

<b>London</b> FULLY BOOKED	16 November	2016
<b>Leeds</b>	25 November	2016
<b>Birmingham</b>	02 December	2016
<b>London</b> FULLY BOOKED	13 December	2016
<b>London</b>	19 January	2017

Half-day  
briefing  
**£249**  
+VAT

# HR reporting duties

## Visibility, benefits and risk

What will you do if your direct competitor's HR data is better than yours? Gender pay, anti-bribery, human rights, modern slavery and trafficking reporting duties are some new forms of non-financial, or sustainability reporting. Their introduction reflects Government, EU, investor, customer and pressure group demands for greater corporate transparency, to raise standards and hold employers to account. As the Board's attention is drawn to people issues across your operation and supply chains, how will you meet the challenge of these new obligations and respond to the opportunity they bring for greater visibility of HR?

The approach to these new HR transparency measures requires a different mindset from compliance or investor information. We will cover key features including the focus on changing behaviour and employer brand, the implications of the non-prescriptive approach to reporting, and future extensions to narrative reporting.



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# HR reporting duties

## Visibility, benefits and risk

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NGOs, unions, journalists, campaign groups and activist investors may pay attention to what you say in your HR reports this year and make comparison with what you said in previous years. Employers must continually audit their supply chains and be prepared for 'name and shame' protests.

### Who should attend?

HR leaders and company secretaries, as well as others responsible for non-financial reporting. This may include in-house lawyers, internal audit and compliance professionals, investor relations and sustainability and CR managers.

### Delegates will gain an insight into:

- the extent of, and ambition for, non-financial reporting measures
- key features of narrative reports and a multiplicity of reports
- who must comply, where and how?
- comply and explain: what 'may' your reports include?
- new legal developments in the UK and abroad, and their extra-territorial reach
- the risks of non-compliance **and** compliance
- whose responsibility, and what resources are needed in order to comply?

### Course materials

*Delegates will receive a concise course book which summarises the key issues, together with tips and tools.*

### In-house training

*Eversheds provides in-house training services across the UK and in Europe to help managers understand the practical impact of law and regulation in the workplace. For further information contact: **Nicholas Edwards** on +44 20 7919 4697 or [nicholasedwards@eversheds.com](mailto:nicholasedwards@eversheds.com)*

## Ethical HR Summer School



**20–21 July 2017**

Ashridge Business School

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Contact **nicholasedwards**  
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# Programme

9.00am registration and coffee, 9.30am start

## New HR reporting obligations – why?

- greater focus on people issues and suppliers
- a different sort of law and a different mindset from compliance
- why the HR function should be involved
- future developments and the efficiency of better practice

## Multiple and overlapping legal requirements

- gender pay gap reporting
- modern slavery and trafficking statements
- Companies Act: HR information
- EU Directive on Non-Financial Reporting 2016
- new US and French laws
- extra-territorial reach and national differences

## Other HR transparency measures

- anti-bribery and corruption
- market abuse
- women on boards and executive pay
- voluntary pledges and targets

## Who must report?

- organisation size, parent country, subsidiaries
- private, listed and quoted companies

## Reporting in practice

- differences with CSR/environmental reports and similarities
- cross-functional activities: whose responsibility?
- publishing: when, where and for how long?

## Risks and penalties

- reasonable and proportionate risk assessment
- your audit trail and how it may be used
- failure to report and public attention

1.00pm close, followed by lunch

# Speakers

## Jo Swinson

Director



Jo was Employment Relations Minister at BIS, and Minister for Women, from 2012 to 2015. Jo oversaw changes in corporate reporting duties to include information on gender and human rights, and modern slavery in supply chains. She secured government support for mandatory gender pay gap reporting. Jo is Chair of the charity Maternity Action, and Chair of the CIPD Policy Forum.

## Martin Warren EVERSHEDS

Head of Employment Law

Martin has 30 years of experience advising large employers on all aspects of labour law and ER, including international projects. He chairs the CBI Employment Policy Committee, is a member of the People Management editorial board and is a frequent media commentator and conference speaker.

## Alison Starr EVERSHEDS

Corporate Lawyer

Alison helps listed companies on a breadth of corporate transactions. She also advises on stock exchange and regulatory issues including annual reporting and corporate governance.

*(The speakers may vary at each location but each perspective will be covered.)*



Equal Power Consulting was founded by Jo Swinson to help organisations identify and deliver the changes they need to make to enable all of their people to thrive. For more information visit [equalpower.co.uk](http://equalpower.co.uk)

## HR reporting duties

**Half-day briefing: £249** +VAT per delegate.

Discounts available for online payments and multiple bookings.

Please photocopy this form for multiple bookings.

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First delegate name (Mr/Mrs/Ms/Miss/Other): .....

Position: .....

Second delegate name: .....

Organisation: .....

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Any cancellation must be notified at least two weeks prior to the seminar date otherwise you will be charged for the place. Alternatively a substitute can attend at no extra cost.

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Please tick one. Whenever possible payment should be received 7 days prior to the date of the course.

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