


# RECOGNIZE AND ENGAGE FINANCE SECTOR EMPLOYEES AND TRADE UNIONS IN THE SUSTAINABLE FINANCE AGENDA

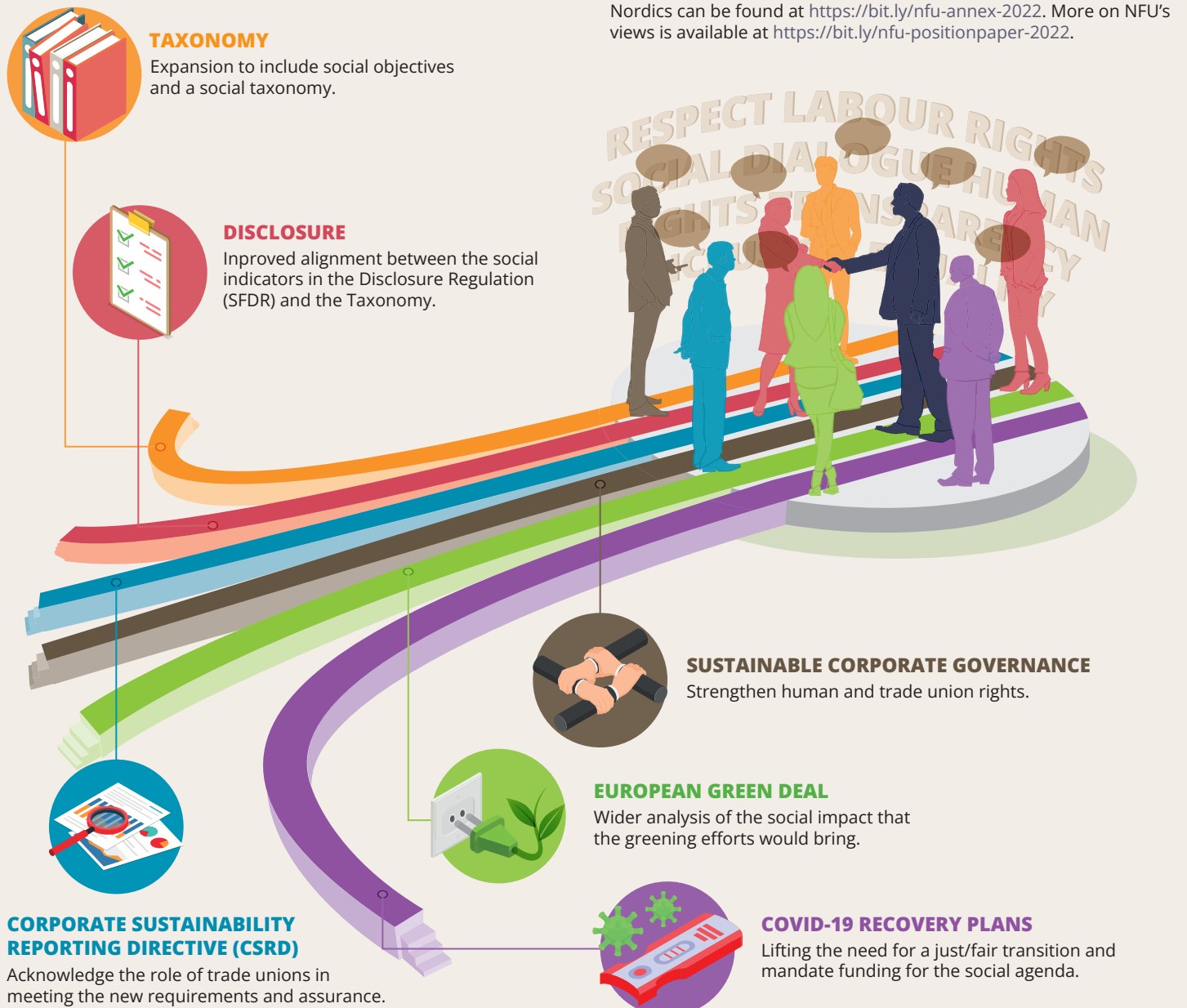
## WHAT ARE SOCIAL CONSIDERATIONS?

Social considerations could be defined as the manner in which any entity engages with its key stakeholders and the footprint that its policies and operations leave on their rights.

 Dialogue, respect, advancing rights

 Harming or denying rights

## WHERE IN THE SUSTAINABLE FINANCE AGENDA CAN SOCIAL CONSIDERATIONS BE LIFTED?



## WHAT IS THE ROLE OF FINANCE SECTOR EMPLOYEES AND TRADE UNIONS?

**Toward consumers:** Employees are the ones who consumers will approach to better understand what sustainable finance is and receive personalized advice.

**Towards a sound financial sector:** Employee's efforts to advance the internal processes, work environment, and participation in decision-making strengthen the financial sector.

**Towards sound implementation of financial regulation:** Employees experiences from meeting customers and practical application of rules and regulations can help find the right balance.

**Toward the financial system and wider society:** Employees' efforts increase transparency on sustainability issues and trust in the sector. As part of the watchdog mechanism, they can strengthen the efforts to address issues such as greenwashing and social washing.

**The dual power of financial trade unions:** understanding financial regulation while approaching it with social lens.

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>.