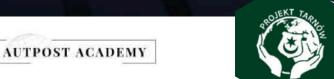


1.	Describe	your	exper	ience	in	eng	gag	ing	wit	h va	rious
sta	keholders	(inte	rnal a	nd ext	tern	nal)	to	gatl	ner	ESG	data
an	d ensure t	ransp	arency	•							

2. Are you familiar with ESG ratings and rankings systems, such as MSCI ESG Ratings and Dow Jones Sustainability Index? Have you worked on improving a company's ESG rating? Comment on that

3. How do you integrate ESG considerations into a company's overall business strategy?









1. Share any success stories or achievements related to ESG reporting that you have been a part of
2. How do you communicate ESG performance and initiatives to internal and external stakeholders, including investors and the broader public?
3. Are you familiar with any ESG-related regulations or reporting requirements specific to the industry in which our company operates? Share your experience.









1. How do you ensure alignment between ESC reporting and the United Nations Sustainable Development Goals (SDGs)?
2. Provide examples of non-financial indicators that are commonly reported in ESG (Environmental, Social, and Governance) reporting?
3. How familiar are you with ESG frameworks and standards, such as GRI, SASB, and TCFD?









1. Have you worked on developing or implementing ESG reporting strategies or initiatives in previous roles? Assess your ability to develop and implement effective ESG reporting strategies and initiatives within the company you work at

2. Explain the importance of ESG reporting for businesses and investors. How do you understand this process?

3. Demonstrate an awareness of how ESG reporting can enhance transparency, improve risk management, attract investors, and enhance long-term sustainability.

4. How do you stay updated on the latest trends and developments in ESG reporting?
List 5 tips for your co-workers

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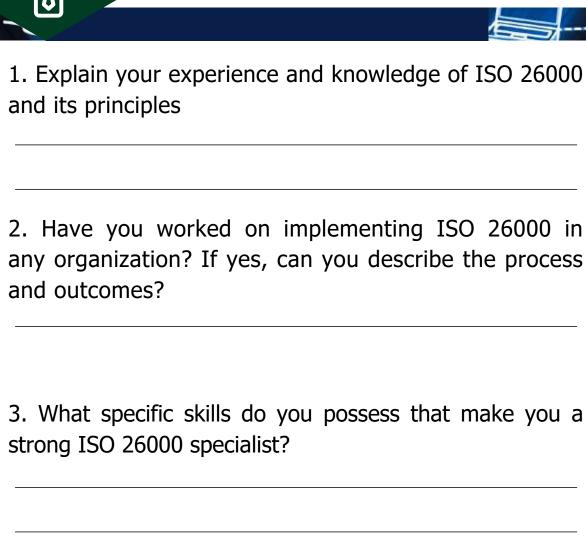
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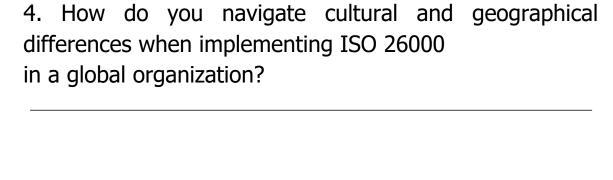
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- 1. How familiar are you with the social responsibility standards and guidelines outlined in ISO 26000? How could you improve your knowledge?
- 2. Provide examples of how you have successfully integrated ISO 26000 principles into a company's sustainability strategy.
- 3. How do you stay updated with the latest developments and updates in ISO 26000? Have you conducted training sessions or workshops on ISO 26000 for employees or stakeholders? If yes, can you share your experience and feedback received?
- 4. Have you conducted audits or assessments to evaluate the compliance of an organization with ISO 26000? If yes, can you describe your approach and the results achieved?









1. How do you ensure that the principles of ISO 26000 are effectively communicated and understood by employees at all levels of an organization?

2. What strategies do you use to engage stakeholders and ensure their active participation in the implementation of ISO 26000?

3. How do you address non-compliance issues and drive continuous improvement in relation to ISO 26000?

4. explain the concept of "core subjects" and "issues of social responsibility" as defined by ISO 26000?



