Engagement Webinar for WASH Pledge Signatories & New Members
About WASH4Work
Who are the WASH4Work Coalition Partners?

- **34 multi-stakeholder partners** collaborating to elevate private sector leadership on WASH
- **22 business leaders** demonstrating best practice on WASH in the workplace, value chains & communities
- **12 global WASH expert organizations**
- **WASH4Work Secretariat** hosted by the UN Global Compact’s CEO Water Mandate Initiative
- **WASH4Work Chairs**: WaterAid & Diageo
- **WASH4Work Steering Group**: CWM, Coca-Cola, Diageo, GAP, TBC, UNICEF, Unilever, WaterAid, Xylem
WASH4Work is a multi-stakeholder initiative launched, 2016 to mobilise business action on water, sanitation and hygiene (WASH) in workplace operations, in communities where companies operate, and across supply chains.

**WASH4Work aims to:**

- Demonstrate business leadership on WASH in the workplace
- Share knowledge, leading practice and advocate best-in-class standards
- Continuously evolve the business case for prioritising WASH in corporate water stewardship
- Connect members to scale up WASH impact
- Build consensus and support the implementation of resilient WASH actions
Growth in Business Actions on WASH – Prioritized in Corporate Water Stewardship

Most significant growth in business action across new geographies, industries and across supply chains to small and medium sized enterprises
Insights 2020-2021

SECTION 1.
The Business Case For Investing In WASH As A Corporate Water Stewardship Priority

SECTION 2.
Best Practice—How Companies Are Taking Action On WASH

SECTION 3.
Raising Our Ambition To WASH Resilience
BEST PRACTICE:

HOW COMPANIES ARE TAKING ACTION ON WASH
Implementing the WASH Pledge
WASH Pledge commitment:
By signing the Pledge, companies commit to:

- Implementing access to safe water, sanitation and hygiene at the workplace at an appropriate level of standard for all their employees in **all premises under direct company control and**

- **Supporting partners across our value chains and communities that surround our workplaces** within a time-frame of 3 years

*The Pledge adheres to access to WASH as per WHO standards and international best practices.*

**2 versions of Pledge:**
- WASH Pledge 1.0 focused on WASH @ workplace
- WASH Pledge 2.0 focuses on WASH @ workplace, value chain and communities
How do I implement the WASH Pledge?

How do I get started?  **Step 1**

- Establish a baseline of understanding of current WASH situation for your company

  - Understand global and local standards, leading practice, laws/regulations for WASH access
  - Understand the current situation of WASH access across operations, supply chains and communities where you operate – via enterprise wide audit
  - Identify hot spots for action
**WASH Pledge self-assessment tool**

**Step 2:** Perform a self-assessment audit for your company  
**Step 3:** Identify hot spots for action / prioritize gaps

- **Tool to assess status of WASH**  
- **Rationale for scoring and identification of gaps and recommendations**

---

<table>
<thead>
<tr>
<th>Stage of Implementation</th>
<th>Category</th>
<th>Current State (0-5)</th>
<th>Pledge Compliance</th>
<th>Business Score (%)</th>
<th>Pledge Score (%)</th>
<th>Gap Analysis</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>GE1 General</td>
<td>18</td>
<td>2.1</td>
<td>90%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>WS2 Workplace Water Supply</td>
<td>15</td>
<td>2.4</td>
<td>95%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>WS3 Workplace Sanitation</td>
<td>0.7</td>
<td>2.1</td>
<td>56%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>WE4 Workplace Hygiene</td>
<td>0.8</td>
<td>2.4</td>
<td>46%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>VSC3 Valve/Supply Chain WASH</td>
<td>0.0</td>
<td>2.1</td>
<td>3%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>CW6 Community WASH</td>
<td>0.0</td>
<td>2.1</td>
<td>9%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td>0.8</td>
<td>2.1</td>
<td>38%</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>

**Pledge Compliance achieved within the facility?** NO

Number of dimensions and criteria: 6
WASH Pledge Implementation & Improvement

Step 4: Develop and implement an improvement plan

Various initiatives for managing the implementation

- **Training** for cleaning personnel, **awareness raising** activities for employees, or "fine-tuning" of systems and review mechanisms
- Link WASH to **KPI** of plant performance/ **sustainability frameworks**.
- Innovating through water saving **technologies**, treatment options, **monitoring and reporting mechanisms**.
- Integrated action plans in a **web-based software**
- Extended the coverage of Pledge to **contractual employees**/ Some plan to extend to their **supply chains and partners**.
WASH Pledge impact report

**Step 5: Disclose and Communicate WASH improvement actions & achievements**


- **Second Impact Report to be compiled in 2022 by WASH4Work**

- Status of implementation and impact achieved by signatory companies

- WASH Pledge as a tangible way for business contribution to SDG 6 and the Human Right to Water and Sanitation

- Business case to sign the Pledge and call to action

“The WASH at the workplace Pledge supports companies to take meaningful steps to addressing WASH within their own operations. I encourage more companies to sign up, begin implementing and start reaping the rewards.”

-Paul Simpson, CEO, CDP has given the foreword for this report.
Case study – WASH Pledge implementation at Xylem
WASH Pledge in Xylem’s Supply Chain

ANDREA MONTUORI - XYLEM GLOBAL PROCUREMENT SUSTAINABILITY MANAGER
The WASH Pledge initiative has been embedded in our 2025 Sustainability Framework and Strategy, guiding our efforts on more than one of Xylem’s Signature Goals.

- **WASH FOR OUR EMPLOYEES**: Ensure 100 percent of Xylem employees have access to clean water and safe sanitation at work, at home and during natural disasters.

- **WASH ACROSS OUR SUPPLY CHAIN**: Require suppliers to take the WASH Pledge for Access to Safe Water, Sanitation and Hygiene at the workplace.

- **WASH IN OUR COMMUNITIES**: Providing improved water and sanitation solutions to 20 million people at the base of the economic pyramid. Provide 15 million people with water education to improve quality of life and raise awareness.

Based on company estimated, approximately 90 percent of Xylem revenue addresses SDG 6 - learn more [here](#).
WASH Pledge Across Xylem’s Supply Chain

More than 420 Xylem Suppliers have joined the cause since January 2020!

Key Success Factors:
- Education Opportunities for our suppliers
- Targets & KPIs to drive progress
- Engagement Opportunities with Xylem, WBCSD
- One-on-One support & experience sharing

Key Learnings:
- The WASH Pledge is relevant to any industry
- Implementation of the WASH Pledge can vary in process
- Governance & Communication are crucial to avoid double work
- Our best partners will take pride in joining such an initiative

XYLEM PROPRIETARY / CONFIDENTIAL
WASH to Empower our Communities

Disaster Response
Deploy humanitarian aid to 200 areas impacted by disaster

Education
Educate 15 Million people about WASH & Value of Water

Base of Pyramid
Provide clean water & sanitation solutions to 20 Million people

Employee Engagement
95% employee participation, 1% of time volunteering

Stakeholder Engagement
100,000 stakeholder participants in Xylem Watermark

Education
- WASH in Schools
- WASH awareness during COVID-19

Base of Pyramid
Providing clean water and sanitation solutions to schools, hospitals & communities

Engagement
Opportunities to educate, raise funds & awareness for water-related causes

*Cumulative impact measured from 2019-2025
Poll question #1

Which best describes what you are trying to achieve through the WASH Pledge implementation?

- To demonstrate our business leadership on WASH & SDGs
- To clearly measure and improve our business performance on WASH
- To ensure best practice to mobilize more businesses to take action on WASH
- To fulfill our commitments to health, safety and well-being of our employees
Poll question #2

Which of these common challenges are you facing in your WASH Pledge implementation?

- How to get started with the WASH Pledge implementation
- Defining what to prioritize and how to collect information/data
- How to work outside the operations, tackling communities and supply chains as well
- How to define geographies to work in, focusing on water stressed regions
Support & Engagement Opportunities
WASH TOOLBOX
LEVERAGING MEMBER EXPERTISE

1. Including WASH In Corporate Water Stewardship

2. Applying Business Expertise and Innovation to WASH

3. Collective Action on WASH

4. Standards, Reporting and Disclosure

WASH Business Case
WASH Pledge
WASH Innovations

Water Action Hub

AWS Standard 2.0 & CDP
Global WASH projects added by companies and stakeholders as seen on the Water Action Hub interactive mapping tool.

https://wateractionhub.org

Contact: Leo Rodriguez
Engagement Associate, WASH4Work
lrodriguez@pacinst.org
In Partnership: WASH4Work and the Water Resilience Coalition

- Leverage WASH4Work expertise to define and build consensus on Resilient WASH
- Elevate WASH expertise to a broader group of senior business leaders
- Bring WASH expertise to, and directly engage in, Collective Action to build water resilience at scale in water stressed regions
1. Amplifying Business Leadership
2. Evolving Best Practice & Standards
3. Strengthening the Business Case
4. Connecting Members for Scale
5. Building Consensus on WASH Resilience
Call for Engagement!
Accelerate Your WASH Pledge Commitments

1. Amplifying Your WASH Actions:
   - Share reporting on WASH actions for collective business impact
   - Advocate WASH actions via external events & webinars

2. Best Practice & Standards
   - Share leading practice for implementing WASH in the workplace
   - Work with peers to continuously improve
   - Advocate best practice standards

3. Strengthening the Business Case
   - Measure direct and indirect business benefits

4. Connecting Members for Scale
   - Share WASH projects in the Water Action Hub
   - Identify companies & experts to partner with in common geographies

5. Building WASH Resilience
   - Participate in W4W dialogues to help define and build consensus on WASH resilience
Poll question #3

Which type of support would be most useful to help your business progress on your WASH journey?

- Establishing a baseline of understanding of current WASH situation for your company
- Performing a self-assessment audit for your company
- Identifying hot spots for action/prioritizing gaps
- Developing and implementing an improvement plan
- Disclosing and Communicating WASH improvement actions & achievements
Call for Engagement!
Accelerate Your WASH Pledge Commitments

1. Amplifying Your WASH Actions:
   - Share reporting on WASH actions for collective business impact
   - Advocate WASH actions via external events & webinars

2. Best Practice & Standards
   - Share leading practice for implementing WASH in the workplace
   - Work with peers to continuously improve
   - Advocate best practice standards

3. Strengthening the Business Case
   - Measure direct and indirect business benefits

4. Connecting Members for Scale
   - Share WASH projects in the Water Action Hub
   - Identify companies & experts to partner with in common geographies

5. Building WASH Resilience
   - Participate in W4W dialogues to help define and build consensus on WASH resilience