



**UNSG Summit Pledge Letter**  
**Business commitment to a just transition and green, decent jobs**

Building an economy with net-zero global GHG emissions in the second half of this century, as the Paris Agreement envisions, will require bring significant technological, social and economic transformations.

We must ensure this transformation bring about a just transition, where jobs are green and decent, greenhouse gas emissions are at net-zero, poverty is eradicated and communities are thriving and resilient. Businesses who endeavor to de-carbonise whilst creating green jobs and investing in retraining of workers, will maximise productivity, improve social license to operate and brand reputation, allowing them to grasp the commercial opportunities of the net-zero transition ahead of competitors.

**The pledge**

We as a company have a responsibility, along with government, investors and other stakeholders to deliver a just transition, delivering a prosperous, green economy for all. As part of that responsibility, we must ensure new jobs created in low emissions sectors are fair, decent and inclusive jobs.

We pledge to comply with the following standards with respect to our own employees, and only use contractors who also comply with these standards:

- Social dialogue with workers and their unions.
- Workers rights, including the ILO core labour standards and ILO occupational health and safety standards.
- Social protection, including pension and health.
- Wage guarantees<sup>1</sup> including prevailing wage rates for skilled workers in the relevant industries.

We also pledge to support our national governments to join the '*Advancing a Just Transition and the Creation of Green Jobs for All for Ambitious Climate Action*' initiative. We will encourage countries to support a just ecological transition by formulating national plans for a just transition and decent jobs, within which business has an important role.

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<sup>1</sup> In line with ILO's Protection of Wages Convention (No. 95) and Protection of Wages Recommendation (No. 85):