



# OPEN WEBINAR – Business and the War in Ukraine

11.03.2022, 11:00-12:30 CET



# Agenda

11:00-11:15

## 1. Welcome and Introductory Remarks

Jan Noterdaeme – *Co-founder and Senior Advisor, CSR Europe*

Maryna Saprykina – *Executive Director, CSR Ukraine*

11:15-11:30

## 2. UPDATE: National Partners at the borders

Marzena Strzelczak – *General Director, Responsible Business Forum Poland*

Tereza Koucka, *CEO, Business Leaders Forum CZ*

Pavel Stern , *Programme Director, Business for Society CZ*

11:30-12:15

## 3. Open Roundtable on Business Response

Companies and National Partners Organizations





12:15-12:30

## 4. Conclusions and Next Steps

Stefan Crets, *Executive Director, CSR Europe*



## Technical details

-  • During the webinar, you will be **on mute** to minimize audio noise.
-  • If you have trouble hearing or have any technical problems it often helps to refresh the link or to log in again
-  • During the presentation, if you experience any problem or you have any questions/feedback, please use the “chat” function
-  • To ask questions, please use the Q&A function or raise your hand.



## State of the Situation

Maryna Saprykina

*Executive Director,*

CSR Ukraine

A horizontal bar with a teal segment on the left and an orange segment on the right.

# War by Russia in Ukraine: 17 days of struggle

Maryna Saprykina, CSR Ukraine Contributed:  
Olena Uvarova, PhD, Chair of International Lab  
on Business and Human Rights, Yaroslav  
Mudryi NLU

A yellow triangle in the bottom right corner of the slide.

# Map of places that were attacked by Russia on Feb, 24<sup>th</sup>, 4 a.m.



# Ukrainian territory temporarily occupied by Russia



# Three types of war situations in Ukraine



1. Cities and villages occupied by Russian military forces.
2. Cities and villages under heavy attacks by Russian military forces or in siege.
3. Other territories of Ukraine.



# Siege in cities: Mariupol, 400 000 inhabitants – no water, no electricity, no heat, no humanitarian corridors



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## Kharkiv: city where a lot of Russian speaking people





**And many other towns and cities: Dyer (where CSR  
Ukraine colleague is trapped), Slavutich – aprx 100  
000 inhabitants, Sumy and many others...**



## **WHAT TO DO**

**STOP INTERNATIONAL COMPANIES TO WORK IN RUSSIA**

# WHAT TO DO

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- ask/demand your companies to stop operations in Russia and block Russian products/services
- Do not consult Russian business on sustainability and ESG



## ESG and BANKS

**Goldman Sachs Group Inc. and JPMorgan Chase & Co.** have been purchasing beaten-down company bonds tied to Russia in recent days, as hedge funds that specialize in buying cheap credit look to load up on the assets, according to people with knowledge of the private transactions.”

[https://www.forbes.com/sites/mayrarodriguezvalladares/2022/03/06/banks-investing-in-russia-cannot-cloak-themselves-in-the-esg-mantle/?sh=4c7df1fd37e8&fbclid=IwAR0x6ZzFUPXtR8tlwltCLiO9PrI3JweO\\_DLsJbEmpOeqjKTWKqyyerpmGHQ](https://www.forbes.com/sites/mayrarodriguezvalladares/2022/03/06/banks-investing-in-russia-cannot-cloak-themselves-in-the-esg-mantle/?sh=4c7df1fd37e8&fbclid=IwAR0x6ZzFUPXtR8tlwltCLiO9PrI3JweO_DLsJbEmpOeqjKTWKqyyerpmGHQ)

In Transparency International’s annual Corruption Index, Russia ranks 136 out of 180 countries, together with Angola, Liberia, and Mali. While doing business with a 136-scored country which just invaded Ukraine, **Goldman Sachs cannot claim that it is fulfilling either its human rights or its anti-corruption ESG objectives.**





## WHAT TO DO



- Help CSR Ukraine with **humanitarian aid**: collect funds for Ukraine (there are more than 2,5 mln internal and external refugees, mostly kids and women who desperately need help)
  
- **ASK your companies-members donate to CSR Ukraine humanitarian fund**

# WHAT TO DO



- Network of NPOs: help to host external refugees
- More than 2,5 mln people and many – internal ones, at Western Ukraine



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## WHAT TO DO



- Include in your events special sessions on Ukraine and role of business



## WHAT TO DO



- Let's start the business discussion on the role of business in SDG 16 (peace)



## WHAT TO DO: support Ukraine

### **CSR Ukraine Humanitarian Fund (euro)**

IBAN UA403808050000000026004138404

SWIFT code: AVALUAUK


BENEFICIARY'S BANK: Public Joint Stock  
Company Raiffeisen BANK AVAL,  
Kiev, Ukraine

# SO, what to do:



1. Ask/demand your companies to stop operations in Russia and block Russian products/services
2. Help CSR Ukraine with **humanitarian aid**: collect funds for Ukraine
3. Help to host external refugees – let's create map of our network
4. Include in your events special sessions on Ukraine and role of business
5. Let's start the business discussion on the role of business in SDG 16 (peace)
6. Donate for Ukraine!

ASK YOUR GOVERNMENT TO CLOSE THE SKY!



“We will fight on the banks of  
different rivers and we’re looking  
for your help, for the help of the  
civilised countries” –

**President Zelenskiy at  
British Parliament.**

**We will fight for the future the  
world would like to live in.**



NATIONAL PARTNERS  
AT THE BORDERS

**Marzena Strzelczak** – *General Director,*  
**Responsible Business Forum**  
**Poland**

**Tereza Koucka**, *CEO,* **Business Leaders**  
**Forum Czech Republic**

**Pavel Stern** , *Programme Director,*  
**Business for Society Czech**  
**Republic**

## SITUATION IN POLAND

- Since the beginning of war **2,3 million** people **left Ukraine** (Source: UN)
- Since February 24, **1.43 million** people came **from Ukraine** to Poland.
- During this time, **141 thousand** crossed the border in the direction **to Ukraine**
- On March 9, 117.6 thousand refugees came from Ukraine
- On the 10th of March until 07.00, 22 000 people came to Poland.
- **250 thousand** refugees is heading **to Warsaw** (up to 30 thousand a day - as for March 9)

### MAIN CHALLENGES:

- **Most of actions and initiatives supported and organised by volunteers**
- The need for system solutions
- The need for greater government involvement and support
- The need for longtime plan and solutions



KPRM #PomagamUkrainie

### Najważniejsze rozwiązania projektu ustawy o pomocy obywatelom Ukrainy:

- 18 mies. Legalny pobyt na terenie Polski przez 18 miesięcy
- Jednorazowe wsparcie na utrzymanie - 300 zł na osobę
- dostęp do polskiego rynku pracy
- Opieka zdrowotna
- Pomoc rządu i samorządów
- Oświata i wychowanie



# RBF's INITIATIVES

1. Responsible Business Forum statement
2. How to support? – newsletter
3. Infographic with good practices
4. supporting the City of Warsaw in preparing co - working spaces for refugees
5. supporting Polish Red Cross

W związku z sytuacją w Ukrainie możemy wyказать się solidarnością z osobami dotkniętymi działaniami wojennymi, szukającymi w Polsce schronienia i bezpieczeństwa lub potrzebującymi pomocy na miejscu. #PomagajUkrainie #SolidarnizUkrainą

Poniżej prezentujemy informacje, które mogą się przydać podczas przygotowywania, uruchamiania lub włączania się w akcje pomocowe.

## Oficjalna strona organizująca pomoc

- <https://pomagajukrainie.gov.pl/>

## Zachowanie w internecie i cyberbezpieczeństwo

- Rekomendacje w związku ze zwiększonym zagrożeniem w cyberprzestrzeni wywołanym sytuacją na Ukrainie

## Zbiórki

- **Uwaga na niezweryfikowane zbiórki!** Atak na Ukrainę jest również wykorzystywany przez internetowych oszustów, którzy pod pozorem pomocy chcą wyłudzić dane lub pieniądze. **Przekazuj fundusze tylko sprawdzonym organizacjom pozarządowym** lub na akcje, których jesteś pewien/pewna!
- Śledź kolejne miejskie komunikaty i informacje organizacji pozarządowych, odnośnie potrzeb.
- **Nie organizuj własnych zbiórek, jeśli możesz włączyć się w już istniejące.**
- Zbiórki dużych organizacji pomocowych
  - Polska Akcja Humanitarna: <https://www.pah.org.pl/wplac/zform-ukraina>
  - Polski Czerwony Krzyż: <https://pck.pl/na-pomoc-ukrainie/>
  - Polskie Centrum Pomocy Międzynarodowej: <https://pcpm.org.pl/ukraina>
  - Caritas Polska: <https://caritas.pl/ukraina/>
  - Fundacja Świętego Mikołaja: <https://mikołaj.org.pl/zbiorki/ukraina/>

| Działania biznesu   | Publikacje i poradniki   |
|---|--|
| <p><b>Orange Polska</b> obróci <b>5 tony polonez</b> na Ukrainę i rozdaje <b>50 darmowych starterów</b> na przejściach granicznych. Fundacja Orange zaprasza na rodziców na webinar o tym, <b>jak rozmawiać z dziećmi w szkole</b>.</p> <p><b>Biedronka</b> <b>oferuje pomoc</b> pracownikom z Ukrainy, a także przekazuje <b>500 mln złotych</b> dla ukraińskich uchodźców, jednocześnie <b>oferując</b> z produktów rosyjskiego i białoruskiego pochodzenia oraz <b>ofiarując ceny</b> żywności przy granicy z Ukrainą.</p> <p><b>T-Mobile</b> udostępnia <b>50 darmowych połączeń</b> międzynarodowo do Ukrainy.</p> <p><b>BNP Paribas Bank Polska</b> <b>przeznacza 10 mln euro</b> na rzecz pomocy obywatelom Ukrainy oraz <b>oferując</b> zniżki dla klientów z Ukrainy.</p> <p><b>ERGO Hestia</b> <b>oferuje</b> <b>lotekomercyjne ubezpieczenie OC</b> wszystkim uchodźcom przybyłym do Polski z Ukrainy.</p> <p><b>ING Bank Śląski</b> wspólnie z Fundacją ING Dostępni uruchomił <b>500 milionów złotych</b> dla osób dotkniętych w wyniku wojny.</p> <p>Szereg działań <b>50 Ukrainy</b> prowadzi także <b>Rossmann</b>.</p> <p><b>PKU</b> liczy na siebie koszt składki za <b>50-dniowe polisy OC</b> dla Ukraińców i Litwinów.</p> <p><b>Grupa CCC</b> rozszerza akcję <b>50dobrychBiałoruskiBrugisycje</b> - zbiera buty, odzieżę i oddaje potrzebującym.</p> <p><b>IREA</b> <b>oferuje</b> <b>przebieg</b> <b>dobroć</b> w Rosji i Białorusi oraz przekazuje <b>500 mln euro</b> na rzecz pomocy humanitarnej.</p> <p><b>PKN Orlen</b> <b>oferuje</b> <b>zniżkę</b> <b>umowy</b> ze stacjami paliw służącymi tymi.</p> <p><b>LPP i Fundacja LPP</b> <b>oferuje</b> <b>zniżkę</b> <b>1 mln zł</b>, odzież swoich marek oraz karty sponsorów na pomoc Ukrainie.</p> <p><b>Grupa VELUX</b> <b>oferuje</b> <b>zniżkę</b> <b>na</b> <b>opracowanie</b> w Rosji i na Białorusi.</p> <p><b>D&amp;C Cargo</b> przygotowało <b>50 dni</b> <b>poradnic</b> dla ukraińskich pracowników.</p> <p><b>Nowopolis</b> oferuje <b>50 darmowych</b> <b>monitoring</b> <b>meteo</b> dla organizacji zaangażowanych w pomoc dla Ukrainy.</p> <p><b>Leroy Merlin Polska</b> <b>przeznacza</b> <b>1 mln zł</b> na wsparcie dla Ukrainy, jak również wstrzymuje współpracę z dostawcami z Rosji i Białorusi.</p> <p><b>Tak</b> <b>Yes</b> <b>szkoła</b> <b>języków</b> <b>obcych</b> <b>organizuje</b> <b>50 darmowych</b> <b>kursy</b> <b>języka</b> <b>polskiego</b> <b>dla</b></p> | <p><b>Goszczenie uchodźców</b></p> <ul style="list-style-type: none"> <li>• <b>Poradnik</b> <b>dla</b> <b>osób</b> <b>gospozących</b> <b>uchodźców</b> <b>z</b> <b>Ukrainy</b></li> <li>• <b>Skonink</b> <b>Przy</b> <b>ti</b>, <b>jak</b> <b>przybyłym</b> <b>w</b> <b>postawionej</b> <b>komunikacji</b> <b>oraz</b> <b>formulacje</b> <b>oproszenia</b> <b>medycznej</b></li> </ul> <p><b>Organizacja wolontariatu i wolontariatu pracowniczego</b></p> <ul style="list-style-type: none"> <li>• <b>Scenariusz</b> <b>dla</b> <b>koordynatorów</b> <b>i</b> <b>koordynatorek</b> <b>wolontariatu</b> <b>pracowniczego</b> <b>i</b> <b>naprzemiennych</b> <b>linkami</b> <b>do</b> <b>zasobów</b>, <b>które</b> <b>warto</b> <b>zawsze</b> <b>mieć</b> <b>po</b> <b>rebie</b></li> <li>• <b>Otwarta</b> <b>baza</b> <b>wiedzy</b> <b>projektu</b> <b>"Chci</b> <b>albyśmy</b> <b>zorganizowanie</b> <b>dla</b> <b>obywateli</b> <b>obywateli</b> <b>z</b> <b>rosyjski</b> <b>wolontariatu</b> <b>pracowniczego</b> <b>w</b> <b>Polsce"</b></li> </ul> <p><b>Wolontariat na rzecz uchodźców i uchodźczych</b></p> <ul style="list-style-type: none"> <li>• <b>Model</b> <b>wolontariatu</b> <b>na</b> <b>rzecz</b> <b>integracji</b> <b>uchodźców</b> - <b>Przewodnik</b> <b>medyczny</b> <b>[2013]</b></li> <li>• <b>jak</b> <b>pisat</b> <b>i</b> <b>mówi</b> <b>o</b> <b>uchodźcach?</b> <b>[2021]</b></li> </ul> <p><b>Zatrudnienie i aspekty prawne</b></p> <ul style="list-style-type: none"> <li>• <b>jak</b> <b>zatrudni</b> <b>obywatela</b> <b>z</b> <b>Ukrainy?</b> <b>Instrukcja</b> <b>krak</b> <b>go</b> <b>koło</b> <b>[2022]</b></li> <li>• <b>Pracowni</b> <b>inwigilacji</b> <b>zatrudniania</b> <b>nieobywateli</b> <b>w</b> <b>Polsce</b> <b>[Wolno</b>, <b>2022]</b></li> <li>• <b>Publikacja</b> <b>Resolving and working in Poland guide for citizens of Ukraine</b> <b>[2022]</b></li> </ul> <p><b>Zdrowie psychiczne</b></p> <ul style="list-style-type: none"> <li>• <b>Uniwersytet</b> <b>SWPS</b> <b>udostępni</b> <b>nagrania</b> <b>webinarów</b> <b>Stęży</b> <b>Psychic</b> <b>+</b></li> <li>• <b>Kursy</b> <b>języka</b> <b>polskiego</b></li> <li>• <b>Bezpłatne</b> <b>kursy</b> <b>online</b> <b>języka</b> <b>polskiego</b> <b>dla</b> <b>Ukraińców</b>, <b>net</b></li> </ul> <p><b>Ważne informacje</b></p> <p><b>Cyberbezpieczeństwo</b></p> <ul style="list-style-type: none"> <li>• <b>Rekomendacje</b> <b>CEBT</b> <b>w</b> <b>związku</b> <b>z</b> <b>zwiększonym</b> <b>zagrożeniem</b> <b>w</b> <b>cyberprzestrzeni</b> <b>z</b> <b>wzrostającym</b> <b>wpływem</b> <b>sytuacji</b> <b>na</b> <b>Ukrainie</b></li> </ul> <p><b>Pomoc dla obywateli, sk Ukrainą</b></p> |



In a world fighting everyday for its justice, peace, humanity and diversity, war has no place.

The European Diversity Charters will always stand by all people and all countries that fight for their peace, their rights, their values. We stand by the Ukrainian people, the population and the demonstrators, also in Russia and Belarus, and we support every step towards freedom and peace, as we will always stand by all the countries and human beings facing the atrocities of others who devastate their peaceful and diverse living in our world. We thank all the companies, organisations, and institutions that are actively helping Ukraine and its brave people, defending the values of humanity.

#UnitedInDiversity #StandWithUkraine #DiversityCharters



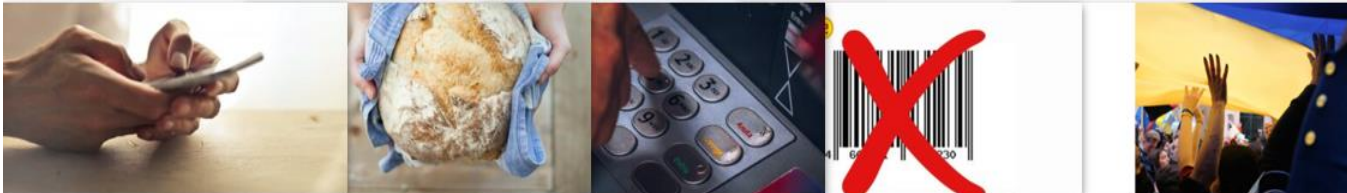
## Oświadczenie Forum Odpowiedzialnego Biznesu w sprawie wojny w Ukrainie

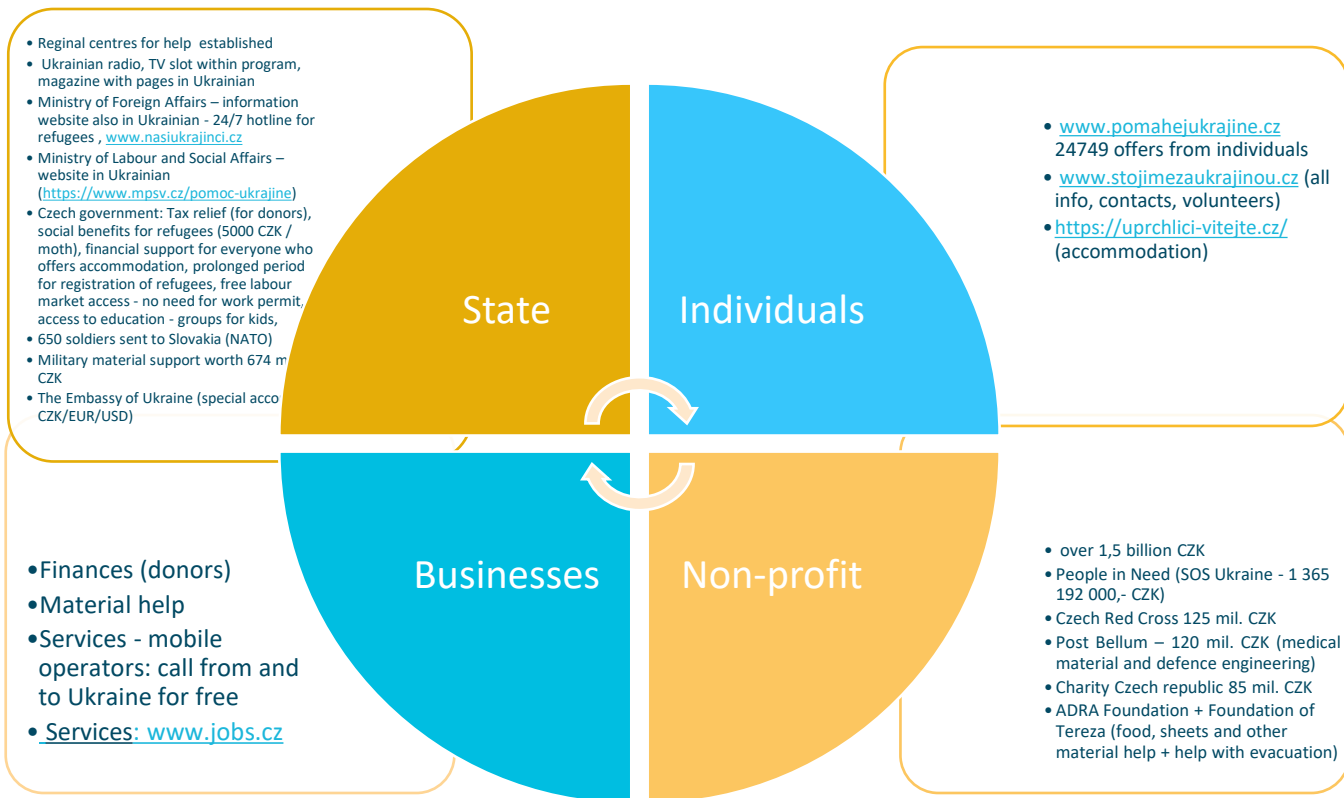
Jako Stowarzyszenie Forum Odpowiedzialnego Biznesu, największa w Polsce organizacja zajmująca się koncepcją społecznej odpowiedzialności biznesu w kompleksowy sposób i koordynująca w Polsce Kartę Różnorodności, pragniemy wyrazić solidarność i wsparcie dla narodu ukraińskiego.



## Business activities and main challenges

- Shelters for refugees, lower prices in the shops closer to border
- Medical care and insurance for Ukrainians
- Financial support of Ukraine, Ukrainians, NGOs
- Free bank accounts and card for Ukrainians
- Number of companies closed Russian branches and/or withdrew Russian and Belarusian products from their offers
- Companies help their employees as well as their families
- Benefits from telecommunication companies
- Exerting influence on governments regarding real help to Ukraine. Promotion of the main demands: “Close the sky over Ukraine”, “Embargo of Russian oil”, “Weapons for Ukraine” etc.







# Czech Republic - Help for Ukraine

## Business Best Practice



- Money raised and donated to charity accounts, Charity online concert
- Accomodation of colleagues of Ukraininan insurance partners and their relatives (capacity for 150) + assistance of Ukaininan speaking coordnator
- TV spot – promotion of helping webside instead of own commercial
- Vienna Insurance group- VIG Family Fund (5 mil. EUR) to support colleagues in Ukrainian companies
- 4 trucks of humanitarian aid (warm clothes, food and basic necessities to critical areas of Ukraine) through Ukrainian supplier Eurocar
- Supported regional arrival point of Ukrainians in Hradec Králové (humanitarian visa registration, accommodation, public health insurance, medical support, advice on possible employment...)
- 3 floors of double rooms in Škoda Auto dorms cleared for refugees, common room and children's corner, organized meals and drinks
- Improvised Ukrainian school in hotel/restaurant - morning lessons for more than 100 children, afternoon classes of Czech for over 200 adults
- Withdraw business activities from Russian federation



**ŠKODA**

[#SKODAhelpsUkraine](#)  
[#WithUkraineInHeart](#)



# Czech Republic - Help for Ukraine

## Business Best Practice



- 1 mil. £ for Red Cross
- Food Collection across Czech supermarkets and online shops to help refugees in Czechia
- Money raised (employees donation) for people in Ukraine – Red Cross
- 3 months salary for colleagues who received summons warrant and go back to Ukraine to defend the country
- 500 vacancies will be available within a year - Ukrainian refugees as new employees
- Tesco vouchers 9 000 CZK for new employees (to cover their needs for the first 3 months)
- 24/7 Hotline for help – legal, psychological and financial support
- Tesco Mobile – calls charged as if within the EU + each customer calling to Ukraine received 100 CZK credit
- 2 fully-paid days for volunteering
- Advance on salary
- Donations for employees in need (Tesco Andel – corporate founding)



# Czech republic - Help for Ukraine

## Business Best Practice



- Donations for charities – CEZ Foundation will double the donations of employees (over 11 million CZK so far)
- 2 mil. CZK for organizations: Red Cross, ADRA, Food banks in the Czech republic, Charity Czech republic
- Special grant for NGOs that help assigned
- Support of individuals (families where the man left to fight for Ukraine – donations, postponed payments for energy for electricity and gas bills and no penalty charges for late payments)
- Support for employees that are affected by the war in Ukraine – financially, by providing personal holiday if needed, psychological support
- Free calls to Ukraine through MOBIL OD CEZ
- Fast establishment of electricity/gas connection for municipalities that are building shelters for refugees
- NO cooperation with the Russian companies that are on the list for sanctions





# Current Situation in Czech Republic



## Emergency situation:

In more than a week since the Russian invasion of Ukraine, one hundred thousand refugees from Ukraine have arrived in the Czech Republic. Around 50,000 of them have already registered at the Foreign Police, Others are waiting in the lines. According to models from past migration crises, the Czech Republic could accept up to 250,000 refugees

## Basic description of legislative environment

In the Czech Republic, those who arrange a special long-term visa that the government has prepared for Ukrainians can start working. "It is usually handled while you wait, its holders receive state-funded health care. Subsequently, it is possible to arrange a work permit," The visa is issued by the Ministry of the Interior.

With a visa, the people from Ukraine can then look for employment. Before applying for a work permit at the Labour Office, he/she must have a contract with the employer, which is attached to the application. But the government plans to simplify the process even further.



## What We are doing



We have prepared for you examples of good practice of companies and companies on how to help Ukraine and people who have come and will continue to come to the Czech Republic as a result of war hardships. The following list of examples of good practice can serve as an inspiration for all companies and companies that want to actively participate in help and support.

### Contacts:

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Pavel Štern; [stern@byznysprospolecnost.cz](mailto:stern@byznysprospolecnost.cz); +420 607 919 028

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BPS – Byznys pro společnost, z. s.

V Tůních 1357/11, 2. patro

Praha 2, 120 00

[www.byznysprospolecnost.cz](http://www.byznysprospolecnost.cz)

[www.diverzita.cz](http://www.diverzita.cz)



# Recommendations



1. Companies actively join sanctions against the Russian Federation for its wartime aggression against Ukraine, including public statements of their CEOs
2. Financially, materially, voluntarily support humanitarian aid, which is focused directly to Ukraine or to support incoming refugees from Ukraine.
3. Companies organize internal financial collections to support Ukraine in order to involve as many employees as possible in helping and supporting them. Help becomes a common thing of the whole company / company.
4. Companies are already supporting their existing Ukrainian employees who had to go to Ukraine, for their families or left and engaged in the defense of their country. For example, companies provide them with financial support very often throughout their "absence", or provide transport of their families and relatives from Ukraine.
5. Companies help with housing and accommodation. Companies help provide housing and accommodation for incoming refugees from Ukraine, including by financing housing or contributing financially, for example in the form of renting apartments, etc.



6. Companies are trying to create an offer of jobs and opportunities for arrivals from Ukraine. It tries to create both summary information in terms of offers for specific jobs and positions. At the same time, they will also process related information regarding the required conditions and qualifications to the published places.
7. Companies then coordinate and share this information with local Labour Offices as well as professional associations, such as the Confederation of Industry and Transport, which has also set up a web link <https://www.spcr.cz/ukrajina-aktuality> or the Ministry of Labor and Social Affairs; [https://www.mpsv.cz/documents/20142/2786931/informace\\_zamestnavatele\\_CZ\\_3.pdf/](https://www.mpsv.cz/documents/20142/2786931/informace_zamestnavatele_CZ_3.pdf/)
8. Companies in cooperation with public transport and local authorities help newcomers from Ukraine with gradual integration into the labor market and with the provision of other necessary services for children, such as coordination with schools, kindergartens, crèches, etc.
9. Companies can support, for example, the establishment or financing of so-called adaptation groups, which will be created for Ukrainian children.
10. Companies can support companies organizationally, voluntarily or even financially summer camps and activities for Ukrainian children.



# What is your experience?

## Roundtable

### What are companies doing in terms of:

1. Support the people living in Ukraine
2. Care for employees and families
3. Solutions for refugees, both in terms of care and access to income and jobs
4. Actions towards Russia
5. Human Rights Due diligence

**Please provide examples in the CHAT function and share links and resources.  
Raise your hand to provide comments or feedback**





# 1. Support people living in Ukraine

## How can we support?



- ✓ €1M donated to aid relief efforts in Ukraine through Solvay Solidarity Fund
- ✓ Solvay pledges to match employees' private donations
- ✓ Keep providing salaries and benefits to Ukrainian and Russians employees



- ✓ Support refugees from Ukraine invasion with 8,000 volunteers
- ✓ Offer to send electricity generators for use in possible camps
- ✓ Offer a network of accommodation and residences in Spain

1. Other examples ?
2. Challenges ?
3. How to improve & increase impact?



## 2. Care for employees and families

### How can we support?

# TOYOTA

- More than 1700 Ukrainian employees work in Toyota's European production plants, neighbouring Ukraine. Since the early days of the conflict, Toyota employees at TMMCZ and TMMP, with company support, set up transportation, shelter, and access to medical services, as well as administrative support to families of Ukrainian employees forced to flee Ukraine.
- -A Toyota Humanitarian Aid Fund & employee match funding to provide relocation support.


1. Other examples ?
2. Challenges ?
3. How to improve & increase impact?



### 3. Solutions for refugees, care and access to income and jobs

How can we support?



- ✓ IBM offering to employees' families the opportunity to relocate at the company's expense. Many of them have been able to safely move into neighboring countries. Provide mental health assistance to employees
- ✓  talent UA» website you can find resumes of thousands of qualified specialists of different profile.
- ✓ Many national and international companies successfully use the website to post their jobs and find new employees.

1. Other examples ?
2. Challenges ?
3. How to improve & increase impact?

**ALMOST ALL COMPANIES:** donations to red Cross, UNCHR, ....



## 4. Actions Towards Russia

THE *Coca-Cola* COMPANY

- The Coca-Cola Company announced Tuesday that it has suspended business in Russia amid its war on Ukraine.

### **SEVERAL COMPANIES:**

- scaled back their operations in Russia.

### **SEVERAL PENSION AND OTHER INVESTMENT FUNDS**

- Sell out of Russian stock and government bonds

1. Other examples ?
2. Challenges ?
3. How to improve & increase impact?

## 5. Human Rights Due Diligence obligations

Larry Cata Backer:

*“It is likely that any enterprise that engages in economic activity in and through Russia (the invading state) must both conduct **quite rigorous human rights due diligence** to determine whether at any point in their global production chains **their activity contributes directly or indirectly to the Russian invasion efforts (complicity)** and then to make a determination **respecting how to prevent, mitigate, or remedy** the human rights harms caused by their complicity in facilitating Russian state (or private) human rights harms.*

1. Other examples ?
2. Challenges ?
3. How to improve & increase impact?

# DONATIONS & collaborative engagements

## Non-exhaustive list of reliable links to donate (from the European Parliament)

1. The [National Bank of Ukraine has a special account](#) to raise funds for the country's armed forces
2. The [International Committee of the Red Cross](#) (its emergency Ukraine campaign), the [Ukraine Red Cross Society](#), or the neighbouring [Polish Red Cross](#)
3. UN Crisis Relief - [Ukraine Humanitarian Fund](#)
4. [Norwegian Refugee Council](#) - present in Ukraine since 2014
5. ['Voices of Children'](#) is a charity providing psychological and psychosocial support to children traumatised by war in eastern Ukraine
6. Campaign by the Polish NGO ['Polska Akcja Humanitarna'](#)
7. [Libereco](#) a German-Swiss NGO providing emergency humanitarian aid to Ukraine.



ENGAGE LEARN CONNECT PARTNER







## Conclusion and Next Steps

Stefan Crets

*Executive Director,*

CSR Europe



**Responsible Business,  
Better Future.**

# Thank you

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