

WASH 4WORK

2 NOVEMBER 2022

WASH Pledge for Suppliers

WASH Pledge Implementation: Step 3

Prioritizing WASH actions



Agenda

- :05 Welcome & Introductions
- :15 WASH4Work for Suppliers
- :15 Xylem: WASH Targets & Priorities
- :10 WaterAid: WASH actions in Communities
- :10 Q & A session
- :05 Close

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WASH4Work is the Water, Sanitation & Hygiene (WASH) Access initiative of the **CEO Water Mandate**

UN Global Compact

World's largest corporate sustainability initiative



United Nations
Global Compact

CEO Water Mandate

Water stewardship initiative of the UN Global Compact



CEO
WATER
MANDATE

WASH4Work

Multi-stakeholder WASH Initiative hosted by CEO Water Mandate

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WASH4Work

A Business Led Multi-Stakeholder Initiative



WASH4Work is supporting business action on water, sanitation and hygiene (WASH)

in workplace operations, in communities where companies operate, and across supply chains.

MEMBERS & PARTNERS



Scaling up WASH Access is achievable through Sharing knowledge and evolving leading practice

DIAGEO

WASH4Work provides the platform for businesses to align on best practice, together with WASH experts; and to collectively advocate the business case for WASH to mobilise more business action on WASH as a priority in corporate water stewardship.

The opportunity of WASH4Work is to build on each other’s experiences and better define the co-benefits of prioritizing WASH and climate resilience, which includes women’s health, local economies, public health, sustainability and community resilience.



Gap Inc.

WASH4Work has an opportunity to amplify the women’s individual experiences, success stories and networks to demonstrate the power of collective action in communities.

WASH4Work brings together a wealth of knowledge of leading practice on achieving sustainable WASH access. With the support of the initiative WASH4Work members can make significant progress on WASH in our supply chains and in the communities where we operate.



WASH TOOLBOX

Leveraging Member Expertise



1
Including WASH
In Corporate
Water Stewardship

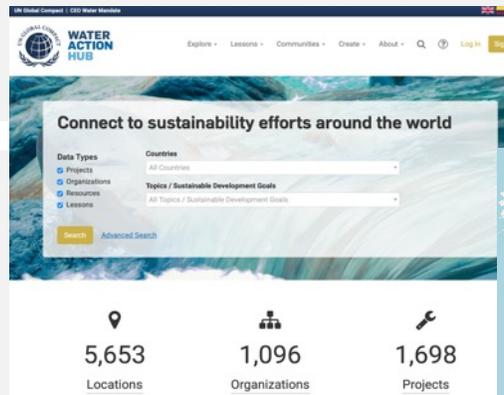
2
Applying
Business Expertise
and Innovation
to WASH

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



WORKING
GROUP

WASH4Work for Suppliers

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Water, Sanitation & Hygiene Access (WASH) is **material to business productivity, continuity, reputation and trust**

In 2022, **2.3 billion people** do not have access to basic WASH

Over **4.5 billion people** do not have access to safely managed water supply, sanitation and waste management

Safe WASH at work and at home directly affects **worker health and safety**, productivity and security of business-critical raw materials

Lack of access to WASH in communities where businesses operate and withdraw water, directly affects **reputation, trust and license to operate**

Water, Sanitation & Hygiene Access (WASH) **creates business value, and climate and water resilience**

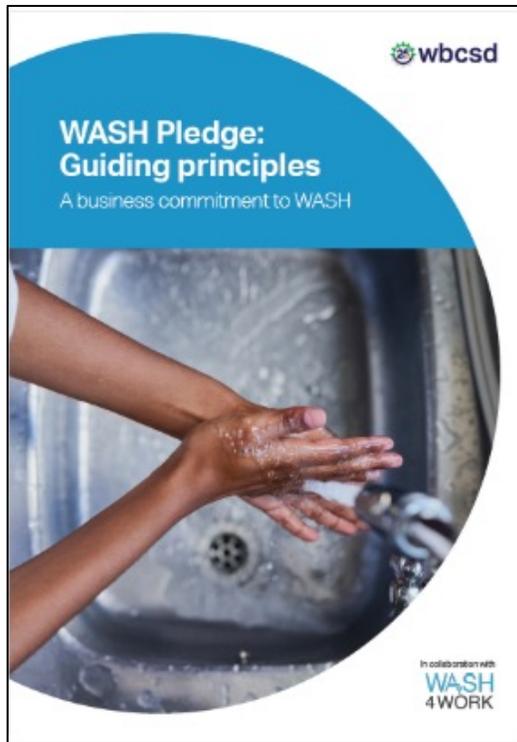
Universal WASH access will unlock **trillions of dollars in value** over the next 2 decades

Financial ROI of investing in WASH has been proven via productivity gains, avoided health costs, and contributions to shareholder value.

Access to WASH **builds people's resilience** to climate change via water security and capacity to manage water-related risks

Price of WASH risk calculated at **\$6 Billion** amongst just 10 global companies

WASH Pledge Implementation



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

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Kate Holme, WaterAid
& Chair, WASH4Work

Working with companies to
prioritize WASH actions

WASH PLEDGE
IMPLEMENTATION

Andrea Montuori, Xylem

Setting WASH Targets & Priorities

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Xylem WASH Pledge implementation

Targets & Priorities

WASH Pledge in Xylem 2025 Sustainability Framework



- 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](#)



Safe WASH for All employees

- **At All our global facilities:**
 - Test the water annually to ensure drinking water meets international drinking water standards.
 - Ensure that our restroom facilities meet at least the minimum required toilet facilities (e.g., occupancy, hygienic and sanitary conditions)
- **At our employees' homes:**
 - Phased approach of ensuring safe WASH for All our employees at home
 - Prioritize and set targets based on countries with water scarce region, size of facility (no. of FTEs)

Goal
Ensure 100% of employees have access to clean water and safe sanitation at home and during natural disasters

Progress
Continuing to expand survey assessment across geographic regions



Employee WASH at Home Survey Process

Stage 1: Survey

HR or EHS Representative implements region-specific questionnaire for employees.

Input survey responses in analysis template to identify next steps.

Stage 2: Plan Process

Items owned by EHS. Begin process within 1 month of implementing survey.

For **water safety** issues:

1. Procure water test for employee's home
2. Share results with employee and determine treatment solution, if necessary

For **water shortage** issues:

1. Determine if employee's household has at least 20L potable water per person per day¹
2. Identify appropriate solution if needed

For **sanitation** issues:

1. Determine if sanitation facility meets "improved" definition². Determine if there are any safety issues accessing facility at all hours.
2. Identify appropriate solution if needed

¹https://www.who.int/water_sanitation_health/emergencies/qa/emergencies_qa5/en/

²https://www.who.int/water_sanitation_health/monitoring/jmp2012/key_terms/en/

Stage 3: Implement Solutions*

Items owned by EHS. Begin as soon as possible after solution is identified.

If solution may be purchased:

Local EHS acquires necessary systems, or supports employee purchasing it directly, with appropriate financial support from Corporate

If solution involves government:

Seek input from executive sponsors before proceeding

**All actions at this stage must be reported to Chief Sustainability Officer, Chief Human Resources Officer and Chief Supply Chain Officer*

Stage 4: Follow Up

At minimum, follow up:

- Within 3 months of initial implementation

As needed, follow up:

- When system is scheduled for maintenance or replacement
- If issue persists

EHS conducts follow-up, either through survey or direct interview, to determine whether needs continue to be met



Employee WASH at Home: survey and education

Survey	Variants
Where is your main drinking water source located?	In my own dwelling/home In my own yard/plot/complex Elsewhere
Do you, or your township, settlement, or municipality, do anything to treat your water to make it safe to drink?	Yes, and I am confident it is safe to drink Yes, and I am not confident it is safe to drink No I don't know
In the last month, which statement describes your access to drinking water at home:	We always had sufficient water to meet our needs We sometimes had sufficient water to meet our needs We rarely or never had sufficient water to meet our needs
What kind of toilet facility do you usually use at home?	Flush toilet or pour-flush toilet Latrine (Indian Toilet) Bucket or hanging toilet Other (specify): I don't know
Where is your toilet facility located?	In my own dwelling/home In my own plot/yard Elsewhere At/near the toilet
Where do you have handwashing facilities do you have at your dwelling/home?	In the kitchen/place where you prepare food/eat Located elsewhere (specify): I/We have no handwashing facilities
How often do you have soap or detergent available at your handwashing facilities?	Always available Mostly available Rarely or never available

Curriculum for a 90-minute WASH Training Session in Partnership with Planet Water

- **Germs and How They Spread** (*related to Covid-19 and other illnesses and viruses*)
 - Learn how quickly and easily germs are spread and enter the body to make you sick
 - Gain knowledge on how to prevent the spreading of germs
- **Hand Washing – How and When** (*related to Covid-19 and other illnesses/viruses*)
 - Demonstrate an understanding of how and when to wash your hands **with soap**
 - Understand how washing your hands **with soap** helps prevent illness and the spreading of germs
 - Learn how to make cost-effective liquid soap for at-home use
- **Clean, Safe Water at Home**
 - Gain knowledge on the importance of clean water as it relates to the spreading of germs
 - Develop an understanding of how to make and keep your water clean and safe at home



WASH Pledge Across Xylem's Supply Chain

More than 500 Xylem Suppliers have joined the cause since January 2020!

Key Success Factors:

Education Opportunities for our suppliers

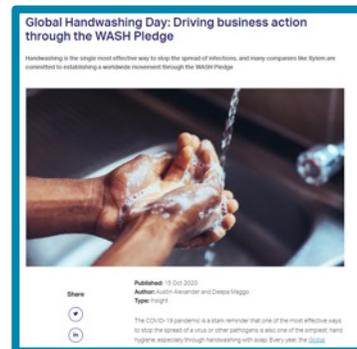
Targets & KPIs as % of spend to drive progress

Engagement Opportunities with Xylem & partners

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's leadership has successfully driven business action, bringing their supplier companies together towards a common mission ensuring universal access to WASH.

"We welcome this commitment and are excited to partner with Xylem on the WASH Pledge program. As an ISO 14001-certified contract manufacturer, we are committed to providing innovative solutions around sustainable manufacturing practices. We care deeply about protecting the environment while also improving the health and safety of the working environment for our employees. As part of our pledge, we will continue to improve access to safe water, sanitation, and hygiene within the workplace and engage with our supply base to promote the WASH Pledge," said **Michael Du, CEO of Providence Limited Enterprise**, a supplier to Xylem.

Xylem's initiative is a clear demonstration of how forward-looking businesses can mobilize their network to create momentum at a global scale on an issue of societal importance. Xylem's commitment and actions will yield direct returns to their business by strengthening their operations and supply chains against future shocks like that posed by the current pandemic.



WASH to Empower our Communities

2025 Impact Targets

Water Education

Educate 15 Million people about WASH & Value of Water



WASH Access

Provide clean water & sanitation solutions to 20 Million people



Employee & Stakeholder Engagement

95% employee participation, 1% of time volunteering, 100,000 stakeholders volunteering



Measured Activities

- Education in schools, communities, health facilities via lessons, books, materials, games, etc.
- Interactive virtual campaigns

- WASH infrastructure installations, upgrades, repairs
- Hygiene materials distribution

- Contributing time, effort, and talent to meet a need or further a mission without compensation
- In alignment with company guidelines

NGO Partnerships



for every child



500+ NGOs supported via volunteers, grants donations





Take Action in Your Community

VOLUNTEER

- Participate in global Watermark signature events, like the Month of Service
- Leverage our suggested turn-key volunteer opportunities such as Plogging, Water Filter Builds, and Missing Maps
- Plan collaborative events with your Xylem contacts

COMMUNITY GRANTS

- Apply for a Watermark Community Grant up to \$10,000 for an NGO that you volunteer with on a water-related project
- Must meet criteria for volunteer time, # of people involved or # of people impacted through education or WASH access

RAISE FUNDS

- Via our Community Impact Portal, donate to 1:1 matching campaigns that advance our goals (access, education & disaster response)
- Raise funds with us to sponsor an AquaTower water filtration system, and send colleagues to volunteer on the project

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Question & Answer Session

Working Group Schedule 2022



- Join WASH4Work working group for suppliers with specialized fee structure and engagement plan.
- Monthly webinar series focused on the 5 steps of WASH Pledge implementation.

August 17, 2022: Step 1 - Establish a baseline of understanding of current WASH situation for your company	August 17, 2022: Step 2 - Perform a self-assessment audit for your company	November 2nd, 2022: Step 3 - Identify gaps and hot spots for action - define action priorities
	November 30th, 2022: Sharing learnings on WASH Pledge implementation across different geographies and sectors	



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Contact: Cheryl Hicks
Senior Advisor, WASH4Work
cheryl-hicks@pacinst.org

