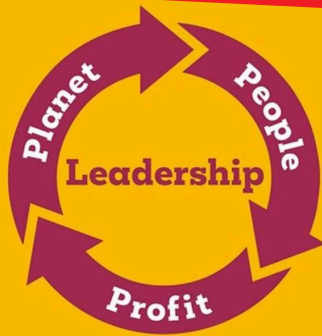


Salt News



The Sustainable Leader Conference

Methodist Central Hall Westminster
4th November, 2022
9:30am - 4:30pm



Book now for this year's Salt Network Conference in London!

Christian Aid CEO, Patrick Watt will be speaking at this year's conference. This article by addresses issues around unhelpful answers to the climate crisis.

DOING NET ZERO RIGHT: AVOIDING FALSE SOLUTIONS TO THE CLIMATE CRISIS

For millions of people in poor and climate vulnerable countries, from Southern Africa to the Pacific islands, rising global temperatures are already an existential threat. Perhaps unsurprisingly, these same countries have long been at the forefront of calls for urgent action to limit global warming to 1.5C above pre-industrial levels, the target enshrined within the Paris agreement, which 196 governments adopted in 2015.

Meeting the Paris target, and preventing runaway climate change, requires fundamental changes in how societies and economies are organised. Greenhouse Gas emissions (GHGs) must be cut close to zero, and this needs to happen quickly, with any remaining emissions re-absorbed from the atmosphere, mainly by oceans and forests. Net zero is the subject of intense discussion, and no small amount of pledging by countries and companies, with the UK the first major economy to put the target into law, in 2019.

However, there is little agreement about how to achieve net zero. While some approaches have potential spill-over social and economic benefits, others have been widely criticized for their failure to address the root cause of the climate crisis, namely our current dependence on a carbon-intensive global economy.

NO DELAY

A rapid reduction in greenhouse gas emissions is key to stopping the climate crisis snowballing into a climate catastrophe. Any delay, even if it is followed by more dramatic cuts in the future, will result in bigger cumulative emissions, and an increased risk of extreme weather and of 'tipping points' being reached. It would be reckless to rely on as yet unproven technologies such as 'negative emissions' to suck CO2 out of the atmosphere.

These may also have unforeseen environmental consequences and risk creating incentives for continued wasteful investment in high carbon technologies and infrastructure, despite their in-built obsolescence. Similarly, and despite the extravagant claims often made for it by major polluters, offsetting can at best make only a marginal contribution to net zero, and according to evidence from Greenpeace, in practice often displaces rather than reduces GHGs.



Patrick Watt: CEO, Christian Aid

Offsetting also creates its own social and environmental problems, for example where large-scale monoculture tree-planting is at the cost of land rights and biodiversity. Genuine 'nature-based solutions' must prioritise ecosystem restoration and complement, rather than replace steps to reduce emissions across the economy.

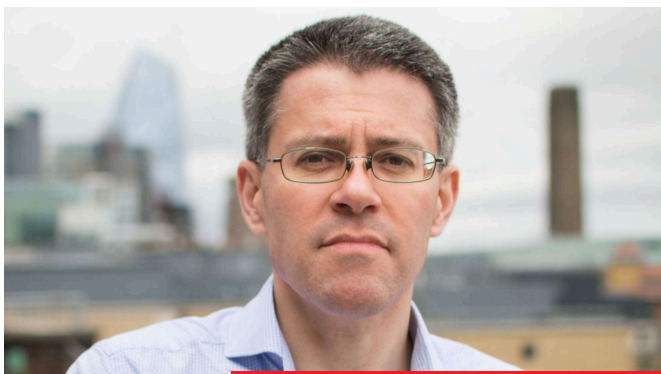
PROTECT AND SUSTAIN

Any transition to net zero carries risks, especially for people who are already poor. Some industries will need to be phased out, as others are created. An unchecked resource rush for renewable energy could create its own set of negative environmental and social effects, including forced displacement. Governments must make active use of policies to create decent work and sustain communities that currently rely on carbon-intensive jobs. They must also take steps to protect the environment and enable access to affordable, sustainable and renewable energy, especially for the 940 million people in Africa and Asia who've no electricity supply. The quality of the transition matters most for those people, a majority of them women, whose survival as smallholder farmers, fisherfolk and pastoralists depends directly on a healthy ecosystem.

LOCAL VOICES

People's voices and their ability to influence political decisions will be critical to ensuring that any transition to net zero is just and actually reduces poverty. Large hydroelectric dams have a dismal track record when it comes to human rights and local environmental impacts, and large wind or solar farms can have similar implications for land rights. Christian Aid is promoting more decentralised approaches, which are championed by local communities and appropriate for local conditions.

In our era of resource constraints and multiple crises, governments and policymakers need to respond to climate change in a way that addresses more than one problem at a time. Achieving net zero through approaches that have wider benefits for sustainable development is both the right thing to do, and the smart option. For those people and societies who have become rich on the basis of fossil fuel economies, there is a moral imperative to provide the financial and technological support needed to make a just transition possible.



Tim Thorlby: Director, Jubilee Centre

LET'S ABOLISH WORKING POVERTY: a challenge for business

by Tim Thorlby

The story of poverty has changed during my lifetime. In the 1990s the majority of those living below the poverty line in the UK were not working – because they were unemployed, or not able to work or retired. Two decades of work has gone into fixing this, with partial success – for example, more people are in work and many older people have higher pensions.

But it turns out that poverty hasn't gone, it's moved. The story has changed. We now have the highest rate of in-work poverty for a generation. A growing number of those using Foodbanks are actually in work. The 'working poor' now account for the majority of households below the poverty line. For a lot of people, work doesn't pay.

If work is no longer a route out of poverty for millions of people then we have a serious problem. It suggests that the way in which our marketplace operates is really quite broken. The current rise in inflation and the ongoing cost of living crisis accentuate the need to find urgent solutions.

The Rise in Working Poverty

The reason why working poverty has risen is that the employment 'floor' in this country has too many holes in it. The Minimum Wage has – rightly and helpfully – been rising in recent years, but this has not been enough:

- The Minimum Wage still does not match the real Living Wage and may not for years – and remains nearly 20% below it in London
- The Minimum Wage falls even further below the real Living Wage for workers aged 22 or younger
- Sick pay for the many workers reliant on the statutory floor is amongst the lowest in Europe, and is non-existent for the lowest paid
- The income of many workers relies on zero-hours contracts or gig-economy jobs where hours fluctuate from week to week
- Some are underemployed – they need more hours but can't get them

The role of business:

One response to this has been to lobby Government for more generous welfare support, particularly through Universal Credit. Ensuring that welfare provides a decent safety net is important, but I want to suggest another route too; we need to consider the role of business.

If we are to have a successful economy, it is not enough to have a positive vision for the role of Government, we must have a positive vision for the role of business too. It can and should be part of the solution to working poverty.

The Sustainable Leader Conference



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Business Network

A biblical view of enterprise recognises that all employers have both wider social responsibilities and agency. A biblical view of work calls for both dignity and fairness.

It is also not clear why the taxpayer should effectively subsidise low-paying employers (via welfare to employees) particularly if those enterprises are profit-making. We should expect more from our nation's businesses.

A great example of agency in the marketplace in recent years has been the rise of the Living Wage Movement – over 10,000 accredited employers (many of which are businesses) are now volunteering to pay the real Living Wage. Interestingly, through the pandemic the rate of accreditations actually accelerated. A sizeable number of businesses in the UK are prepared to act on their social responsibilities when given a clear opportunity to do so. This is worth celebrating.

We need to work with businesses to explore how they can play a greater role in tackling working poverty. In particular, we believe that there is an urgent need to explore how more employers can commit to:

- Paying the real Living Wage to all workers, of all ages
- Providing sick pay for all employees at the real Living Wage or higher for a minimum period
- Fixed hours contracts for low pay workers, recognising that zero-hours contracts don't work for the low paid

We need to establish a clear new standard in the marketplace to drive down working poverty in the UK. We know that at its best, enterprise can be a force for good. Can we renew the mindset, culture and practices of our marketplace to contribute to the national renewal we all want to see?

The Sustainable Leader Conference: Building values-based businesses that last

Whether it is the global covid-19 pandemic, the cost of living crisis, climate change or the war in Ukraine, recent history has shown us that investing in the future sustainability of our businesses, communities and climate is essential. Future sustainability requires innovative thinking now. That's why this year, the Salt Network Conference is bringing together leading voices from business, policy, finance and development for a day of keynotes, networking and workshops so that together we can build impact driven businesses that last.

The Salt Network Sustainable Leader Conference is creating an opportunity for leaders from across sectors to engage with the key issues of sustainable leadership, sustainable organisations, sustainable finance and sustainable planet, and hear from those pioneering the way forward.

Having previously hosted contributors such as Lord Michael Hastings, Gemma McGough, Paul Polman, Amanda Mukwashi and James Perry, the Sustainable Leader Conference offers a unique opportunity to hear directly from leading voices within an limited gathering.

Throughout the day you will:

- Network with leaders, innovators, and peers.
- Hear from leading voices from across the Values-Based business world.
- Be inspired and equipped to lead better businesses.
- Learn more about the Salt Network and how you can partner with us to make an impact at home and abroad.

Founded by Christian Aid, The Salt Network exists to inform, support, and equip values-based business leaders to maximise their impact, to run better businesses and create a more prosperous and fairer future for all.

When: 4th November 2022, 09:30 – 16:30

Where: Central Hall, Westminster

Cost: £65.00 (Including full refreshments and lunch)

Concessions: £32.50

Livestream: £25.00

Book Here: <https://www.eventbrite.co.uk/e/sustainable-leader-conference-tickets-371226547597>



Jason Stockwood
Owner - Grimsby Town
Football Club



Julia Davies
Angel Investor and Founder
@ We Have the Power



Busola Sodeinde
C of E Church commissioner
and Social Entrepreneur



Claire Talbot-Jones
Co-founder Talbot Jones
Ltd, Chartered Insurers

Confirmed speakers for the Salt Network Conference

www.christianaid.org.uk/events/sustainable-leader-conference

Speaker Bios:

Jason Stockwood:

Jason is Chairman of Grimsby Town Football Club, on the UK board of B Corp, a Venture investor in early-stage tech businesses and previously Vice Chairman of Simply Business (voted as the 2015 & 2016 Number One 'Best Place to Work' in the UK by The Sunday Times. Accredited as a B Corp in 2017).

Jason previously worked at the global dating website, match.com as UK International MD. Prior to this, he spent time working in the travel industry as MD at Travelocity Business, Non-Exec at Skyscanner and in commercial roles at lastminute.com.

In 2018 he published his first book, Reboot - A Blueprint for Happy, Human Business in the Digital Age. The premise of the book is that headlines predict that whole industries will be decimated by Artificial Intelligence and automation. Some bosses and bankers are rubbing their hands at the prospect of cost savings and staff cuts. But there is another way. New technology can also empower teams, fuel creativity and make people happier.

Julia Davies:

"Julia Davies is an angel investor, philanthropist and environmental campaigner dedicating her time, skills and resources to tackling the climate and biodiversity crisis and inter-connected social issues.

A former lawyer and co-founder of Osprey Europe, Julia works under the mantra, We Have The POWER - Protect Our World - Educate Restore). Julia's mission is to catalyse practical action by investing in start-up companies offering sustainable products and services and providing philanthropic loan finance to accelerate regeneration,

philanthropic loan finance to accelerate regeneration, including to conservation groups acquiring land for nature restoration.

Julia set up The Reusables Working Group - a collection of companies offering reuse solutions who cooperate in moving forward the circular economy.

Busola Sodeinde:

Busola Sodeinde worked in senior positions in Banking. Until 2019, she was the CFO for the Global Markets business in EMEA at State Street Bank.

Busola's career has transitioned into a multi-disciplinary role that supports mission-led organisations, focused on the Social Theme in ESG across Financial Services, Not for Profit and Charities.

Now focused on Social Entrepreneurship, Busola has been active in the digital space developing tech products for youths and young adults.

She is a Church Commissioner (on its Audit & Risk Committee), Trustee of The Scouts Association, Non-exec Director at Ombudsman Services and Hargreave Hale Venture Capital Trust.

She is a qualified CGMA, holds an MBA with Distinction from Leeds University, and a BSc. Economics.

Clare Talbot-Jones:

An entrepreneur with a mission to build confidence and resilience. Clare is blazing a trail in the Insurance industry since launching commercial insurance brokerage Talbot Jones Ltd with her husband, Richard, in 2016. Named Rising Star in Insurance 2019, winner of the Chartered Insurance Institute's Building Public Trust award and listed as an Elite Woman in Insurance, she presented a warmly received TEDx on Pursuing Fearlessness last year.

With core values of Community, Excellence and Integrity that are built on the foundations of her Christian faith, she is an active mentor, Christians Against Poverty Centre Manager, Strategic Leadership Masters student and academic researcher.

Clare is learning how to reframe her understanding of herself and the world having been recognised as autistic last year.

Clare Talbot-Jones BA (Hons), PGCert, Cert CII, FCMI