

Final Report | March 2024

Considering Social Factors in Pension Scheme Investments: Directory of data sources

Taskforce on Social Factors: Directory of data sources

This list is not exhaustive but should provide guidance as to how to classify and use reports/data sources.

Contextual sources

Useful to understand what social issues are and to provide overall context for trustees around social issues

Organisation	Coverage/Focus	Topic(s)	Nature of Source	Useful for	Source
Isio Group Limited	Broad introduction to social factors	Multiple social factors	Thematic thought piece	Asset owners	the-social-dilemma_an-introduction-for-investors.pdf (isio.com)
Impact Invest	Legislative Framework and Market Practice on Social Reporting in the UK	Multiple social factors	Detailed legislative overview of social factors in the UK	Asset owners	New research shines a light on existing social sustainability metrics that can spearhead further policy and industry action Impact Investing Institute
World Bank	Social development indicators (countries)	ESG Data	Development progress	Asset owners & asset managers	Environment Social and Governance (ESG) Data DataBank (worldbank.org) The World Bank: Worldwide Governance Indicators The World Bank: Poverty and Inequality Indicators
Business and Human Rights Resource Centre	Minerals sector (companies)	Transition minerals	Sectoral data	Asset owners & asset managers	Business and Human Rights Resource Centre's Transition Minerals Tracker
Business and Human Rights Resource Centre	Human rights violations & lawsuits (companies)	Human rights	News portal	Asset owners & asset managers	Business & Human Rights Resource Centre (business-humanrights.org)
Human Rights Watch	Human rights violations & lawsuits (companies)	Human rights		Asset owners & asset managers	Human Rights Watch
International Bill of Human Rights	Comprising the Universal Declaration of Human Rights; the International Covenant on Economic, Social and Cultural Rights; the International Covenant on Civil and Political Rights and its two Optional Protocols	Human rights			
International Labour Organization's (ILO's) Fundamental Principles	ILO's Declaration on Fundamental Principles and Rights at Work and the eight core conventions	Human rights			
Legislative framework and market practice in Social reporting in the UK	Equality Act, Human Rights Act, etc.	Multiple social factors			
Country analysis	Reports developed by multilateral agencies that provide context to social risks at country/regional level				
Sector/issue analysis	Reports and research from multilateral agencies, NGO's, thinktanks and academia that provide context to sector-by-sector exposure to different social risks or provides deep dives into a specific social issue				

Frameworks and standards

Useful to provide a structure for assessing and understanding social impacts in the context of sectors and individual businesses.

Organisation	Description	Audience and Scope
UN Principles for Responsible Investment (PRI)	<p>UN-supported international network of investors where signatories work collaboratively towards understanding the implication of ESG factors for investment, ownership decisions and ownership practices.</p> <p>Six voluntary principles that provide overarching guidance on actions members can take to incorporate ESG issues into the investment process</p> <p>PRI's offer guidance to investors on why and how investors should act on human rights and investors will need to report on human rights through PRI's Reporting Framework.</p>	<p>Investors</p> <p>Some sector specific guidance</p>
Global Reporting Initiative (GRI)	<p>Publishes the GRI Standards, which provide guidance on disclosure and reports across environmental, social and economic factors for all stakeholders.</p> <p>Globally recognised best practice, the standard for the UN Global Compact (UNGC) for how organizations communicate and demonstrate accountability for their impacts on the environment, economy and people that has integrated the UN Guiding Principles (UNGP) into its reporting requirements.</p>	<p>Stakeholders, incl. investors</p> <p>Some sector specific guidance</p>
United Nations Global Compact (UNGC)	<p>Collaboration between leading companies and the UN.</p> <p>Signatories adhere to the 10 principles derived from broader global standards such as the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.</p> <p>10 principles cover areas of human rights, labour, environment and anti-corruption.</p>	<p>Companies</p> <p>Investors</p>
UN Sustainable Development Goals (SDGs)	<p>UN's blueprint to tackling key global challenges such as poverty, climate change, inequality, health, biodiversity and world peace</p> <p>17 goals agreed by all UN members in 2015 in replacement of the UN Millennium Goals</p>	<p>Aimed at governments</p> <p>Provides a signal to investors</p>
International Labour Organisation (ILO)	<p>UN agency that brings together governments, employers and works of 187 member states to set labour standards and promote decent work for all.</p> <p>The eight fundamental standards include concepts such as freedom of association, abolition of forced labour and equal pay.</p>	<p>Investors</p> <p>Companies</p>
UN Guiding Principles	<p>The authoritative standard on corporate conduct on human rights. They are widely supported and adopted by states, regional institutions and multilateral organisations.</p>	<p>Investors</p> <p>Companies</p>
OECD Guidelines	<p>The Guidelines reflect the expectation from governments to businesses on how to act responsibly. They bring together all thematic areas of business responsibility, including human and labour rights.</p>	<p>Companies</p>
Taskforce on Inequality-related Disclosure (TIFD)	<p>Similar to Taskforce on Climate related Financial Disclosures (TCFD) and Taskforce on Nature related Financial Disclosure(TNFD), TIFD is conceived as an explicit systemic risk management framework that can reduce inequality created by the private sector. A collaboration among a broad range of stakeholders, TIFD will provide guidance, thresholds, targets, and metrics for companies and investors to measure and manage their impacts on inequality, as well as inequality's impacts on company and investor performance.</p>	<p>Investors</p> <p>Companies</p>
ISSB	<p>Organisation developing standards that will result in a high-quality, comprehensive global baseline of sustainability disclosures focused on the needs of investors and the financial markets.</p>	<p>Investors</p> <p>Companies</p>
UK and EU legislation related to social factors reporting	<p>Example: the Modern Slavery Act, Gender Pay Gap reporting, the EU Regulation on sustainability-related disclosures in the financial services sector, among others.</p>	<p>Investors</p> <p>Companies</p>

Issuer information

Useful to assess and understand performance at issuer level

Note: the PRI has created an overview of human rights benchmarks for investors. This is an important resource to help trustees understand a specific topic on a company level basis. It is worth noting here that the range of coverage for each benchmark varies greatly and depending on your holdings, there may be companies that are not covered. However, the benchmarks listed on specific topics are best in class and should be considered in understanding the depth of information available.

Organisation	Coverage/Focus	Topic(s)	Nature of Source	Accessibility	Source
Council on Foreign Relations	Conflict (countries)	Conflicts	Data portal & infographic	Free to access	Global Conflict Tracker Council on Foreign Relations (cfr.org)
CCLA	Mental Health in UK and Global Companies	Mental Health	Benchmark	Free to access	CCLA Mental Health
World Benchmarking Alliance	Gender diversity (select apparel companies)	Gender diversity	Benchmark	Free to access	Gender Benchmark World Benchmarking Alliance
World Benchmarking Alliance	Human rights (select food and agricultural products, ICT and automotive manufacturing companies)	Human rights	Benchmark	Free to access	Corporate Human Rights Benchmark WBA (worldbenchmarking-alliance.org)
World Benchmarking Alliance	Just transition (select oil, gas, utilities and automotive manufacturing companies)	Just transition	Benchmark	Free to access	2021 Just Transition Assessment World Benchmarking Alliance
Clarity AI	Social metrics aligned with SDG & EU SFDR frameworks, social scores & ESG ratings, & social controversies (countries & companies)	ESG Data	ESG Data Provider	Subscription needed	AI Sustainability Tech Kit Clarity AI
ISS	Social metrics aligned with SDG & EU SFDR frameworks, social scores & ESG ratings, & social controversies (countries & companies)	ESG Data	ESG Data Provider	Subscription needed	ISS ESG Solutions (issgovernance.com)
LSEG (FTSE)	Social metrics aligned with SDG & EU SFDR frameworks, social scores & ESG ratings, & social controversies (countries & companies)	ESG Data	ESG Data Provider	Subscription needed	ESG data and scores London Stock Exchange
Minerva Analytics	Social metrics aligned with SDG & EU SFDR frameworks, social scores & ESG ratings, & social controversies (countries & companies)	ESG Data	ESG Data Provider	Subscription needed	Minerva Analytics
MSCI	Social metrics aligned with SDG & EU SFDR frameworks, social scores & ESG ratings, & social controversies (countries & companies)	ESG Data	ESG Data Provider	Subscription needed	ESG Data and Solutions - MSCI

Organisation		Topic(s)	Nature of Source	Accessibility	Source
PIRC	Social metrics aligned with SDG & EU SFDR frameworks, social scores & ESG ratings, & social controversies (countries & companies)	ESG Data	ESG Data Provider	Subscription needed	PIRC Solutions
Reprisk	Social metrics aligned with SDG & EU SFDR frameworks, social scores & ESG ratings, & social controversies (countries & companies)	ESG Data	ESG Data Provider	Subscription needed	RepRisk Solutions
Sustainalytics	Social metrics aligned with SDG & EU SFDR frameworks, social scores & ESG ratings, & social controversies (countries & companies)	ESG Data	ESG Data Provider	Subscription needed	Global Access (sustainalytics.com)
S&P	Social metrics aligned with SDG & EU SFDR frameworks, social scores & ESG ratings, & social controversies (countries & companies)	ESG Data	ESG Data Provider	Subscription needed	Sustainability for corporations S&P Global Market Intelligence (spglobal.com)
NGO company reports (various).	Reports on specific allegations against companies in different sectors, that provide a third-party assessment of issues that can help validate or challenge companies' own reporting.	ESG Insights	Reporting	Free to access	Investors can review reports from organisations such as: Business and Human Rights Resource Centre; Shift; Oxfam; WikiRate; Human Rights Watch; Western Sahara Resource Watch etc.
Unions	Global, regional and local union organisations can also provide pertinent information related to labour rights in different geographies and sectors. Investors can review information provided by the Committee on Workers' Capital (CWC), United Nations University (UNU), International Transport Workers Federation (ITF), and any local or company unions.	ESG Insights	Market	Free to access	
Companies' own reporting	Example: Companies' sustainability report, annual report and standalone social/human rights reporting.	ESG Data	Reporting	Free to access from companies' own websites Subscription needed for service providers	Sustainability for corporations S&P Global Market Intelligence (spglobal.com)

Resources focused on Modern Slavery

Organisation	Description	Audience and Scope
US State Department Trafficking in Persons Report	Annual review of governmental anti-trafficking efforts by country.	Country
US DOL List of Goods Produced by Child Labour	List of goods and their source countries which it has reason to believe are produced by child labour or forced labour in violation of international standards.	Product
US DOL Findings on the Worst Forms of Child Labour	The annual Findings on the Worst Forms of Child Labour focuses on the efforts of certain U.S. trade beneficiary countries and territories to eliminate the worst forms of child labour through legislation, enforcement mechanisms, policies and social programs.	Country and sector
Walk Free	A bank of resources dedicated to modern slavery, including investor and business action to tackle it.	Country and sector, product
Sweat and Toil app	Resource on country, product type and sector information on modern slavery implications.	Country and sector
The Global Slavery Index	Outlines high risk import and export industries by country.	Country and sector
Corporate Human Rights Benchmark	Assessment of human rights at a company level.	Company
As You Sow	Provides some examples of relevant shareholder resolutions.	Company
Know the Chain	Benchmark of corporate labour practices across sectors.	Company
Votes against Slavery Coalition	Coalition of investors seeking to improve modern slavery practices and disclosures for 44 FTSE 350 companies whose modern slavery reporting failed to meet the requirements of the UK Modern Slavery Act.	Company
Modern Slavery Guidance for listed companies in Thailand	Guidance for listed Thai companies focusing on high-risk sectors developed by Walk Free-FAST-Thai Stock Exchange. The indicators and information can be helpful for investors.	Company