

AR & C ENNA

# SUMMARY

Environmental, social, and governance (ESG) issues are no longer treated as an afterthought by

set of internal stakeholders: its

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# OVERVIEW: THE ESG LANDSCAPE

## CHARACTERISTICS OF ESG

Environmental, social, and governance (ESG)

(QYLURQPHQWDO

6RFLDO

\*RYHUQDQFH

## THE RISE OF ESG

stakeholders:

- ,QVWLWXWLRQDO LQYHVWRUV like
- /HQGHUV
- linked loans [amounted to](#)
- 5HJXODWRUV
- &UHGLW UDWLQJ agencies are [racing](#)
- &RQVXPHUV

[64 percent](#) of them choosing,

– its people?

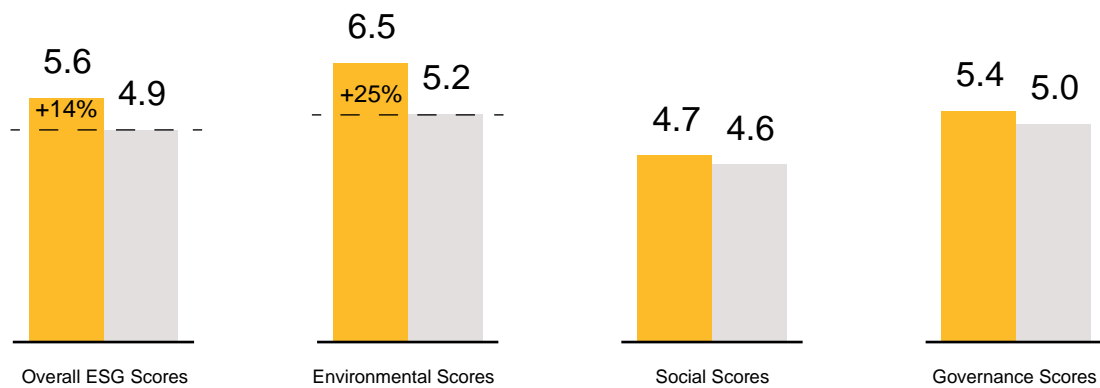
# RESULTS: ESG PERFORMANCE AND WORKFORCE SENTIMENT

the global average

higher ESG scores of top employers are driven by superior environmental

to produce better results for the

Exhibit 1: Average ESG and pillar scores of top employers by employee satisfaction and average employers  
0-10 scale, 2019



● Top employers by employee satisfaction    ● Global average employers

Source: MSCI, Marsh & McLennan Advantage Insights analysis

# young talent

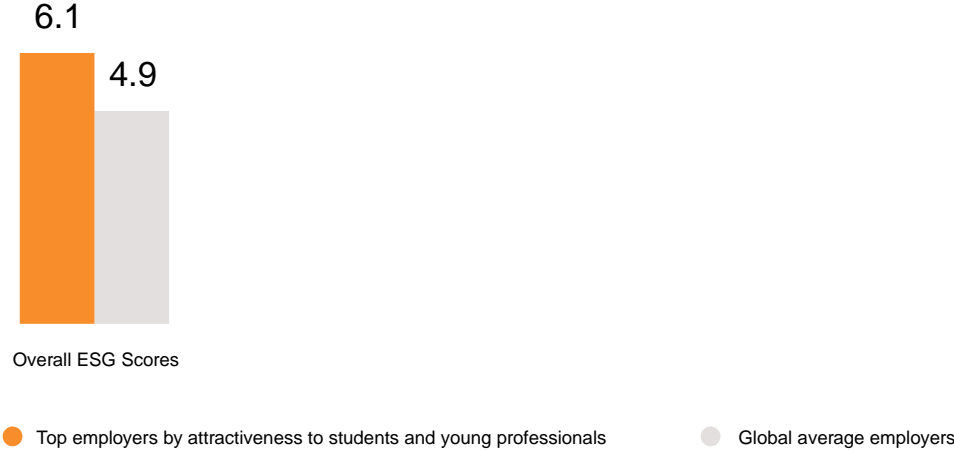
25 percent higher than the global average employers

suggests that higher ESG scores are driven to a great degree by superior environmental

availability of human

Exhibit 2: Average ESG and pillar scores of top employers among young talent and average employers

0-10 scale, 2019



## carbon emissions than their peers

intensity –

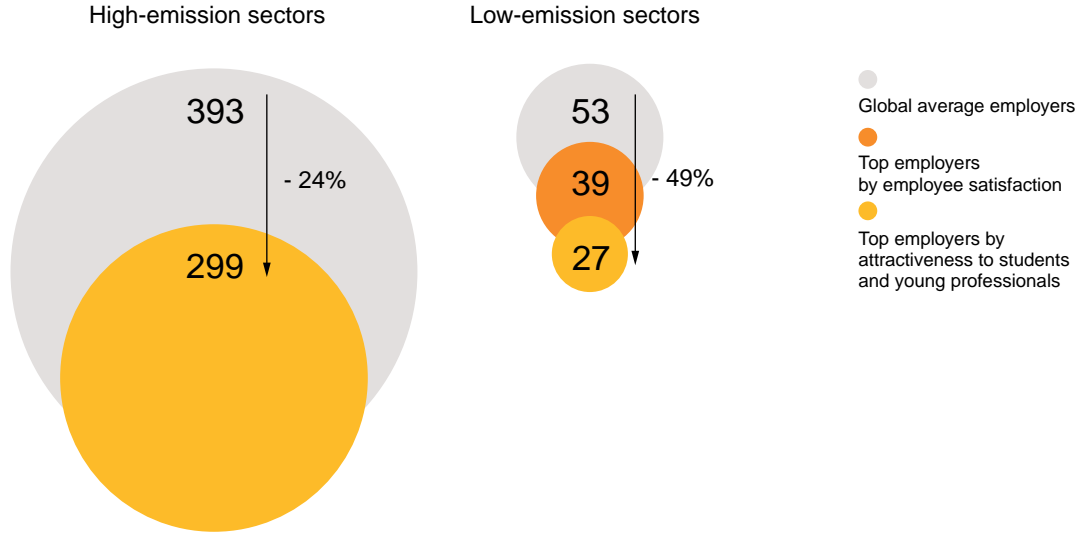
– across all three employer groups <sup>1</sup>

apply across both high-emission <sup>2</sup>

<sup>3</sup>

the most attractive companies to young

Exhibit 3: Average employer carbon emission intensity  
Metric tons per USD million sales, 2019



Source: MSCI, Marsh & McLennan Advantage Insights analysis

1 The employer groups used in this study can be found in the Part II: Methodology Document of this study  
 2 High-emission sectors have a carbon emission intensity above the global average. These include the energy, materials, and utilities sectors.  
 3 Low-emission sectors consist of sectors whose carbon emission intensity is below the global average. These include industrials, real estate, consumer staples, information technology, telecommunication services, consumer discretionary, healthcare, and % Q D Q F L D O V









ESG as a Workforce Strategy please visit our

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