

Environmental, Social and Governance

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Elk Rock Solutions LLC

Providing organizations and companies with innovative and effective environmental, social and governance solutions.

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Innovative Environmental, Safety & Social Governance Solutions

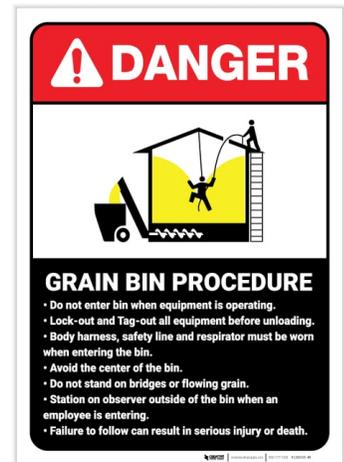
ESG News

Safety

⇒ [OSHA Releases Their Top 10 Violations For 2020](#). The Occupational Safety and Health Administration (OSHA) has announced its preliminary Top 10 most frequently cited workplace safety standards for fiscal year 2020 and fall protection is at the top of the list. [More information on fall protection from your friends at US-OSHA.](#)



⇒ **OSHA, Grain Bin Deaths: Grain industry leaders say small changes have big impacts.** Today, six of every 10 workers trapped in a grain bin don't make it out alive. This is a frightening reality, but one that the nation's 8,378 off-farm grain storage facilities' operators can change by following common sense approaches that truly may be the difference between life and death. How to make these changes will be the focus of the 5th annual [Stand Up 4 Grain Safety Week](#), from March 29 through April 2, 2021. The event is a collaboration between the U.S. Department of Labor's Occupational Safety and Health Administration, the [Grain Handling Safety](#)



[Coalition](#), the [Grain Elevator and Processing Society](#) and the [National Grain and Feed Association](#). To explain how industry employers can participate in Stand Up 4 Grain Safety Week, the coalition has developed a [video safety message](#). View it and learn how small changes can have a big impact on grain-handling safety.

<https://www.osha.gov/news/newsreleases/national/03162021>

Climate

- ⇒ **Axios:** [Online calculator measures the climate impact of remote work policies.](#) Global companies, including Shopify and Stripe, are leaning into new data and analytics tools to calculate how the development of upcoming remote work policies will contribute to increasing or decreasing overall company carbon emissions.



- ⇒ **Bloomberg Green:** [Mastercard ties executive bonuses to environmental, social goals.](#)

Top executives at Mastercard will now have their bonuses linked to an evaluation of how they contributed to progress on efforts to curb the firm's use of carbon, improve financial inclusion and reach gender-pay parity.



- ⇒ **Grist:** [Corporate climate pledges earn failing grades from investors.](#) A group of 500 investors released a scorecard initiative, known as Climate Action 100+, to shine a spotlight on the companies most responsible for climate change — and least prepared to change course. The group ultimately found that despite the barrage of corporate climate plans in the past year, most of those promises are still largely hollow.

Climate Actions 100+ three asks:

1. Implement a strong governance framework which clearly articulates the board's accountability and oversight of climate change risk;
2. Take action to reduce greenhouse gas emissions across the value chain, consistent with the Paris Agreement's goal of limiting global average temperature increase to well below two degrees Celsius above pre-industrial



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levels, aiming for 1.5 degrees. Notably, this implies the need to move towards net-zero emissions by 2050 or sooner; and

3. Provide enhanced corporate disclosure in line with the final recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and sector-specific Global Investor Coalition on Climate Change (GIC) Investor Expectations on Climate Change guidelines (when applicable), to enable investors to assess the robustness of companies' business plans against a range of climate scenarios, including well below two degrees and improve investment decision-making. Implement a strong governance framework which clearly articulates the board's accountability and oversight of climate change risk. Take action to reduce greenhouse gas emissions across the value chain, consistent with the Paris Agreement's goal of limiting global average temperature increase to well below two degrees Celsius above pre-industrial levels, aiming for 1.5 degrees. Notably, this implies the need to move towards net-zero emissions by 2050 or sooner; and Provide enhanced corporate disclosure in line with the final recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and sector-specific Global Investor Coalition on Climate Change (GIC) Investor Expectations on Climate Change guidelines (when applicable), to enable investors to assess the robustness of companies' business plans against a range of climate scenarios, including well below two degrees and improve investment decision-making.

<https://www.climateaction100.org/progress/net-zero-company-benchmark/>



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Social

⇒ **Financial Times:** [BlackRock begins internal review into discrimination claims.](#) BlackRock has hired a leading Wall Street law firm to conduct an internal review into reports of “employee misconduct” after the Financial Times and other publications detailed allegations of discrimination and sexual harassment at the world’s biggest asset manager.



⇒ **WSJ:** [BlackRock Must Hit ESG Targets or Pay More to Borrow Money.](#) The money manager and its lenders tied costs around a \$4.4 billion credit facility to BlackRock’s diversity and sustainability goals. The firm struck a financing deal with a group of banks that links its lending costs for a \$4.4 billion credit facility to its ability to achieve certain goals, like meeting targets for women in senior leadership and Black and Latino employees in its workforce.



⇒ **WSJ:** [A Year Into Remote Work, No One Knows When to Stop Working Anymore.](#) The nonstop working-from-home workday has left many employees exhausted and managers wondering how to get everyone off the treadmill and breathing again.



⇒ **WSJ:** [How to Prepare Pets for Your Return to the Office.](#) Many pets, especially those adopted during the pandemic, aren’t used to being left home alone regularly. A vet explains what owners can do to relieve the stress. For thousands of pets adopted during the pandemic, this will be the first time they’ll regularly be left in their new home alone for extended periods. And even for those whose owners worked outside the home before the pandemic, this will be another major disruption.



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Logic will get you from A to B. Imagination will take you from everywhere.

Albert Einstein