

ESG

Environmental Social Governance

The Progressive Bible for Companies

With some comments

This document was created to explain the essentials of the ESG concept that is being used to coerce companies and government agencies to bend to the will of progressive culture activists. There are three categories, environmental, social and governance. A statement on each line roughly approximates the words used by ESG proponents. The words change depending on the author. For example under Social, the DEI statement would be more explicit by mentioning LGBTQ++++, Transsexuals, Non-binaries and others.

You should know that when you see the word “required” this means that a well run business would already have consider this item, this is noting new. Reducing energy costs makes sense, it means more profit even if it also benefits the climate warriors agenda. When you see Not required, this means it’s not item that fits with a for-profit, public company.

Most of the Not requires are political, progressive talking points that they want to insert into a company which will if added reduce returns to shareholders. Each section has a short summary. Even some of the Required or acceptable items may have a different meaning for a progressive. An example would be a water treatment plant that produces drinkable water, this may offend an environemtnal group so they may mean, no water discharge.

ENVIRONMENTAL

- Reduce energy consumption and improve efficiency. [Required]
 - This is how companies reduce costs and increase income
- Carbon footprint, reports including greenhouse gas emissions. [Not required]
[PROGRESSIVE]
 - Companies must find the most efficient method of production and management
- Management of waste. [Required]
 - Management of waste is controlled by local, state and federal law. Reducing waste is a must for businesses to control costs
- Air and water pollution. [Required]
 - State and Federal law regulated more important companies that do not want bad publicity and expensive litigation, controls reduce costs.

Summary - Consulting with the local government is always a first start. Permits must be acquired and these permits contain provisions that cover many of the items above. The last thing any company wants is to encounter problems with anything that will increase their cost of doing business. This is why following the permit rules is critical. Should the government be corrupt and fail to regulate or issue permits that go against the prevailing norm, the business must make a decision at that point to move forward or terminate their plans.

For profit businesses are not charitable organisations, they have shareholders who must see a reasonable return on their investments.

SOCIAL

- Fairly pays employees, including a living wage. [Not required] [PROGRESSIVE].
 - A business is formed to generate a profit, most are small businesses. The business must determine the economic value of each employee. If a decision is made to offer X\$ per hour because that is what works for that business, then

the business makes the offer. Individuals who apply fully understand what they are being offered and agree the amount is acceptable. At no time in the United States is a person required to work for an employer against their will.

- Diversity, equity and inclusion DEI programs. [Not required] [PROGRESSIVE]
 - Positions are offered to anyone regardless of any criteria except one, they must be able to perform the work required in the environment described for the wages offered. Companies can not afford to hire people who are not the most competent for the position.
- Employee experience and engagement. [Required]
 - The term above is supposed to mean something different. Employees should feel good about coming to work. The work environment should be welcoming. Employees should be engaged meaning that they receive adequate training for their job and they are performing at a level that does not require other employees to pick up the shortfall.
- Workplace health and safety. [Required]
 - Local, State and Federal laws regulate employee workplace safety. Companies lose money when employees are injured for this reason most companies will do more than expected to protect their employees without any need of a government agency to tell them to.
- Data protection and privacy policies. [Required]
 - Company and employee data is protected and information that is considered private would not be shared with any entity not entitled to the information
- Fair treatment of customers and suppliers. [Required]
 - Fair treatment for customers is critical, customers pay the bills. All companies must treat their customers as if they are owners. To be profitable companies need customers who will return. Suppliers are critical to a successful company when they comply with the place of government agencies charged with the welfare of their communities. This is covered above.
- Support for human rights and labor standards. [Not required] [PROGRESSIVE]

- Companies must stay out of politics. This is critical, their customers are probably individuals that support all types of social issues. To act against the wishes of their customer base will damage their image and policies regarding product quality and delivery.
- Customer satisfaction levels. [\[Required\]](#)
 - Customers must be satisfied with the company and its products. This is done by exceptional employees providing excellent services and products on time every time.
- Community relations, including the organization's connection to and impact on the local communities in which it operates. [\[Required\]](#)
 - Companies should engage with local elected officials and work through them to help improve areas of mutual interest such as repaving roads leading to the company operations. Offering unused land as a park, creating a job training program for locals. Efforts must be cost effective and result in some tangible benefit to shareholders.
- Funding of projects or institutions that help poor and underserved communities. [\[Not required\]](#) [\[PROGRESSIVE\]](#)
- Companies are not in the charity business and they do not take revenue.

Summary - Public companies comply with most of the items above. Wages and Diversity issues are clearly political. They have no place in the day to day operations of a company. It is very common for companies to work with their local communities to solve some issues that affect the business and their employees. Beyond that, taxes and government agencies are charged with social welfare for the community as a whole.

GOVERNANCE

- Company leadership and management. [\[Required\]](#)

- Company leadership should be the most experienced and competent in the industry. The company should be managed for the maximum return to shareholders.
- Board composition, including its diversity and structure. **[Not required]**
[PROGRESSIVE]
 - Scratch this item completely. Board members should be the most experienced individuals with no regard to any other factor except they should always be elected by the shareholders.
- Executive compensation policies. **[Required]**
 - Compensation must be on the basis of performance and the metrics should be set at a high bar by the board of directors. Top executives of public companies should be limited to a maximum compensation of a factor of not more than 15 times the annual salary of the president of the United States.
- Financial transparency and business integrity. **[Required]**
 - Public companies are required by law to provide accurate reports. Business integrity is an absolute requirement.
- Regulatory compliance and risk management initiatives. **[Required]**
 - Required by law. Risk management must be overseen by the board of directors.
- Ethical business practices. **[Required]**
 - This must be detailed in print as part of company policies for public companies.
- Rules on corruption, bribery, conflicts of interest, and political donations and lobbying. **[Required]**
 - This is a subset of the question above, company policy outlines ethical business practices.
- Whistleblower programs. **[Possible]** **[PROGRESSIVE]**
 - Public company policies must include the ability of an employee to discuss issues that compromise the company, could lead to injury or death of an employee. This subject is problematic and can lead to legal issues and high

cost to the company. Regarding local, state and government regulations on this topic.

- Generate a profit for shareholders. [Required]
 - You will never see this on any ESG chart, it has been added because none of the above specifically address the reason why a for-profit business exists and that is to generate a profit for shareholders. Progressives completely ignore this as a requirement of corporate governance. They think it will just happen after you have hired all the “right” people, have paid for all the new schools in your community and donated what is left to local progressive politicians.

Summary - Most of the items in this session are already part of governance. Throwing in the board composition intended to hide among items that seem reasonable is critical to an agenda. Some want a board to be a variety of colors, shapes, national origins, religions, sexes including all 10. Select in board members on the basis of anything other than