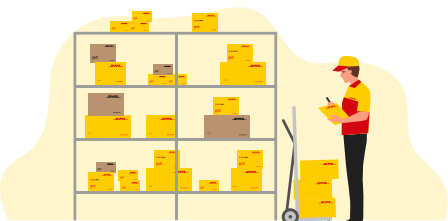


# PEOPLE ARE AT THE CORE OF A SUCCESSFUL SUPPLY CHAIN

The labor crunch is a pressing issue across industries, particularly across a wide range of supply chain operations roles. One talent and labor study<sup>1</sup> found

**81%** of supply chain professionals are looking to fill positions, within the next 12 months.



**Some of the roles include:**

- Warehouse workers
- Inventory and materials managers

**But recruiting for these roles is not without its challenges, including:**

- Too much competition for too few workers
- Candidates needing more skills and knowledge



**The Social pillar of a robust ESG strategy may be the key to unlocking these talent challenges and enabling valuable and purposeful work experiences for both current and prospective employees.**

A people-first approach is vital and the right thing to do for the employees contributing to everyday operations and for the communities impacted along the way.



**68%** of Gen Z workers are not satisfied with their organization's progress in creating a diverse and inclusive work environment, and **56%** would not accept a role without diverse leadership.<sup>2</sup>

**64%** of workers would be more attracted to and remain at an organization that creates value not just for shareholders, but for workers as human beings and greater society as well.<sup>3</sup>



Organizations are **107%** more likely to place talent effectively when using a skills-based approach to workforce development.<sup>4</sup>

Ethnically diverse companies are **36%** more likely - and gender diverse companies are **25%** more likely - to financially outperform organizations that are of average diversity in their industry.<sup>5</sup>



Achieving the social goals within your ESG strategy requires alignment with your partners along the supply chain. Look for partners that demonstrate their commitment towards:

- A workforce that represents the communities where they operate**
- Career development and advancement opportunities for their employees**
- Health, safety, and overall well-being across their operations**
- Continuous safeguarding of human rights**

**Learn more about leveraging your partners to achieve the Social targets of your sustainability strategy**

**Download our Sustainability Playbook**

**FOR FURTHER INFORMATION**  
Contact our supply chain experts [here](#) >  
or visit our [website](#) >



<sup>1</sup>[https://www.mmh.com/article/survey\\_talent\\_and\\_labor\\_on\\_the\\_rise](https://www.mmh.com/article/survey_talent_and_labor_on_the_rise)  
<sup>2</sup><https://workforce-resources.manpowergroup.com/home/the-new-human-age>  
<sup>3</sup><https://www2.deloitte.com/us/en/insights/focus/human-capital-trends.html#navigating-the-human>  
<sup>4</sup><https://www2.deloitte.com/us/en/insights/focus/human-capital-trends.html#navigating-the-end>  
<sup>5</sup><https://www.weforum.org/reports/global-parity-alliance-diversity-equity-and-inclusion-lighthouses-2023>