



## Social sustainability starts from an empowered workforce

A thriving and empowered workforce forms the foundation for a healthy, inclusive, and equitable society. Workforce sustainability encompasses various aspects including fair wages, safe working environments, equal remuneration and opportunities, as well as employees' rights and wellbeing. When members of the workforce are well supported, its effect extends beyond the workplace in the form of positive impact on their families, communities and society at large. In turn, this promotes social cohesion, reduces inequality and improves overall wellbeing.

### Challenges we observed

Implications of transition to net zero environment and emergence of green jobs on businesses' talent acquisition, reward & benefits, and training	Mandatory external reporting e.g. diversity, fair pay, human rights as well as voluntary reporting such as 'living wages'	Design and implementation of strategies that support Diversity, Equity and Inclusion ("DEI")	Increased emphasis on health, safety and wellbeing throughout the workforce and cultivating "Sustainability first" mindset	Increased scrutiny on human rights due diligence in the supply chain impacting the workforce and community
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### Social considerations for workforce sustainability

 <b>DEI and workforce</b> <p>All elements of workforce risk - from DEI strategy to governance to success planning and talent pipeline</p>	 <b>Human rights and modern slavery</b> <p>Treatment of employees and contract staff in business operation</p>	 <b>Supply chain and distribution</b> <p>Human rights implications within the supply chain in a world of tightening regulations</p>
 <b>Health, safety and wellbeing</b> <p>Compliance with health and safety regulations - tying in employee wellbeing to health and safety strategies to reduce overall workforce risk</p>	 <b>Culture and behaviour</b> <p>Wellbeing, culture organisational behaviour and non-financial misconduct</p>	 <b>Social reporting</b> <p>Align social reporting with organisational strategy</p>

### Why partner with PwC

We are a trusted advisor with deep industry experience and global connections

We provide an objective view, informed by extensive experience and an understanding of the Malaysian market

We bring a collaborative and differentiated approach, applying a business lens in all that we do

We focus on data augmentation and digital transformation as our field of play



## How can PwC help?

PwC is dedicated to support your business's journey towards a thriving and more resilient workforce. With proven track record of success, our comprehensive services listed below are aimed at providing tailored solutions to address the specific workforce sustainability needs of your organisation.



## Is your workforce sustainability ready? Let's talk...

- How is **fairness defined** and delivered within your organisation?
- Do you know what are the **key risks associated with your workforce**?
- How is your **DEI implementation** supporting the company's ESG purpose?
- Is there **cultural and behavioural alignment** with the company's broader ESG purpose? What are you doing to identify **potential modern slavery risks** within the organisation? How do you manage these risks?
- How do you demonstrate to customers that your organisation is **adhering to international labour standards** on recruitment and labour rights?
- How is your **reporting meeting regulatory requirements regarding social impact**?

Start a conversation with our specialists today...



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Link to microsite

