

Impact of CSRD/CS3D on EWCs/SE-WCs

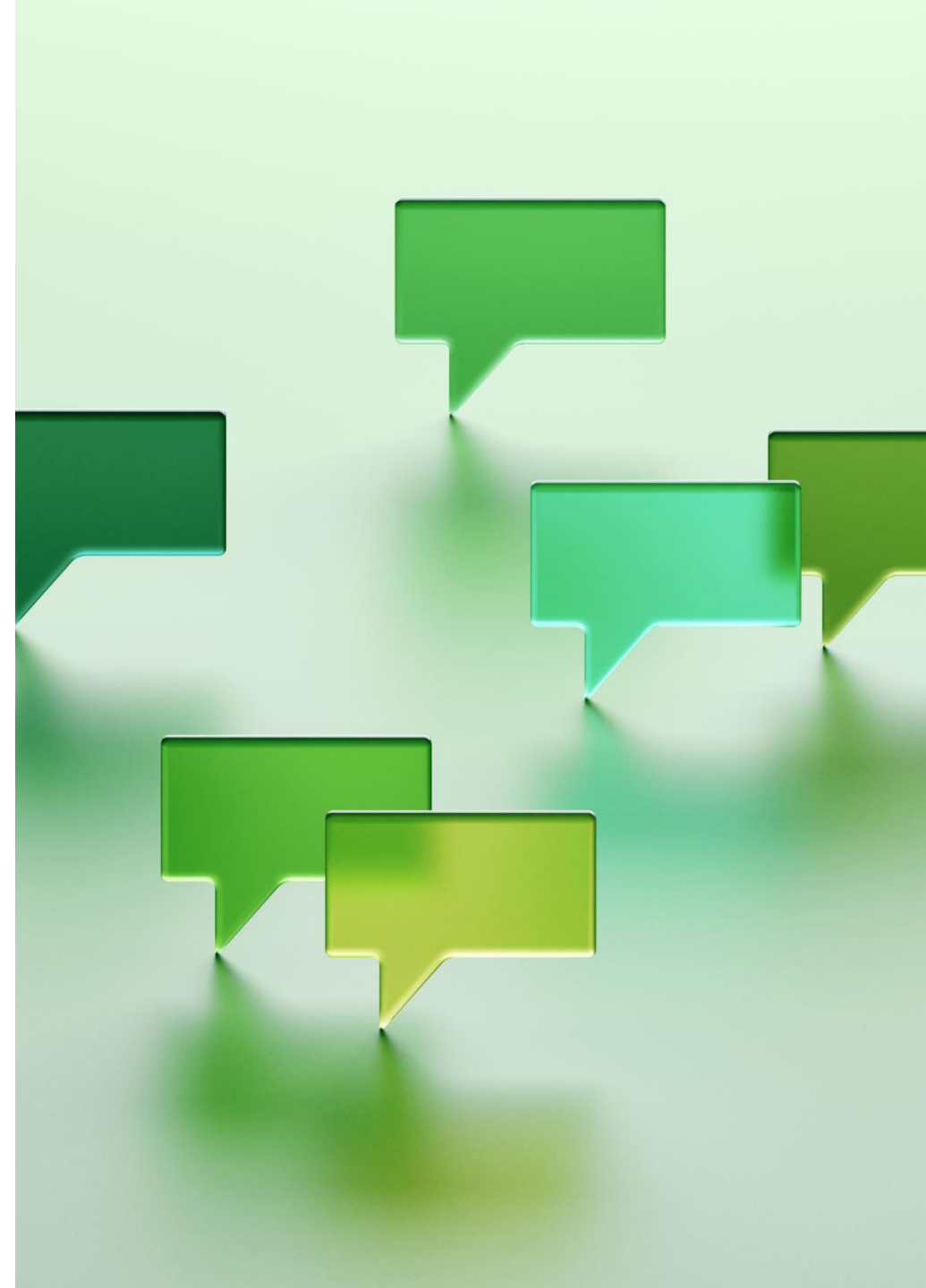
ARE THERE NEW OPPORTUNITIES FOR INFORMATION,
CONSULTATION AND PARTICIPATION?

REFLECTIVE DEBATE

1. Access to data

- CSRD requires detailed reporting on environmental, social, and governance (ESG) issues
- This gives EWCs additional access to relevant company data, including human&worker rights, climate risks, social indicators
- Proper data improves ability to assess company risks and handle meaningful dialogue

? Can you get the same data elsewhere with less effort?





2. Be a stakeholder

- Both CSRD and CSDDD assume stakeholder involvement, incl. worker representatives, namely EWCs/SE-WCs/Central WCs
- EWCs are invited to play a more active role in shaping the company's sustainability strategies, which can lead to more influence on decision-making
- Few areas seem to be in focus: just transition, health and safety, supply chain risks, gender equality, social dialogue, CB, workers' rights

In reality, do EWCs need to carve their pathway to make a good use of it?

3. Strengthening EWC position

- With CSRD, EWC have yet additional legal ground for requesting information, consultation and participation, with country breakdown
- Additionally, CS3D introduces obligation to conduct human rights and environmental due diligence across company value chain, allowing EWC to go wider than standard scope
- EWCs can potentially demand a say in risk/materiality assessments and consult mitigation strategies/action plans, when EU workers are affected, invent their own KPIs, etc.

But, how to get there?





4. Ticket beyond EU?

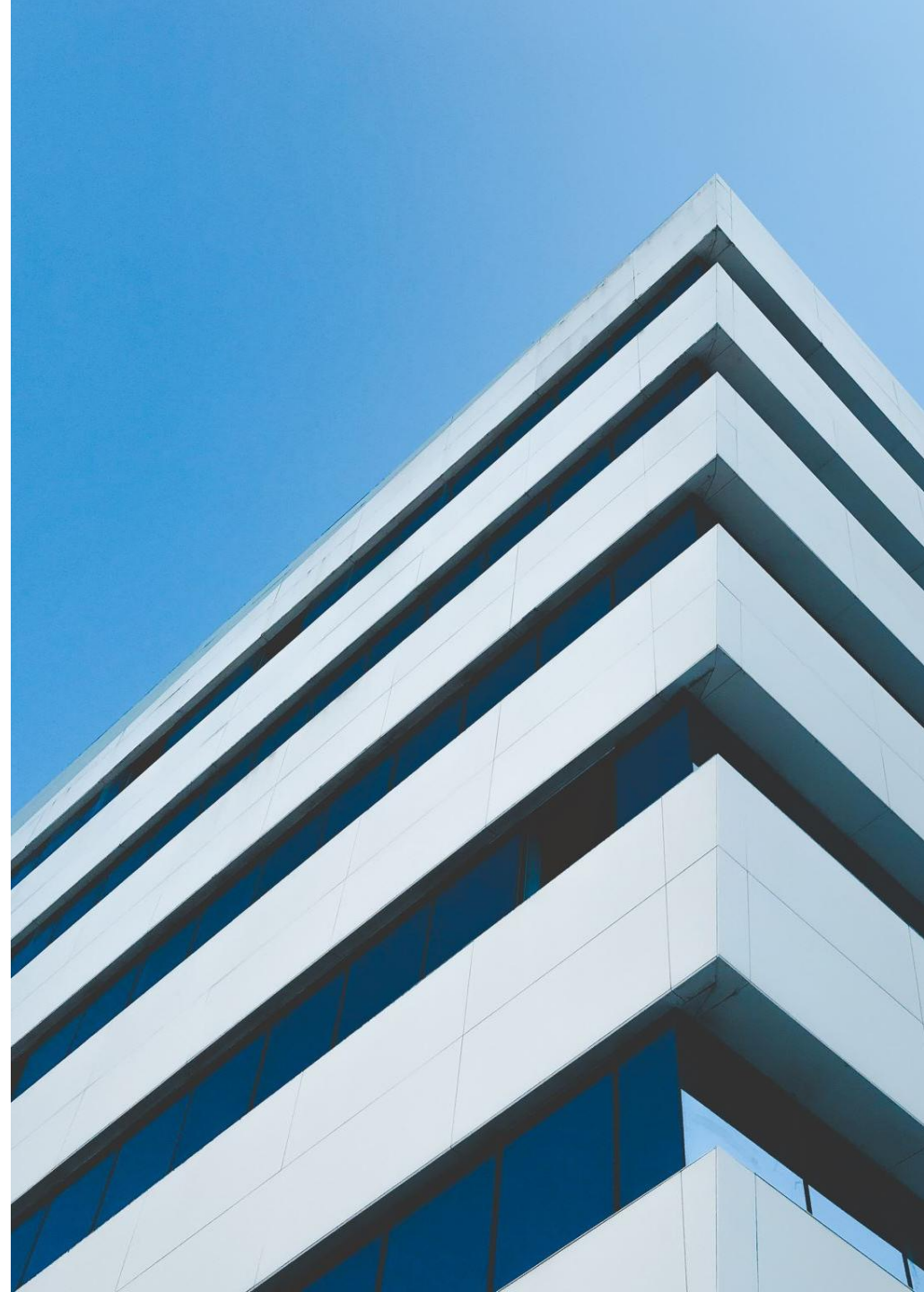
- EWC might in theory claim a role in cross-border supply chain oversight, from social and environmental standpoint
- As the CS3D covers global supply chains, EWCs can use their position to raise concerns on behalf of workers beyond the EU
- This would significantly increase EWC influence in global I&C within multinational companies.

But, is it really something for EWC?

5. Reinventing the EWC?

- Opportunity for a new opening for some EWCs, that need to reinvent themselves or find new momentum
- CSRD/CS3D give EWCs a mandate to engage with corporate reporting and reinforce I&C system with its findings
- It creates developmental need for new workgroup, training and upskilling, invent new procedures and KPIs, place yourself in reporting cycle etc. – can be used for internal EWC management and motivation

This requires resources and skills; is it achievable?





6. Challenges on the way...

- Resources (brains on board)
- Resources (trainings)
- Resources (access to experts)
- Inconsistent implementation and different legal systems
- Takes lots of time and effort to navigate, not easy area
- Management doing it without employee reps, old-fashioned PR reporting way
- Coordination between the levels: who does what?
- Can Omnibus kill it all?