# Social index (ESG, CSR, DEI)

# Environmental index (ESG)

# DEI index

Purpose:

Using **conference call transcripts or CSR reports** to construct the following indexes. I list the seed words below for each index.

**1. ESG index or CSR**

**Social related seed words:**

Safety, Health, Work Life balance, Flexibility, Community, Caring, Citizenship, Collaboration, Cooperation, human rights, employee relations, labor union, employee protection, employee health & safety, labor management, human capital development, Supply Chain Labor Standards, Discrimination & Workforce Diversity, Diversity – Gender, Diversity –Minority

**Environmental** **related seed words**: Environment, climate change, clean tech, pollution, waste, Environmental Management, Renewable Energy, Product Carbon Footprint, Toxic Emissions and Waste, Biodiversity & Land Use, Energy & Climate Change

**2. Inclusion & diversity:**

**Inclusive**: Inclusion, Fairness, fair employment practices, interpersonal integration of diverse employees, involvement in decision making, respectful, equal access to opportunities and resources, contribute fully to the organization’s success.

**Diversity**: diverse board, diverse management, gender diversity, ethnic diversity, race diversity, age diversity, colour diversity, religion diversity, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.