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Check-list of indicators and questions to assess a company's human capital strategy related to the topic of high inequality

Human capital and profitability: relationship between the company's financial profitability (ROI for example) and the evolution of the number of employees (this standard number is reported either in annual reports, or if the company publishes a sustainability report, as the GR4-LA1a indicator⁵⁵)

- Depending on the sector and the role of technology, observe if financial performance increases while the number of employees decreases
- *Ask the company to explain how it intends to grow over the longer term while reducing its human capital: What is the rationale for employee layoffs? What is the strategy for maintaining employee morale and productivity? How does the reduction in headcount hinder or help the company's long term growth prospects?*

Human capital efficiency: level of turnover and absenteeism (corresponding GRI indicators: G4-LA1b and LA6a)

- Are those indicators higher than the sector average, or increasing?
- *Ask the company to explain its level of absenteeism and its strategy to reduce it*

Human capital valuation: assess the level of average wages and employee benefits against the sector average and the country's minimum and "living" wage standards⁵⁶ (GRI indicators G4-EC5 and G4-LA2)

- Are wages and benefits substantially lower, especially for hourly workers?
- *Ask the company about its strategy for the attraction and retention of talent, and management of turnover and absenteeism-related costs, and how do wage levels play into this*

Human capital development: training and education opportunities provided to the work force (GRI indicators G4-LA9, LA10 and LA11)

- Are average hours of training below the sector's average? Are they in line with the policy for human capital development?
- *Ask the company to explain its strategy for training and growth opportunities and explain deviations from industry averages and industry leaders*

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