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ESG - Environment, Social & Governance

Environmental, social, and corporate governance (ESG) is a strategic framework for identifying, assessing, and addressing organizational objectives and activities ranging from the company's carbon footprint and commitment to sustainability, to its workplace culture and commitment to diversity and inclusion, to its overall ethos regarding corporate risks and practices.

This Tableau Accelerator allows you to:

- Assess global efforts on Environment, Social and Governance
- Deep-dive to environmental indicators
- Appraise leading industries
- Deep-dive to a given company and benchmark its performance vs competitors

Monitor and improve KPIs

Overall ESG Score

- **ESG Score:** Score based on the extent of a company's Environmental, Social, and Governance (ESG) disclosure. The score ranges from 0.1 to 100.

Energy

- **Total Energy Consumption:** Total Energy Consumption in megawatt hours (MWh). This includes energy directly consumed through combustion in owned or controlled boilers, furnaces, vehicles, or through chemical production in owned or controlled process equipment. It also includes energy consumed as electricity (expressed in MWh)

- **Energy Consumption per Sales:** Average energy consumption per sales revenue (expressed in Wh by M€)

Waste

- **Total Waste:** Total amount of waste, both hazardous and non-hazardous (expressed in K tons)

- **Waste per Sales:** Average weight of waste per sales (expressed in K tons by M€)

CO2 Emissions

- **Total CO2 Emissions (estimate):** Total Greenhouse Gas (GHG) Emissions of the company in tonnes of carbon dioxide equivalent (CO2e). Total GHG Emissions equals the total of company Scope 1 and Scope 2 emissions, where reported and if not Scope 1 and Scope 2 estimates. It does not include Scope 3 emissions. (expressed in tons of CO2 by M€)

- **Total CO2 Emissions (direct):** Total Greenhouse Gas (GHG) Direct Emissions of the company in tonnes of carbon dioxide equivalent (CO2e). Total GHG Emissions equals the total of company Scope 1 emissions (expressed in tons of CO2 by M€)

- **Total CO2 Emissions (indirect):** Total Greenhouse Gas (GHG) Indirect Emissions of the company in tonnes of carbon dioxide equivalent (CO2e).

Total GHG Emissions equals the total of company Scope 2 emissions (expressed in tons of CO2 by M€)

- **CO2 Emissions per Sales:** Total greenhouse gas (GHG) if available, else total carbon dioxide (CO2), else estimated GHG, intensity calculated as metric tonnes of greenhouse gases emitted per sales revenue normalized to euros (expressed in tons of CO2 by M€)

- **CO2 Emissions per Employee:** Total greenhouse gas (GHG) if available, else total carbon dioxide (CO2), else estimated GHG, intensity calculated as metric tonnes of greenhouse gases emitted per number of employees normalized (expressed in tons of CO2 by employee)

Social

- **Women in Management %:** Share of women employed in senior management positions at the company (expressed in %)

- **Women on Board %:** Percentage of women on the board of directors (expressed in %)

- **Nb Employees:** Number of employees in the company

- **Nb Companies:** Number of companies

- **Nb Companies with Social Policy:** Number of companies with social policies (4 social policies identified: Health Safety, Human Rights, Equal Opportunity, Fair Remuneration)

- **Companies with Social Policy %:** Share of companies with social policies (4 social policies identified: Health Safety, Human Rights, Equal Opportunity, Fair Remuneration) (expressed in %)

Answer key business questions

- Where do we stand on Environment/Social/Governance subjects?
- Where do we stand regarding CO2 Emissions?
- How many companies have at least one Social Policy?
- What is the share of women on the Boards of Companies?
- How does my Company perform compared to other companies in the same industry?

Required attributes

- **Date** (*date*): Fiscal Year
- **Company** (*string*): Name of the company
- **Industry** (*string*): Industry Type 1 (Communications, Consumer Discretionary, Energy...)
- **Industry 2** (*string*): Industry Type 2 (Media, Telecommunications, Retail...)
- **Industry 3** (*string*): Industry Type 3 (Advertising, Internet, Publishing)
- **Industry 4** (*string*): Industry Type 4 (Film/TV, Music, Furniture...)
- **Country** (*string, role: country*): Company Country
- **Human Rights Policy** (*string*): "Y" if existing policy
- **Equal Opportunity Policy** (*string*): "Y" if existing policy
- **Fair Remuneration Policy** (*string*): "Y" if existing policy
- **Health Safety Policy** (*string*): "Y" if existing policy
- **Climate Change Policy** (*string*): "Y" if existing policy
- **Energy Efficiency Policy** (*string*): "Y" if existing policy
- **Waste Reduction Policy** (*string*): "Y" if existing policy
- **Water Policy** (*string*): "Y" if existing policy
- **Biodiversity Policy** (*string*): "Y" if existing policy
- **ESG Score** (*numeric*): ESG Disclosure Score (0.1 to 100)
- **CO2 Emissions** (*numeric*): Green House Gaz - CO2 Estimate (in K tons)
- **CO2 per Sales** (*numeric*): Green House Gaz - CO2 per Sales (estimate in tons per Sales M€)
- **Direct CO2 Emissions** (*numeric*): Green House Gaz - Direct CO2 Estimate (in K tons)
- **Indirect CO2 Emissions** (*numeric*): Green House Gaz - Indirect CO2 Estimate (in K tons)
- **Energy Consumption** (*numeric*): Energy Consumption (in MWh)
- **Waste** (*numeric*): Total weight of waste the company discards (in K tons)
- **Pct Women in Management** (*numeric*): Percentage of women employed in senior management positions at the company (0.5 stands for 50%)
- **Pct Women on Board** (*numeric*): Percentage of women on the board of directors, as reported by the company (0.5 stands for 50%)
- **Market Cap** (*numeric*): Amount of the company market cap (in M\$)
- **Nb of Employees** (*numeric*): Nb of Employees