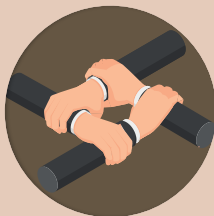


SUSTAINABLE CORPORATE GOVERNANCE



NFU recommendations:

✔ **Setting up binding due diligence obligations** for companies that will focus on the assessment, identification, mitigation, prevention and remediation of human rights violations and environmental impact across business operations and value/supply chains.

✔ **Global Framework Agreements**, which are negotiated by trade unions, can be a **good basis for implementing due diligence requirements**.

Examples of activities carried out by financial trade unions in the Nordics can be found at <https://bit.ly/nfu-annex-2022>.

More on NFU's views is available at <https://bit.ly/nfu-positionpaper-2022>.



Regulatory requirements need to ensure that:

- **Trade unions and employee representatives** take an active part in the process of due diligence. Through their expertise in assessing human rights risks and particularly workers rights and their role in remediation of harm, they would add value to the process.
- **The rights** to freedom of association, collective bargaining rights, social dialogue, democracy at work, and decent working conditions should be an important part of the due-diligence framework.

Regulatory requirements should not hamper current actions to improve diversity and gender equality in top management. Due consideration needs to be given to national regulations and traditions.



Nordic
Financial
Unions