

ADVICE FOR DEVELOPING POLICIES | GUIDE

OVERALL

Policies must reflect the CSR strategic focus areas & the overall level of ambition.

Therefore, future policies & action areas may change once the strategy is set / if it changes.

INSPIRATIONAL SOURCES

<https://bit.ly/maersk-codes>
<https://bit.ly/workable-policies>
<https://bit.ly/how-to-write-csr-policies>

WHAT AND WHY

= Introduction & purpose

Purpose of this policy (e.g. to guide our daily practices + inform external stakeholders)

Where / how does this policy belong in the CSR strategic focus areas

Ambition level can possibly. be 2-parted: minimize & optimize:

- A) compliance (risk mitigation, legal),
- B) contribution (opportunities, proactiveness)

General principles for prioritization of focus areas & management of these (primary / secondary; direct / indirect impact - value chain impact consideration)

WHO

= Scope

Clarify whether it should be used for both internal and external use, possibly. in two editions.

WHO

= Point of contact

Maersk example
"Who knows something about this"

HOW

= How we commit & contribute

Our commitments, priorities and requirements
International standards & guidelines
Governance

Daily practice / internal procedures / "What you can do" (for internal versions - maybe also external?)

OTHER RECOMMENDATIONS

Let the language include version 2.0 mindset:

Compliance:
Minimize, reduce, avoid, risk

Opportunity:
Optimize, develop, innovate, opportunity

Possbly peer benchmark

