



Championing better work  
and working lives

## About CIPD

We are the professional body for HR and people development. We've been championing better work and working lives for over 100 years. We help organisations thrive by focusing on their people, supporting our economies and societies. We're the professional body for human resources, learning and development, organisation development and all people professionals – experts in people, work and change. With almost 160,000 members globally – and a growing community using our research, insights and learning – we give trusted advice and offer independent thought leadership. And we are a leading voice in the call for good work that creates value for everyone.

## Comments on UK Social Taskforce Report

We welcome the publication of the Report and its recommendations, and we agree that social factors may be relevant from an investment perspective.

We note the emphasis that the Taskforce has placed on reporting on modern slavery. We have produced some information on modern slavery for the HR profession which will be available to members via our website. HR has a key role to play in how companies ensure they take the necessary steps to proactively tackle the threat of modern slavery. This includes understanding the key people risks, the development of appropriate due diligence and policies, and the design of training. HR can also help influence the employment practices of the organisation's suppliers, for example by sharing best practice in recruitment, people management and development across the supply chain network.

As regards companies, we support clear, full and timely disclosures on social factors. We support reporting on the gender and ethnicity pay gaps and internal pay ratios up to two levels down from the board / material risk takers. We also support disclosure of human capital management key performance indicators, including composition of the workforce, workplace safety and standards, employee turnover, absenteeism rates, skills and capabilities, employee engagement, gender diversity and other useful indicators that help investors assess companies' human capital management practices.

However, we are also aware that much of the debate around reporting starts from what can easily be measured, rather than what is most material to long-term success. In our responses to the ISSB and to Department for Business & Trade, we have emphasized the importance of social reporting as an important driver of productivity and growth in the economy.

ISSB response: [Putting human capital reporting on the agenda for international sustainability standards | CIPD](#)

DBT response: [Non-financial reporting should look at social factors beyond ethics and diversity | CIPD](#)

Finally, we are collaborating with Acas to look more widely at the footprint of the S in ESG.

We would be happy to discuss any of these issues further with you.

Yours faithfully

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