



HEY LEP Talent Forum

February 2024



Work Place Culture

- How do we grow a positive and engaging work place culture - Remote, hybrid and office?
- What does Ocean do?
- What do other businesses do?



HR Talent Acquisition and the Local Labour Market

- If you are recruiting, how are you finding the local labour market?
- What are the hardest roles to recruit for, and why?
- Creative solutions, strategies and attraction of talent?



ESG

ESG - Environmental, Social and Governance refers to the extent to which companies act as responsible citizens.

ESG covers how we address climate change, sustainability, biodiversity, energy efficiency, waste reduction and compliance with ethical standards.

It also looks at how far we go to prioritise equality, diversity and inclusion in our recruitment, how much we support social initiatives, and whether our values reflect this in our partners.



Environmental

This is about making sure your company addresses sustainability, biodiversity, pollution reduction, climate change and the associated risks.

We partner with JUST ONE Tree to support them in restoring life on land in the Oceans.

**Restoring life on land and
in the oceans with**





Social

There are many social aspects of ESG, and all of them are essentially about social relationships.

Important issues include fairness, equality, diversity and inclusion in the workplace, human rights and safety.


Giving back to local communities or charities close to our heart through volunteering days.

Governance

Governance refers to the processes of decision-making, reporting, and the logistics of running a business, along with a business's ethical behaviour and its transparency with stakeholders about its activities.

Governance is linked to the environmental and social aspects of ESG in that it looks at the transparency and decision-making behind them.

Examples of governance practices include:

- accurate reporting to stakeholders on financial performance, business strategy and operations
- ensuring business leaders and managers are accountable for risk and performance management
- undertaking business ethically, such as preventing bribery
-  ensuring diversity in any leadership team and being open about executive pay.

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Ensuring good governance in your business can appeal to investors and your supply chain and practicing good governance may also help enable businesses to grow.



You decide the right attitude

Which of the following statements are true?

1. By providing reliable information on ESG to investors, we can build trust and ensure that we deliver on our promises
2. The reliability of 'green' claims made by some companies is questionable, so it's good to adopt a standard approach
3. ESG is all a bit of a con - none of these parameters ultimately makes any difference to profitability.



You decide: The right attitude

1 and 2 are correct

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It's unfair to say that ESG is meaningless. By adopting a standard approach and providing reliable information, regulators can maintain trust and ensure market integrity.



ESG & Business

A strategic adviser, is helping a bank analyse current world developments. Which of the following factors could be said to have accelerated the demand for ESG investments?

1. Brexit
2. Covid 19
3. Boomer and older generations
4. Millennials and younger investors



ESG & Business

2 and 4 are correct

Covid 19

Millennials and younger investors

Although ESG as a concept had already started to impact financial services businesses, the rate of change accelerated due to the global Covid-19 pandemic. This demonstrates how an external shock factor can quickly affect the entire world. Research also shows that young investors and Millennials are driving the demand for values-led investments.

