

# The Sustainable Company: a new approach to corporate governance

Sigurt Vitols

European Trade Union Institute

# Our book



# Corporate governance 1: is our system sustainable?



**etui.**

# Financial Crisis



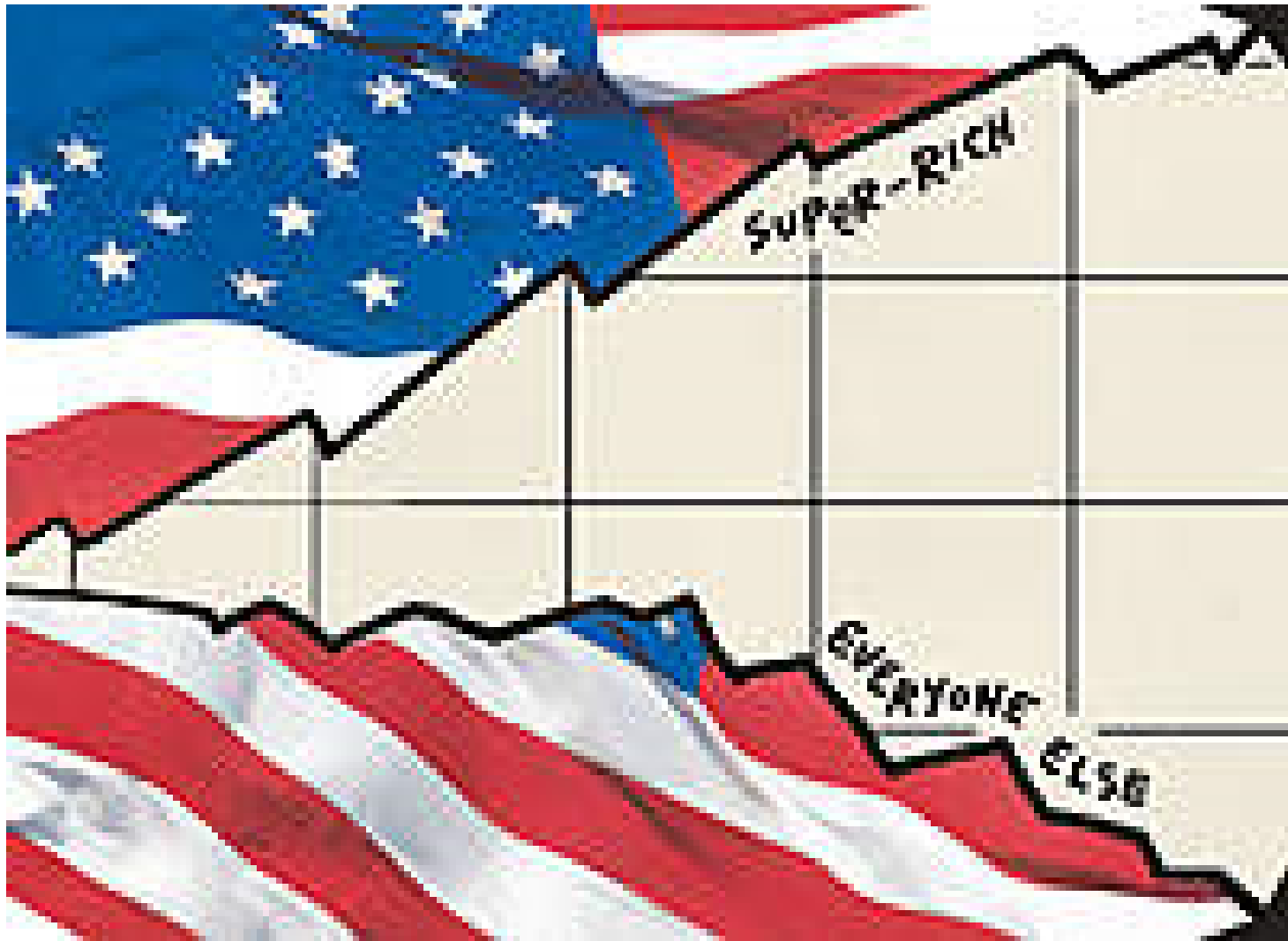
**etui.**

# Climate Crisis



**etui.**

# The social crisis



**etui.**

# Sustainability is multi-dimensional

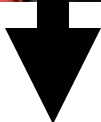
- Social
- Environmental
- Financial

## Corporate governance 2: battle of the systems



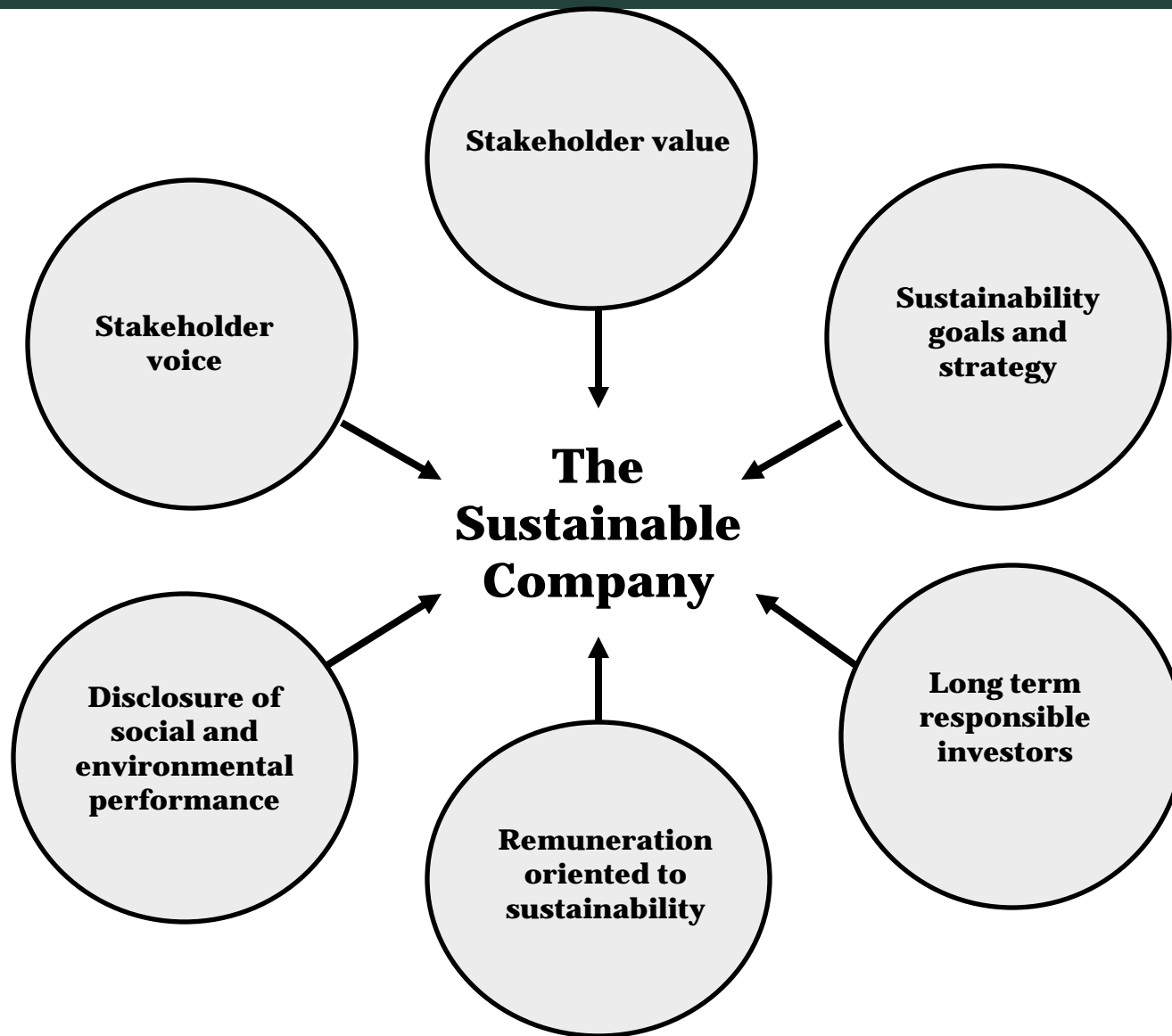
**etui.**

# Shareholder value system



**etui.**

# Elements of the Sustainable Company

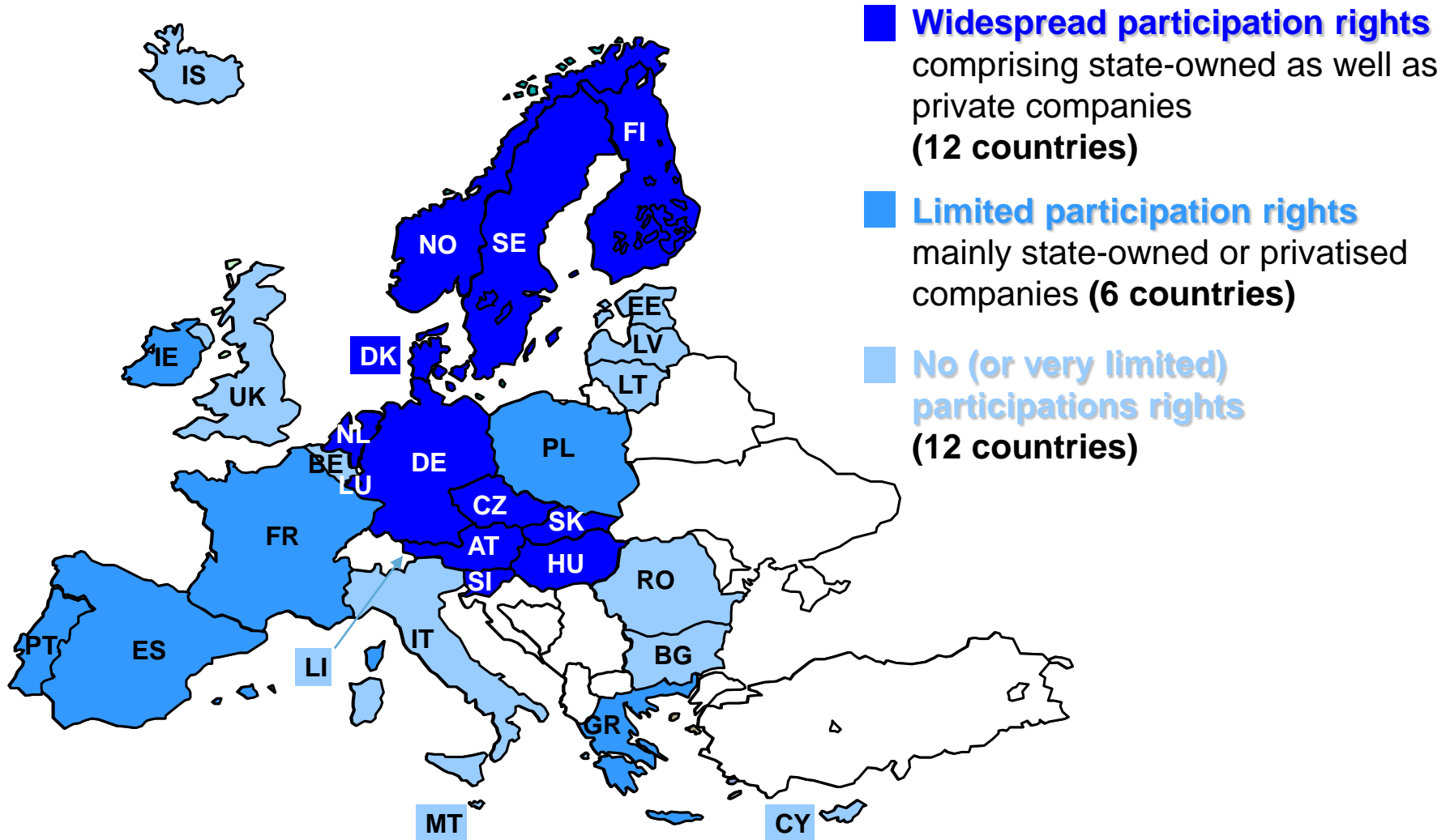


# 1: Stakeholder value / definition of Unternehmensinteresse



**etui.**

## 2. Stakeholder voice



### 3. Mandatory sustainability reporting



**etui.**

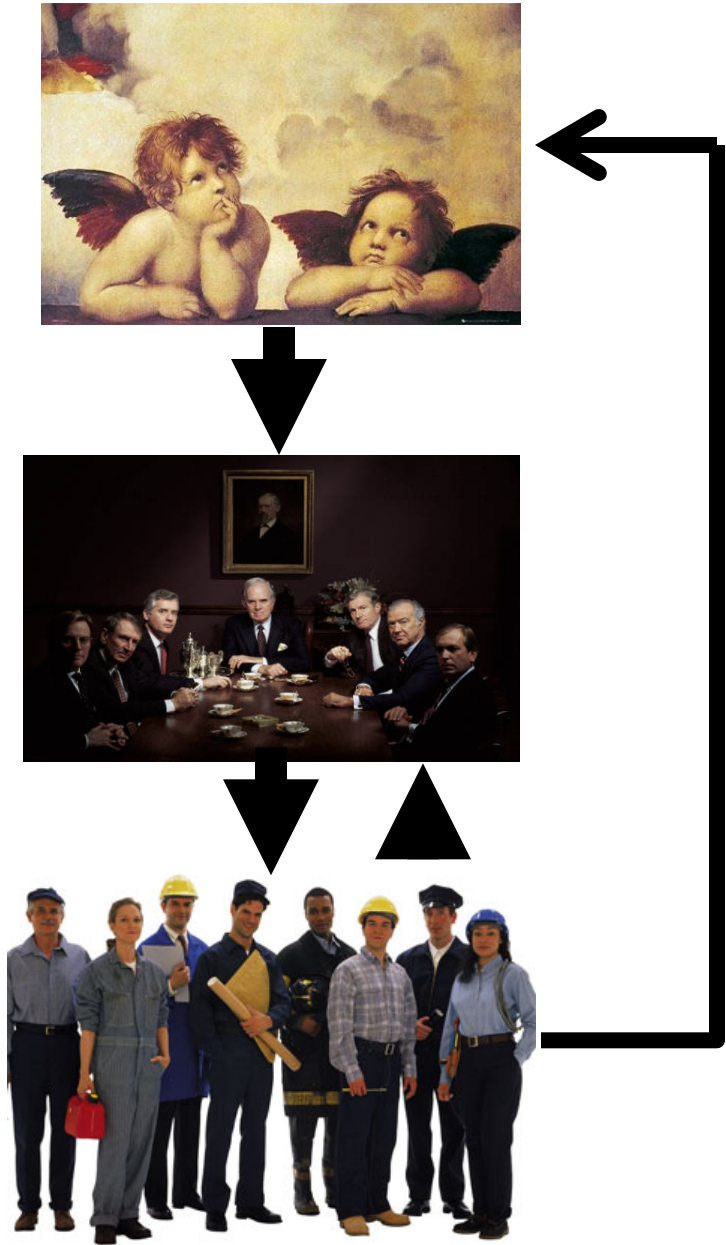
## 4. Sustainability-oriented remuneration



## 5. Sustainability strategy

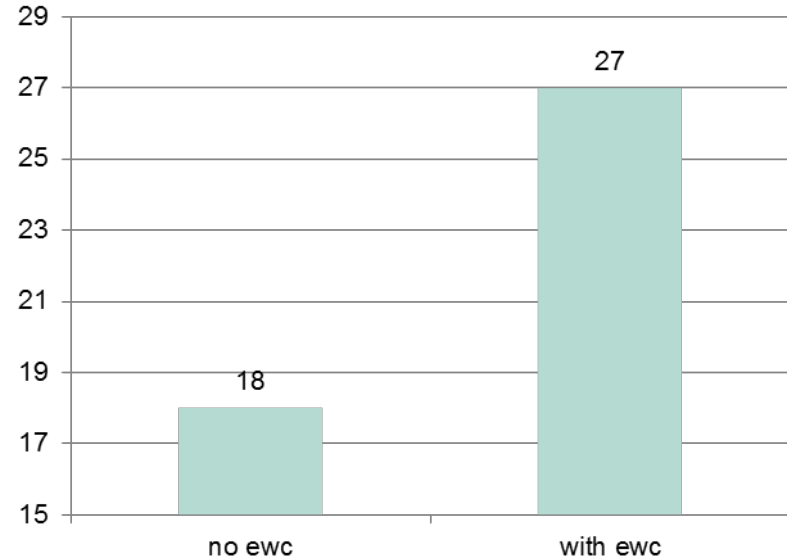
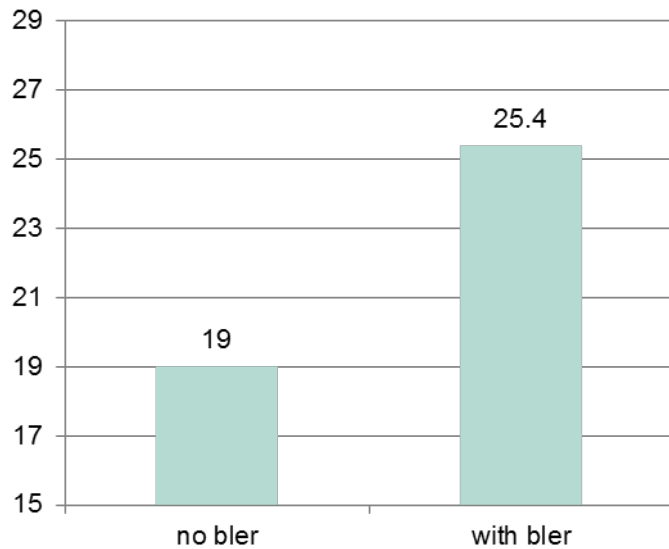


# 6. Long-term responsible investors



# You are a key part of the solution!

## Example: responsible management of restructuring



# What can WE do to make our company sustainable?

- Human resources policy
- Long-term financial policy
- Environmental performance
- Supply chain policies
- ???

## Working groups

- Group 1: sustainability as a tool for workers' representatives -- *introduction by Juliette Picquenard, Axia Consultants and Christoph Juhl, VW Betriebsrat* (polish, english, german)
- Group 2: key elements that define a sustainable company – human resources policy – *introduction by Sig Vitols ETUI* (german, english)
- Group 3: experiences with framework agreements *introduction by Geoff Hayward, Allianz SE and Natacha Séguin, Groupe Alpha* (english)

Thank you for your attention!

**etui.**